



Republic of the Philippines  
**Department of Education**  
 NATIONAL CAPITAL REGION

June 9, 2023

**REGIONAL MEMORANDUM**  
 No. 495, s. 2023

**To:** Schools Division Superintendents  
 Public Elementary and Secondary School Heads  
 All Others Concerned

**REITERATION AND CLARIFICATION ON THE IMPLEMENTATION OF THE MULTI-YEAR GUIDELINES ON RPMS-PPST per DM 008, s. 2023**

1. In reference to the attached Memorandum from Gloria Jumamil-Mercado, Undersecretary for Human Resource and Organizational Development, the field is hereby informed of the above-captioned subject.
2. Immediate dissemination and compliance with this Memorandum is desired.

  
**WILFREDO E. CABRAL, CESO III**  
 Regional Director





Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

### MEMORANDUM

DM-OUHROD-2023- 0770

TO : Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

FROM : *Suzette*  
**GLORIA JUMAMIL-MERCADO**  
*Y*  
*Undersecretary for Human Resource and Organizational Development*

SUBJECT : **Reiteration and Clarification on the Implementation of the Multi-Year Guidelines on RPMS-PPST per DM 008, s. 2023**

DATE : 6 June 2023

This Memorandum aims to reiterate and clarify specific provisions of the issued DepEd Memorandum (DM) No. 008, s. 2023 titled **Multi-Year Guidelines on the Results-Based Performance Management System-Philippine Professional Standards for Teachers**, as follows:

#### A. On the number of required classroom observations

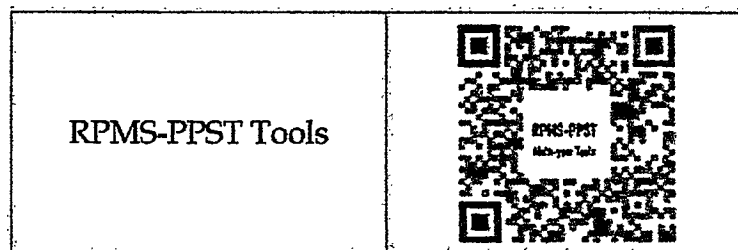
1. It is reiterated that for School Year (SY) 2022-2023, only two (2) classroom observations are required, which shall be conducted in the last two (2) quarters (one per quarter). Classroom observations conducted in the first and second quarters prior to the release of the list of Multi-year RPMS-PPST Objectives shall not be considered in the computation of Ratee's performance rating as part of the performance evaluation.
2. For SY 2022-2024 and SY 2024-2025, four (4) classroom observations are required, which shall be conducted once every quarter.
3. All classroom observations for performance evaluation purposes shall be scheduled in advance. The Ratee must be informed of the schedule at least three (3) working days before the classroom observation.

2. With this, schools division offices are requested to refrain from developing and releasing their own versions of e-IPCRF to avoid duplication of efforts and possible issues in the eventual data collection and consolidation in the division, region, and national levels.

Furthermore, the following RPMS-PPST Tools shall be used in SY 2022-2023, SY 2023-2024, and SY 2024-2025:

- a. Appendix A1: Proficient RPMS-PPST Tools for SY 2022-2023;
- b. Appendix A2: Proficient RPMS-PPST Tools for SY 2023-2024;
- c. Appendix A3: Proficient RPMS-PPST Tools for SY 2024-2025;
- d. Appendix B1: Highly Proficient RPMS-PPST Tools for SY 2022-2023;
- e. Appendix B2: Highly Proficient RPMS-PPST Tools for SY 2023-2024;
- f. Appendix B3: Highly Proficient RPMS-PPST Tools for SY 2024-2025; and
- g. Appendix C: RPMS Classroom Observation Tools (**updated folder**)

The RPMS-PPST tools may also be accessed using the QR code below or through this link: <https://bit.ly/RPMSPPSTMULTIYEAR> which can be accessed using the official DepEd e-mail address (example [juan.delacruz@deped.gov.ph](mailto:juan.delacruz@deped.gov.ph)). In case the employee does not yet have a DepEd e-mail address, they may request from their respective Division Information Technology Officer (ITO).



For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4<sup>th</sup> Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or telephone number (02) 8470-6630.