A VIEW ON PPST RPMS CYCLE AS PERFORMANCE APPRAISAL USED IN DEPED FOR BOTH TEACHING AND NON-TEACHING PERSONNEL

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Teachers’ performance plays a vital role in every students’ achievement. Hence, teachers are not the only visible models in the portals of the schools. Non-teaching personnel serve for the students’ welfare and can also act as their models. Every personnel in every corner of the school has to contribute for the improvement of teaching pedagogy.

On the other hand, highly-performing and competitive students entails excellent teachers and school personnel. With this, the Department of Education (DepEd) aligned its performance targets and accomplishments with the Philippine Professional Standards for Teachers (PPST) by evaluating the teachers’ performances through the Results-based Performance Management System (RPMS).

RPMS is a tool used to assess the teachers’ performance. This is used to monitor the progression of teacher competencies and values. Through this, the DepEd ensures the competencies of its teachers and assures quality education among students.

Philippine Professional Standards for Teachers- Results-based Performance Management System (PPST-RPMS) cycle as performance appraisal used in DepEd for both teaching and non-teaching personnel is a great way to improve the quality of their service for some reasons.

First, the cycle itself which begins with a plan is a respectable move of appraising an individual’s performance. Behind the achieved goals and objectives are the well-performed plans. Performance Planning and Commitment includes what the teachers
and non-teaching personnel has to improve, which needs to be done, where the rules apply, and how to facilitate and promote quality of education among all. Everything has to begin and be included with a plan.

Also, performance monitoring enhances and increases the possibility of achieving what is planned. It is thus right that there is performance monitoring after the performance planning and commitment.

Second, performance review and evaluation as the third step of the cycle makes the teachers view what they are envisioned of. They will be evaluating their performances based on what are expected of them to execute and to function. Through it, they will have pointers to apply and basis of improvement. This will serve them to have a self-reflection on how they are performing and focus on what needs to be done. This will also help them identify which requires greater areas of attention.

Lastly, the reward system as the fourth step of the cycle motivates employees to do better or maintain their best attitude towards their job. Performance rewarding and development is a method by which Albert Bandura’s classical condition is applied. The good performing will get rewarded so they will continue to do the good job and the less performing will undergo development strategy. The mere feeling of disappointment serves as a punishment for it keeps them guilty and shy for not doing so well. All these will thrive them to perform what they have to so they will be rewarded and will feel confident about their job.

Those are the reasons why PPST-RPMS cycle is a great way as performance appraisal used in DepEd for both teaching and non-teaching personnel. This may be a labyrinth path along the cycle, but it will all be worth it after reaching the pot of gold in the end by achieving the institutions’ goal.
References:

https://www.deped.gov.ph/2018/10/03/rpms-ppst