**Standards for Rating Teacher I-III**

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| **Key Result Area****(KRA)** | **Major Output** | **Performance Indicator** | **Weight per MO & KRA** | **Quantity** | **Quality** | **Timeliness** |
| **Description** | **Rating** | **Description** | **Rating** | **Description** | **Rating** |
| **Teaching-Learning Process****(30%)** | 1. Daily Lesson Plans/

Lesson Logs | 100% of the required number of daily lesson plans/lesson logs submitted on prescribed dates without lapses. | 4% | 100% of the required number of daily lesson plans/lesson logs submitted  | 5 | without lapses | 5 | Submitted on or before prescribed dates (weekly) | 5 |
| 90% - 99% of the required number of daily lesson plans/lesson logs submitted  | 4 | with 1 lapse | 4 | Submitted 1 day after prescribed dates (weekly) | 4 |
| 80% - 89% of the required number of daily lesson plans/lesson logs submitted  | 3 | with 2 lapses | 3 | Submitted 2 days after prescribed dates (weekly) | 3 |
| 70% - 79% of the required number of daily lesson plans/lesson logs submitted  | 2 | with 3 lapses | 2 | Submitted 3 days after prescribed dates (weekly) | 2 |
| 69% & below of the required number of daily lesson plans/lesson logs submitted | 1 | with 4 or more lapses | 1 | Submitted 4 or more daysafter prescribed dates (weekly) | 1 |
|  Instructional Materials | 100% of the required IMs appropriately prepared/ developed within the rating period without lapses | 1% | 100% of the required IMs were developed for the lesson | 5 | without lapses | 5 | Submitted on or before prescribed dates | 5 |
| 90% - 99% of the required IMs were developed for the lesson | 4 | with 1 lapse | 4 | Submitted 1 day after prescribed dates | 4 |
| 80% - 89% of the required IMs were developed for the lesson | 3 | with 2 lapses | 3 | Submitted 2 days after prescribed dates | 3 |
| 70% - 79% of the required IMs were developed for the lesson | 2 | with 3 lapses | 2 | Submitted 3 days after prescribed dates | 2 |
| 69% & below of the required IMs were developed for the lesson | 1 | with 4 or more lapses | 1 | Submitted 4 or more daysafter prescribed dates | 1 |
| 1. Teaching Strategies
 | 100% of the total number of learners achieved 75% mastery level in all learning areas within the rating period. | 30% | 100% of the total number of learners achieved 75% mastery level in all learning areas | 5 | without lapses | 5 | Achieved all the time | 5 |
| 90% - 99% of the total number of learners achieved 75% mastery level in all learning areas | 4 | with 1 lapse | 4 | Achieved most of the time | 4 |
| 80% - 89% of the total number of learners achieved 75% mastery level in all learning areas | 3 | with 2 lapses | 3 | Achieved more often than not | 3 |
| 70% - 79% of the total number of learners achieved 75% mastery level in all learning areas | 2 | with 3 lapses | 2 | Achieved sometimes | 2 |
| 69% & below of the total number of learners achieved 75% mastery level in 5all learning areas | 1 | with 4 or more lapses | 1 | Achieved seldom | 1 |
| 1. Class Rules and Well-Behaved Pupils
 | 100% of the students oriented with the class rules during the opening of classes without lapses. | 2% | 100% of the students were oriented with the class rules | 5 | without lapses | 5 | During the opening of classes | 5 |
| 90% - 99% of the students were oriented with the class rules | 4 | with 1 lapse | 4 | 1 day after the opening of classes | 4 |
| 80% - 89% of the students were oriented with the class rules | 3 | with 2 lapses | 3 | 2 days after the opening of classes | 3 |
| 70% - 79% of the students were oriented with the class rules | 2 | with 3 lapses | 2 | 3 days after the opening of classes | 2 |
| 69% & below of the students were oriented with the class rules | 1 | with 4 or more lapses | 1 | 4 or more days after the opening of classes | 1 |
| . | Zero (0) violation of class rules within the rating period | 1% | 0 violation of class rules | 5 | without lapses | 5 | Maintained all the time | 5 |
| 1 violation of class rules | 4 | with 1 lapse | 4 | Maintained most of the time | 4 |
| 2 violations of class rules | 3 | with 2 lapses | 3 | Maintained more often than not | 3 |
| 3 violations of class rules | 2 | with 3 lapses | 2 | Maintained sometimes | 2 |
| 4 violations of class rules | 1 | with 4 or more lapses | 1 | Maintained seldom | 1 |
| 1. Positive/ Productive/ Safe Learning Environment
 | 100% of the characteristics of positive, productive and safe learning environment complied with within the rating period without lapses. | 2% | 100% of the characteristics of positive, productive and safe learning environment complied | 5 | without lapses | 5 | Maintained all the time | 5 |
| 90% - 99% of the characteristics of positive, productive and safe learning environment complied | 4 | with 1 lapse | 4 | Maintained most of the time | 4 |
| 80% - 89% of the characteristics of positive, productive and safe learning environment complied | 3 | with 2 lapses | 3 | Maintained more often than not | 3 |
| 70% - 79% of the characteristics of positive, productive and safe learning environment complied. | 2 | with 3 lapses | 2 | Maintained sometimes | 2 |
| 69% & below of the characteristics of positive, productive and safe learning environment complied | 1 | with 4 or more lapses | 1 | Maintained seldom | 1 |
| **Pupils’ Outcome (30%)** | 1. Complete and Accurate Class Record
 | 100% of subjects/learning areas taught have complete and accurate class record/s within the rating period without lapses. | 5% | 100% of subjects/learning areas taught had complete and accurate class record/s  | 5 | without lapses | 5 | Updated all the time | 5 |
| 90% - 99% of subjects/learning areas taught had complete and accurate class record/s | 4 | with 1 lapse | 4 | Updated most of the time | 4 |
| 80% - 89% of subjects/learning areas taught had complete and accurate class record/s | 3 | with 2 lapses | 3 | Updated more often than not | 3 |
| 70% - 79% of subjects/learning areas taught had complete and accurate class record/s | 2 | with 3 lapses | 2 | Updated sometimes | 2 |
| 69% & below of subjects/learning areas taught had complete and accurate class record/s | 1 | with 4 or more lapses | 1 | Updated seldom | 1 |
| 1. Remedial/ Enrichment Programs
 | 100% of the students’ remedial/ enrichment needs catered to within the rating period without lapses. | 10% | 100% of the students’ remedial/ enrichment needs catered to | 5 | without lapses | 5 | Conducted all the time | 5 |
| 90% - 99% of the students’ remedial/ enrichment needs catered to | 4 | with 1 lapse | 4 | Conducted most of the time | 4 |
| 80% - 89% of the students’ remedial/ enrichment needs catered to | 3 | with 2 lapses | 3 | Conducted more often than not | 3 |
| 70% - 79% of the students’ remedial/ enrichment needs catered to | 2 | with 3 lapses | 2 | Conducted sometimes | 2 |
| 69% & below of the students’ remedial/ enrichment needs catered to | 1 | with 4 or more lapses | 1 | Conducted seldom | 1 |
| 1. Updated Pupils’/Students’ School Records

. | 100% of the required school records of students updated within the rating period without error. | 5% | 100% of the required school records of students updated | 5 | without error | 5 | Updated all the time | 5 |
| 90% - 99% of the required school records of students updated | 4 | with 1 error | 4 | Updated most of the time | 4 |
| 80% - 89% of the required school records of students updated | 3 | with 2 errors | 3 | Updated more often than not | 3 |
| 70% - 79% of the required school records of students updated | 2 | with 3 errors | 2 | Updated sometimes | 2 |
| 69% & below of the required school records of students updated | 1 | with 4 errors | 1 | Updated seldom | 1 |
| **Community Involvement (10%)** | 1. PTA Meetings/ Conferences Organized
 | 100% of the required PTA meetings facilitated without lapses in a semester. | 4% | 100% of the required PTA meetings facilitated | 5 | without lapses | 5 | Organized and facilitated on the prescribed dates | 5 |
| 90% - 99% of the required PTA meetings facilitated | 4 | with 1 lapse | 4 | Organized and facilitated 1 day after the prescribed dates | 4 |
| 80% - 89% of the required PTA meetings facilitated | 3 | with 2 lapses | 3 | Organized and facilitated 2 days after the prescribed dates | 3 |
| 70% - 79% of the required PTA meetings facilitated | 2 | with 3 lapses | 2 | Organized and facilitated 3 days after the prescribed dates | 2 |
| 69% & below of the required PTA meetings facilitated | 1 | with 4 or more lapses | 1 | Organized and facilitated 4 or more days after the prescribed dates | 1 |
| 1. Stakeholder Involvement in Monitoring and Evaluation of Programs Implementation
 | 75% of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation within the rating period without lapses. | 3% | 75% of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation | 5 | without lapses | 5 | Involved stakeholders all the time | 5 |
| 65% - 74% of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation | 4 | with 1 lapse | 4 | Involved stakeholders most of the time | 4 |
| 55% - 64% of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation | 3 | with 2 lapses | 3 | Involved stakeholders more often than not | 3 |
| 45% - 54% of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation | 2 | with 3 lapses | 2 | Involved stakeholders sometimes | 2 |
| 44% & below of identified stakeholders engaged/ involved in monitoring and evaluation of programs implementation | 1 | with 4 or more lapses | 1 | Involved stakeholders seldom | 1 |
| 1. Project/Events/Activities Initiated or Undertaken
 | One (1) project/event/activity on community involvement initiated/ undertaken within the rating period without lapses. | 3% | One (1) project/event/activity on community involvement initiated/ undertaken | 5 | without lapses | 5 | Initiated and undertaken on or before the scheduled dates | 5 |
| - | - | with 1 lapse | 4 | Initiated and undertaken 1 days after the scheduled dates | 4 |
| - | - | with 2 lapses | 3 | Initiated and undertaken 2 days after the scheduled dates | 3 |
| - | - | with 3 lapses | 2 | Initiated and undertaken 3 days after the scheduled dates | 2 |
| No project/event/activity on community involvement initiated/ undertaken | 1 | with 4 or more lapses | 1 | Initiated and undertaken 4 or more days after the scheduled dates | 1 |
| **Professional Growth and Development****(10%)** | 1. Action Research
 | One (1) action research conducted within the rating period without lapses. | 4% | One (1)action research conducted | 5 | without lapses | 5 | Conducted and approved on or before the scheduled date | 5 |
| - | - | with 1 lapse | 4 | Conducted and approved 1 day after the scheduled date | 4 |
| - | - | with 2 lapses | 3 | Conducted and approved 2 days after the scheduled date | 3 |
| - | - | with 3 lapses | 2 | Conducted and approved 3 days after the scheduled date | 2 |
| Noaction research conducted | 1 | with 4 or more lapses | 1 | Conducted and approved 4 or more day after the scheduled date | 1 |
| 1. Professional Membership and/or Community Linkages
 | One (1) affiliation in recognized organization within the rating period without deficiencies. | 2% | One (1) affiliation in recognized organization | 5 | without deficiency  | 5 | Affiliated and became an active member all the time | 5 |
| - | - | with 1 deficiency | 4 | Affiliated and became an active member most of the time | 4 |
| - | - | with 2 deficiencies | 3 | Affiliated and became an active member more often than not  | 3 |
| - | - | with 3 deficiencies | 2 | Affiliated and became an active member sometimes | 2 |
| No affiliation in recognized organization | 1 | with 4 or more lapses | 1 | Affiliated and became an active member seldom | 1 |
| 1. Published Work
 | One (1) work/research published within the rating period without lapses. | 2% | One (1) work/research published | 5 | without lapses | 5 | Published on or before the scheduled submission | 5 |
| - | - | with 1 lapse | 4 | Published 1 day after the scheduled submission | 4 |
| - | - | with 2 lapses | 3 | Published 2 days after the scheduled submission | 3 |
| - | - | with 3 lapses | 2 | Published 3 days after the scheduled submission | 2 |
| No work/research published | 1 | with 4 or more lapses | 1 | Published 4 or more days after the scheduled submission | 1 |
| 1. Received special award/ citation/ recognition for exemplary performance
 | One (1) special award/ citation/ recognition for exemplary performance received within the rating period without lapses. | 2% | One (1) special award/ citation/ recognition for exemplary performance | 5 | without lapses | 5 | Received 5 or more days before the date of review | 5 |
|  | - | with 1 lapse | 4 | Received 4 days before the date of review | 4 |
|  | - | with 2 lapses | 3 | Received 3 days before the date of review | 3 |
|  | - | with 3 lapses | 2 | Received 2 days before the date of review | 2 |
| No special award/ citation/ recognition for exemplary performance | 1 | with 4 or more lapses | 1 | Received 1 day before the date of review | 1 |
| **Other Support Requirements****(20%)** | 1. Wearing of prescribed uniforms and ID
 | 100% compliance of wearing of prescribed uniform and ID on required days without lapses. | 4% | 100% compliance  | 5 | Without lapses | 5 | 100% of the prescribed uniforms in required days | 5 |
| 99% compliance | 4 | - | - | - | - |
| 98% compliance | 3 | - | - | - | - |
| 97% compliance | 2 | With lapses | 2 | - | - |
| 96% and below compliance | 1 | - | - | 99% and below of the prescribed uniforms in required days | 1 |
| 1. Attendance/ participation in Flag Rites
 | 100% attendance in flag rites within the rating period without lapses | 4% | 100 of mandated Flag Rites attended and participated | 5 | Without lapses | 5 | Arrived on or ahead of time start | 5 |
| 99% of mandated Flag Rites attended and participated | 4 | - | - | - | - |
| 98% of mandated Flag Rites attended and participated | 3 | - | - | - | - |
| 97% of mandated Flag Rites attended and participated | 2 | With lapses | 2 | Arrived late | 2 |
| 96% and below of mandated Flag Rites attended and participated | 1 | - | - | - | - |
| 1. Attendance in meetings/ conferences and related activities
 | 100% attendance during required meetings & conferences within the semester without lapses | 4% | 100% of required meetings and conferences attended  | 5 | Without lapses | 5 | Arrived on or ahead of time start | 5 |
| 99% of required meetings and conferences attended | 4 | - | - | 5 minutes late | 4 |
| 98% of required meetings and conferences attended | 3 | - | - | 10 minutes late | 3 |
| 97% of required meetings and conferences attended | 2 | With lapses | 2 | 15 minutes late | 2 |
| 96% and below of required meetings and conferences attended | 1 | - | - | 20 or more minutes late | 1 |
| 1. Submission of required reports
 | 100% of the required reports submitted on or before due dates with 2 errors | 4% | 100% of the required reports submitted  | 5 | Without error | 5 | Submitted on or before due date | 5 |
| 99% of the required reports submitted | 4 | - | - | - | - |
| 98% of the required reports submitted | 3 | - | - | - | - |
| 97% of the required reports submitted | 2 | With error | 2 | Submitted after the due date | 2 |
| 96% or below of the required reports submitted | 1 | - | - | - | - |
| 1. Accuracy and completeness in the accomplishment of forms and reports
 | 100% of required reports/forms accomplished with accuracy and completeness within the rating period with 2 lapses | 4% | 100% of required reports/ forms accomplished with accuracy and completeness | 5 | Without lapses |  | Submitted on or before due date | 5 |
| 99% of required reports/ forms accomplished with accuracy and completeness | 4 | With 1 lapse |  | - | - |
| 98% of required reports/ forms accomplished with accuracy and completeness | 3 | With 2 lapses |  | - | - |
| 97% of required reports/ forms accomplished with accuracy and completeness | 2 | With 3 lapses |  | Submitted after the due date | 2 |
| 96 and below of required reports/ forms accomplished | 1 | With 4 or more lapses |  | - | - |