



Republic of the Philippines
Department of Education
MATAAS NA PAARALANG PAMBANSA NG LEYTE
Lungsod ng Tacloban



Individual Performance Commitment and Review Form
S.Y. 2018-2019

Individual Performance Commitment and Review Form

Name of Employee:	LESLIE DARWIN D. DUMAS JR.	Name of Rater:	BASILISA D. NEGRU
Position :	Special Science Teacher I	Position:	SCHOOL PRINCIPAL IV
Bureau/Center/Service/Division :	DepEd / Tacloban City Division/ LNH5-SHS	Date of Review:	April, 2019
Review Period :	October 2018 - March 2019		

OBJECTIVES	Weight per KRA	ACTUAL RESULTS				Actual Result	RATING	SCORE*
		Q	E	T	Ave.			
KRA 1. TEACHING LEARNING PROCESS 45%								
Strengthen the teaching and learning process								
1. Monitored and evaluated learner's progress in subject taught, to achieve 75% proficiency through NAT, Diagnostic Pre Test and Achievement/ Post Test.	5%	5	5	5	5	5	5	0.250
2. Facilitate interactive learning using all available multimedia equipments(DCP, other IT Facilities.	3%	5	5	5	5	5	5	0.150
3. 50% of students participated in at least two school/ district based circular and extra-curricular activities.	4%	5	5	5	3	3	3	0.120
Facilitated learning through functional lesson plans with appropriate, adequate and updated instructional materials.	10%	5	5	3	4.33	4.33	4	0.400
4. Facilitated learning through functional and complete lesson plans, daily logs, per grading period as against the compliances for the quarter, for 150 days.								
5. Constructed 5 instructional materials used per grading period.	5%	5	5	5	5	5	5	0.250
6. Compiled and properly labeled 5 instructional materials used per grading period per subject area.	3%	5	5	5	5	5	5	0.150
7. Updated k-12 corner display board per grade level quarterly.	3%	5	5	5	5	5	5	0.150

Undertakes activities to improve performance indicators.	5%	5	5	5	3	3	3	0.150
8. Conducted classroom based Remedial Instruction addressing least learned competencies.								
9. Constructed quarterly test questions with table of specifications.	3%	5	5	5	5	5	5	0.150
Maintains Daily Routine (Classroom cleanliness, classroom management, overall physical classroom atmosphere.	4%	5	5	5	5	5	5	0.200
10. Observed cleanliness and orderliness of classrooms including proper waste disposal inside and outside the classroom. (SBM Wins)								
SUB-TOTAL WEIGHT OF KRA 1: Teaching Learning Process	45%							1.970

KRA 2. STUDENTS OUTCOME 20%								
Accomplish Instructional System through-								
1. Updated school records of learners (s1, s2, s3, s4, s5, s6, s7, s8, s9, s10, s11, s12, s13, s14, s15, s16, s17, s18, s19, s20, s21, s22, s23, s24, s25, s26, s27, s28, s29, s30, s31, s32, s33, s34, s35, s36, s37, s38, s39, s40, s41, s42, s43, s44, s45, s46, s47, s48, s49, s50, s51, s52, s53, s54, s55, s56, s57, s58, s59, s60, s61, s62, s63, s64, s65, s66, s67, s68, s69, s70, s71, s72, s73, s74, s75, s76, s77, s78, s79, s80, s81, s82, s83, s84, s85, s86, s87, s88, s89, s90, s91, s92, s93, s94, s95, s96, s97, s98, s99, s100, s101, s102, s103, s104, s105, s106, s107, s108, s109, s110, s111, s112, s113, s114, s115, s116, s117, s118, s119, s120, s121, s122, s123, s124, s125, s126, s127, s128, s129, s130, s131, s132, s133, s134, s135, s136, s137, s138, s139, s140, s141, s142, s143, s144, s145, s146, s147, s148, s149, s150, s151, s152, s153, s154, s155, s156, s157, s158, s159, s160, s161, s162, s163, s164, s165, s166, s167, s168, s169, s170, s171, s172, s173, s174, s175, s176, s177, s178, 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s2009, s2010, s2011, s2012, s2013, s2014, s2015, s2016, s2017, s2018, s2019, s2020, s2021, s2022, s2023, s2024, s2025, s2026, s2027, s2028, s2029, s2030, s2031, s2032, s2033, s2034, s2035, s2036, s2037, s2038, s2039, s2040, s2041, s2042, s2043, s2044, s2045, s2046, s2047, s2048, s2049, s2050, s2051, s2052, s2053, s2								

KRA 3. COMMUNITY INVOLVEMENT 45%

Strongman School Community Liaison

¹ Participated in at least one (1) community based activity.

4	5	5	5	5	5	0.200
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2. Conducted or participated in 4 homework/PTA Meetings to report learner's progress.

5	5	5	5	5	0.150
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3. Disseminated school policies/plans/ programs and accomplishments to the stakeholders

0.090	3	3	3	3	3	3
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4. Conducted at least two (2) projects participated by parents

0.090	3	3	3	3	3	3	3
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5. Gave recognition to supportive parent/ stakeholders participated in other activities involving stakeholders

2%	5	5	5	5	5	0.100
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SUB-TOTAL WEIGHT OF KRA 3: Community Involvement

15%	0.630
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KRA 4. PROFESSIONAL GROWTH AND DEVELOPMENT 10%

¹ Attended 6-12 trainings for the grade/subject

2%	5	5	5	5	5	0.100
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2. Attached LEAP/INSETS in the school

2K	5	5	5	5	5	0.100
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2. Participated in Teachers' Allied activities, Teachers' Club Org./ Association and other legitimate linkages with organizations

2%	5	5	5	5	5	0.100
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4. Attained professional growth through post-graduate studies; subscription to professional magazines; compilation of relevant articles and Dipeolu legislators.

2K	5	5	5	5	5	0.100
----	---	---	---	---	---	-------

5. Harmonious relationship with fellow teachers, school personnel as well as with parents and other stakeholders.

20	5	5	5	5	5	0.100
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SUB-TOTAL WEIGHT OF KRA 4: Professional Growth and Development

10%	0.500
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Plus Factor

1. ADVISER (STEM ORGANIZATION) 2. COACH (SCHOOL BASED DISTRICT RESEARCH CONGRESS/ DIVISION RESEARCH CONGRESS / RESEARCH CONGRESS)

10%	5	5	5	5	5	0.500
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OVER-ALL TOTAL WEIGHT OF 4 KRA's

100%

Overall Rating for Accomplishments

4.560

Ratee:

LL
 LESLIE DARRIN D. DUMAS JR.
 Special Science Teacher I

Rater:

ML
 BASILISA D. NEGRU
 Secondary School Principal IV

Approved by:

JS
 JOSEFINA G. VANPIENGO

Public Schools District Supervisor, DLC IV

Final Performance Results	Rating
Accomplishment of KRAs and Objectives	4.560

Employee-Superior Agreement

The signatures below confirm that the employee and his/her superior have agreed to the contents of the performance as captured in this form.

Name of Employee :	LESLIE DARRIN D. DUMAS JR.	Name of Superior:	BASILISA D. NEGRU
Signature:	<i>LL</i>	Signature:	
Date:		Date:	

Adjectival Rating	
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

PART III: SUMMARY OF RATINGS FOR DISCUSSION

Final Performance Results	Rating
Accomplishment of KRAs and Objectives	4.560

Employee-Superior Agreement

The signatures below confirm that the employee and his/her superior have agreed to the contents of the performance as captured in this form.

Name of Employee: LESUE DARWIN D. DUMAS JR.	Name of Superior: BASILISA D. NEGRU
Signature: 	Signature: 
Date: 	Date: 

PART IV: DEVELOPMENT PLANS

Strengths	Weaknesses	Action Plan (Recommended Developmental Intervention)	Timeline	Resources Needed
1. Actively participated all the school activities with enthusiasm. 2. Follows all the processes in school religiously. 3. Knowledge on the ICT usage. 4. Respond to students' needs.	1. Limited knowledge on teaching strategies. 2. Limited professional opportunities.	1. Attend seminar-workshop for teaching strategies. 2. Pursue for more professional growth opportunities.	October 2018 August 2018- March 2019	1. Projector 2. Ventilation facilities like electric fans.

Ratee: **LESUE DARWIN D. DUMAS JR.**
Special Science Teacher I

Approved: **JOSEFINA G. TANPIENGCO**
PSDS, DLC IV

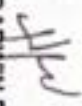
Rater: **BASILISA D. NEGRU**
Secondary Principal IV

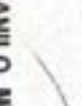
INDIVIDUAL PERFORMANCE COMMITMENT REVIEW FORM (IPCRF) SUMMARY SHEET

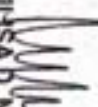
Teacher I-III (Proficient Teacher)

Name of Employee:	LESLIE DARWIN D. DUMAS	Name of Rater:	DANILO M. MACAPUGAS JR.
Position:	SPECIAL SCIENCE TEACHER I	Position:	MASTER TEACHER 1 / STEM GROUP HEAD
Bureau/Center/Service/Division:	LEYTE NATIONAL HIGH SCHOOL, Tacloban City	Date of Review:	OCTOBER 23, 2019
Rating Period:	April -October 2019		

KRA	Weight per KRA	Objectives	Weight per Objective	Numerical Ratings			Score
				Q	E	T	
KRA 1	22.5%	Objective 1	7.5%	5	5		0.375
		Objective 2	7.5%	4	5		0.337
		Objective 3	7.5%	5	5		0.375
		Objective 4	7.5%	5	4		0.337
KRA 2	22.5%	Objective 5	7.5%	5	4		0.337
		Objective 6	7.5%	4	4		0.300
		Objective 7	7.5%	5	5		0.375
		Objective 8	7.5%	5	4		0.337
KRA 3	22.5%	Objective 9	7.5%	5	4		0.337
		Objective 10	7.5%	5	5		0.375
		Objective 11	7.5%	5	4	0	0.337
		Objective 12	7.5%	4	4	4	0.300
Plus Factor	10%	Objective 13	10%	5	5		0.500
Final Rating Adjectival Rating							Outstanding 4.622


LESLIE DARWIN D. DUMAS
 Ratee


DANILO M. MACAPUGAS JR.
 Rater


BASILIO D. NEGRU
 Approving Authority

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) for Teacher I-III

LESIE DARWIN D. DUMAS

SPECIAL SCIENCE TEACHER I

LEYTE NATIONAL HIGH SCHOOL, Tacloban City

April - October 2019

Name of Rater:

Position:

Date of Review:

DANILO M. MACAPUGAS JR.

MASTER TEACHER I / STEM GROUP HEAD

OCTOBER 23, 2019

TO BE FILLED OUT DURING PLANNING										TO BE FILLED OUT DURING EVALUATION				
Objectives	Timeline	Weight	Performance Indicators						Actual Results	Rating			Ave	Score
			QUT	Outstanding (5)	Very Satisfactory (4)	Satisfactory (3)	Unsatisfactory (2)	Poor (1)		U	E	T		
1. Applied knowledge of content within and across curriculum teaching tasks.	1.2N	1.2N	Quality	Described knowledge of content and its integration within and across subject disciplines within and across subject areas as shown in MTR 1 with a rating of 5	Described knowledge of content and its integration within and across subject disciplines within and across subject areas as shown in MTR 1 with a rating of 4	Described knowledge of content and its integration within and across subject disciplines within and across subject areas as shown in MTR 1 with a rating of 3	Described knowledge of content and its integration within and across subject disciplines within and across subject areas as shown in MTR 1 with a rating of 2	Described knowledge of content and its integration within and across subject disciplines within and across subject areas as shown in MTR 1 with a rating of 1	5	5		5.000	0.375	
			Efficiency	Delivered at least 4 lessons using MTR 1 and supported by sup 1 of the other other given MTR	Delivered 3 lessons using MTR 1 and supported by sup 1 of the other other given MTR	Delivered 2 lessons using MTR 1 and supported by sup 1 of the other other given MTR	Delivered 1 lesson using MTR 1 and supported by sup 1 of the other other given MTR	Delivered no lesson using MTR 1 and supported by sup 1 of the other other given MTR						
			Timeliness											
			Quality	Delivered using different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Delivered using different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Delivered using different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Delivered using different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Delivered using different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1	4	5		4.200	0.337	
2. Used a range of teaching strategies that enhance learner achievement in literacy and numeracy skills.	1.2N	1.2N	Quality	Delivered at least 4 lessons reviewed by rubric 1 shown in MTR 1 and supported by sup 1 of the other other given MTR	Delivered 3 lessons reviewed by rubric 1 shown in MTR 1 and supported by sup 1 of the other other given MTR	Delivered 2 lessons reviewed by rubric 1 shown in MTR 1 and supported by sup 1 of the other other given MTR	Delivered 1 lesson reviewed by rubric 1 shown in MTR 1 and supported by sup 1 of the other other given MTR	Delivered no lesson reviewed by rubric 1 shown in MTR 1 and supported by sup 1 of the other other given MTR						
			Efficiency											
			Timeliness											
			Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1	5	5		5.000	0.375	
3. Applied a range of teaching strategies to develop critical and creative thinking, as well as other higher order thinking skills.	1.2N	1.2N	Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1						
			Efficiency	Delivered at least 4 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 3 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 2 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 1 lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered no lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR						
			Timeliness											
			Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1	5	5			0.375	
4. Managed classroom activities to engage learners, individually or in groups, in meaningful exploration, discovery and problem-solving within a range of physical learning environments.	1.2N	1.2N	Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1						
			Efficiency	Delivered at least 4 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 3 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 2 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 1 lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered no lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR						
			Timeliness											
			Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1	5	4		4.200	0.337	
5. Managed learner behaviour constructively by applying positive and non-violent discipline to	1.2N	1.2N	Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1						
			Efficiency	Delivered at least 4 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 3 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 2 lessons as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered 1 lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR	Delivered no lesson as evidenced by MTR 1 and supported by sup 1 of the other other given MTR						
			Timeliness											
			Quality	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 5	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 4	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 3	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 2	Used different teaching strategies the primary teaching strategy and/or secondary skills as shown in MTR 1 with a rating of 1	5	4		4.200	0.337	

Avg	Score	Rating	
		Q	E
4.280	8.337	5	5

