



DEPARTMENT OF EDUCATION

OFFICE OF THE UNDERSECRETARY FOR REGIONAL OPERATIONS

MEMORANDUM

FOR : Bureau, Center, Service Directors
Division Chiefs, Unit Heads
Regional Directors
Schools Division/City Superintendents
All Others Concerned



FROM : RIZALINO D. RIVERA
Undersecretary for Regional Operations

SUBJECT : RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM ROLL-OUT

DATE : 13 March 2014

The Department of Education recognizes that its success as a government agency is largely determined by its employees' performance. As such, it is essential for the Department to create a culture of performance excellence that produces desired results and builds necessary competencies. DepEd plans to achieve this through the establishment of the Results-based Management System (RPMS), an organization-wide process ensuring that employees are focusing their work efforts towards achieving DepEd's vision, mission, and strategic goals.

In this regard, DepEd and the Philippines-Australia Human Resource and Organisational Development Facility (PAHRODF) are collaborating to institutionalize the RPMS through the conduct of the following activities:

Table with 4 columns: Activity, Participants, Date, and Venue. It lists HRDO Orientations for four clusters and Key Management Orientations for Central Office Heads, RDs, and ARDs.

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<i>b. SDSs</i>	SDSs of all SDOs		
i. Cluster 1 (Regions I, II, III, IV-A, CAR, NCR)		April 8	DAP, Tagaytay
ii. Cluster 2 (Regions IV-B,V, VI, VII, VIII)		April 11	ECOTECH, Cebu City
iii. Cluster 3 (Regions IX, X, XI, XII, CARAGA, ARMM)		April 21	Crowne Regency, Davao City
3. PMT-TWG Orientation	PMT-TWG members	April 4	Astoria Plaza, Ortigas Center, Pasig City
4. Training of Trainers (TOT)			
a. Clusters 1 & 2 (Regions VI, VII, VIII, IX, X, XI, XII, CARAGA, ARMM)	Selected Trainers from Central, Regional and Division Offices	April 22-24	Crowne Regency, Davao City
b. Clusters 3 & 4 (Regions I, II, III, IV-A, IV-B, V, CAR, NCR)		April 28-30	GSP, Tagaytay

¹ Excluding travel time

Specific details of these activities are as follows:

- a. **Human Resource Development Officers (HRDOs) Orientations.** These orientations aim to ground the HRDOs in all DepEd offices on the framework, criteria, process, requirements, and timelines of the RPMS implementation. The HRDOs will serve as help desk and support in the central, regional and division offices, and will ensure the smooth implementation of RPMS in their respective areas. They will help address RPMS-related queries, issues, and concerns. They will issue Bulletin Alerts, actively monitor the accomplishment of the Four (4) Stages of RPMS, and provide technical assistance, i.e. materials such as forms and manuals necessary for the RPMS roll-out and implementation.

In preparation for this activity, regional offices are hereby requested to confirm the attendance of the HRDO participants of their respective regions and divisions, and submit their names and relevant information to rpms.pmttwg@gmail.com using the following format:

Name of Participant	Region/ Division	Designation	Sex	Dietary Requirement (in any)	Date of Arrival	Date of Departure
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- b. **Key Management Orientations on April 3 at Astoria Plaza, Ortigas Center, Pasig City.** The implementation of the RPMS needs the full support of DepEd's Key Management. These orientations will ground all the heads of bureaus, services, centers, offices, and units in the Central Office, the Regional Directors (RDs) and Assistant Regional Directors (ARDs), and Schools Division/City Superintendents (SDSs) on all the phases of RPMS.
- c. **Performance Management Team Technical Working Group (PMT-TWG) Orientation on April 4 at Astoria Plaza, Ortigas Center, Pasig City.** This activity aims to orient the PMT-TWG on the framework, criteria, process, requirements, and timelines of the RPMS implementation. The PMT-TWG will act as secretariat to the PMT and will handle the management of the entire program.
- d. **Training of Trainers (TOTs).** Approximately two hundred (200) selected trainers from the central, regional and division offices will be thoroughly trained on the proper facilitation of the roll-out of RPMS from the central level down to the schools. The specific details of these activities will be announced through a separate memorandum.

The PMT-TWG will be releasing constant reminders and announcements on the specific details of the above enumerated activities, and will follow-up on the confirmation of attendance of the participants in each activity.

Should you have queries or clarifications, please contact Ms. Cecille A. Anyayahan of the Human Resource Development Service-Staff Development Division (HRDS-SDD) at telephone numbers 638-8638 / 633-7237 or send an e-mail to rpms.pmttwg@gmail.com.

For immediate and strict compliance.