



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DEL NORTE

Office of the Schools Division Superintendent

DIVISION MEMORANDUM
SGOD-2023-0318

To: Assistant Schools Division Superintendent
Chief Education Program Supervisor, CID
Chief, Education Program Supervisor, SGOD
Education Program Supervisors, CID
Education Program Supervisor, SGOD
Public Schools District Supervisors
Concerned Public School Heads, Integrated, Elementary, Secondary Schools
Private Schools
All others concerned

Subject: **REVISION OF DEPED ORDER NO. 2, S. 2015**

Date: September 21, 2023

1. This has reference to HRDD-2023-238 dated September 15, 2023 entitled, **Revision of DepEd Order No. 2, s. 2015**, which seeks to update and revise the Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS).

2. The following personnel of this Division shall attend the workshop on the scheduled date:

Name	Position	Division	Inclusive Dates	Modality
GRACE A. DESONIA	Principal IV	Davao del Norte	September 25, 2023	Virtual (Microsoft Teams)

3. Other important details are stipulated in the attachments.

4. In participating in the different activities, the **Equal Opportunities Principle (EOP)** shall be observed at all times where all individuals are fully recognized regardless of gender, religion, ethnicity, and political affiliations.

5. Immediate dissemination of this memorandum is desired.




REYNALDO B. MELLORIDA, CESO V
 Schools Division Superintendent

Enclosed: As stated.
SGOD/jaam





Republic of the Philippines
Department of Education
 DAVAO REGION

Office of the Regional Director

REGIONAL MEMORANDUM
 HRDD-2023-238

To : Assistant Regional Director
 Schools Division Superintendents of the Island
 Garden City of Samal and Davao del Norte
 Chief of the Human Resource Development Division

Subject: REVISION OF DEPED ORDER NO. 2, S. 2015

Date : September 15, 2023

This has reference to **DM-OUHROD-2023** dated September 8, 2023 entitled **"GUIDELINES ON THE ESTABLISHMENT AND IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) IN THE DEPARTMENT OF EDUCATION"** which seeks to update and revise the Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS). Details of the series of workshops with corresponding links are provided in the enclosures.

Listed below are the participants of the workshops:

Names	Position	Division	Inclusive Dates	Modality
Grace P. Desonja	Principal IV	Davao del Norte	September 25-26, 2023	Virtual (Microsoft Teams)
Evangeline Bongcac	SEPS-HRD	IGACOS		
Nelma Lyn R. Barnija	Chief, Education Supervisor	Region XI	October 16-19, 2023	Face-to-Face (Fynn Boutique Hotel, Bacoar, Cavite)

Furthermore, travel expenses of the participants during face-to-face activities shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations. For more information, email bhrod.hrdd@deped.gov.ph.

Immediate dissemination and strict compliance of this Memorandum is directed.

RECORDS SECTION
RELEASED

ALLAN G. FARRAZO
 Director IV

Enclosed: As Stated.

ROHS/glv

By: *[Signature]*
 Date: *Sept. 19, 2023*
 23783



Address: F. Torres St., Davao City (8000)
 Telephone Nos.: (082) 291-1665; (082) 221-6147

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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

RECEIVED
14 SEP 2023
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MEMORANDUM
DM-OUHROD-2023-_____

TO : Bureau and Service Directors Concerned
Regional Directors Concerned
Schools Division Superintendent Concerned
School Heads Concerned
All Others Concerned

FROM : 
GLORIA JOMAMIL-MERCADO
Undersecretary for Human Resource and Organizational Development

SUBJECT : REVISION OF DEPED ORDER NO. 2, S. 2015 OR GUIDELINES
ON THE ESTABLISHMENT AND IMPLEMENTATION OF THE
RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM
(RPMS) IN THE DEPARTMENT OF EDUCATION

DATE : 8 September 2023

In relation to the recent developments in the human resource and organizational development (HROD) as well as the subsequent issuances on the adoption and implementation of professional standards—Philippine Professional Standards for Teachers (PPST through DepEd Order 42, s. 2017), Philippine Professional Standards for School Heads (PPSSH through DepEd 24, s. 2020), Philippine Professional Standards for Supervisors (PPSS through DepEd 25, s. 2020), and other standards for specific job groups in the Department of Education (DepEd), the DepEd through the Human Resource Development Division under the Bureau of Human Resource and Organization Development (BHROD-HRDD) endeavors to update and revise the *Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS)* as enclosed in DepEd Order No. 2, s. 2015.

In 2021, a revised Guidelines has been drafted to provide updated guidelines, mechanisms, and processes for the performance target setting, monitoring, evaluation, and development planning for all DepEd offices in all governance levels. While the draft revised guidelines has been validated by selected personnel and representatives from across governance levels, it is necessary to revisit the draft revised guidelines and subject it to further revalidation and finalization.

With this regard, the following workshops shall be conducted:

Activity	Schedule*	Venue/Platform	Modality
Revalidation of Draft Revised RPMS Guidelines with Related Teaching and Non-Teaching Personnel	September 18-21, 2023	Fynn Boutique Hotel Bacoor, Cavite	Face-to-Face
Revalidation of Draft Revised RPMS Guidelines with Teachers and School Heads	September 26-27, 2023	Microsoft Teams	Virtual
Finalization of Draft Revised RPMS Guidelines	October 16-19, 2023	Fynn Boutique Hotel Bacoor, Cavite	Face-to-Face

**Schedule may be subject to change*

**Exact venue shall be announced in a separate advisory*

These activities shall be a venue to:

- a. Revalidate and quality assure the draft revised RPMS Guidelines;
- b. Discuss in depth the specific parts and provisions of the draft revised RPMS Guidelines with incumbents of positions and key stakeholders;
- c. Provide comments and suggestions for amendment on the draft revised RPMS Guidelines; and
- d. Draw agreements and finalize the draft revised RPMS Guidelines.

To gather comprehensive and extensive feedback from personnel representing various governance levels, the participation of the following is hereby requested:

Activity	Target Participants	No. of Participants
Revalidation of Draft Revised RPMS Guidelines with Related Teaching and Non-Teaching Personnel	Related teaching personnel	10
	Non-teaching personnel	15
Revalidation of Draft Revised RPMS Guidelines with Teachers and School Heads	Teachers	12
	School Heads	12
Finalization of Draft Revised RPMS Guidelines	Central Office (OED, SED, Personnel, EWD, Planning)	8
	Regional Office	10
	Schools Division Offices and Schools	12

**Details of the target participants is shown in Annex A*

Identified offices in the Central, Regional, and Schools Division Offices shall nominate personnel to participate in the activities. Details (i.e. positions, office and requested number of pax) of the target participants to be nominated are attached in Annex A.

Nominees shall be submitted to BHROD-HRDD through the following Google Form links:

Activity and Google Form Link	Deadline of Submission
Activity 1: https://bit.ly/RegistrationRPMSGuidelinesActivity1	September 16, 2023
Activity 2: https://bit.ly/RegistrationRPMSGuidelinesActivity2	September 22, 2023
Activity 3: https://bit.ly/RegistrationRPMSGuidelinesActivity3	

Meals and accommodation for the participants of the face-to-face activities shall be provided by BHROD-HRDD. First meal provision is Lunch on September 18, 2023 and October 16, 2023 (Monday) and last meal provision is PM snack on September 21, 2023 and October 19, 2023 (Thursday).

	Day 0 (Sep. 18, 2023; Oct. 16, 2023)	Day 1 (Sep. 19, 2023; Oct. 17, 2023)	Day 2 (Sep. 20, 2023; Oct. 18, 2023)	Day 3 (Sep. 21, 2023; Oct. 19, 2023)
Accommodation				
	Check-in at 2:00pm	✓	✓	Check-out at 12:00pm
Meals				
Breakfast		✓	✓	✓
AM Snacks		✓	✓	✓
Lunch	✓	✓	✓	✓
PM Snacks	✓	✓	✓	✓
Dinner	✓	✓	✓	

Travel expenses of the participants of the face-to-face activities shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations.

For concerns, please contact BHROD-HRDD through Ms. Lizette Anne L. Carpio, with email address: bhrod.hrdd@deped.gov.ph or telephone number: (02) 8470-6630.

For your action.

DETAILS OF THE TARGET PARTICIPANTS

Activity 1: Revalidation of Draft Revised RPMS Guidelines with Related Teaching and Non-Teaching Personnel

Inclusive Dates: September 18-21, 2023

Venue: Fynn Boutique Hotel, Bacoor, Cavite

Nominees of this activity shall be submitted to BHRD-HRDD on or before September 16, 2023 through this Google Form link: <https://bit.ly/RegistrationRPMSGuidelinesActivity1>

Governance Level	Position	Office	No. of Pax
Central Office	Supervising Education Program Specialist	BAE	1
	Senior Education Program Specialist	BEA	1
		NEAP	1
	Education Program Specialist	BCD	1
	Project Development Officer	BHRD	3
	Information Technology Officer	ICTS	1
	Education Program Specialist	Planning	1
Regional Office	Supervising Education Program Specialist	Region III	1
	Education Program Supervisor	NCR	1
	Public Schools District Supervisor	Region IV-A	1
	Planning Officer	Region I	1
	Statistician	Region II	1
	Administrative Officer	Region III	1
	Project Evaluation Officer	Region V	1
Records Officer	Region VI	1	
Schools Division Office	Supervising Education Program Specialist	Region IV-A	1
	Senior Science Research Specialist	NCR	1
	Guidance Coordinator	NCR	1

Governance Level	Position	Office	No. of Pax
	Supervising Administrative Officer	Region III	1
	Human Resource Management Officer	Region III	1
	Information Technology Officer	Region IX	1
	Budget Officer	NCR	1
	Accountant	Region IV-A	1
TOTAL			25

Activity 2: Revalidation of Draft Revised RPMS Guidelines with Teachers and School Heads

Inclusive Dates: September 25-26, 2023

Platform: Microsoft Teams (Virtual)

Nominees of this activity shall be submitted to BHROD-HRDD on or before September 22, 2023 through this Google Form link: <https://bit.ly/RegistrationRPMSGuidelinesActivity2>

Region	Division	Curricular Classification	Position	No. of Pax
CAR	Benguet	Elementary	Indigenous Peoples Education (IPEd) Teachers (Teacher I-III)	1
		Secondary	Assistant Principal	1
NCR	Valenzuela	Elementary	Teacher I-III	1
	San Juan	Secondary	Teacher I-III	1
	Quezon City	Secondary	Special Education Teacher I-IV	1
Region I	Vigan City	Elementary	Special Education Teacher I-IV	1
Region II	Isabela	Secondary	Special Science Teacher I (SHS)	1
	Tuguegarao City	Elementary	Head Teacher with teaching load	1
Region IV-B	Oriental Mindoro	Elementary	Head Teacher with teaching load	1
Region V	Legazpi City	Elementary	Head Teacher without teaching load	1
	Tabacco City	Secondary	Principal I-IV	1
Region VI	Bacolod City	Secondary	Principal I-IV	1
Region VII	Bohol	Elementary	Principal I-IV	1
Region VIII	Tacloban City	Elementary	Head Teacher without teaching load	1
	Leyte	Elementary	Designated Teacher In-Charge	1
Region IX	Zamboanga City	Elementary	Madrasah Education Teacher (Teacher I-III)	2
Region X	El Salvador City	Secondary	Assistant Principal	1

Region	Division	Curricular Classification	Position	No. of Pax
	Bukidnon	Elementary	Indigenous Peoples Education (IPEd) Teachers (Teacher I-III)	2
Region XI	Samal City		ALS implementer (<i>school-based</i>)	1
	Davao del Norte	Elementary	Teacher I-III	1
Region XII	Koronadal City	Community Learning Centers-based (CLC)	ALS implementer (<i>community learning centers-based</i>)	1
CARAGA	Butuan City	Elementary	Designated Teacher-in-Charge	1
	Agusan del Norte	Secondary	Teacher I-III	1
TOTAL				25

Activity 3: Finalization of the Draft Revised RPMS Guidelines

Inclusive Dates: October 16-19, 2023

Venue: Fynn Boutique Hotel, Bacoor, Cavite

Nominees of this activity shall be submitted to BHROD-HRDD on or before September 22, 2023 through this Google Form link: <https://bit.ly/RegistrationRPMSGuidelinesActivity3>

Governance Level	Office	Position	No. of Pax
Central Office	BHROD-OED		1
	BHROD-EWD		1
	BHROD-SED		1
	BHROD-PD		1
	Finance		1
	NEAP		1
	National Employees Union (NEU)		1
	Planning		1
		<i>Subtotal</i>	
Regional Office	NCR	Chief Administrative Officer	1
	Region I	Chief Education Program Supervisor for Human Resource Development Division	1
	Region III	Chief Education Program Supervisor for Human Resource Development Division	1
	Region IV-A	Chief Education Program Supervisor for Field Technical Division	1
		NEU-Regional Chapter President	1
	Region V	Chief Education Program Supervisor for Field Technical Division	1
	Region VII	Chief Education Supervisor for Quality Assurance Division	1
	Region IX	Chief Education Supervisor for Quality Assurance Division	1
	Region XI	Regional Planning Officer	1

Governance Level	Office	Position	No. of Pax
	CARAGA	Chief Finance Division	1
	<i>Subtotal</i>		10
Schools Division Office	CAR	ASDS	1
	Region II	Planning Officer	1
	Region IV-B	Education Chief of SGOD	1
	Region VI	Chief Administrative Officer	1
	Region VIII	ALS EPS-in-Charge	1
	<i>Subtotal</i>		6
Schools	NCR	Principal I-IV	1
	Region IV-A	Master Teacher I-IV	1
	Region X	Head Teacher	1
	Region XI	ALS	1
	Region XII	Principal I-IV	1
	<i>Subtotal</i>		6
TOTAL			30



Republic of the Philippines
Department of Education

BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

OFFICE OF THE DIRECTOR

ADVISORY

14 September 2023

In reference to the unnumbered memorandum dated September 8, 2023, titled **Revision of DepEd Order (DO) No. 2, s. 2015 or Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS) in the Department of Education**, please be informed of the following clarifications and additional instructions in the nomination and submission of participants from Central, Regional, and Schools Division Offices for the various activities in the revision and finalization of the draft RPMS Guidelines:

- For positions/items that are not available in the RO or SDO, as identified in the memorandum, the Regional Directors (RD) and/or Schools Division Superintendents (SDS) may nominate participants with other positions as deemed qualified to participate in the activity especially those members of the PMT.
- To minimize class disruptions, suggested teacher participants may be replaced with School Head as participants.
- Details of the target participants for the Finalization of the Draft RPMS Guidelines (Activity 3) scheduled on October 16-19, 2023 are revised. Please see Annex A attached.

Nominated participants shall be submitted to BHRD-HRDD through the following Google Form links on or before the submission deadline:

Activity and Google Form Link	Deadline of Submission
Activity 1: https://bit.ly/RegistrationRPMSGuidelinesActivity1	September 16, 2023
Activity 2: https://bit.ly/RegistrationRPMSGuidelinesActivity2	September 22, 2023
Activity 3: https://bit.ly/RegistrationRPMSGuidelinesActivity3	

For further questions and concerns, you may contact Ms. Lizette Anne Carpio through bhrod.hrdd@deped.gov.ph or (02) 8470-6630.

For your guidance and compliance.

ATTY. RESTY Q. OSIAS, LLM, CESO IV
Director IV, Human Resource and Organizational Development

BHRD-HRDD/CarpioLAL

Rm. 409, Mabini Building, DepEd Complex, Meralco Avenue, Pasig City
Telephone Nos.: (02) 8633-3344 / (02) 8639-7237 Email: bhrod.od@deped.gov.ph

Annex A

Revised Details of the Target Participants

Activity: Finalization of the Draft RPMS Guidelines

Inclusive Dates: October 16-19, 2023

Venue: Fynn Boutique Hotel, Bacoor, Cavite

Nominees of this activity shall be submitted to BHRD-HRDD on or before September 22, 2023 through this Google Form link: <https://bit.ly/RegistrationRPMSGuidelinesActivity3>

Governance Level	Office	Position	No. of Pax
Central Office	BHRD-OED		2
	BHRD-SED		2
	BHRD-EWD		1
	BHRD-PD		1
	NEAP		1
	Planning		1
	<i>Subtotal</i>		
Regional Office	NCR	Chief for Human Resource Development Division, or representative from the HRDD	1
	Region I		1
	Region III		1
	Region IV-A		1
	Region V		1
	Region VII		1
	Region IX		1
	Region XI		1
	CARAGA		1
	<i>Subtotal</i>		
Schools Division Office	CAR	ASDS	1
	Region II	Planning Officer	1
	Region IV-B	Education Chief of SGOD	1
	Region VI	Chief Administrative Officer	1
	Region VIII	ALS EPS-in-Charge	1
	<i>Subtotal</i>		
Schools	NCR	Principal I-IV	1
	Region IV-A		1
	Region XII		
	Region X	Head Teacher	1
	Region XI	ALS	1
	<i>Subtotal</i>		
TOTAL			30