

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

EIGHTEENTH CONGRESS
First Regular Session



HOUSE RESOLUTION No. 49

Introduced by
ACT Teachers Party-List Rep. FRANCE L. CASTRO,
BAYAN MUNA Party-List Rep. CARLOS ISAGANI T. ZARATE,
Rep. FERDINAND GAITE and Rep. EUFEMIA C. CULLAMAT,
GABRIELA Women's Party Rep. ARLENE D. BROSAS,
and **KABATAAN Party-List Rep. SARAH JANE I. ELAGO**

RESOLUTION
DIRECTING THE DEPARTMENT OF EDUCATION TO REPORT TO THE
COMMITTEE ON BASIC EDUCATION AND CULTURE ON ITS POLICIES IN RELATION TO
THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM

WHEREAS, the Department of Education (DepEd) Order 2, series of 2015 provides for the guidelines and implementation of the Results-based Performance Management System (RPMS) for teaching and non-teaching personnel. In this order, teachers are required to submit their Individual Commitment and Review Form (IPCRF) for performance evaluation;

WHEREAS, different DepEd Divisions are rolling out the RPMS pursuant to the Philippine Professional Standards for Teachers (PPST) as issued in DepEd Order 42, series of 2017;

WHEREAS, compliance with the IPCRF entails the filling up and compilation of several forms along with attachments of pages upon pages of daily lesson logs/lesson plans, certificates, pictures, and other documentation. Allegedly, these documents are needed to prove that the teaching or non-teaching employee measures up to the "shared" undertaking between him or her and the DepEd outlining the "standards of performance and behaviors which lead to professional and personal growth in the organization";

WHEREAS, the alleged purpose of the RPMS, PPST, and related policies is the "measurement" of the competencies of public school teachers so as to compensate

them accordingly and to develop their quality. This is pursuant to the neoliberal framework in public management and part of the shift in education to the market model that emphasizes economic management of human and financial resources. Performance-related pay, in particular, points towards austerity or scrimping on the benefits of personnel and dismisses the demand for decent salaries; from social factors such as poverty affecting the students and the employees themselves and the dire shortages and inhumane working conditions in public schools;

WHEREAS, there are numerous complaints from the field regarding the implementation of the policies regarding the performance evaluation of teachers. Teachers are forced to achieve the major final outputs (MFOs) and to deliver the key result areas (KRAs) as indicated in the IPCRF, even though the same are beyond their control and financial resources to achieve;

WHEREAS, the submission of the IPCRF requirements also entail heavy paperwork and documentation. Every day, teachers are forced to come up with voluminous portfolios documenting practically everything they do, which include around 10 pages of lesson plans, instructional materials, oral reading reports, individual cards for the students, pictures, and documentation of all school-related activities. This imposes additional burdens to teachers, who are already saddled with huge class sizes, multi-grade teaching, and other dire working conditions, as well as clerical works and other duties which should be beyond the job description of teaching personnel but are given to them;

WHEREAS, the overworked conditions of public school teachers have taken a toll on them, as manifested in complaints from the field pointing to an alarming marked increase and aggravation of diseases and conditions, both physical and psychological, brought by work-related stress and fatigue;

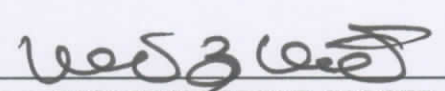
WHEREAS, an inquiry is needed to address the issue of the overworked conditions of teachers due to DepEd's policies of performance evaluation.

NOW, THEREFORE, BE IT RESOLVED as it is hereby resolved, that the House of Representatives direct the Department of Education to report to the Committee on Basic Education and Culture on its policies in relation to the Results-based Performance Management System.

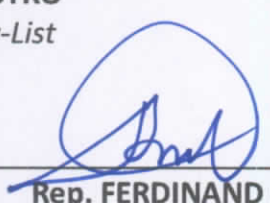
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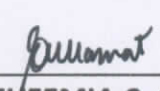
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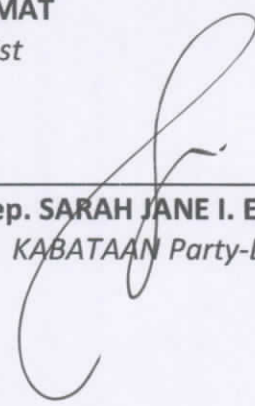
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