



Republic of the Philippines
Department of Education
Region XII
Schools Division Office of Tacurong City

July 24, 2024

DIVISION MEMORANDUM

SGOD No. 084, s. 2024

DISSEMINATION OF MEMORANDUM DM – OSEC – 2024 – 01 (GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS – BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)

To: OIC – Assistant Schools Division Superintendent
Members of the Performance Management Team
Division Office and Schools

1. This is to disseminate to the field the herewith Memorandum DM – OSEC – 2024 – 01 re Guidance on the Implementation of DepEd Results – Based Performance Management System (RPMS) Relative to Executive Order No. 61 (S. 2024).
2. As such, the attention of all members of the Performance Management Team of the Division Office and of the schools is hereby invited to Paragraphs 2 and 3 which shall be for strict compliance.
3. With this and in reference to the adjusted timeline as reflected in the above-mentioned memorandum, SDO and School PMT shall observe the timeline specifically for school – based personnel (school heads, teachers and non – teaching personnel in schools) which is set until September 15, 2024 for Phase III (Performance Review and Evaluation) and Phase IV (Finalization of Development Plans).
4. The SGOD through EPS Ernie P. Pama in collaboration with SEPS Ma. Dianne Joy R. Dela Fuente of the Human Resource Development Section and AO IV Glenda P. Orcinado shall provide technical assistance during the uploading of teachers' eIPCRF thru eIPCRF System which is set until September 30, 2024.
5. For the school heads, the sub – committees of the Division PMT shall review and evaluate the OPCRf on September 2 – 13, 2024, the specific schedule shall be provided by each group. Same clustering of schools and teams shall be followed as stated in Division Memorandum OSDS No. 065, s. 2024.
6. For your preferential attention and wide dissemination.


GILDO G. MOSQUEDA CEO VI
Schools Division Superintendent



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Department of Education
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Schools Division Office of Tacurong City

Enclosure: As stated
References: DM – OSEC – 2024 – 01
DM OSDS No. 065, s. 2024
Allotment: None
To be indicated in the Perpetual Index
under the following subjects:

PERFORMANCE

SCHOOLS

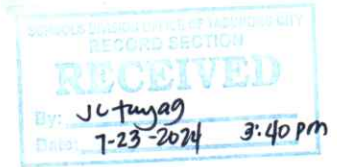
MDR/SGOD/DM - DISSEMINATION OF MEMORANDUM DM – OSEC – 2024 – 01 (GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS – BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)/July 24, 2024



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Republic of the Philippines
Department of Education
SOCCSKSARGEN REGION



22 Jul 2024

REGIONAL MEMORANDUM
HRDD-2024-054

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

To: Schools Division Superintendents
All Personnel Concerned

1. This has reference to DM-OSEC-2024-01 or the **Guidance on the Implementation of DepEd Results-Based Performance Management System (RPMS) Relative to Executive Order No. 61, s. 2024** which mandates the **suspension of the implementation of RPMS for all DepEd school-based personnel for the upcoming SY 2024-2025.**
2. The Performance Management Teams in all governance levels are directed to adhere to all pertinent information contained in the memorandum.
3. Attached is the copy of the memorandum for reference.
4. For immediate and wide dissemination.


CARLITO D. ROCAFORT
Director IV

Encl.: None.
Reference: DM-OSEC-2024-01
Allotment: None.
To be indicated in the Perpetual Index
under the Subject:

PERFORMANCE

DCP/HRDD/RM- GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61, s. 2024/058/July 22, 2024



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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.

3. 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.
4. 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 <i>(school heads, teachers, and non-teaching personnel in schools)</i> | PHASE III Performance Review and Evaluation | Review and assessment of individual performance | IPCRF for SY 2023-2024 <i>(For teachers, use eIPCRF tool; download at http://bit.ly/eIPCRFSY20232024)</i> | Ratees <i>(teachers, non-teaching personnel)</i> , Raters, Approving Authorities | Until September 15, 2024 |
| | | Review and assessment of school performance | OPCRF | Ratees <i>(school head)</i> , Raters, Approving Authorities | Until September 15, 2024 |
| | PHASE IV Performance Rewarding and Development Planning | Finalization of Development Plans | IPCRF-IDP OPCRF- Development Plan | Ratees <i>(teachers, non-teaching personnel)</i> Ratees <i>(school heads)</i> | Until September 15, 2024 |
| | | Submission of IPCRF and Uploading of Teachers' eIPCRF thru eIPCRF System | Accomplished IPCRF for SY 2023-2024 eIPCRF Consolidation System <i>(for teachers, submit through eIPCRF online submission; access at http://eipcrf.deped.gov.ph)</i> | Ratees and Raters | Until September 30, 2024 |
| | | Submission of OPCRf to SDO | Accomplished OPCRf | Ratees <i>(school heads)</i> | Until September 30, 2024 |
| | | | | | |

5. 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.

DMOSDS No. 065, 5-2024

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 (BHRD-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.