

**INTERIM GUIDELINES ON THE RESULTS-BASED PERFORMANCE MANAGEMENT
SYSTEM PHILIPPINE PROFESSIONAL STANDARDS FOR SCHOOL HEADS
(RPMS-PPSSH) SY 2023-2026**

I. Rationale

1. In the post new normal educational landscape, it is necessary for the education leaders to take the lead in maneuvering the schools and learning centers to address learning losses and gaps. As 21st century education leaders, they are expected to be transformative and strategic. The issuance of DepEd Regional Office V Learning Recovery Program with its mantra Recovering Academic Achievement by Improving Instruction through Sustainable Evidence-Based (RAISE) Learning Programs calls for vigilant and responsive School Leaders in the Region that carry over the vision of the Department. Alongside this is the Department of Education MATATAG agenda that upholds the mantra *Bansang Makabata, Batang Makabansa*, which articulates the priorities of Vice President and DepEd Secretary Sara Z. Duterte towards a responsive Basic Education through quality, access, equity, governance, resiliency, and well-being.
2. The Department of Education issued DepEd Order No. 2, s. 2015 prescribing Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education. This issuance aims to provide comprehensive guidelines for the adoption of the Civil Service Commission's (CSC) Strategic Performance Management System (SPMS) issued by the Commission through the issuance of Memorandum Circular (MC) No. 06, s.2012.
3. Moreover, the Department of Education issued DepEd Order No. 24, s. 2020 otherwise known as the National Adoption and Implementation of the Philippine Professional Standards for School Heads (PPSSH) which defines professional standards that constitute quality school heads. PPSSH serves as a public statement of professional accountability of school heads. This compendium of standards sets out what school heads are expected to know, be able to do, and value as they progress in their profession.
4. Acknowledging the importance and need to concretize the linkage between the organizational thrusts and the performance management system, it is important to ensure organizational effectiveness and track individual improvement efficiency by cascading the institutional accountabilities to the various levels, units and individual personnel, as anchored on the establishment of rational and factual basis for performance targets and measures. Finally, it is necessary to link SPMS with other systems relating to human resources and to ensure adherence to the principle of performance-based tenure and incentives.
5. The call for compliance of accountability and quality performance among school leaders in the Region poses quite a big challenge if not guided and supported with clear and significant support. Aligning the Key Result Areas of School Heads to the set direction of DepEd ROV is an important consideration to be scrutinized and prioritized.

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Table of Contents Guidelines For Performance Based Professional School

1. Understanding the eBook Guidelines For Performance Based Professional School
 - The Rise of Digital Reading Guidelines For Performance Based Professional School
 - Advantages of eBooks Over Traditional Books
2. Identifying Guidelines For Performance Based Professional School
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Guidelines For Performance Based Professional School
 - User-Friendly Interface
4. Exploring eBook Recommendations from Guidelines For Performance Based Professional School
 - Personalized Recommendations
 - Guidelines For Performance Based Professional School User Reviews and Ratings
 - Guidelines For Performance Based Professional School and Bestseller Lists
5. Accessing Guidelines For Performance Based Professional School Free and Paid eBooks
 - Guidelines For Performance Based Professional School Public Domain eBooks
 - Guidelines For Performance Based Professional School eBook Subscription Services
 - Guidelines For Performance Based Professional School Budget-Friendly Options

6. Navigating Guidelines For Performance Based Professional School eBook Formats
 - ePub, PDF, MOBI, and More
 - Guidelines For Performance Based Professional School Compatibility with Devices
 - Guidelines For Performance Based Professional School Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Guidelines For Performance Based Professional School
 - Highlighting and Note-Taking Guidelines For Performance Based Professional School
 - Interactive Elements Guidelines For Performance Based Professional School
8. Staying Engaged with Guidelines For Performance Based Professional School
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Guidelines For Performance Based Professional School
9. Balancing eBooks and Physical Books Guidelines For Performance Based Professional School
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Guidelines For Performance Based Professional School
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Guidelines For Performance Based Professional School
 - Setting Reading Goals Guidelines For Performance Based Professional School
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Guidelines For Performance Based Professional School
 - Fact-Checking eBook Content of Guidelines For Performance Based Professional School
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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