

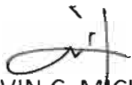
**GUIDELINES/MECHANICS IN RANKING OFFICES/DELIVERY UNITS AND INDIVIDUAL FOR THE GRANT
OF FY 2021 PERFORMANCE BASED BONUS (PBB)***

PHILIPPINE HIGH SCHOOL FOR THE ARTS

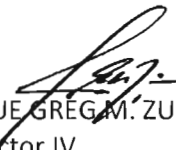
Anchored on DepEd Order No. 2, s. 2015 Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RBPMS), the PHSA follows a four-phase performance management cycle:

- I. Performance Planning and Commitment
- II. Performance Monitoring and Coaching
- III. Performance Review and Evaluation
- IV. Performance Rewarding and Development Planning

Using a five-point rating scale 1 (lowest) to 5 (highest), the head of office sets the performance indicators for the office objectives while the rater and the ratee identify the performance indicators for the individual objectives. All performance indicators are aligned with the overall organizational outcomes. To ensure that the rating in each Office/Individual Performance Commitment and Review Form (O/IPCRF) is objective, impartial, and measurable, the numerical rating 1 to 5 are reflected under the following dimensions: quality, efficiency, and timeliness.



ALVIN C. MCLAT
Head of HR
28 February 2022



JOSUE GREG M. ZUNIEGA
Director IV
28 February 2022

** Departments/Agencies shall cascade to their employees the procedures in ranking offices/delivery units. This document shall be posted on the TS page on or before February 28, 2022.*