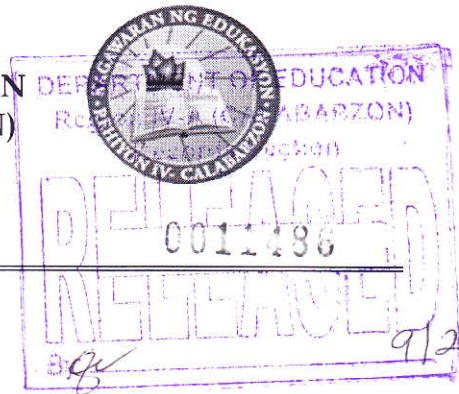


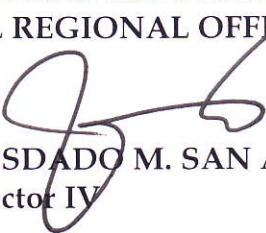


Republic of the Philippines
DEPARTMENT OF EDUCATION
REGION IV-A (CALABARZON)
Gate 2 Karangalan Drive
Cainta, Rizal



MEMORANDUM

TO : ALL SCHOOLS DIVISION SUPERINTENDENTS
ALL REGIONAL OFFICE EMPLOYEES

FROM :  DIOSDADO M. SAN ANTONIO
Director IV

SUBJECT : UPDATES ON THE RESULTS-BASED PERFORMANCE
MANAGEMENT SYSTEM (RPMS)

DATE : September 25, 2014

Enclosed is a copy of Advisory from Rizalino D. Rivera, Undersecretary for Regional Operations, DepED CO, dated September 18, 2014 relative to the initial phases of the Results-Based Performance Management System (RPMS), which is self-explanatory.

Immediate and wide dissemination of this memorandum is earnestly desired.

Incl.: As stated

PS:marichu

Received: Joseph
9/29/14
6091



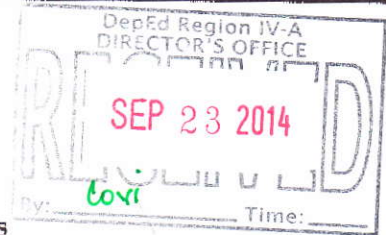
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DEPARTMENT OF EDUCATION

OFFICE OF THE UNDERSECRETARY FOR REGIONAL OPERATIONS

URGENT

ADVISORY



TO: All Central Office Employees
All Employees - Regional Offices
All Employees - Schools Division Offices
School Heads, Teachers, Non-teaching, and Teaching-related Employees
All Others Concerned

SUBJECT: For Wide Dissemination - Updates on the Results-Based Performance Management System

DATE: September 18, 2014

This is to advise all employees on how to go about the initial phases of the Results-Based Performance Management System. By now, offices and individuals must have established the Key Result Areas (KRAs) and Objectives in Phase I - Performance Planning and Commitment as agreed by both the rater and ratee.

Phase II - Performance Monitoring and Coaching, which is the heart of the RPMS can commence right after. Performance monitoring shall provide key inputs and an objective basis for rating. Performance monitoring shall be the responsibility of both the rater and the ratee, where they track and record significant events and actions taken through the use of the Performance Monitoring and Coaching Form (PMCF).

Coaching and feedback shall be done regularly or as needed. Coaching and feedback shall be provided by the rater and/or shall be sought by the ratee to improve work performance and behavior.

Please note that the Phase III - Performance Review and Evaluation is scheduled during the following periods:

Units Concerned	Period to be Evaluated	Performance Review and Evaluation
Units and Offices in Central Office, Regional Offices, and Schools Division Office	July 1, 2014 to December 31, 2014	End of December 2014 to January 2015
School Level	April 1, 2014 to March 31, 2015	March to April 2015



DEPARTMENT OF EDUCATION
OFFICE OF THE UNDERSECRETARY
FOR REGIONAL OPERATIONS

ADVISORY

Please be guided that for school-based personnel, including teaching and non-teaching staff, RPMS is not linked to the Performance-Based Bonus this year. The RPMS results will guide the Department in providing development and training interventions to ensure continuous development of our personnel. This is part of DepEd's commitment to continuously improve and provide quality education to our learners.

The official guidelines for the RPMS are still under review by various stakeholders (relevant associations, employees' union, and representatives from several offices at different levels). The rating scale is also under negotiation with the Civil Service Commission. The official guidelines will be released as a Department Order by October 2014.

For inquiries you may contact the National RPMS Help Desk at deped.rpms@gmail.com

For immediate and wide dissemination. Thank you.


RIZALINO D. RIVERA
Undersecretary