

<p>c. Attendance to L&D Activities conducted by the school except LAC Sessions ----- 5 Pts</p> <p>100% employees - 5 95 - 99% employees - 4 90 - 94% employees - 3</p>	<ul style="list-style-type: none"> • summary of IPDP signed by the school Principal • Attendance for L and D report from January to August of the current year
<p>6. Curriculum Development ----- 15 Points</p> <p>Developed/Contextualized quality assured learning materials for the current year</p> <p>Quality Assured by the Region ----- 10 Quality Assured at the Division Level ---- 8 Quality Assured at the District Level ----- 6 Quality Assured at the School Level ----- 4</p>	<p>Learning Materials developed /contextualized and quality assured or published in the Regional LR Portal</p>
<p>7. Learning Environment - - - - - 20 Points</p> <p>a. School Environment ----- 5 Points</p> <p>All indicators met ----- 5 4 of the indicators met - 4 3 of the indicators met - 3 2 of the indicators met - 2 1 of the indicators met - 1</p>	<p><i>Each indicator is equivalent to 1 point</i></p> <ol style="list-style-type: none"> 1. Citizen’s Charter 2. Signage/directory and evacuation route and map 3. Perimeter fence 4. Presence of readily available emergency/first aid kits 5. Reports with pictorials
<p>b. Clean and Green Program -----5 Points</p> <p>All indicators met ----- 5 4 of the indicators met - 4 3 of the indicators met - 3 2 of the indicators met - 2 1 of the indicators met - 1</p>	<p><i>Each indicator is equivalent to 1 point</i></p> <ol style="list-style-type: none"> 1. Clean, orderly and well-structured classroom and offices 2. Waste management is evident 3. Implementation of WinS 4. Presence of Gulayan sa Paaralan 5. Beautification Program
<p>c. Health and Nutrition ----- 5 Points</p> <p><i>Health and Wellness Program for employees and learners</i></p>	<p>Plan and implementation report with pictorials</p>
<p>d. Child Protection Policy ----- 5 Points</p> <p>Functionality of CPP-Committee (Organization of Committee) Presence of contextualized CPP</p>	<p>Report on CPP Contextualized CPP</p>
<p>8. Partnership - - - - -15 Points</p> <p>a. School community projects/activities within or outside and donations received. - - - - 10 pts <i>(2 points for every project with documents)</i></p> <p>b. Dissemination of DepEd programs during PTA meeting --- 5 pts</p>	<ul style="list-style-type: none"> • MOA/MOU • Resolutions/ Requests • Acknowledgement/official receipt • PTA financial report SY 2018-2019 <ul style="list-style-type: none"> • Documentation • minutes of meeting • pictures
<p style="text-align: right;">TOTAL POINTS 100</p>	

<p>1.2) 100% passing rate and zero dropout – ----- 10 pts.</p> <p>1.3) Initiated and organized school and family partnerships that promote student peak performance ----- 10 pts.</p>	<p>1. Certification of School Head – 100% passing rate and zero dropout (classroom)</p> <p>2. Class record</p> <p>3. SF 2</p> <p>4. SF 4</p> <p>1. Teacher-Parent-Pupil Organization</p> <p>2. Homeroom PTA</p> <p>3. List of curricular and extracurricular activities initiated and organized with documentation</p>
<p>Outstanding Accomplishment -----15 points</p>	
<p>(Adopted from DO 66, S. 2007)</p> <p>a. Innovation - 5</p> <ul style="list-style-type: none"> • Approved Completion Report - 5 • Implemented the approved proposal -4 • Approved Proposal - 3 <p>b. Research (Basic or Action) - 5</p> <ul style="list-style-type: none"> • Approved Completion Report-(5) • Implemented the approved proposal -(4) • Approved Proposal - (2) <p>c. Resource Speaker/facilitator/Chair or Co-chair in a technical working committee - 5</p> <ul style="list-style-type: none"> • National/International -5 • Regional - 4 • Division - 3 	<p>Certified true photocopy of innovation</p> <p>Certified true photocopy of certificate</p> <p>Certified Photocopy of Research</p> <p>Certified Photocopy of certificates</p>
<p>3. Leadership Ability ----- 15 Points</p>	
<p>a) Able to lead the members of a team to do willingly the assigned task/project.</p> <p>b. Designation, Action plan, Accomplishment Report -15</p> <p>b. Designation and action plan - 10</p> <p>c. Designation -5</p>	<p>1. Certificate of chairmanship in a School, Division or Regional and/or Community affairs or projects with a successful outcome (Chairman, President, Coordinator, Focal Person)</p> <p>2. Certificate as winning</p> <p>3. Accomplishment report</p> <p>Program paper, narrative report, evaluation, pictures</p> <p>4. Action plan/project proposal</p> <p>5. Designation</p>
<p>4. Responsiveness to the public----- 10 Points</p>	
<p>4.1 Undertook volunteer service for the community and school:</p> <ul style="list-style-type: none"> • In times of calamities • Municipal/barangay activities • Outreach programs 	<p>1. Certification by GOs/NGOs</p> <p>2. Documentation</p>

Significant Accomplishment and exemplary norms of conduct (within last 3 years)-----20Points	Validated and certified by immediate superior
Significant Accomplishments ----- 10 Points (Score is 0 or 10)	A. Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications and should adhere to the following pointers: 1. Use of specific terms. Define/clarify terms such as "assisted", "contributed" or "facilitated". 2. State outstanding accomplishments or exemplary norms of conduct displayed and impact in brief, factual and in bullet form 3. Present impact of accomplishments by indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated.
Exemplary norms of conduct ----- 10 Points (Score is 0 or 10)	Format: I. Situation (Problems addressed) II. Task/ Action III. Result/ Impact
6. Awards won from Oct. (previous year) to September (current year) -----10Points	
a) International ----- 10 b) National ----- 8 c) Regional ----- 6 d) Division/Provincial----- 4 e) District/Municipal-----2	<ul style="list-style-type: none"> • Certified photocopy of certificates, plaques, etc. • Awards taken from a search for performing or outstanding teachers • Memorandum
TOTAL POINTS ----- 100 POINTS	

**BEST PERFORMING TEACHER
(PRIVATE ELEMENTARY AND SECONDARY)**

INDICATORS	MOVs
1. Learner Development from October (Previous Year) to September (Current Year)- - - - -30 Points	
1.1) Conducted activities like remedial classes, home visitation, tutoring and other related activities ----- 10 Points <ul style="list-style-type: none"> • Home visitation – 5 pts. • Remedial classes/tutorial – 5 pts. 	1. Instructional plan for the conduct of remedial classes approved by the School Head 2. Report of conducted home visitation with documentation

<p>b) Initiated and organized school and family partnerships that promote student peak performance ----- 5 pts.</p>	<p>1. Organized functional Homeroom PTA 2. List of curricular and extracurricular activities initiated and organized with documentation</p>
<p>Outstanding Accomplishment from October (Previous Year) to September (Current Year) ----- 30 points</p>	
<p>a. Contextualized/Developed Learning Materials ----- 10 Points Published in the Region LR Portal --- 10 Quality assured in the Division ----- 8 Quality assured in the District -- 6 Quality assured in the School ----- 4</p> <p>b. Research (Basic or Action) ----- 5 Points • Approved Completion Report - (5) • Implemented the approved proposal - (4) • Approved Proposal - (2)</p> <p>c. Innovation ----- 5 Points • Approved Completion Report - (5) • Implemented the approved proposal - (4) • Approved Proposal - (2)</p> <p>d. Consultant/Resource Speaker/Learning Facilitator in trainings/seminar representing Deped ----- 5 Points • International ----- 5 • National ----- 4 • Regional ----- 3 • Division ----- 2 • District ----- 1</p> <p>e. Chair/Co-Chair in Technical/planning committee ----- 5 Points • International ----- 5 • National ----- 4 • Regional ----- 3 • Division ----- 2 • District ----- 1</p>	<p>Copy or Learning Materials Developed/Contextualized</p> <p>1. Research Proposal approved by the SDS 2. Research Completion Report containing the effect/impact of the research signed by the SDS 3. Certified true photocopy of certificate</p> <p>1. Innovation Proposal approved by the SDS 2. Innovation Completion Report containing the effect/impact of the innovation signed by the SDS 3. Certified true photocopy of certificate</p> <p>Certified Photocopy of certificates</p> <p>Certified Photocopy of certificates</p>
<p>4. Leadership Ability from October (Previous Year) to September (Current Year) ----- 10 Points</p>	
<p>a) Able to lead the members of a team to do willingly the assigned task/project. a. Designation, Action plan, Accomplishment Report -10 b. Designation and action plan - 7 c. Designation - 4</p>	<p>1. Certificate of chairmanship in a School, Division or Regional and/or Community affairs or projects with a successful outcome (Chairman, President, Coordinator, Focal Person) 2. Accomplishment report with pictorials 3. Designation/recognition</p>

8. Partnership-----10 Points a. School community projects/activities and donations received/ provided ----- 5 points b. Dissemination of DepEd programs during meeting -5 pts	MOA/MOU Acknowledgement/ official receipt Dissemination of DepEd policies with PTA minutes of meeting as of Latest SY
9. School Awards won from October (previous year) to September (Current Year) -----10 Points a. International 10 b. National - 8 c. Regional - 6 d. Division- 4 e. District - 2	Certified photocopy of certificates, plaques, and other relevant documents
10. Learners Awards won from October (previous year) to September (Current Year)- ----- 10 Points a. International 10 b. National - 8 c. Regional - 6 d. Division - 4 e. District - 2	Certified photocopy of certificates, plaques, and other relevant documents
TOTAL POINTS: 100 POINTS	

**BEST PERFORMING TEACHER
(PUBLIC ELEMENTARY AND SECONDARY)**

INDICATORS	MOVs
1. Performance Rating for the latest school year 15 pts 4.90-5.0 - 15 4.80-4.89 - 12 4.70-4.79 - 9 4.60-4.69 - 6 4.50 - 4.59 - 3	Certified photocopy of IPCRF
2. Learner Development from October (Previous Year) to September (Current Year)- - - - -15Points a.1) Conducted activities like remedial classes, home visitation, tutoring and other related activities ----- 5 Points <ul style="list-style-type: none"> • <i>Home visitation – 2 pts.</i> • <i>Remedial classes/tutorial – 3 pts.</i> a.2) 100% passing rate and zero dropout – ----- 5 pts.	1. Instructional plan for the conduct of remedial classes approved by the School Head 2. Report of conducted home visitation with documentation 1. Certification of School Head – 100% passing rate and zero dropout (classroom) 2. Class record 3. SF 2 4. SF 4

<p>b. In-service trainings conducted by the school from October (Previous Year) to September (Current Year)</p> <p style="text-align: center;">- 5 points</p> <p>5 in-service trainings conducted - 5 4 in-service trainings conducted - 4 3 in-service trainings conducted - 3 2 in-service trainings conducted - 2 1 in-service training conducted - 1</p>	<ul style="list-style-type: none"> • Training Design • Training Completion Report with pictorials
<p>6. School Development -----15 Points</p> <p>6.1 School site ownership - 5 points</p> <p>6.2 Clean and Green Program -5 points</p> <ul style="list-style-type: none"> • Clean and orderly classroom and offices¹ • Waste management is evident • Comfort rooms are clean and water sealed • Presence of Gulayan sa paaralan • Beautification program <p>6.3 Health and Nutrition - 3 pts</p> <ul style="list-style-type: none"> • Implementation of D.O. 13, s. 2017 • Presence of School Clinic with first aid kits <p>6.4 Child Protection Policy – 2 Points</p> <ul style="list-style-type: none"> • Implementation of the Child Protection Policy 	<ol style="list-style-type: none"> 1. Certified photocopy of Title/patent or any proof of ownership: <ul style="list-style-type: none"> • Certificate of Ancestral Land Title • Transfer of Certificate Title • Patent • Presidential Proclamation • Deed of sale 2. Certified photocopy of Deed of donation and acceptance 3. Certified photocopy of Usufruct Agreement (lease of contract) <p>Documentation (reports & pictures)</p> <p>Presence of Materials Recovery Facility (MRF) or evidence of segregation practice</p> <p>Accomplishment report with pictorials</p> <p>Health Sanitary Permit</p> <ul style="list-style-type: none"> • Presence of a program on bullying management with functional monitoring tools • Localized school policies for child protection • Reports of bullying cases addressed
<p>7. School Recognition ----- 5 points</p> <p>DepEd Recognition -----5 DepEd Permit ----- 3</p>	<ul style="list-style-type: none"> • Certified Photocopy of DepEd Recognition • DepEd Permit

**BEST PERFORMING SCHOOL
(PRIVATE ELEMENTARY AND SECONDARY)**

INDICATORS	MOVs
	<i>(All MOVs are from October Previous Year to September of Current Year)</i>
1. Strategic Plan-----10 Points Annual/Triennial/5 years development plan	Development plan and implementation Report with pictorials
2. Performance Indicator (latest SY) - -----10 Points Retention -----5 Pts 88% & above - 5 86%-87% - 4 84%-85% - 3 School Leavers Rate ----- 5 pts 0% - 5 0.1 - 1% - 4 1.01 - 2% - 3	EBEIS EBEIS
3. Learners Development----- 10 Points Have organized activities/clubs that enhance learners' performance and interest 8 and above organized activities - 10 6-7 organized activities - 8 4-5 organized activities - 6 3 & below organized activities - 4	List of Clubs/activities organized Action Plans Pictorials of Implementation Accomplishment Report
4. Programs/Activities provided for learners with special needs-- ----- 10 Points 8-and above programs/activities provided- 10 6-7 Programs/activities - 8 4-5 programs/ activities - 6 3 and below programs/activities - 4	List of Learners with special needs Interventions provided Sample of Learning materials provided
5. Personnel Development-----10 Points a. Attendance of employees to L&D Activities Conducted from October (Previous Year) to September (Current Year) - 5 pts. 100% employees - 5 95 - 99% employees - 4 90- 94% employees - 3 85- 89 % employees - 2	<ul style="list-style-type: none"> • Report of regular in-service training, other trainings conducted by external providers • Summary of attendance of employees to L and D

Significant Accomplishment and exemplary norms of conduct (within last 3 years)-----20Points	Validated and certified by immediate superior
<p>Significant Accomplishments ----- 10 Points (Score is 0 or 10)</p> <p>Exemplary norms of conduct ----- 10 Points (Score is 0 or 10)</p>	<p>A. Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications and should adhere to the following pointers:</p> <p>4. Use of specific terms. Define/clarify terms such as "assisted", "contributed" or "facilitated".</p> <p>5. State outstanding accomplishments or exemplary norms of conduct displayed and impact in brief, factual and in bullet form</p> <p>6. Present impact of accomplishments by indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated.</p> <p>Format:</p> <p>IV. Situation (Problems addressed) V. Task/ Action VI. Result/ Impact</p>
Awards won from Oct. (previous year) to September (current year) ----- -----10Points	
<p>a. National ----- 10 b. Regional ----- 8 c. Division ----- 6 d. District ----- 4 e. School/Barangay ----- 2</p>	<ul style="list-style-type: none"> • Awards taken from a search for performing or outstanding teacher • Certified photocopy of certificates, plaques, etc. • Memorandum
TOTAL POINTS ----- 100 POINTS	

**BEST PERFORMING TEACHER
(ALTERNATIVE LEARNING SYSTEM)**

INDICATORS	MOVs
1. Performance Rating for the latest school year 10pts	
<p>4.90-5.0 - 10 4.80-4.89 - 8 4.70-4.79 - 6 4.60-4.69 - 4 4.50 - 4.59 - 2</p>	Certified photocopy of IPCRF

2. Learner Development - - - - -20Points

- ALS Registrant5
 - 85%andabove -- 5
 - 80-84%-- 4
 - 75-79% ----- 3
 - 71-74%--- 2
 - 66-70%--- 1
- ALS Completers 5
 - 85%andabove --5
 - 80-84% -----4
 - 75-79% ----- 3
 - 71-74% -----2
 - 66-70%---- 1
- ALS Test Takers 5
 - 85%andabove --5
 - 80-84%-- 4
 - 75-79% ----- 3
 - 71-74%--- 2
 - 66-70%-- 1
- ALS Passers 5
 - 85%andabove --5
 - 80-84%-- 4
 - 75-79% ----- 3
 - 71-74%--- 2
 - 66-70%--- 1

ALS Tracking

ALS Tracking

ALS Tracking

ALS Tracking

ALS Tracking

Outstanding Accomplishment from October (Previous Year)toSeptember (Current Year)..... 30points

- A. Planned and implemented activities that are responsive to the needs and problems of the community 5**
- Implemented the planned activities with completion report (with impact) ----- 5
 - Implemented w/o completion report --- 4
 - Approved plan ----- 3
- B. Sourced-out funds from NGOs, LGUs and other organizations for the implementation of ALS programs/projects.....5**
- Complete required MOVs ----- 5
 - Lacks 1 MOVs----- 4
 - Lacks 2 MOVs----- 3
- C. Contextualized/Developed Learning Materials for ALS from October (Previous Year) to September (Current Year)**
-
- 10 Points**

Action Plan

Implementation Report

MOA/MOU

Implementation plan

Implementation Report with pictorials

Copy or Learning Materials

September (Current Year)- - - - - 10 Points

- a) Able to lead the members of a team to do willingly the assigned task/project.
- c. Designation, Action plan, Accomplishment Report -10

1. Certificate of chairmanship in a School, Division or Regional and/or Community affairs or projects with a successful outcome

6. Awards won from Oct. (previous year) to September (current year) -----10Points	
a. International ----- 10 b. National ----- 8 c. Regional ----- 6 d. Division/Provincial----- 4 e. District/Municipal-----2	•Certified photocopy of certificates, plaques, etc. •Awards taken from a search for performing or outstanding teachers •Memorandum
TOTAL POINTS ----- 100 POINTS	

**BEST PERFORMING TEACHER
(PUBLIC MULTIGRADE)**

INDICATORS	MOVs
1. Performance Rating for the Latest School Year ----- 10 Points	
4.90-5.0 - 10 4.80-4.89 - 8 4.70-4.79 - 6 4.60-4.69 - 4 4.50 - 4.59 - 2	Certified Photocopy of IPCRF
2. Learner Development from October (Previous Year) to September (Current Year)- - - - -15Points	
2.1) Conducted activities like remedial classes, home visitation, tutoring and other related activities ----- 5 Points <ul style="list-style-type: none"> • <i>Home visitation – 5 pts.</i> • <i>Remedial classes/tutorial – 5 pts.</i> 2.2) 100% passing rate and zero dropout – ----- 5 pts.	1. Instructional plan for the conduct of remedial classes approved by the School Head 2. Report of conducted home visitation with documentation 1. Certification of School Head – 100% passing rate and zero dropout (classroom) 2. Class record 3. SF 2 4. SF 4
2.3) Initiated and organized school and family partnerships that promote student peak performance ----- 5 pts.	1. Organized functional Homeroom PTA 2. List of curricular and extracurricular activities initiated and organized with documentation

3. Curriculum Management -----15 Points	
<p>a. Curriculum Planning (Multi-grade Scheme) -----5 Pts.</p> <p>All Indicators met - 5 Lacks 1 of the indicators - 4 Lacks 2 of the Indicators - 3 Lacks 3 of the indicators - 2</p> <p>b. Curriculum Delivery ----- 5 Pts</p> <p>All the indicators met -----5 Lacks 1 of the indicators ----4 Lacks 2 of the indicators ----3 Lacks 3 of the indicators ----2 Lacks 4 of the indicators - 1</p> <p>c. Learning Assessment ----- 5 Points</p> <p>All indicators met ----- 5 Lacks 1 of the indicators ----- 4 Lacks 2 of the indicators ----- 3 Lacks 3 of the indicators ----- 2</p>	<p>a. Class Programming/ Scheduling b. Budget of Work c. Time Allotment d. Daily Lesson Log Preparation</p> <p>a. Schemes (COT/ Observation notes or sheets) b. Differentiated Instruction and activities c. Art of Questioning (HOTS) d. Contextualized Instructional Materials/ LMs e. Developmentally Appropriate Practices f. Shifting g. Learning Environment h. School's Program to reach out children with special needs</p> <p>a. Table of Specifications b. Test Constructions c. Performance-Based evaluation d. Portfolio</p>
4. Outstanding Accomplishment -----20Points	
<p>A. Contextualized/Developed Learning Materials-----10 Points</p> <p>Published in the RG LR Portal -----10 Quality assured in the Division Office ----- 8 Quality assured in the District ----- 6 Quality assured in the School -----</p> <p>B. Research/Innovation----- 5 Points</p> <ul style="list-style-type: none"> • Approved Completion Report- (5)• • Implemented the approved proposal - (4)• • Approved Proposal - (2) 	<p>Copy of Learning Materials Developed/ Contextualized</p> <ol style="list-style-type: none"> 1. Research/Innovation Proposal approved by the SDS 2. Research/Innovation Completion Report containing the effect/impact of the research signed by the SDS 3. Certified true photocopy of certificate

BEST PERFORMING SUPERVISOR

INDICATORS	MOVs
1. Individual Performance Commitment and Review Form (IPCRF) for latest year - - - - -30 Points	
a. 4.90 -5 – 30 b. 4.80-4.89 – 25 c. 4.70-4.79 – 20 d. 4.60 – 4.69 – 15 e. 4.50 – 4.59 - 10	<ul style="list-style-type: none"> • Latest approved IPCRF
2. Outstanding accomplishment for October (Previous Year) to September (Current Year) - - - - - 30 Points	
(Adopted from DO 66, S. 2007) A. Innovations.....5 points Implemented w/ completion report (with gains) – 5 Implemented the approved proposal - - - - - 4 Approved proposal - - - - -3 B. Contextualized/Developed Learning Materials-----5 B.1 Developed LMs Developed 6 or more Learning Materials----- 5 Developed 5 Learning Materials - - - - - 4 Developed 4 Learning Materials - - - - - 3 B.2. Localized Guidelines 5 guidelines - - - - - 5 4 guidelines - - - - - 4 3 guidelines - - - - - 3 2 guidelines - - - - - 2 1 guideline - - - - - 1 C. Research (Basic or Action) ----- 5 Conducted Action/Basic Research D. Publication/Authorship of own studies ----- 5 (Research, studies, published in a research journal, book of abstract, or proceedings) E. Consultant/Resource Speaker/Learning Facilitator in Trainings/seminar representing DepEd ----- 5 <ul style="list-style-type: none"> • National/International -----5 • Regional -----4 F. Chair/Co-chair in Technical/Planning committees --- 5 <ul style="list-style-type: none"> • National/International----- 5 • Regional ----- 4 	<ul style="list-style-type: none"> • Certified Photocopy of Innovations signed by head of office • Certified photocopy of certificates • Photocopy of Learning Materials developed or contextualized • Certified photocopy of completed Research • Certified photocopy of publication • Certified copy of certificates • Certified copy of certificates

3. Significant Accomplishment or exemplary norms of conduct (within last 3 years) ----- 20 points	Validated and certified by immediate superior with interview
<p>a. Significant accomplishments ----- 10</p> <p>b. Exemplary norms of conduct (all 8 norms must have satisfied) ----- 10</p> <p><i>(For both criteria, score is either perfect or zero)</i></p>	Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications, and should adhere to the following pointers: <ul style="list-style-type: none"> • Use of specific terms. Define/ clarify terms such as ‘assisted’, ‘contributed’ or ‘facilitated’ • State outstanding accomplishments or exemplary norms of conduct displayed and impact in brief, factual and in bullet form • Present impact of accomplishments by indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated
4. Leadership from October (Previous year) to September (Current Year)- ----- 10 Points	
<p>a. Able to lead the members of a team to do willingly the assigned task/project.</p> <p>Accomplishment Report ----- 10</p>	<ol style="list-style-type: none"> 1. Certificate of chairmanship in the unit or division, Division or Regional and/or Community Affairs of projects with a successful outcome (Chairman, President, Coordinator, Focal Person) 2. Accomplishment Report with Photos 3. Designation/ Recognition
5. Awards won for ----- 10 Points	
<p>a. National ----- 10</p> <p>b. Region- ----- 8</p> <p>c. Division- ----- 6</p> <p>d. District/Municipal ----- 4</p> <p>e. School/Barangay ----- 2</p>	Certificates/plaques of recognition not used during the previous application for the Best employees
TOTAL: 100 POINTS	

**BEST PERFORMING SCHOOL HEAD
(PUBLIC ELEMENTARY AND SECONDARY)**

INDICATORS	MOVs																
<p>1. Performance for the latest school year ----- 10 Pts</p> <p>4.90-5.0 ---10</p> <p>4.80- 4.89 - 8</p> <p>4.70- 4.79 - 6</p> <p>4.60--4.69 - 4</p> <p>4.50 - 4.59 - 2</p>	<p>Approved latest OPCRF</p>																
<p>2. INSTRUCTIONAL LEADERSHIP- ... 10 Points</p> <ul style="list-style-type: none"> Accounts for learning outcome of school vis-a-vis goals and targets - 6 points <table border="1"> <thead> <tr> <th>Rating</th> <th>School Leaver Rate (2 pts)</th> <th>Graduation Rate (2 pts)</th> <th>Promotion Rate (2 pts)</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>0%</td> <td>100%</td> <td>100%</td> </tr> <tr> <td>1.5</td> <td>.01-1%</td> <td>98-99%</td> <td>98-99%</td> </tr> <tr> <td>1</td> <td>1.01-2%</td> <td>96-97%</td> <td>96-97%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Organized Co-curricular Activities – 2 points Develops intervention programs/adapts existing programs- 2 points 	Rating	School Leaver Rate (2 pts)	Graduation Rate (2 pts)	Promotion Rate (2 pts)	2	0%	100%	100%	1.5	.01-1%	98-99%	98-99%	1	1.01-2%	96-97%	96-97%	<ul style="list-style-type: none"> School Leaver Rate rate, graduation/promotion rate for latest SY certified by the Division planning officer List of Organized Co-Curricular, Action Plan, Accomplishment Reports Record of intervention program/innovative best practices with documentation, research based school program
Rating	School Leaver Rate (2 pts)	Graduation Rate (2 pts)	Promotion Rate (2 pts)														
2	0%	100%	100%														
1.5	.01-1%	98-99%	98-99%														
1	1.01-2%	96-97%	96-97%														
<p>3. SCHOOL LEADERSHIP -----20 Points-</p> <p>SBM level of practice (Certified by the Region)-15 pts</p> <table border="1"> <thead> <tr> <th>Level</th> <th>Points</th> </tr> </thead> <tbody> <tr> <td>2.50-3.00</td> <td>15</td> </tr> <tr> <td>1.50-2.49</td> <td>10</td> </tr> <tr> <td>0.50-1.49</td> <td>5</td> </tr> </tbody> </table>	Level	Points	2.50-3.00	15	1.50-2.49	10	0.50-1.49	5	<ul style="list-style-type: none"> Present level of practice, certification from RO 								
Level	Points																
2.50-3.00	15																
1.50-2.49	10																
0.50-1.49	5																
<p>Financial Budget Utilization -----5 pts.</p> <p>96%-100% -5</p> <p>91%-95% -4</p> <p>86%-90% -3</p>	<p>Certification from the Accountant</p>																

	Conducted/MOA/ MOU forged	
5	5	
4	4	

- Conduct of school summit, SOSA, school activities in cultural shows, ...

<p>4. LEARNING ENVIRONMENT 10 Points</p> <p>Creates an engaging learning environment - 5 pts</p> <p>5 Indicators Met - 5 4 Indicators Met - 4 3 Indicators Met - 3 2 Indicators Met - 2 1 Indicator Met - 1</p> <ul style="list-style-type: none"> Participates in the management of learner behavior within the school and other related activities- 5 pts. 5 Indicators Met - 5 4 Indicators Met - 4 3 Indicators - 3 2 Indicators Met - 2 1 Indicator Met - 1 	<p>Have Met the following indicators:</p> <p>Child-friendly school – using CFSS checklist with the following attachment validated by the Division.</p> <ol style="list-style-type: none"> Documents for Safe Environment Picture of Signage/Cautions Evacuation Plan DRRM (Functional Org. w/their programs) School Clinic <p>Have Met the following indicators:</p> <ol style="list-style-type: none"> Have organized guidance program Guidance designates if no guidance Counselor Records of students assisted in their Behaviors CPP Intervention Program for Learners w/ behavioral maladjustment. 																
<p>5. HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT ----- 10 Points</p>																	
<p>Ensures that the objectives of the school development plan are supported with resources for training and development programs, assists and monitors the development of IPPD of each personnel Conducts SLAG/School Based INSET - 3 pts.</p> <ul style="list-style-type: none"> Assigns personnel in their areas of competence; Mentors and coaches employees and facilitates the induction of new one - 2pts. Promotion of Teachers (Reclass or Natural)- 3 pts Creates a functional school-based performance appraisal committee (PRAISE) - 2 pts. 	<ul style="list-style-type: none"> Activity Requests, Training Designs conducted, Training Accomplish Reports, TNA conducted, needs of personnel prioritized and provided Classroom Program, other functions and assignments of personnel, organizational structure, attendance sheet, personnel coached, mentored, inducted, <ol style="list-style-type: none"> Transmittal for promotion School PRAISE Guidelines 																
<p>6. PARENTS INVOLVEMENT AND COMMUNITY PARTNERSHIP 10 POINTS</p>																	
<ul style="list-style-type: none"> Organizes programs that involve parents and other stakeholders to promote learning - 5 pts. <table border="1" data-bbox="240 1688 841 1903"> <thead> <tr> <th>No. of Programs</th> <th>Points</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>5</td> </tr> <tr> <td>4</td> <td>4</td> </tr> <tr> <td>3</td> <td>3</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Establishes sustainable linkages/partnership with external stakeholders - 5 pts. <table border="1" data-bbox="305 1999 841 2268"> <thead> <tr> <th>Rating</th> <th>No. of Activities Conducted/MOA/ MOU forged</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>5</td> </tr> <tr> <td>4</td> <td>4</td> </tr> <tr> <td>3</td> <td>3</td> </tr> </tbody> </table>	No. of Programs	Points	5	5	4	4	3	3	Rating	No. of Activities Conducted/MOA/ MOU forged	5	5	4	4	3	3	<ul style="list-style-type: none"> Accomplishment report of programs that involved parents and other stakeholders vis-a- vis action plan MOA/MOU of Adopt a School Program, certificates of participation in community affairs Conduct of school summit, SOSA, school activities in cultural shows, learners' project, exhibits, fairs)
No. of Programs	Points																
5	5																
4	4																
3	3																
Rating	No. of Activities Conducted/MOA/ MOU forged																
5	5																
4	4																
3	3																

7. Significant Accomplishment or exemplary norms of conduct (within the last 3 years) 20 Pts	Validated and certified by immediate superior
<p>Outstanding Accomplishments-----10</p> <p>(Score is 0 or 10)</p>	<p>Presentation of accomplishments or norms manifested should be in order of significance, complete with descriptions, justifications and should adhere to the following pointers:</p> <p>a. Use of specific terms. Define/clarify terms such as "assisted", "contributed" or "facilitated".</p> <p>b. State outstanding accomplishments or exemplary norms of conduct displayed and impact in brief, factual and in bullet form</p>
<p>Exemplary norms of conduct 10</p> <p>(Score is 0 or 10)</p>	<p>Present impact of accomplishments by</p> <ul style="list-style-type: none"> indicating problems addressed, savings generated, people/office benefited and/or transactions facilitated. <p>Format:</p> <p>I. Situation II. Task/Action III. Result/Impact</p>
8. Awards won for October (Previous year) to September (Current Year).....5Points	
<p>a) National/International----- 5</p> <p>b) Region ----- 4</p> <p>c) Division----- 3</p> <p>d) District/Municipal -----2</p> <p>e) School/Barangay ----- 1</p>	- certified photocopy of certificates, plaques, etc.
8. Other Task from October (previous Year) to September Current Year)-.....5 Points	
<p>Resource Speaker/facilitator/Chair or co-chair in a technical planning committee in Trainings conducted -- 5</p> <ul style="list-style-type: none"> International -5 National -4 Regional -2 Division -1 	Certified Photocopy of certificates

**BEST PROGRAM IMPLEMENTER
SCHOOL HEADS DEVELOPMENT PROGRAM (SHDP)**

Component and Indicators	Promising (one year)	Validating (two years)	Exemplary (Three years & more)
1. Title (2%)			
<ul style="list-style-type: none"> Concise catchy relevant 	2- all indicators met 1- 2 indicators met	2- all indicators met 1- 2 indicators met	2- all indicators met 1- 2 indicators met
2. Rationale/Background (3%)			
a) Reflects – SBM (DO 83, s,2012)	3- all indicators met 2- 3 indicators met 1 – 2 indicators met	3- all indicators met 2 -3 indicators met 1 – 2 indicators met	3- all indicators met 2- 3 indicators met 1 – 2 indicators met

b) Reflects the actual needs (identification of gaps/situational analysis) c) Based on facts (Data based for the last 3 years) d) Mechanics (well organized, concise, correct grammar)			
3. Objectives (3%)			
The objectives should be Specific, measurable, attainable, result oriented and time bound	3- All characteristics of the objectives met 2 – 4 characteristics of the objective met 1- 3 characteristics of the objective met	3- All characteristics of the objectives met 2 - 4 characteristics of the objective met 1- 3 characteristics of the objective met	3- All characteristics of the objectives met 2-4 characteristics of the objective met 1- 3 characteristics of the objective met
4. Methodology (15%)			
a. Processes and procedures are aligned with the objectives b. Appropriate and relevant to address the issue c. Efficient and Cost effective d. Presence of Advocacy Plan e. Activities implemented as planned	5- all indicators met 4- 4 indicators met 3– 3 indicators met 2- 2 indicators met 1- 1 indicator met	5- all indicators met 4- 4 indicators met 3– 3 indicators met 2- 2 indicators met 1- 1 indicator met	5- all indicators met 4- 4 indicators met 3– 3 indicators met 2- 2 indicators met 1- 1 indicator met
5. Monitoring and Evaluation conducted by Immediate Superior / Monitoring Team (10%)			
a) M & E Plan b) Reports from immediate superior on monitoring and evaluation relative to the implementation of best practice duly signed c) Pictorials during the conduct of monitoring and evaluation d)Attendance of Monitoring Team	5- 4 indicators met 4- 3 indicators met 3 – 2 indicators met 2- 1 indicator met	5- 4 indicators met 4- 3 indicators met 3 – 2 indicators met 2- 1 indicator met	5- 4 indicators met 4- 3 indicators met 3 – 2 indicators met 2- 1 indicator met
6. Progress Report (15%)			
a) Implementation Plan b) Actual Accomplishment, gaps and ,ways forward c) Pictorials d)Participation of stakeholders e) Lessons learned	5- All the five indicators are reflected in the periodical progress report within the first year of implementation of the practice 4- Four indicators are reflected in the	5- All the five indicators are reflected in the periodical progress report within the two years of implementation of the practice 4- Four indicators are reflected in the	5- All the five indicators are reflected in the periodical progress report within the three year of implementation of the practice 4- Four indicators are reflected in the

	<p>periodical progress report within the first year of implementation of the practice</p> <p>3- Three indicators are reflected in the periodical progress report within the first year of implementation of the practice</p> <p>2 – Two indicators are reflected in the periodical progress report within the first year of implementation of the practice</p> <p>1- One indicator is reflected in the periodical progress report within the first year of implementation of the practice</p>	<p>periodical progress report within the two years of implementation of the practice</p> <p>3- Three indicators are reflected in the periodical progress report within the two years of implementation of the practice</p> <p>2 – Two indicators are reflected in the periodical progress report within the two years of implementation of the practice</p> <p>1 - One indicator is reflected in the periodical progress report within the two years of implementation of the practice</p>	<p>periodical progress report within the three years of implementation of the practice</p> <p>3- Three indicators are reflected in the periodical progress report within the three years of implementation of the practice</p> <p>2 – Two indicators are reflected in the periodical progress report within the three years of implementation of the practice</p> <p>1 – One indicator is reflected in the periodical progress report within the three years of implementation of the practice</p>
7. Outcome / Result : 50%			
(Leadership and Governance, Curriculum and Instruction, Accountability and CI, Management of Resources)			
<ul style="list-style-type: none"> Percentage of accomplishment vs targets 	<p>5 - 96-100% of target set attained</p> <p>4 - 91-95% of target set attained</p> <p>3 - 86-90% of target set attained</p> <p>2 - 81-85% of target set attained</p> <p>1 – 80% and below</p>	<p>5 - 96-100% of target set attained</p> <p>4 - 91-95% of target set attained</p> <p>3 - 86-90% of target set attained</p> <p>2 - 81-85% of target set attained</p> <p>1 – 80% and below</p>	<p>5 - 96-100% of target set attained</p> <p>4 - 91-95% of target set attained</p> <p>3 - 86-90% of target set attained</p> <p>2 - 81-85% of target set attained</p> <p>1 – 80% and below</p>
8. Packaging (2%)			
<ul style="list-style-type: none"> Neatly organized Properly bound Cost-efficient Properly tabbed Complete content 	<p>2- all indicators met</p> <p>1- 4 indicators met</p>	<p>5- all indicators met</p> <p>4- 4 indicators met</p> <p>3– 3 indicators met</p> <p>2- 2 indicators met</p> <p>1- 1 indicator met</p>	<p>5- all indicators met</p> <p>4- 4 indicators met</p> <p>3– 3 indicators met</p> <p>2- 2 however the impact indicators met</p> <p>1- 1 indicator met</p>
Total Points	100%	100%	100%