



2507-1131

Republic of the Philippines
Department of Education
REGION I
SCHOOLS DIVISION OF VIGAN CITY

DIVISION MEMORANDUM

No. 463, s.2025

**RPMS-PPST INDICATORS TO GUIDE PERFORMANCE EVALUATION OF PROFICIENT
AND HIGHLY PROFICIENT TEACHERS FOR SY 2025-2026**

TO: Assistant Schools Division Superintendent
Public Elementary and Secondary School Heads
All Others Concerned

1. In reference to **Regional Memorandum No. 900 s. 2025** titled, "*RPMS-PPST Indicators to Guide Performance Evaluation of Proficient and High Proficient Teachers for SY 2025-2026*", the Department of Education Regional Office I, through the Human Resource Development Division (HRDD), issues the list of PPST-based objectives to be used in evaluating the performance of Proficient and Highly Proficient Teachers for the School Year 2025-2026.
2. This memorandum serves as an initial guide to assist teachers and school heads in the preparation and alignment of their Individual Performance Commitment and Review Forms (IPCRFs), pending the release of an official policy issuance from the DepEd Central Office or the Bureau of Human Resource and Organizational Development-Human Resource and Development Division (BHROD-HRDD).
3. Details on the list of PPST-based objectives for teachers who will use the *Proficient Teacher Tool* are provided in paragraph 3 of the enclosed Regional Memorandum. School heads and teachers are advised to use this memo as a temporary reference only. Any updates, changes or clarifications shall be issued through official channels upon the release of memorandum from the Central Office.
4. All school heads are expected to conduct orientation for all teaching personnel in their respective schools regarding the preparation of the IPCRF for School year 2025-2026.
5. For more information and concerns, please contact the Human Resource Development Division at hrdd.region1@deped.gov.ph or call 072-682-2324 local 122.
6. Immediate dissemination of this memorandum is desired.

VILMA D. EDA, CESO V
Schools Division Superintendent

Encl: Regional Memorandum No. 900, s. 2025

Reference: as stated

To be indicated in the Perpetual Index under the following subjects:

IPCRF RPMS-PPST TEACHERS

SGOD/HRDD/aff/DM_RPMS-PPST2025-2026
July 17, 2025



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Republic of the Philippines
Department of Education
REGION I



REGIONAL MEMORANDUM
No. 900 s. 2025

**RPMS-PPST INDICATORS TO GUIDE PERFORMANCE EVALUATION OF
PROFICIENT AND HIGH PROFICIENT TEACHERS FOR SY 2025-2026**

To: Schools Division Superintendents
Public Elementary and Secondary School Heads
All Concerned Personnel

1. This Office, through the Human Resource Development Division, issues the list of PPST-based objectives to be used in evaluating the performance of Proficient and Highly Proficient Teachers for School Year 2025-2026.
2. This Memorandum serves as an initial guide to assist teachers and school leaders in the preparation and alignment of their Individual Performance Commitment and Review Forms (IPCRFs), pending the release of an official policy issuance from the DepEd Central Office or the Bureau of Human Resource and Organizational Development-Human Resource and Development Division (BHROD-HRDD).
3. Tables 1 and 2 below provide the list of PPST-based objectives for teachers who will use the *Proficient Teacher Tool*:

Table 1: Objectives for Proficient Teachers for SY 2025-2026

Obj. No.	COI/NCOI	Objectives
1	COI	1.1.2 Apply knowledge of content within and across curriculum teaching areas.
2	COI	1.4.2 Use a range of teaching strategies that enhance learner achievement in literacy and numeracy skills.
3	COI	1.5.2 Apply a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills.
4	COI	2.3.2 Manage classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery, and hands-on activities within a range of physical learning environments.
5	COI	2.6.2 Manage learner behavior constructively by applying positive and non-violent discipline to ensure learning-focused environments.
6	COI	3.1.2 Use differentiated, developmentally appropriate learning experiences to address learners' gender, needs, strengths, interests, and experiences.



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7	COI	4.1.2 Plan, manage and implement developmentally sequenced teaching and learning process to meet curriculum requirements and varied teaching contexts.
8	NCOI	4.4.2 Participate in collegial discussions that use teacher and learner feedback to enrich teaching practice.
9	COI	4.5.2 Select, develop, organize and use appropriate teaching and learning resources, including ICT, to address learning goals.
10	COI	5.1.2 Design, select, organize and use diagnostic, formative and summative assessment strategies consistent with curriculum requirements.
11	NCOI	5.2.2 Monitor and evaluate learner progress and achievement using learner attainment data.
12	NCOI	5.4.2 Communicate promptly and clearly the learners' needs, progress and achievement to key stakeholders, including parents/guardians.
13	NCOI	7.1.2 Apply a personal philosophy of teaching that is learner-centered.
14	NCOI	7.5.2 Set professional development goals based on the Philippine Professional Standards for Teachers.

Table 2: Objectives for Highly Proficient Teachers for SY 2025-2026

Obj. No.	COI/ NCOI	Objectives
1	COI	1.1.3 Model effective applications of content knowledge within and across curriculum teaching areas.
2	COI	1.4.3 Evaluate with colleagues the effectiveness of teaching strategies that promote learner achievement in literacy and numeracy.
3	COI	1.5.3 Develop and apply effective teaching strategies to promote critical and creative thinking, as well as other higher-order thinking skills.
4	COI	2.3.3 Work with colleagues to model and share effective techniques in the management of classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.
5	COI	2.6.3 Exhibit effective and constructive behavior management skills by applying positive and non-violent discipline to ensure learning-focused environments.
6	COI	3.1.3 Work with colleagues to share differentiated, developmentally appropriate opportunities to address learners' differences in gender, needs, strengths, interests and experiences.
7	COI	4.1.3 Develop and apply effective strategies in the planning and management of developmentally sequenced teaching and learning process to meet curriculum requirements and varied teaching contexts.
8	NCOI	4.4.3 Review with colleagues, teacher and learner feedback to plan, facilitate, and enrich teaching practice.
9	COI	4.5.3 Advise and guide colleagues in the selection, organization, development and use of appropriate teaching and learning resources, including ICT, to address specific learning goals.

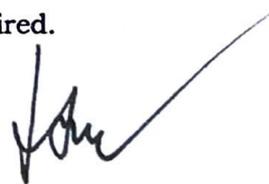
10	COI	5.1.3 Work collaboratively with colleagues to review the design, selection, organization and use of a range of effective diagnostic, formative and summative assessment strategies consistent with curriculum requirements.
11	NCOI	5.2.3 Interpret collaboratively monitoring and evaluation strategies of attainment data to support learner progress and achievement.
12	NCOI	5.4.3 Apply skills in the effective communication of learner needs, progress and achievement to key stakeholders, including parents/guardians.
13	NCOI	7.1.3 Manifest a learner-centered teaching philosophy in various aspects of practice and support colleagues in enhancing their own learner-centered teaching philosophy.
14	NCOI	7.5.3 Reflect on the Philippine Professional Standards for Teachers to plan personal professional development goals and assist colleagues in planning and achieving their own goals.

4. All Schools Division Superintendents, School Heads, and Public School Teachers are advised to use this memo as a temporary reference only. Any updates, changes, or clarifications shall be issued through the official channels upon the release of the Central Office memorandum.

5. All School Heads are expected to conduct an orientation for all teaching personnel regarding the preparation of the IPCRF for School Year 2025-2026.

6. For more information and other concerns, please contact the **Human Resource Development Division** at hrdd.region1@deped.gov.ph or call 072-682-2324 local 122.

7. Immediate dissemination of this Memorandum is desired.



TOLENTINO G. AQUINO
Director IV

Encl.: None
Reference: None
To be indicated in the Perpetual Index
Under the following subjects:

PERFORMANCE TEACHERS

HRDD/DCB/rrm/RM_PPSTSY2025-2026
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