

# **INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) for Regular Teachers in the Proficient Stage**

Name of Employee:	ETHYL F. SALUDO	Name of Rater:	MA. REMEDIOS C. CALONIA
Position:	Teacher III	Position:	Master Teacher I
Bureau/Center/Service/Division:	Maasin Central School - Maasin City	Date of Review:	July 10, 2023
Rating Period:	SY 2022-2023		

TO BE FILLED OUT DURING PLANNING											TO BE FILLED OUT DURING EVALUATION					
MFOs	KRAs	Objectives	Timeline	Weight per KRA	Performance Indicators						Actual Results	Rating				Score
					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
Basic Education Services	1. Content Knowledge and Pedagogy	1. Applied knowledge of content within and across curriculum teaching areas (PPST 1.1.2)	SY 2022-2023	7.00%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.350
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
		2. Used a range of teaching strategies that enhance learner achievement in literacy and numeracy skills (PPST 1.4.2)	SY 2022-2023	7.00%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.350
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
		3. Applied a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills	SY 2022-2023	7.00%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.350
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
	2. Learning Environment & Diversity of Learners	4. Managed classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and	SY 2022-2023	7.00%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.350
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					



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MFOs	KRAs	Objectives	Timeline	Weight per KRA	Performance Indicators						Actual Results	Rating				Score
					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
3. Curriculum and Planning		5. Managed learner behavior constructively by applying positive and non-violent discipline to ensure learning- focused environments	SY 2022-2023	7%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / Inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	5	5		5.000	0.350
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
		6. Used differentiated, developmentally appropriate learning experiences to address learners' gender, needs,	SY 2022-2023	7%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / Inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	5	5		5.000	0.350
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
	7. Planned, managed and implemented developmentally sequenced teaching and learning processes to meet curriculum	SY 2022-2023	7%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / Inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	5	5		5.000	0.350	
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								
	8. Participated in collegial discussions that use teacher and learner feedback to enrich teaching practice (PPST 4.4.2)	SY 2022-2023	7%	Quality	Planned for enriched teaching practice based on LAC sessions / FGDs / meetings / other collegial discussions attended, as shown in MOV 3	Reflected on practices during LAC sessions / FGDs / meetings / other collegial discussions to plan, facilitate, and enrich teaching practice, as shown in MOV 3	Shared practices, teacher and learner feedback during LAC sessions / FGDs / meetings / other collegial discussions to plan, facilitate, and enrich teaching practice, as shown in MOV 2	Attended LAC sessions / FGDs / meetings / other collegial discussions that discuss teacher/learner feedback to enrich instruction, as shown in MOV 1	No acceptable evidence was shown	Reflected on practices during LAC sessions / FGDs / meetings / other collegial discussions to plan, facilitate, and enrich teaching practice, as shown in MOV 3	4		4	4.000	0.280	
		Timeliness	Participated in collegial discussions that discuss teacher and learner feedback across 4 quarters	Participated in collegial discussions that discuss teacher and learner feedback across 3 quarters	Participated in collegial discussions that discuss teacher and learner feedback across 2 quarters	Participated in a collegial discussion that discusses teacher and learner feedback in only 1 quarter	No acceptable evidence was shown	Participated in collegial discussions that discuss teacher and learner feedback across 3 quarters								
	9. Selected, developed, organized and used appropriate teaching and learning resources, including ICT, to address learning	SY 2022-2023	7%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / Inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / Inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / Inter-observer agreement forms	5	5		5.000	0.350	
		Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time								



TO BE FILLED OUT DURING PLANNING											TO BE FILLED OUT DURING EVALUATION					
MFOs	KRAs	Objectives	Timeline	Weight per KRA	Performance Indicators						Actual Results	Rating				Score
					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
	4. Assessment and Reporting	10. Designed, selected, organized and used diagnostic, formative and summative assessment strategies	SY 2022-2023	7%	Quality	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 6 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 5 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 4 in the objective as shown in COT rating sheets / inter-observer agreement forms	Demonstrated Level 3 in the objective as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown	Demonstrated Level 7 in the objective as shown in COT rating sheets / inter-observer agreement forms	5	5		5.000	0.350
					Efficiency	Objective was met within the allotted time		Objective was met but instruction exceeded the allotted time		No acceptable evidence was shown	Objective was met within the allotted time					
		11. Monitored and evaluated learner progress and achievement using learner attainment data (PPST 5.2.2)	SY 2022-2023	7%	Quality	Involved learner/s in monitoring and evaluation of their own progress and achievement	Monitored and evaluated learner progress and achievement based on attainment data from an individual learner	Monitored and evaluated learner progress and achievement based on the class attainment data	Monitored and evaluated learner progress and achievement based on an existing grade level / department / learning area report	No acceptable evidence was shown	Involved learner/s in monitoring and evaluation of their own progress and achievement	5		4	4.500	0.315
					Timeliness	Submitted MOV/s show/s monitoring and evaluation done across 4 quarters	Submitted MOV/s show/s monitoring and evaluation done across 3 quarters	Submitted MOV/s show/s monitoring and evaluation done across 2 quarters	Submitted MOV/s show/s monitoring and evaluation done in only 1 quarter	No acceptable evidence was shown	Submitted MOV/s show/s monitoring and evaluation done across 3 quarters					
		12. Communicated promptly and clearly the learners' needs, progress and achievement to key stakeholders, including parents/guardians (PPST 5.4.2)	SY 2022-2023	7%	Quality	Sustained engagement through regular communication of learners' needs, progress and achievement to key stakeholders, including parents/guardians, as shown in the MOV submitted	Communicated promptly and clearly using various tools and strategies learners' needs, progress and achievement to key stakeholders, including parents/guardians, as shown in the MOV submitted	Communicated promptly and clearly using only one (1) strategy learners' needs, progress and achievement to key stakeholders, including parents/guardians, as shown in the MOV submitted	Communicated learners' needs, progress and achievement to key stakeholders, including parents/guardians, but not regularly as shown in the MOV submitted	No acceptable evidence was shown	Sustained engagement through regular communication of learners' needs, progress and achievement to key stakeholders, including parents/guardians, as shown in the MOV submitted	5		4	4.500	0.315
					Timeliness	Showed prompt communication of learners' needs, progress and achievement across 4 quarters	Showed prompt communication of learners' needs, progress and achievement across 3 quarters	Showed prompt communication of learners' needs, progress and achievement across 2 quarters	Showed prompt communication of learners' needs, progress and achievement in only 1 quarter	No acceptable evidence was shown	Showed prompt communication of learners' needs, progress and achievement across 3 quarters					
	5. Personal Growth and Professional Development	13. Applied a personal philosophy of teaching that is learner-centered (PPST 7.1.2)	SY 2022-2023	7%	Quality	Submitted MOV that details the consistent involvement of learners in the teaching-learning process resulting from the application of a personal philosophy of teaching that is learner-centered	Submitted MOV that reflects involvement of learners in the teaching-learning process resulting from the application of a personal philosophy of teaching that is learner-centered	Submitted MOV that shows the application of a personal philosophy of teaching that is learner-centered	Submitted MOV that indicates a personal philosophy of teaching that is not learner-centered	No acceptable evidence was shown	Submitted MOV that details the consistent involvement of learners in the teaching-learning process resulting from the application of a personal philosophy of teaching that is learner-centered	5		5	5.000	0.350
					Timeliness	Applied a personal philosophy of teaching that is learner-centered across 4 quarters	Applied a personal philosophy of teaching that is learner-centered across 3 quarters	Applied a personal philosophy of teaching that is learner-centered across 2 quarters	Applied a personal philosophy of teaching that is learner-centered in only 1 quarter	No acceptable evidence was shown	Applied a personal philosophy of teaching that is learner-centered across 4 quarters					
		14. Set professional development goals based on the Philippine Professional Standards for Teachers (PPST 7.5.2)	SY 2022-2023	7%	Quality	Updated professional development goals during Phase II of the RPMS Cycle as evidenced by MOV 4	Discussed progress on professional development goals with the rater during the mid-year review as evidenced by MOV 3	Set professional development goals based on e-SAT results as evidenced by MOV 2	Accomplished the e-SAT at the beginning of the school year as evidenced by MOV 1	No acceptable evidence was shown	Updated professional development goals during Phase II of the RPMS Cycle as evidenced by MOV 4	5	5	5	5.000	0.350
					Efficiency	Submitted 4 acceptable MOVs	Submitted 3 acceptable MOVs	Submitted 2 acceptable MOVs	Submitted 1 acceptable MOV	No acceptable evidence was shown	Submitted 4 acceptable MOVs					
					Timeliness	All four (4) submitted MOVs were accomplished within the prescribed RPMS Phase	Three (3) of the submitted MOVs were accomplished within the prescribed RPMS Phase	Two (2) of the submitted MOVs were accomplished within the prescribed RPMS Phase	Only one (1) of the submitted MOVs was accomplished within the prescribed RPMS Phase	No acceptable evidence was shown	All four (4) submitted MOVs were accomplished within the prescribed RPMS Phase					



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MFOs	KRAs	Objectives	Timeline	Weight per KRA	Performance Indicators						Actual Results	Rating				Score
					QET	Outstanding	Very Satisfactory	Satisfactory	Unsatisfactory	Poor		Q	E	T	Ave	
						5	4	3	2	1						
	Plus Factor	15. Performed various related works/activities that contribute to the teaching learning process (PPST 8.1)	SY 2022-2023	2%	Quality	Performed at least one (1) related work / activity that contributed to the teaching-learning process beyond the school / Community Learning Center (CLC) as evidenced by the submitted MOV.	Performed at least one (1) related work / activity that contributed to the teaching-learning process within the school / Community Learning Center (CLC) as evidenced by the submitted MOV.	Performed at least one (1) related work / activity that contributed to the teaching-learning process within the learning area/department as evidenced by the submitted MOV.	Performed at least one (1) related work / activity that contributed to the teaching-learning process within the class as evidenced by the submitted MOV.	No acceptable evidence was shown	Performed at least one (1) related work / activity that contributed to the teaching-learning process beyond the school / Community Learning Center (CLC) as evidenced by the submitted MOV.	5	5	4	4.666	0.093
				Efficiency	Submitted MOV that details the achieved positive contribution to the teaching-learning process, as evidenced by the annotation provided.	Submitted MOV that details the perceived positive contribution to the teaching-learning process, as evidenced by the annotation provided.	Submitted MOV that shows reasonable interlap with the actual teaching-learning process, as evidenced by the annotation provided.	Submitted MOV that shows considerable overlap with, hence significantly affecting the performance of the actual teaching-learning process.	No acceptable evidence was shown	Submitted MOV that details the achieved positive contribution to the teaching-learning process, as evidenced by the annotation provided.						
				Timeliness	Submitted MOVs were distributed across 4 quarters	Submitted MOVs were distributed across 3 quarters	Submitted MOVs were distributed across 2 quarters	Submitted MOVs were completed in only 1 quarter	No acceptable evidence was shown	Submitted MOVs were distributed across 3 quarters						
RATING FOR OVERALL ACCOMPLISHMENTS												Outstanding				4.853

ADJECTIVAL RATING EQUIVALENCES	
RANGE	ADJECTIVAL RATING
4.500 – 5.000	Outstanding
3.500 – 4.499	Very Satisfactory
2.500 – 3.499	Satisfactory
1.500 – 2.499	Unsatisfactory
below 1.499	Poor

DEPARTMENT OF EDUCATION

*Ethyl F. Saludo*  
ETHYL F. SALUDO  
Ratee

*Ma Remedios C. Calonia*  
MA. REMEDIOS C. CALONIA  
Rater

*Mirasol M. Nanimos*  
MIRASOL M. NANIMOS  
Approving Authority



## PART II: COMPETENCIES

Instructions: Please indicate the number of competency indicators that you demonstrated during the performance cycle.

### CORE BEHAVIORAL COMPETENCIES

<b>Self-Management</b> 1. Sets personal goals and directions, needs and development. 2. Undertakes personal actions and behavior that are clear and purposive and takes into account personal goals and values congruent to that of the organization. 3. Displays emotional maturity and enthusiasm for and is challenged by higher goals. 4. Prioritizes work tasks and schedules (through Gantt charts, checklists, etc.) to achieve goals. 5. Sets high quality, challenging, realistic goals for self and others.	5	<b>Teamwork</b> 1. Willingly does his/her share of responsibility. 2. Promotes collaboration and removes barrier to teamwork and goal accomplishment across the organization. 3. Applies negotiation principles in arriving at win-win agreements. 4. Drives consensus and team ownership of decisions. 5. Works constructively and collaboratively with others and across organizations to accomplish organization goals and objectives.	5
<b>Professionalism and Ethics</b> 1. Demonstrates the values and behavior enshrined in the Norms and Conduct and Ethical Standards for Public Officials and Employees (RA 6713). 2. Practices ethical and professional behavior and conduct taking into account the impact of his/her actions and decisions. 3. Maintains a professional image: being trustworthy, regularity of attendance and punctuality, good grooming and communication. 4. Makes personal sacrifices to meet the organization's needs. 5. Acts with a sense of urgency and responsibility to meet the organization's needs, improve system and help others improve their effectiveness.	5	<b>Service Orientation</b> 1. Can explain and articulate organizational directions, issues and problems. 2. Takes personal responsibility for dealing with and/or correcting customer service issues and concerns. 3. Initiates activities that promote advocacy for men and women empowerment. 4. Participates in updating office vision, mission, mandates and strategies based on DepEd strategies and directions. 5. Develops and adopts service improvement program through simplified procedures that will further enhance service delivery.	5
<b>Results Focus</b> 1. Achieves results with optimal use of time and resources most of the time. 2. Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs. 3. Delivers error-free outputs most of the time by conforming to standard operating procedures correctly and consistently. Able to produce very satisfactory quality work in terms of usefulness/acceptability and completeness with no supervision required. 4. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set. 5. Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently, or improving quality, customer satisfaction, morale, without setting any specific goal.	5	<b>Innovation</b> 1. Examines the root cause of problems and suggests effective solutions. Foster new ideas, processes and suggests better ways to do things (cost and/or operational efficiency). 2. Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal productivity to create higher value and results. 3. Promotes a creative climate and inspires co-workers to develop original ideas or solutions. 4. Translates creative thinking into tangible changes and solutions that improve the work unit and organization. 5. Uses ingenious methods to accomplish responsibilities. Demonstrates resourcefulness and the ability to succeed with minimal resources.	4

Note: The assessment in the demonstration of competencies shall not be reflected in the final rating. These competencies are monitored to inform professional development plans (DepEd Order No. 2, s. 2015, p. 9).



**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) SUMMARY SHEET**  
**Regular Teachers in the Proficient Stage**

Name of Employee:	ETHYL F. SALUDO	Name of Rater:	MA. REMEDIOS C. CALONIA
Position:	Teacher III	Position:	Master Teacher I
Bureau/Center/Service/Division:	Maasin Central School - Maasin City	Date of Review:	July 10, 2023
Rating Period:	SY 2022-2023		

**PART III. SUMMARY OF RATINGS FOR DISCUSSION**

KRA	Weight per KRA	Objectives	Weight per Objective	Numerical Ratings				Score	Adjectival Rating
				Q	E	T	Ave		
KRA 1	21%	Objective 1	7%	5	5		5.000	0.350	Outstanding
		Objective 2	7%	5	5		5.000	0.350	Outstanding
		Objective 3	7%	5	5		5.000	0.350	Outstanding
KRA 2	21%	Objective 4	7%	5	5		5.000	0.350	Outstanding
		Objective 5	7%	5	5		5.000	0.350	Outstanding
		Objective 6	7%	5	5		5.000	0.350	Outstanding
KRA 3	21%	Objective 7	7%	5	5		5.000	0.350	Outstanding
		Objective 8	7%	4		4	4.000	0.280	Very Satisfactory
		Objective 9	7%	5	5		5.000	0.350	Outstanding
KRA 4	21%	Objective 10	7%	5	5		5.000	0.350	Outstanding
		Objective 11	7%	5		4	4.500	0.315	Outstanding
		Objective 12	7%	5		4	4.500	0.315	Outstanding
KRA 5	14%	Objective 13	7%	5		5	5.000	0.350	Outstanding
		Objective 14	7%	5	5	5	5.000	0.350	Outstanding
Plus Factor	2%	Objective 15	2%	5	5	4	4.667	0.093	Outstanding
FINAL PERFORMANCE RESULTS		Accomplishments of KRAs and Objectives				Final Rating		4.853	
						Adjectival Rating		Outstanding	

*Ethyl F. Saludo*  
 ETHYL F. SALUDO  
 Ratee

*Ma. Remedios C. Calonia*  
 MA. REMEDIOS C. CALONIA  
 Rater

*Micasol M. Manlimos*  
 MICASOL M. MANLIMOS  
 Approving Authority