WHY IS RPMS-PPST IMPORTANT?

by:
Jane L. Mason
Master Teacher I, Limay Elementary School

The RPMS (Result-based Performance Management System) - PPST (Philippine Professional Standards for Teachers) aims to make sure that both teaching and non-teaching personnel focus work efforts toward achieving the Department’s vision, mission, core values, and strategic priorities. It is an intervention to ensure the effective and systematic delivery of services to the public. It has four phases which focus on individual growth that is result-driven through consistent work improvement. These four phases are Performance Planning and Commitment, Performance Rewarding and Planning, Performance Monitoring and Coaching, Performance Review and Evaluation.

Why is RPMS-PPST important? Primarily, it helps teachers improve delivery of quality basic education. The design and objectives of this evaluation tool suggest that no wasted effort will be committed by the teacher since at the beginning the teacher will be the one who will design his/her objectives with respective performance indicators that can easily monitor the track of its plan. This provides visibility and clarity relative to performance expectations, documents individual performance to support compensation and career planning decisions and establishes focus for skill development and learning activity choices. This also supports the K to 12 implementations as one of the interventions: A Student and Community Centered Education System which also incline in the Mission and Vision of the Department of Education. Performance-based is the end core of this program that highly emphasizes on how to evaluate and measure individual actions. Effective management enables to provide best productivity result. It also assures parents and guardians that their children receive quality basic education from qualified teachers whose competencies are abreast with advancements and changes in the
information age. Through RPMS-PPST, the delivery of quality, accessible, relevant, and liberating basic education in the country is assured.

References:
