



Republic of the Philippines  
**Department of Education**

FEB 03 2023

DepEd MEMORANDUM  
No. **008**, s. 2023

**MULTI-YEAR GUIDELINES ON THE RESULTS-BASED PERFORMANCE  
MANAGEMENT SYSTEM-PHILIPPINE PROFESSIONAL  
STANDARDS FOR TEACHERS**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

1. Consistent with DepEd Order (DO) No. 2, s. 2015 prescribing the **Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education (DepEd)** and pursuant to Section 5 of DO 42, s. 2017 on the **National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST)**, which mandates that **all performance appraisals for teachers shall be based on this set of standards**, this Department continues its commitment to integrating and embedding the PPST into the RPMS for teachers.

2. Geared towards competency-based performance management, professional development, and career progression, the PPST-based RPMS for teachers shall utilize all the 37 indicators of the PPST and shall be distributed across three school years (SYs): SY 2022-2023, SY 2023-2024, and SY 2024-2025. This DepEd Memorandum titled **Multi-Year Guidelines on the Results-Based Performance Management System-Philippine Professional Standards for Teachers (RPMS-PPST)** details the enclosed procedures and all other necessary information on the adoption and implementation of performance management and appraisal of teachers. The tools, forms, and protocols stipulated herein are developed and modified to ensure that the measures of teacher performance throughout the next three SYs are appropriate, adaptive, and relevant to capture teachers' actual performance and are applicable to all contexts and scenarios faced by the schools adopting different learning modalities.

3. This Memorandum shall cover all teachers in public elementary and secondary schools and community learning centers (CLCs), including those assigned to teach under the **Alternative Learning System (ALS)**, **Madrasah Education**, **Special Education (SPed)**, and **Special Science Education**. It shall guide the Ratees, Raters, Approving Authorities, and other stakeholders in managing and evaluating teachers' performance anchored on the PPST.

4. Furthermore, the RPMS timeline for the next three SYs shall be aligned with the annual **School Calendar and Activities** issued by the Department.



# Guidelines For Performance Based Professional School

**Connecticut. Task Force on  
Performance, Evaluation and State  
Certification of School Personnel**

## **Guidelines For Performance Based Professional School:**

**Guidelines for Performance Based Professional School Counselor Evaluation** Missouri. Department of Elementary and Secondary Education, 2000     Handbook of School Counseling Hardin L.K. Coleman, Christine Yeh, 2011-04-06 The mission of this forty eight chapter Handbook is to provide a comprehensive reference source that integrates counseling theory research and practice into one volume It is designed to meet the needs of entry level practitioners from their initial placement in schools through their first three to five years of practice It will also be of interest to experienced school counselors counselor educators school researchers and counseling representatives within state and local governments

**Guidelines for Local Performance-based Evaluation and State Certification of Professional School Personnel** Connecticut. Task Force on Performance, Evaluation and State Certification of School Personnel, 1972     **Developing and Managing Your School Guidance and Counseling Program** Norman C. Gysbers, Patricia Henderson, 2014-11-21 The fifth edition of this bestseller expands and extends Gysbers and Henderson s acclaimed five phase model of planning designing implementing evaluating and enhancing Pre K 12 guidance and counseling programs This enduring influential textbook has been fully updated to reflect current theory and practice including knowledge gained through various state and local adaptations of the model since publication of the last edition Exciting additions to this new edition are increased attention to diversity and the range of issues that students present counselor accountability and the roles and responsibilities of district and building level guidance and counseling leaders in an increasingly complex educational environment An abundant array of examples sample forms job descriptions evaluation surveys flyers letters and procedures used by various states and school districts clearly illustrate each step of program development At the end of each chapter a new feature called Your Progress Check functions as a tracking tool for growth at each stage of the change process Requests for digital versions from ACA can be found on [www.wiley.com](http://www.wiley.com) To purchase print copies please visit the ACA website Reproduction requests for material from books published by ACA should be directed to [publications@counseling.org](mailto:publications@counseling.org)     **The Impact of State Policy on Entrance**

**Into the Teaching Profession** Margaret E. Goertz, Ruth B. Ekstrom, Richard J. Coley, 1984     *Professional School Counseling* Rosemary Thompson, Dr. Rosemary Thompson, 2012-04-27 Today s children and adolescents are constantly facing new and unique challenges and school counselors must respond to this by expanding their role and function within the schools This revised and expanded edition of Thompson s important text explores these issues as well as the necessary steps school counselors need to take in order to adapt and effectively deal with them Thompson advocates for the need for standards based school counseling outlining the framework and benefits of the ASCA National Model and comprehensive guidance and counseling programs She addresses the newest research in implementing evidence based practices the mental health issues that may be faced by children and adolescents consulting with teachers parents administrators and the community and crisis intervention and management New to this edition are chapters that focus on minority and

disenfranchised students and emphasize the need for school counselors to be able to advocate coordinate and collaborate on services for these students and their families This is an essential resource for every school counselor in a time when the profession is becoming increasingly important      **Resources in Education** ,1998      **Catalog of NIE Education**

**Products** National Institute of Education (U.S.),1975      *Requirements for Certification of Teachers, Counselors, Librarians, Administrators for Elementary and Secondary Schools, Eighty-Third Edition, 2018-2019* Colleen M. Frankhart,2018-11-26

This annual volume offers the most complete and current listings of the requirements for certification of a wide range of educational professionals at the elementary and secondary levels Requirements for Certification is a valuable resource making much needed knowledge available in one straightforward volume      **Resources in Vocational Education** ,1979

Catalog of NIE Education Products ,1978      Requirements for Certification of Teachers, Counselors, Librarians, Administrators for Elementary and Secondary Schools, Eighty-Ninth Edition, 2024-2025 Alain Park,2024-11-07 The authoritative annual guide to the requirements for certification of teachers This annual volume offers the most complete and current listings of the requirements for certification of a wide range of educational professionals at the elementary and secondary levels Requirements for Certification is a valuable resource making much needed knowledge available in one straightforward volume      **Tests and Norms for Vocational Guidance at the Fifteen-year-old Performance Level**

Rebecca Elizabeth Leaming,1922      Tests and Norms for Vocational Guidance at the Fifteen-year-old Performance Level Clarence Arthur Kulp,Frederick Ward Ninde,Rebecca Elizabeth Leaming,Roland Laird Kramer,1923      **"Code of**

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