



Republic of the Philippines
Department of Education
REGION XI

SCHOOLS DIVISION OF DAVAO DEL NORTE

Office of the Schools Division Superintendent

April 22, 2025

DIVISION MEMORANDUM
No. 0093, s. 2025

**PARTICIPATION IN STRENGTHENING THE PERFORMANCE MANAGEMENT AND
EVALUATION SYSTEM (PMES) FOR TEACHERS IN THE SCHOOL YEAR 2024 - 2025**

To: Assistant Schools Division Superintendent
School Governance and Operations Division (SGOD)
Education Program Supervisor
Public Schools District Supervisors
School Heads, Integrated, Elementary and Secondary Schools
All Others Concerned

1. In adherence to the herein issued DepEd Memorandum No. 017,s. 2025 titled Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024 – 2025 and Regional Memorandum HRDD – 2025 – 09 on Strengthening the Performance Management and Evaluation System for Teachers in the School Year 2024 – 2025, this Office informs the following to attend the Focus Group Discussion (FGD), Study and Review of the said Interim Guidelines on May 6, 2025 at 9:00 AM – 12:00 NN via online through <https://bit.ly/3EoUvIv>.

POSITION	JHS	ES
PSDS	Noli T. de Felipe	Janice A. Fernandez
School Head	Aser M. Samsona	Jocelyn D. Fernandez
SGOD CES	Dr. Janette G. Veloso	
SGOD EPS	Cristopher B. Gonzales	

2. All participants are advised to pre-register through this link <https://bit.ly/4csYxvS>.
3. All participants are advised to read details on the content and other concerns on PMES and be accessed through the <https://bit.ly/PMESGuidelines>.



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4. This Office reiterates the importance of observing and upholding the values of equality and diversity among all personnel while participating in the above-mentioned session.
5. For strict compliance.



REYNALDO B. MELLORIDA, CESO V
Schools Division Superintendent



Republic of the Philippines
Department of Education
 DAVAO REGION

April 15, 2025

REGIONAL MEMORANDUM
 HRDD-2025-091

**STRENGTHENING THE PERFORMANCE MANAGEMENT AND EVALUATION
 SYSTEM FOR TEACHERS IN THE SCHOOL YEAR 2024-2025**

To: Assistant Regional Director
 Schools Division Superintendents

1. In compliance with DepEd Memorandum No. 017, s. 2025 on the Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024-2025, the Human Resource Development Division reinforces the adoption of the same, in the Schools Division Offices and schools to ensure that the PMES Cycle and Timeline of uploading and submission of the accomplished eIPCRF tools of individual teachers are well observed.
2. Corollary to this, a Focus Group Discussion (FGD), Study and Review of the Interim Guidelines shall be conducted to strengthen the provision of technical assistance, monitoring and evaluation in the implementation of PMES across governance levels. This activity is scheduled on **May 6, 2025** at 9:00 AM – 12:00 NN through <https://bit.ly/3EoUvly>. Herewith is the pre-registration link for the participants, <https://bit.ly/4csYxvS>.
3. The activity will be participated in by the select participants from the SDOs with the details below:

Number of Participants per Schools Division Office			
POSITION	JHS	ES	TOTAL
PSDS	1	1	2
School Head	1	1	2
SGOD CES		1	1
SGOD EPS		1	1
		Total	6

4. Access <https://bit.ly/PMESGuidelines> for the content and other relevant details of the PMES, for pre-work assignment, by reviewing it thoroughly in advance. For inquiries contact hrddneapro11@gmail.com.

5. For information dissemination and action.

RECORDS SECTION
RELEASED

ALLAN G. FARNAZO
 Director IV

Enclosed.: As Stated.
 ROH1/nrb

By: [Signature]
 Date: April 21, 2025



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 Email Address: region11@deped.gov.ph
 Website: www.depedroxi.ph





Republic of the Philippines
Department of Education

FEB 07 2025

DepEd MEMORANDUM
No. **017**, s. 2025

**INTERIM GUIDELINES FOR THE DEPARTMENT OF EDUCATION
PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM
FOR TEACHERS IN THE SCHOOL YEAR 2024-2025**

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

1. Faithful to its commitment to providing support to teachers to be able to deliver quality education for Filipino learners, the Department of Education (DepEd) reviewed the Results-based Performance Management System (RPMS) issued as DepEd Order (DO) No. 2, s. 2015 (Guidelines on the Establishment and Implementation of the Results-Based Performance Management System [RPMS] in the Department of Education), ensuring streamlined, improved, and simplified processes and requirements for the performance management system.
2. As the comprehensive guidelines for the revision of DO No. 2, s. 2015 are underway, DepEd hereby issues the enclosed **Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024-2025**.
3. These interim guidelines shall lift the suspension of the implementation of the performance management system for teachers per DM-OSEC-2024-001 (Guidance on the Implementation of DepEd Results-based Performance Management System (RPMS). Relative to Executive Order No. 61, s. 2024). This shall address the identified concerns relative to the current implementation of performance management for teachers. Further, this shall complete the three-year cycle of teacher performance assessment per DepEd Memorandum (DM) No. 008, s. 2023 (Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers), which covers all 37 Philippine Professional Standards for Teachers (PPST) Indicators.
4. This Memorandum shall cover all teachers in public elementary and secondary schools, as well as community learning centers, including Alternative Learning Systems, Madrasah, Special Needs Education, and Special Science Teachers. It shall guide the ratees, raters, approving authorities, and other stakeholders in managing and evaluating teachers' performance aligned with the PPST.

5. Furthermore, these interim guidelines for PMES for teachers shall be implemented starting the fourth (4th) quarter of SY 2024–2025. Only PMES-related activities conducted upon the issuance of this Memorandum shall be recognized and accepted to provide the rating of teacher performance.

6. All other provisions of DM 008, s. 2023 which are not affected by these guidelines shall remain in effect unless otherwise repealed, modified, or amended by subsequent policies.

7. For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email helpdesk.rpms@deped.gov.ph or at telephone number (02) 8470-6630.

8. Immediate dissemination of this Memorandum is desired.


SONNY ANGARA
Secretary

Encl.:

As stated

References:

DepEd Order No. 2, s. 2015

DepEd Memorandum No. 008, s. 2023

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

ASSESSMENT
BUREAUS AND OFFICES
CALENDAR
CLASSES
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PERFORMANCE
RATING
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TEACHERS

