

Annex A



Republika ng Pilipinas  
Department of Education

OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCRF)  
Revised 2024

Name of Employee:	JISELA N. ULPINA	Name of Rater:	LOIDA N. NIDEA
Position/Designation:	Education Program Supervisor- OIC Chief	Position:	ASSISTANT REGIONAL DIRECTOR
Review Period:	January - December, 2024	Approving Authority:	ATTY. ALBERTO T. ESCOBARTE
Strand/Bureau/Center/Service/Region/Division:	Human Resource Development Division- National Education Academy of the Philippines in the Region (HRDD-NEAP R)	Date of Review:	
Strand/Bureau/Center/Service/Region/Division Statement of Purpose:	The Human Resource Development Division (HRDD) supports Regional Office (RO) and Schools Division Office (SDO) teaching, teaching-related, non-teaching personnel, and school leaders to become effective and efficient in the delivery of Basic Education Services by addressing their needs through the development and implementation of strategic Human Resource (HR) systems towards improved personal and professional competencies.		

TO BE ACCOMPLISHED DURING PLANNING										TO BE FILLED DURING EVALUATION											
Organizational Outcomes Alignment				Objectives (based on Office Functions)	Timeline	Weight Allocation	Performance Targets (Target Outcome/Output of the Bureau/Center/Service/Division aligned with the Outcome/Output Indicators in the Organizational Outcomes)		Performance Measure (Quality, Efficiency, Timeliness)	Rating Scale					Means of Verification (MOVs)	Actual Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE		
Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)							
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																		
HRDD Policies/Guidelines and Plans	Education Policy Development Program	Quality	Give support to teachers to teach better	Develop localized HRD Plans	October - December 2023	2.5%	2	HRD plans developed	Quality	Developed HRD plans for RO personnel, teachers, and school leaders were approved					No developed HRD plans						
									Efficiency												
									Timeliness	The HRD Plan was developed between October - November of the previous year.	The HRD Plan was developed in December of the previous year.	The HRD Plan was developed during the first month of the current year.	The HRD Plan was developed during the second month of the current year.	The HRD Plan was developed during the third month of the current year.							
				Prepare an implementation plan on National Policies on HRD	Jan. - Dec., 2024	2.5%	1	prepared implementation plan on HRD National Policies/ Guidelines	Quality	Developed implementation plan indicating critical actions, responsible unit, timeframe, budget, and budget source.	Developed implementation plan indicating critical actions, responsible unit, budget, and budget source with no timeframe.	Developed implementation plan indicating critical actions, responsible unit, and budget with no timeframe and no budget source	Developed implementation plan indicating critical actions, responsible unit, but with no budget, budget source, and budget source	Prepared implementation plan with critical action without responsible unit, budget, budget source, and budget source							
									Efficiency	5 out of 5 indicators were achieved	4 out of 5 indicators were achieved	3 out of 5 indicators were achieved	2 out of 5 indicators were achieved	1 out of 5 indicators were achieved							
									Timeliness	Implementation plans were prepared ahead of the target schedule	Implementation plans were prepared on time	Implementation plans were prepared a week after the target schedule	Implementation plans were prepared 2-3 weeks after the target schedule	Implementation plans were prepared a month after the target schedule							

Organizational Outcomes Alignment				Objectives (based on Office Functions)	Timeline	Weight Allocation	Performance Targets (Target Outcome/Output of the Bureau/Center/Service/Division aligned with the Outcome/Output Indicators in the Organizational Outcomes)		Performance Measure (Quality, Efficiency, Timeliness)	Rating Scale					Means of Verification (MOVs)	Actual Accomplishments	RATING (Q,E,T)	AVERAGE (Q&E,T)	WEIGHTED AVERAGE
Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5	4	3	2	1					
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars							(Outstanding)	(Very Satisfactory)	(Satisfactory)	(Unsatisfactory)	(Poor)					
Induction Program	Education Human Resource Development Program	Quality	Give support to teachers to teach better	Design and implement a program for newly hired ROP personnel	Jan. - Dec. 2024	5.0%	1	No. of designed and implemented programs for newly hired ROP employees	Quality	Designed and implemented quality assured induction program for newly-hired employees through self-paced modules	Designed and implemented induction program for newly-hired employees	Developed induction program for newly-hired employees	Drafted induction program for newly-hired employees	Conceptualized induction program for newly-hired employees					
									Efficiency	85-100% self-paced modules were completed by the ROP newly hired employees before the target schedule	70-84% self-paced modules were completed by the ROP newly hired employees on the target schedule	60-74% self-paced modules were completed by the ROP newly hired employees two weeks after the target schedule.	50%-64% self-paced modules were completed by the ROP newly hired employees three weeks after the target schedule	50% and below of the self-paced modules were completed by the ROP newly hired employees one month after the target schedule.					
									Timeliness										
				Quality	85%-100% of the SDOs were provided technical assistance through the IPBT orientation and implemented the program to their respective SDO using the IPBT Coursebooks	70%-84% of the SDOs were provided technical assistance through the IPBT orientation and implemented the program to their respective SDO using the IPBT Coursebooks	55%-69% of the SDOs were provided technical assistance through the IPBT orientation and implemented the program to their respective SDO using the IPBT Coursebooks	40 %-54 % of the SDOs were provided technical assistance through the IPBT orientation and implemented the program to their respective SDO using the IPBT Coursebooks	39% of the SDOs were provided technical assistance through the IPBT orientation and implemented the program to their respective SDO using the IPBT Coursebooks										
				Efficiency	85%-100% of the newly-hired teachers in 23 SDOs were able to accomplish the coursebooks, summative test, and completed the portfolio for their promotion for the next level of the program.	70%-84% of the newly-hired teachers in 23 SDOs were able to accomplish the coursebooks, summative test, and completed the portfolio for their promotion for the next level of the program.	55%-69% of the newly-hired teachers in 23 SDOs were able to accomplish the coursebooks, summative test, and completed the portfolio for their promotion for the next level of the program.	40 %-54 % of the newly-hired teachers in 23 SDOs were able to accomplish the coursebooks, summative test, and completed the portfolio for their promotion for the next level of the program.	39% and below of the newly-hired teachers in 23 SDOs were able to accomplish the coursebooks, summative test, and completed the portfolio for their promotion for the next level of the program.										
				Timeliness	All SDOs were oriented ahead of the target schedule	All SDOs were oriented on time	All SDOs were oriented 2 weeks after the target schedule	All SDOs were oriented 3 weeks after the target schedule	All SDOs were oriented 1 month after the target schedule										

Organizational Outcomes Alignment				Objectives (based on Office Functions)	Timeline	Weight Allocation	Performance Targets (Target Outcome/ Output of the Bureau/ Center/ Service/ Division aligned with the Outcome/ Output Indicators in the Organizational Outcomes)		Performance Measure (Quality, Efficiency, Timeliness)	Rating Scale					Means of Verification (MOVs)	Actual Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE
Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/ Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/ output/ service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)					
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																
PROFESSIONAL Learning and Development	Support to School and Learners Program	Access	Give support to teachers to teach better	Establish an updated HRD profiling system of the Regional and Schools Division Offices' personnel for upskilling and reskilling	Jan- Dec. 2024	5.00%	2	Profiling System	Quality	Establish a profiling system of the RO and SDO personnel profile with updated, complete, and accurate data	Establish a profiling system of the RO and SDO personnel profile with RO and SDO personnel profile were complete and accurate data	Establish a profiling system of the RO and SDO personnel profile with RO and SDO personnel profile were accurate but incomplete data	Establish a profiling system of the RO and SDO personnel profile with RO and SDO personnel profile were inaccurate and incomplete data	No profiling system was established					
									Efficiency	85%-100% updated profile of RO and SDO personnel in the profiling system	70%-84% updated profile of RO and SDO personnel in the profiling system	55%-69% updated profile of RO and SDO personnel in the profiling system	40%-54% updated profile of RO and SDO personnel in the profiling system	below 40% below updated profile of RO and SDO personnel in the profiling system					
									Timeliness	Updated the profiling system during the end of the 1st quarter of the year	Updated the profiling system during the end of the 2nd quarter of the year	Updated the profiling system during the end of the 3rd quarter of the year	Updated the profiling system during the end of the 4th quarter of the year	No updating of profiling system within the year					
PROFESSIONAL Learning and Development	Education Human Resource Development Program	Quality	Give support to teachers to teach better	Design, develop and implement quality assured Competency-based Learning and Development Intervention Programs	Jan- Dec. 2024	15%	5	design, develop and implement quality assured Competency-based Learning and Development Intervention Programs	Quality	L&D programs implemented were NEAP quality assured, PRC accredited, and with activity documentation report and QAME reports	L&D programs implemented were NEAP quality assured, and with activity documentation report and QAME reports but not PRC accredited	L&D programs were implemented with activity documentation report and QAME reports but not NEAP quality assured and PRC accredited	L&D programs were implemented with activity documentation report but not NEAP quality assured, PRC accredited, and no QAME reports	L&D programs were implemented without activity documentation report, NEAP quality assured, PRC accredited and no QAME reports					
									Efficiency	85%-100% of L&D programs in the HRD plans/WFP were implemented	70%-84% of L&D programs in the HRD plans/WFP were implemented	55% - 69% of L&D programs in the HRD plans/WFP were implemented	40% - 54% of L&D programs in the HRD plans/WFP were implemented	below 40% of L&D programs in the HRD plans/WFP were implemented					
									Timeliness	L&D programs were implemented on the target schedule	L&D programs were implemented a week after the target schedule	L&D programs were implemented two weeks after the target schedule	L&D programs were implemented 3-4 weeks after the target schedule	L&D programs were implemented beyond a month after the target schedule					
PROFESSIONAL Learning and Development	Education Human Resource Development Program	Access	Give support to teachers to teach better	Manage and Implement scholarship programs compliant to Equal Employment Opportunity Policy (EEOEOP)	Jan- Dec. 2024	5%	2	Managed and implemented scholarship program	Quality	Managed and implemented the scholarship program through the following: a) updated the database/pool of scholars b) no. of recommended scholars to scholarship program provider c) adapted guidelines compliant with EEOEOP d) submitted approved re-entry plan	Managed and implemented the scholarship program through the following: a) updated the database/pool of scholars b) no. of recommended scholars to scholarship program provider c) adapted guidelines compliant with EEOEOP	Managed and implemented the scholarship program through the following: a) updated the database/pool of scholars b) no. of recommended scholars to scholarship program provider	Managed and implemented the scholarship program through updated database/pool of scholars	No scholarship program managed and implemented within the year					
									Efficiency	All expected outputs were achieved	Achieved 70%-84% of the expected outputs	Achieved 55%-69% of the expected outputs	Achieved 40%-54% of the expected outputs	below 40% of the expected outputs were achieved					

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Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)					
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																
									Timeliness	Managed and implemented scholarship program based on target schedule									
PROFESSIONAL Learning and Development	Education Human Resource Development Program	Equity		Establish and localize succession and exit plan	Jan- Dec. 2024	5%	1	Established and localized succession and exit plan	Quality	Approved Succession and Pre-retirement Plan	Approved Succession Plan and crafted pre-retirement plan	crafted and reviewed Succession Plan and Pre-Retirement Plan ready for approval	crafted Succession Plan and Pre-retirement Plan both are ready for approval	drafted Succession Plan and Pre-retirement Plan					
									Efficiency	Identified potential successor having acquired 90% - 100% of the competencies required for the critical position	Identified potential successor having acquired 80% - 89% of the competencies required for the critical position	Identified potential successor having acquired 70% - 79% of the competencies required for the critical position	Identified potential successor having acquired 60% - 69% of the competencies required for the critical position	Identified potential successor having acquired 50% - 59% of the competencies required for the critical position					
									Timeliness	Updated Yearly	Updated every 2 years	Updated every 3 years	Updated every 4 years	Updated every 5 years					
Employee Welfare	Education Human Resource Development Program	Resiliency and Well being		Develop and implement various Employee Welfare Program including GAD programs	Jan- Dec. 2024	8%	5	Established, integrated, accessible and Employee Welfare Program	Quality	Established comprehensive and accessible employee welfare program such as physical, mental, socio-emotional and financial wellness and GAD program	Established comprehensive employee welfare program such as physical, mental, and socio-emotional, and financial wellness and GAD program.	Established employee welfare program such as physical, mental, socio-emotional, and financial wellness and GAD Program.	Established two of the following employee welfare programs: physical, mental, socio-emotional, and financial wellness and GAD program.	Established one of the following employee welfare programs: physical, mental, socio-emotional, and financial wellness and GAD program.					
									Efficiency	All welfare programs including GAD were implemented with 85-100% the ROP employees benefited from the program.	All welfare programs including GAD were implemented with 75-84% the ROP employees benefited from the program.	All welfare programs including GAD were implemented with 65-74% the ROP employees benefited from the program.	Two of the welfare programs including GAD were implemented with 50-64% the ROP employees benefited from the program.	One welfare program including GAD were implemented with at least 50% of the ROP employees benefited from the program.					
									Timeliness	All welfare programs including GAD were implemented on the scheduled time.	All welfare programs including GAD were implemented a week after the scheduled time.	All welfare programs including GAD were implemented two weeks after the scheduled time.	All welfare programs including GAD were implemented three weeks after the scheduled time.	All welfare programs including GAD were implemented four weeks after the scheduled time.					
Education Human Resource Development Program	Quality	Give support to teachers to teach better		Design and localize a system for rewarding and recognizing deserving RO and SDO employees	Jan- Dec. 2024	8%	1	No. of designed localized R&R system for RO and SDO employees	Quality	Designed and localized R&R programs were reviewed, enhanced, and quality assured	Designed and localized R&R programs were reviewed and quality assured	Designed and localized R&R programs were reviewed	There was an attempt to design and localize R&R programs	Absence of R&R program					
									Efficiency	All criteria and guidelines were reviewed, enhanced and quality assured	90%-94% of the criteria and guidelines were reviewed, enhanced and quality assured	85%-89% of the criteria and guidelines were reviewed, enhanced and quality assured	80%-84% of the criteria and guidelines were reviewed, enhanced and quality assured	79%-below of the criteria and guidelines were reviewed, enhanced and quality assured					
									Timeliness	Reviewed, enhanced, and quality assured criteria and guidelines were conducted on the scheduled date	Reviewed, enhanced, and quality assured criteria and guidelines were conducted a week after scheduled date	Reviewed, enhanced, and quality assured criteria and guidelines were conducted 2 weeks after the scheduled date	Reviewed, enhanced, and quality assured criteria and guidelines were conducted 3 weeks after the scheduled date	Reviewed, enhanced, and quality assured criteria and guidelines were conducted 4 weeks after the scheduled date					

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Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)					
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																
Rewards and Recognition	Education Human Resource Development Program	Quality	Give support to teachers to teach better	Manage the implementation of the rewards and recognition program	Jan- Dec. 2024	10%	1	No. of managed R&R program implemented	Quality	RO and all SDOs adhered to the approved localized policy of the R&R program in their implementation	RO and 15-22 SDOs adhered to the approved localized policy of the R&R program in their implementation	RO and 10-14 SDOs adhered to the approved localized policy of the R&R program in their implementation	RO and 5-9 SDOs adhered to the approved localized policy of the R&R program in their implementation	RO and 1-4 SDOs adhered to the approved localized policy of the R&R program in their implementation					
									Efficiency	RO and all SDOs implemented the R&R program	RO and 15-22 SDOs implemented the R&R program	RO and 10-14 SDOs implemented the R&R program	RO and 5-9 SDOs implemented the R&R program	RO and 1-4 SDOs implemented the R&R program					
									Timeliness	Implemented the R&R program based on scheduled timeline	Implemented the R&R program one week after the scheduled timeline	Implemented the R&R program two weeks after the scheduled timeline	Implemented the R&R program three weeks after the scheduled timeline	Implemented the R&R program a month after the scheduled timeline					
	Education Human Resource Development Program	Quality	Give support to teachers to teach better	Monitor and evaluate the implementation of then rewards and recognition programs	Jan- Dec. 2024	3%		No. of monitored and evaluated R&R programs	Quality	RO and all SDOs were monitored and evaluated on the implementation of the R&R program based on the approved localized policy	RO and 15-22 SDOs were monitored and evaluated on the implementation of the R&R program based on the approved localized policy	RO and 10-14 SDOs were monitored and evaluated on the implementation of the R&R program based on the approved localized policy	RO and 5-9 SDOs were monitored and evaluated on the implementation of the R&R program based on the approved localized policy	RO and 1-4 SDOs were monitored and evaluated on the implementation of the R&R program based on the approved localized policy					
									Efficiency	Monitoring & evaluation conducted on the scheduled implementation date	Monitoring & evaluation conducted a week after the scheduled implementation date	Monitoring & evaluation conducted two weeks after the scheduled implementation date	Monitoring & evaluation conducted three weeks after the scheduled implementation date	Monitoring & evaluation conducted a month after the scheduled implementation date					
									Timeliness	Monitoring & evaluation conducted on the scheduled implementation date	Monitoring & evaluation conducted a week after the scheduled implementation date	Monitoring & evaluation conducted two weeks after the scheduled implementation date	Monitoring & evaluation conducted three weeks after the scheduled implementation date	Monitoring & evaluation conducted a month after the scheduled implementation date					
Performance Management	Education Human Resource Development Program	Quality	Give support to teachers to teach better	Manage the conduct of the periodic monitoring and evaluation of four cycles of the provision of relevant and timely learning and development intervention programs	Jan- Dec. 2024	5%		Quality	Developed proposals and intervention programs based on their consolidated Professional Development Needs analyzed,submitted IDP, coaching and mentoring plan, consolidated ratings of RO personnel.	Developed proposals and intervention programs based on their consolidated Professional Development Needs analyzed,submitted IDP, coaching and mentoring plan.	Developed proposals and intervention programs based on their consolidated Professional Development Needs analyzed,submitted IDP.	Developed proposals and intervention programs based on their consolidated Professional Development Needs analyzed,submitted IDP.	Developed proposals and intervention programs based on their consolidated Professional Development Needs analyzed.						
								Efficiency	85-100% of the ROP personnelsubmitted IDP, competency assessment, coaching and mentoring form and consolidated rating as basis for the proposal and intervention programs	70-84% of the ROP personnelsubmitted IDP, competency assessment, coaching and mentoring form and consolidated rating as basis for the proposal and intervention programs	55 - 69% of the ROP personnelsubmitted IDP, competency assessment, coaching and mentoring form and consolidated rating as basis for the proposal and intervention programs	40 - 54% of the ROP personnelsubmitted IDP, competency assessment, coaching and mentoring form and consolidated rating as basis for the proposal and intervention programs	Below 40% of the ROP personnelsubmitted IDP, competency assessment, coaching and mentoring form and consolidated rating as basis for the proposal and intervention programs						
								Timeliness	Activities done before the target schedule	Activities done on the target schedule	Activities done a week after the target schedule	Activities done 2 weeks after the target schedule	Activities done 3 weeks after the target schedule						

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Key Results Area	Organizational Outcome Attribution (Refer to the GAA Programs/Subprogram and BEDP Pillars)						Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)					
	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																
Regional NEAP Management and Operations	Support to School and Learners Program	Quality	Take steps to accelerate the delivery of basic education facilities and services	Develop policies and procedures for the utilization and operations of National Educators Academy of the Philippines in the Region to ensure quality service, financial viability, and sustainable operations of the Regional NEAP Facilities		8%	1	No. of Operations Manual Developed	Quality	Developed policies, procedures and guidelines for 85-100% of the areas of operations of RELC-NEAP	Developed policies, procedures and guidelines for 65 - 84% of the areas of operations of RELC-NEAP	Developed policies, procedures and guidelines for 45 - 64% of the areas of operations of RELC-NEAP	Developed policies, procedures and guidelines for 25 - 44% of the areas of operations of RELC-NEAP	Developed policies, procedures and guidelines for 24% and below of the areas of operations of RELC-NEAP					
									Efficiency	Operations manual was developed, vetted, finalized, and approved.	Operations manual was developed, vetted, and finalized	Operations manual was developed and vetted	Operations manual was developed.	Operations manual was just drafted.					
									Timeliness	Operations manual was developed within the first quarter of the year	Operations manual was developed within the second quarter of the year	Operations manual was developed within the third quarter of the year	Operations manual was developed within the fourth quarter of the year	Operations manual was developed the next year					
Office Administration and Performance Management		Quality	Take steps to accelerate the delivery of basic education facilities and services	Establish Maintain Systems and processes towards administrative effectiveness and efficiency	January-December 2024	5%			Quality	Utilized the established systems (TEAHUB) with no pending, overdue and on hold documents, update processes (HRDD-OM)efficiently and effectively maintained and updated pertinent documents. (WFP, PPMP, Planning documents, OPCRf)	Utilized the established systems (TEAHUB) with no pending, and on hold documents but with overdue documents, update processes (HRDD-OM)efficiently and effectively maintained and updated pertinent documents. (WFP, PPMP, Planning documents, OPCRf)	Utilized the established systems (TEAHUB) with no pending documents but with overdue and on hold documents, update processes (HRDD-OM)efficiently and effectively maintained and updated pertinent documents. (WFP, PPMP, Planning documents, OPCRf)	Utilized the established systems (TEAHUB) with pending, overdue and on hold documents, and processes (HRDD-OM)are not updated, efficiently and effectively maintained and updated pertinent documents. (WFP, PPMP, Planning documents, OPCRf)	Utilized the established systems (TEAHUB) with pending, overdue and on hold documents, and processes (HRDD-OM)are not updated, efficiently and effectively maintained but not updated pertinent documents. (WFP, PPMP, Planning documents, OPCRf)					
									Efficiency	85 - 100% of the documents, processes and systems are maintained and updated	70 -84% of the documents, processes and systems are maintained and updated	55 - 69 % of the documents, processes and systems are maintained and updated	40 - 54 % of the documents, processes and systems are maintained and updated	Below 40% of the documents, processes and systems are maintained and updated					
									Timeliness	TEAHUB and emails are monitored in a daily basis to avoid backlogs and WFP are adjusted to ensure all activities are done as scheduled and planning documents are updated quarterly.	TEAHUB and emails are monitored in every 3 days basis to avoid backlogs and WFP are adjusted to and planning documents are updated quarterly.	TEAHUB and emails are monitored on weekly basis to avoid backlogs and WFP are adjusted and planning documents are updated semi-annually.	TEAHUB and emails are monitored on a monthly basis to avoid backlogs and WFP are adjusted and planning documents are updated semi-annually.	TEAHUB and emails are monitored bi-monthly to avoid backlogs and WFP are adjusted and planning documents are updated annually.					

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	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																
	Quality		Take steps to accelerate the delivery of basic education facilities and services	Promote culture of excellence, innovation, and collaboration	January-December 2024	5%	5	No. of employees received positive feedback and recognition	Quality	at least 2 personnel received Gawad AGAD every month	at least 1 personnel received Gawad AGAD every month	at least 2 personnel received Gawad AGAD every quarter	at least 1 personnel received Gawad AGAD every quarter	none received Gawad AGAD every month					
									Efficiency	Received Customers Feedback with outstanding rating	Received customer's feedback with a Very Satisfactory rating	Received customer's feedback with a Satisfactory rating	Received customer's feedback with an Unsatisfactory rating	Did not received any feedback from the client					
									Timeliness										
	Quality		Take steps to accelerate the delivery of basic education facilities and services	Conduct periodic monitoring and evaluation office/ staff performance for the provision of relevant and development programs	January-December 2024	5%		No. of employees monitored and evaluated performance	Quality	90 - 100% of the staff submitted Performance Appraisal Form based on the KRA with outstanding rating	90 - 100% of the staff submitted Performance Appraisal Form based on the KRA with very satisfactory rating	90 - 100% of the staff submitted Performance Appraisal Form based on the KRA with satisfactory rating	90 - 100% of the staff submitted Performance Appraisal Form based on the KRA with unsatisfactory rating	90 - 100% of the staff did not submitted Performance Appraisal Form based on the KRA					
									Efficiency										
									Timeliness	Submit PAF on a weekly basis	Submit PAF on a monthly basis	Submit PAF on a quarterly basis	Submit PAF on semi-annually	Submit PAF annually					

100%


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	GAA Programs/ Subprograms	BEDP Pillars	MATATAG Pillars																

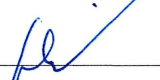
**PART I-B: INNOVATING AND INTERVENING ACCOMPLISHMENTS (20%)**


Part I.B. Innovating and Intervening Accomplishments shall capture the outcomes/outputs of the office that are enabling, supportive, and/or contributory to the achievement of the organizational commitments and KRAs in Part I.A. Accomplishments can be innovations, interventions, and enhancements on the processes, services, and/or outputs.

TO BE FILLED IN DURING PLANNING											TO BE FILLED DURING EVALUATION					
Key Result Areas (KRA)	Objectives	Timeline	Weight Allocation	Performance Targets (Target Outcome/Output of the Bureau/Center/Service/Division that are enabling, supportive, and/or contributory to the achievement of the organizational outcomes and KRAs (Part I.A))		Performance Measure (Quality, Efficiency, Timeliness)	RATING SCALE					Means of Verification (MOVs)	Actual Results/Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE
				Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)					
Induction Program	Design and implement a program for newly hired ROP personnel	Jan - December, 2024	4%	1	designed and implemented quality program for newly hired employees	Quality	Designed and implemented quality assured induction program for newly-hired employees through self-paced modules	Designed and implemented induction program for newly-hired employees	Developed induction program for newly-hired employees	Drafted induction program for newly-hired employees	Conceptualized induction program for newly-hired employees	Modules for Induction program. List of newly hired employees	10 self-paced modules were developed and implemented on line.  All the newly hired since January 2024 were enrolled and submitted the module outputs			
						Efficiency	85-100% self-paced modules were completed by the ROP newly hired employees before the target schedule	70-84% self-paced modules were completed by the ROP newly hired employees on the target schedule	60-74% self-paced modules were completed by the ROP newly hired employees two weeks after the target schedule.	50%-64% self-paced modules were completed by the ROP newly hired employees three weeks after the target schedule	50% and below of the self-paced modules were completed by the ROP newly hired employees one month after the target schedule					
						Timeliness										
Professional Learning and Development	Design, develop and implement quality assured Competency-based Learning and Development Intervention Programs	July - September 2024	15%	1	Designed, developed, and implemented program on facilitation and learning management	Quality	L&D program implemented was NEAP quality assured, PRC accredited, and with activity documentation report and QAME reports	L&D program implemented was NEAP quality assured, and with activity documentation report and QAME reports but not PRC accredited	L&D program was implemented with activity documentation report and QAME reports but not NEAP quality assured and PRC accredited	L&D program was implemented with activity documentation report but not NEAP quality assured, PRC accredited, and no QAME reports	L&D program was implemented without activity documentation report, NEAP quality assured, PRC accredited and no QAME reports	Learning Resource Package for Program on Facilitation and Learning Management	1 LRP for PD program on facilitation and learning management was developed and utilized in the implementation of the program			
						Efficiency	85%-100% of activities under the L&D program were implemented	70%-84% of activities under the L&D program were implemented	55% - 69% of activities under the L&D program were implemented	40% - 54% of activities under the L&D program were implemented	below 40% of activities under the L&D program were implemented					
						Timeliness	L&D program was implemented on the target schedule	L&D program was implemented a week after the target schedule	L&D program was implemented two weeks after the target schedule	L&D program was implemented 3-4 weeks after the target schedule	L&D program was implemented beyond a month after the target schedule					

Part I-B Total Score: 0.000

  
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 OIC-Chief, HRDD/NEAP-R  
 RATER

  
**LOIDA N. NIDEA**  
 Assistant Regional Director  
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 APPROVING AUTHORITY