

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

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| Name of Employee: | CAINNE DOROTHY F. LINES | Name of Rater: | ANALYN L. INOFERIO |
| Position: | Teacher I | Position: | Head Teacher I |
| Bureau/Center/Service/Division: | Bulangsuran Integrated School - Cebu Province | Date of Review: | June 2, 2025 |
| Rating Period: | SY 2024-2025 | | |

| TO BE FILLED OUT DURING PLANNING | | | | | | | | | | | TO BE FILLED OUT DURING EVALUATION | | | | | |
|----------------------------------|-----------------------------------|--|--------------|----------------|------------------------|--|--|--|---|---|--|--------|---|---|-------|-------|
| MFOs | Domains | 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 2024-2025 | 7.14% | Quality | Demonstrated Level 7 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms | Demonstrated Level 6 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms | Demonstrated Level 5 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms | Demonstrated Level 4 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms | Demonstrated Level 3 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms or No acceptable evidence was shown | Demonstrated Level 7 in Objective 1 as shown in COT rating sheets / inter-observer agreement forms | 5 | 5 | | 5.000 | 0.357 |
| | | | | | 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 research-based knowledge and principles of teaching and learning to enhance professional practice (PPST 1.2.2) | SY 2024-2025 | 7.14% | Quality | Used research-based knowledge and/or principles of teaching and learning in all the components of instruction in the lesson plan to improve student learning | Used research-based knowledge and/or principles of teaching and learning in two components of instruction in the lesson plan to improve student learning | Used research-based knowledge and/or principles of teaching and learning in one component of instruction in the lesson plan to improve student learning | Use of research-based knowledge and/or principle of teaching and learning is identified but was poorly used as basis for planning / designing the lesson | No acceptable evidence was shown | Used research-based knowledge and/or principles of teaching and learning in all the components of instruction in the lesson plan to improve student learning | 5 | | | 5.000 | 0.357 |
| | | | | | Quality | Ensured that the ICT used redefine and transform learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material | Ensured that the ICT used augment and enrich learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material | Ensured that the ICT used modify processes and improve learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material | Ensured that ICT are used but do not create a new learning experience and/or are documented but not consistent with one referencing style as shown in the submitted learning material | No acceptable evidence was shown | Ensured that the ICT used augment and enrich learning experiences and are documented properly and consistently using any referencing style as shown in the submitted learning material | 4 | 5 | | 4.500 | 0.321 |
| | | 3. Ensured the positive use of ICT to facilitate the teaching and learning process (PPST 1.3.2) | SY 2024-2025 | 7.14% | 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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| TO BE FILLED OUT DURING PLANNING | | | | | | | | | | | TO BE FILLED OUT DURING EVALUATION | | | | | |
|---|---|--|--------------|--|--|--|--|--|--|--|--|--------|-------|-------|-------|-------|
| MFOs | Domains | 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. Used a range of teaching strategies that enhance learner achievement in literacy and numeracy skills (PPST 1.4.2) | SY 2024-2025 | 7.14% | 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 6 in the objective as shown in COT rating sheets / Inter-observer agreement forms | 4 | 5 | | 4.500 | 0.321 |
| | | | | | 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 | | | | | |
| | | 5. Used effective verbal and non-verbal classroom communication strategies to support learner understanding, participation, | SY 2024-2025 | 7.14% | Quality | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | 4 | 5 | | 4.500 | 0.321 |
| | | | | | 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 | 6. Maintained learning environments that nurture and inspire learners to participate, cooperate and collaborate in continued learning | SY 2024-2025 | 7.14% | Quality | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | 5 | 5 | | 5.000 | 0.357 |
| | | | | | 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. Applied a range of successful strategies that maintain learning environments that motivate learners to work productively by assuming responsibility for their | SY 2024-2025 | 7.14% | Quality | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | 4 | 5 | | 4.500 | 0.321 |
| | | | | | 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. Designed, adapted and implemented teaching strategies that are responsive to learners with disabilities, giftedness and talents (PPST 3.3.2) | SY 2024-2025 | 7.14% | Quality | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 6 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 5 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 4 as shown in COT rating sheets/inter- observer agreement forms | Demonstrated Level 3 as shown in COT rating sheets/inter- observer agreement forms or No acceptable evidence was shown | Demonstrated Level 7 as shown in COT rating sheets/inter- observer agreement forms | 5 | 3 | | 4.000 | 0.285 | | |
| | | | 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 but instruction exceeded the allotted time | | | | | | | |

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| MFOs | Domains | 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 | | | | | | |
| | | 9. Planned and delivered teaching strategies that are responsive to the special educational needs of learners in difficult circumstances*, | SY 2024-2025 | 7.14% | Quality | Demonstrated Level 7 as shown in COT rating sheets/inter-observer agreement forms | Demonstrated Level 6 as shown in COT rating sheets/inter-observer agreement forms | Demonstrated Level 5 as shown in COT rating sheets/inter-observer agreement forms | Demonstrated Level 4 as shown in COT rating sheets/inter-observer agreement forms | Demonstrated Level 3 as shown in COT rating sheets/inter-observer agreement forms or No acceptable evidence was shown | Demonstrated Level 6 as shown in COT rating sheets/inter-observer agreement forms | 4 | 3 | | 3.500 | 0.250 |
| | | | | | 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 but instruction exceeded the allotted time | | | | | |
| | 3. Curriculum and Planning & Assessment and Reporting | 10. Adapted and implemented learning programs that ensure relevance and responsiveness to the | SY 2024-2025 | 7.14% | Quality | Evaluated the adapted / contextualized learning program as evidenced by MOV No. 1 | Monitored progress of the adapted / contextualized learning program while being implemented as evidenced by MOV No. 2 | Completed the implementation of the adapted / contextualized learning program as evidenced by MOV No. 3 | Planned for the implementation of the adapted / contextualized existing learning program as evidenced by MOV No. 4 | No acceptable evidence was shown | Monitored progress of the adapted / contextualized learning program while being implemented as evidenced by MOV No. 2 | 4 | | | 4.000 | 0.285 |
| | 4. Community Linkages and Professional Engagement | 11. Maintained learning environments that are responsive to community contexts (PPST 6.1.2) | SY 2024-2025 | 7.14% | Quality | Collaborated with the community stakeholder in the implementation / completion of a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 1 | Planned with the community stakeholders a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 2 | Conducted a consultative meeting with the community stakeholders on a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 3 | Communicated with the community stakeholders about a program, project, and/or activity that maintains the learning environment responsive to community contexts as evidenced by MOV No. 4 | No acceptable evidence was shown | Planned with the community stakeholders a program, project, and/or activity that maintains a learning environment responsive to community contexts as evidenced by MOV No. 2 | 4 | | | 4.000 | 0.285 |
| | | 12. Reviewed regularly personal teaching practice using existing laws and regulations that apply to the teaching profession and the responsibilities specified in the Code of Ethics for | SY 2024-2025 | 7.14% | Quality | Exhibited an improved practice through one's teaching as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 1 | Exhibited an improved practice through a teaching material as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 2 | Reviewed personal teaching practices using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers in 4 quarters with reflection outputs as evidenced by MOV No. 3 | Participated in the review of personal teaching practices using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers in 4 quarters as evidenced by MOV No. 4 | No acceptable evidence was shown | Exhibited an improved practice through a teaching material as impact of regularly reviewing one's teaching practice/s using laws and regulations that apply to the profession and the responsibilities in the Code of Ethics for Professional Teachers as evidenced by MOV No. 2 | 4 | | | 4.000 | 0.285 |
| | | 13. Complied with and implemented school policies and procedures consistently to foster harmonious relationships with learners, parents, and | SY 2024-2025 | 7.14% | Quality | Sustained engagement with the learners, parents / guardians, and other stakeholders regarding school policies and procedures through school-community partnership/s as evidenced by MOV no. 1 | Discussed with learners, parents / guardians, and other stakeholders the implemented school policies and procedures as evidenced by MOV no. 2 | Communicated with learners, parents / guardians, and other stakeholders the implemented school policies and procedures as evidenced by MOV no. 3 | Implemented school policies and procedures without communicating and consulting the learners, parents / guardians, and other stakeholders | No acceptable evidence was shown | Discussed with learners, parents / guardians, and other stakeholders the implemented school policies and procedures as evidenced by MOV no. 2 | 4 | | | 4.000 | 0.285 |



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| | | | | | QET | Outstanding | Very Satisfactory | Satisfactory | Unsatisfactory | Poor | | | | | | |
| | | | | | | 5 | 4 | 3 | 2 | 1 | | | | | | |
| | 5. Personal Growth and Professional Development | 14. Adopted practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect and integrity (PPST 7.2.2) | SY 2024-2025 | 7.14% | Quality | Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from different school stakeholders as evidenced by at least two MOV No. 1 | Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from any school stakeholder as evidenced by one MOV No. 1 | Adopted practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity as evidenced by at least two MOV No. 2 | Adopted a practice that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity as evidenced by one MOV No. 2 | No acceptable evidence was shown | Exhibited dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity with affirmation from any school stakeholder as evidenced by one MOV No. 1 | 4 | | | 4.000 | 0.285 |
| RATING FOR OVERALL ACCOMPLISHMENTS | | | | | | | | | | | Very Satisfactory | | | | 4.315 | |

| 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 |

CAINNE DOROTHY F. LINES
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ANALYN L. INOFERIO
Approving Authority

