



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 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 **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

Catalog of NIE Education Products National Institute of Education (U.S.),1975

Catalog of NIE Education Products ,1978

Resources in Education ,1998

Legal Issues in School Health Services Nadine Schwab,2005-07

Legal Issues in School Health Services offers a legal resource never before available for education and health professionals and their legal advisors All professionals involved in the development implementation and evaluation of school health services will find this an exceptional tool This book addresses the spirit and letter of the laws the related standards the conflict between them and how they affect the delivery of school health services in regular and special education Special attention is given to pertinent issues for school administrators school attorneys and school nurses in order to foster school practices that are safe and effective Designed as a guide and reference work this book is written by 15 highly credentialed nurses attorneys and educators and offers detailed discussions of the legal challenges that exist in the 21st century

KEY FEATURES School nursing practice standards and performance issues Risk management strategies for school administrators school boards and attorneys Multi disciplinary approaches in ethico legal problem solving Collaborative approaches in promoting student learning and success Financial special education record confidentiality and future genetic challenges In depth legal references citations and research plus a comprehensive glossary and table of federal statutes and regulations

Journal of the House of Representatives of the United States United States. Congress. House,2006 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House

Careers Guidance for Young People Great Britain: Parliament: House of Commons: Education Committee,2013-01-23 The Education Act 2011 introduced a new statutory duty for schools to provide independent impartial careers guidance for their pupils in years 9 11 which came into force in September 2012 The Committee considers the decision to transfer responsibility for careers guidance to schools as regrettable and there are concerns about the consistency quality independence and impartiality of careers guidance now being offered to young people Evidence was heard that there is already a worrying deterioration in the overall level of provision for young people The Committee believes the Government could do more to promote consistency through central guidance and recommend the Government s statutory guidance and practical guide should be combined into a single publication to assist a consistent approach by schools The decision to extend the duty to young people in year 8 and to 16 to 18 year olds in school or college is welcomed To help ensure quality it is recommended that schools are required to work towards the Quality in Careers Standard and to procure guidance services only from qualified providers and individuals There must also be accountability measures to ensure that schools provide a good quality careers guidance service It recommends that all schools are required to publish an annual

careers plan which would provide transparency in what could be expected in terms of careers work and would set out the resources allocated to these activities Also recommended is the National Careers Service s remit is expanded to include a capacity building and brokerage role for schools including assisting schools in designing their annual careers plan the dissemination of local labour market information and the promotion of quality standards **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 Bj rk and Theodore Kowalski have developed a coherent guide to critical professional aspects such as superintendent licensures professional preparation and staff development Featuring the research of educational leadership specialists this resource is not to be missed The Contemporary Superintendent includes Quality strategies by the field s top scholars to implement decisive practices for superintendents Detailed analysis of the concerns over superintendent qualifications and preparations An examination of past present and future practices of superintendents A distinct look at the evolution of the role of the superintendent Developed over a three year period the authors have compiled a collection of useful hands on strategies for aspiring and existing superintendents as well as ideas for adoption in the educational administration leadership professional development and educational policy areas **Resources in Vocational Education** ,1979 **"Code of Massachusetts regulations, 2016"** ,2016 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020 **"Code of Massachusetts regulations, 2015"** ,2015 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

"Code of Massachusetts regulations, 2012" ,2012 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020 ["Code of Massachusetts regulations, 2014"](#) ,2014 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020 *"Code of Massachusetts regulations, 2013"* ,2013 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020 [Increasing the Competitive Edge in Math and Science](#) Janet S. Kettlewell, Ronald J. Henry, 2009-02-16 The U S is losing its competitive edge in science technology engineering and mathematics STEM Thomas Friedman warns that America is not producing enough young people in STEM fields that are essential for entrepreneurship and innovation in the 21st century The World Is Flat A Brief History of the Twenty First Century 2005 Blue ribbon commissions and influential business and national leaders have issued reports on the seriousness of the situation but little collective effort has been made to advance solutions to the STEM

crisis Increasing the Competitive Edge in Math and Science lays out actions that can be taken by K 12 teachers and administrators by higher education faculty and administrators and by policy makers working collaboratively in school through college K 16 partnerships to prepare American youth for meaningful participation in the twenty first century science and technologically based economy If the steps described in this book are followed in states all across the Country the resulting actions can help America to regain its competitive edge in science and mathematics

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