

**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.

Guidelines For Performance Based Professional School

Norman C. Gysbers, Patricia Henderson



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 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 **Resources in Education**, 1998 **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, 2012 First Published in 2012 Routledge is an imprint of Taylor Francis an informa company **The Contemporary Superintendent** Lars G. Bjork, Theodore J. Kowalski, 2005-06-28 The role practice and preparation of today and tomorrow's superintendent A strong superintendent is critical to the success of an entire school district So why is it one of the most deregulated positions Over the past several decades many states have either rescinded licensing requirements for school district superintendents or abandoned regulations altogether The Contemporary Superintendent offers a scholarly and objective analysis of the issues surrounding the state policies that appoint superintendents Lars G Bjork and Theodore Kowalski have developed a coherent guide to critical professional aspects such as superintendent licensure professional preparation and staff development Featuring the research of educational

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