



EVALUATION OF THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) IN PUBLIC ELEMENTARY AND SECONDARY SCHOOLS IN THE PROVINCE OF BATANGAS

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ABSTRACT

This research study aims to identify the assessment of teachers in the implementation of Results-Based Performance Management System of the Department of Education and the challenges in its implementation. Quantitative research method was applied by the researcher in this study. It was conducted in the Division of Batangas, Lipa, Tanauan and Batangas City participated by Teachers I-III who belong to the Mega School category. It is revealed that the respondents gave positive feedback on RPMS with regards to the first four Key Results Areas except for Plus Factors. Furthermore, respondents also exposed that they were challenged in its implementation especially in preparing Lesson Plan with integration of Content Knowledge within and across learning areas, and considering of the learners' individual differences. Gender, length of service and educational attainment dominantly showed up significant differences in their profile in terms of respondents' assessment of the implementation of RPMS. No significant differences in terms of challenges encountered was seen except for the marital status. Self-structured model for RPMS was developed and it is highly recommended to be reviewed and used by the concerned personnel and teachers to facilitate stress-free RPMS monitoring and evaluation.

Keywords: *Assessment and reporting, Content knowledge, Curriculum, Diversity of learners, Learning environment, Pedagogy, Plus factor, RPMS*

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