

ARTICLE ON THE DISTRICT ROLL OUT ON RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM

Performance Management is an organization-wide process to ensure that employees focus work efforts towards achieving DepEd's Vision, Mission and Values (VMV). It is a systematic approach for continuous and consistent work improvement and individual growth. Pilar District Cluster 3) being part of the DepEd Family held a One-day Orientation on Results-Based Performance Management System at Panilao Elementary School last June 25, 2014. Three school heads acted as speakers in different topics namely Miss Charina A. Morales, Principal II of Panilao Elementary School, Mr. Wilbert Langreo, Principal I of Sta. Rosa Elementary School and Mrs. Janette B. Afable, Head Teacher III of Balut Elementary School.

In the morning session Phase 1 to 3 were discussed. Miss Morales discussed Phase 1: Performance Planning and Commitment followed by Mr. Langreo on Phase 2: Performance Monitoring and Coaching. After the Health Break, Mrs. Afable tackled Phase 3: Performance Rating and Evaluation. Cluster 3 was so lucky for they was monitored and visited by Dr. Jeolfa G. Reyes, district supervisor and Mrs. Jacqueline C. Tuazon, EPS 1 in Kindergarten and Values. They gave inspirational message to all the participants.

In the afternoon session, three more topics were discussed namely Phase 4: Performance Rewarding and Development Planning by Miss Morales. Mr. Langreo discussed the topic Managing and Succeeding Under Any Condition and lastly Mrs. Afable facilitated on the Communication Plan.

After all the topics were discussed, Practicum was done and amazingly, the participants came out with an output for each group.

Closing Program was done by Balut Elementary School Teaching Staff.

The Orientation on RPMS were successfully conducted and managed.

By:

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