



Republic of the Philippines
Department of Education
 Region VI – Western Visayas
SCHOOLS DIVISION OF CAPIZ

July 29, 2024

DIVISION MEMORANDUM
 No. 429, s. 2024

**GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED
 PERFORMANCE MANAGEMENT SYSTEM (RPMS)
 RELATIVE TO EXECUTIVE ORDER NO. 61 s. 2024**

To: OIC, Office of the Assistant Schools Division Superintendent
 Chief Education Program Supervisors, SGOD & CID
 Education Program Supervisors
 Public Schools District Supervisors
 Heads of Public Elementary, Secondary and Integrated Schools
 All Others Concerned

1. In consonance with the attached Memorandum DM-OSEC-2024-01 dated July 22, 2024 titled "Guidance on the Implementation of DepEd Results-Based Performance Management System (RPMS) relative to Executive Order No. 61 s. 2024", this Office informs the field that the results of the performance evaluation (RPMS), both the Office Performance Commitment and Rating Form (OPCRF) and Individual Performance Commitment and Review Form (IPCRF) ratings, remain as requirements for particular human resource (HR) actions and personal benefits, both monetary and non-monetary performance-related incentives, hence the submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required.
2. In relation to this, the following schedule will be observed:

SY 2023-2024 RPMS Cycle Phase	Task/Activity	RPMS Tool/Form	Persons/s Involved	Extended Schedule
PHASE III Performance Review and Evaluation	Review and assessment of individual performance	IPCRF for SY 2023-2024 (For teachers, use eIPCRF tool; download at http://bit.ly/eIPCRFSY2023-2024)	Ratees (teachers, non-	September 4, 2024



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	Submission of signed Summary of Ratings of Teachers and School-based Personnel		teaching personnel) Raters, Approving Authorities	
	Review and assessment of school performance Submission of self-rated OPCRf and attachments/MOVs (Part II, III & IV) Calibration of Results	OPCRf	Ratees (School Heads) Raters and Approving Authority	September 10-11, 2024 September 13, 2024
PHASE IV Performance Rewarding and Development Planning	Finalization of Development Plans	IPCRf-IDP	Ratees (Teachers, non-teaching Personnel)	September 13, 2024
		OPCRf-Development Plan	Ratees (School Heads)	September 13, 2024
	Submission of IPCRF and Uploading of Teachers' eIPCRf thru eIPCRf System	Accomplished IPCRF for SY 2023-2024 eIPCRf Consolidation System (for Teachers, submit through eIPCRf online submission; access at http://eipcrf.deped.gov.ph Encoding of scores and uploading of summarized Teachers' IPCRF per school shall be done through the link https://bit.ly/SDOCAPIZIPCRFSY-23-24	Ratees and Raters	From September 16, 2024 until September 30, 2024
	Submission of OPCRf to SDO	Accomplished OPCRf Encoding of scores and uploading of scanned calibrated OPCRf results shall be done through the link https://bit.ly/SDOCAPIZOPCRFSY23-24	Ratees (School Heads), Raters and Approving Authority	From September 16 until September 30, 2024



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3. The following is the list of raters and Approving Authority of the IPCRF/OPCRF for the respective positions:

Position	Rater	Approving Authority
School Principal/School Head	Assistant Schools Division Superintendent	Schools Division Superintendent
Head Teacher/Master teacher	School Principal/School Head	Schools Division Superintendent (for Medium Division)
Teacher (for Schools without MT/HT/Assistant Principal)	School Principal/School Head	Schools Division Superintendent (for Medium Division)
Teacher	Master Teacher/Head Teacher/Asst Principal	School Principal/School Head
ALS Implementers (School-based)	Master Teacher/Head Teacher/Assistant Principal	School Principal/School Head
ALS Implementers (Community Learning Centers-based)	Education Program Specialist for ALS	Chief of Curriculum Implementation Division (CID)
Non-teaching Staff	School Principal/School Head	Administrative Officer V

4. There will be a calibration of the school heads' OPCRf which will be conducted by the Calibration Team of each district. Each team will be composed of the Public Schools District Supervisors (PSDS) and the assigned Education Program Supervisors (EPS).
5. The self-rated OPCRf and attachments (Parts II, III & IV) and the signed Summary of ratings of Teachers and Personnel will be submitted to their respective PSDS. The Means of Verifications (MOVs) will be presented to the PSDS during the calibration of results, after which, these will remain in the custody of the school heads.
6. It should be made sure by all concerned that complete signatures (Ratee and Rater) are secured prior to the submission of the results to the Division Office on or before September 30, 2024. The calibrated OPCRfs shall be submitted in one bunch per district, properly endorsed with accompanying list by the Calibrating Team. While the IPCRFs for signature of the SDO official/s shall be submitted per school, with the list of teachers and personnel, and properly endorsed by the school head.
7. Expenses relative to the conduct of this activity shall be chargeable against local funds, subject to the usual accounting and auditing rules and regulations.



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8. Immediate and wide dissemination of this Memorandum is desired.

MIGUEL MAC D. APOSIN EdD, CESO V
Schools Division Superintendent

Encl.: As stated
To be indicated in the Perpetual Index
Under the following subjects:

COMMITMENT

PERFORMANCE RATING

POLICY



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Republic of the Philippines
Department of Education
REGION VI-WESTERN VISAYAS

REGIONAL MEMORANDUM

No. 634, s. 2024

JUL 23 2024

**GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED
PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO
EXECUTIVE ORDER NO. 61 (S. 2024)**

To: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OSEC-2024-01 dated July 22, 2024, titled "**Guidance on the Implementation of DepEd Results-Based Performance Management System (RPMS) relative to Executive Order No. 61 (s. 2024)**" signed by **Hon. Sonny M. Angara**, Secretary, Department of Education.
2. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated.

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

BENEFITS HIRING PERFORMANCE POLICY

ADM-PS-RSJ\RM-Dissemination-DM-OSEC-2024-01-Guidance on the Implementation of RPMS



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Republic of the Philippines
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM
DM-OSEC-2024- 01

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

ATTENTION : Performance Management Teams in All Governance Levels

FROM : 
SONNY M. ANGARA
Secretary



SUBJECT : **GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)**

DATE : 22 July 2024

1. With reference to the Executive Order (EO) No. 61, s. 2024 titled, '*Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s. 2012), As Amended*' dated 3 June 2024, this is to announce the **suspension of the implementation of the Results-Based Performance Management System (RPMS) for all DepEd school-based personnel for the upcoming SY 2024-2025**. All activities related to RPMS at the school level, including performance planning and commitment, monitoring, assessment, and evaluation of the school and individual personnel (i.e., school heads, teachers, and non-teaching personnel at the school level), shall be suspended until further notice.
2. While the Department understands the importance of performance management in achieving educational goals, it also recognizes the need for all its schools and school personnel, particularly teachers, to focus on the preparations for the opening of classes for SY 2024-2025. Furthermore, aligned with the objectives of EO No. 61, this suspension aims to review and study the implementation of RPMS at the school level with the goal of streamlining, improving, and simplifying processes and requirements, supporting the direction of the Department to reduce the tasks of teachers by rationalizing their workload.

However, it should be emphasized that the **results of the performance evaluation RPMS Office Performance Commitment and Rating Form (OPCRF)**



and Individual Performance Commitment and Review Form (IPCRF) ratings remain as requirements for particular human resource (HR) actions and personnel benefits, both monetary and non-monetary performance-related incentives, such as step increments, mid-year and year-end bonuses, promotion, awards and recognition, educational support, training opportunities, and other related official travels.

- Hence, the submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required. This is to avoid possible grounds for disqualification of school-based personnel from monetary and non-monetary performance-related incentives.
- In view of the foregoing and to provide DepEd schools and school-based personnel ample time to perform RPMS-related activities, an adjusted and revised RPMS Timeline for SY 2023-2024 shall be provided as follows:

	SY 2023-2024 RPMS Cycle Phase	Task/Activity	RPMS Tool/Form	Person/s Involved	Extended Schedule
School-based Personnel (school heads, teachers, and non-teaching personnel in schools)	PHASE III Performance Review and Evaluation	Review and assessment of individual performance	IPCRF for SY 2023-2024 (For teachers, use eIPCRF tool; download at http://bit.ly/eIPCRFSY20232024)	Ratees (teachers, non-teaching personnel), Raters, Approving Authorities	Until September 15, 2024
		Review and assessment of school performance	OPCRF	Ratees (school head), Raters, Approving Authorities	Until September 15, 2024
	PHASE IV Performance Rewarding and Development Planning	Finalization of Development Plans	IPCRF-IDP OPCRF- Development Plan	Ratees (teachers, non-teaching personnel) Ratees (school heads)	Until September 15, 2024
		Submission IPCRF and Uploading of Teachers' eIPCRF thru eIPCRF System	Accomplished IPCRF for SY 2023-2024 eIPCRF Consolidation System (for teachers, submit through eIPCRF online submission; access at http://eipcrf.deped.gov.ph)	Ratees and Raters	Until September 30, 2024
		Submission of OPCRf to SDO	Accomplished OPCRf	Ratees (school heads)	Until September 30, 2024

- Finally, the implementation of FY 2024 RPMS for non-school based personnel in the DepEd Central Office (CO), Regional Offices (RO), and Schools Division Offices (SDO) shall continue to be in force. The existing guidelines and issuances governing the accomplishment of OPCRf and IPCRF of non-school based personnel shall remain in effect.

6. This Memorandum is issued to clarify the implementation of EO No. 61 relative to the implementation of DepEd RPMS. This is to ensure continuous improvement of the DepEd performance management system while remaining consistent with the response of the Civil Service Commission (CSC) to DepEd's inquiry on the same, through CSC letter dated 27 June 2024, by which it clarifies that:

“[...] The provisions of AO No. 25 and EO No. 61 about RBPMS is a performance management system that focuses on the performance of government agencies. The CSC's SPMS and CESB's CESPES are aligned to the RBPMS for purposes of ensuring seamless implementation of the performance management of agencies vis-à-vis their mandates and strategic objectives/goals.

*The **SPMS should be distinguished from the RBPMS** as the former is a performance management system that focuses on individual's performance and its alignment with the agency's organizational vision, mission, and goals, while the latter is focused on performance management of government agencies.*

*Accordingly, the suspension of the RBPMS and PBI System and other relevant issuances related thereto pursuant to EO No. 61, s. 2024, **is deemed not to affect the implementation of the SPMS as required by law (EO No. 292).***

***Agencies are advised to continue with the implementation of their existing CSC-approved agency SPMS** to monitor and evaluate the employees' work performance that aligned to their agencies' mandates, functions, and commitments.”*

7. Further guidance and updates regarding DepEd RPMS will be provided as necessary.
8. For more information, please contact the **Bureau of Human Resource and Organizational Development (BHROD-HRDD)**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at bhrod.hrdd@deped.gov.ph or at telephone number (02) 8470-6630.
9. For immediate dissemination and strict compliance.