

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

September 26, 2023

**REGIONAL MEMORANDUM**

No. 961, s. 2023

**To:** Schools Division Superintendents  
 SDO Valenzuela  
 SDO San Juan  
 SDO Quezon City  
 Chief of the Administrative Services Division, Regional Office

**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**

1. This Office informs all concerned in the field of the above-captioned subject.
2. The Memorandum and Advisory relative to the activity are hereby attached to serve as a reference.
3. Immediate dissemination and compliance of this memorandum is desired.

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





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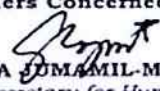
**Attachment 1. Memorandum DM-OUHROD-2023-1248**



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

**MEMORANDUM**  
**DM-OUHROD-2023-1248**

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

**FROM :**   
GLORIA D. MAMIL-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.







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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:

- Revalidate and quality assure the draft revised RPMS Guidelines;
- Discuss in depth the specific parts and provisions of the draft revised RPMS Guidelines with incumbents of positions and key stakeholders;
- Provide comments and suggestions for amendment on the draft revised RPMS Guidelines; and
- 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





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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: <a href="https://bit.ly/RegistrationRPMSGuidelinesActivity1">https://bit.ly/RegistrationRPMSGuidelinesActivity1</a>	<b>September 16, 2023</b>
Activity 2: <a href="https://bit.ly/RegistrationRPMSGuidelinesActivity2">https://bit.ly/RegistrationRPMSGuidelinesActivity2</a>	<b>September 22, 2023</b>
Activity 3: <a href="https://bit.ly/RegistrationRPMSGuidelinesActivity3">https://bit.ly/RegistrationRPMSGuidelinesActivity3</a>	

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).

	<b>Day 0</b> (Sep. 18, 2023; Oct. 16, 2023)	<b>Day 1</b> (Sep. 19, 2023; Oct. 17, 2023)	<b>Day 2</b> (Sep. 20, 2023; Oct. 18, 2023)	<b>Day 3</b> (Sep. 21, 2023; Oct. 19, 2023)
<b>Accommodation</b>	Check-in at 2:00pm	✓	✓	Check-out at 12:00pm
<b>Meals</b>				
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](mailto:bhrod.hrdd@deped.gov.ph) or telephone number: (02) 8470-6630.

For your action.







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Annex A

**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 BHROD-HRDD on or before September 16, 2023 through this Google Form link: <https://bit.ly/RegistrationRPMSGuidelinesActivity1>*

<b>Governance Level</b>	<b>Position</b>	<b>Office</b>	<b>No. of Pax</b>
<b>Central Office</b>	Supervising Education Program Specialist	BAE	1
	Senior Education Program Specialist	BEA	1
		NEAP	1
	Education Program Specialist	BCD	1
	Project Development Officer	BHROD	3
	Information Technology Officer	ICTS	1
	Education Program Specialist	Planning	1
<b>Regional Office</b>	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
<b>Schools Division Office</b>	Supervising Education Program Specialist	Region IV-A	1
	Senior Science Research Specialist	NCR	1
	Guidance Coordinator	NCR	1

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Misamis St., Bago Bantay, Quezon City

Email Address: [ncr@deped.gov.ph](mailto:ncr@deped.gov.ph)  
Website: <http://www.depedncr.com.ph>

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<b>Governance Level</b>	<b>Position</b>	<b>Office</b>	<b>No. of Pax</b>
	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
		<b>TOTAL</b>	<b>25</b>





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**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







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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 (school-based)	1
	Davao del Norte	Elementary	Teacher I-III	1
Region XII	Koronadal City	Community Learning Centers-based (CLC)	ALS implementer (community learning centers-based)	1
CARAGA	Butuan City	Elementary	Designated Teacher-in-Charge	1
	Agusan del Norte	Secondary	Teacher I-III	1
<b>TOTAL</b>				<b>25</b>







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**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>	<b>8</b>
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





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Governance Level	Office	Position	No. of Pax
	CARAGA	Chief Finance Division	1
	<i>Subtotal</i>		<b>10</b>
<b>Schools Division Office</b>	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>		<b>6</b>
<b>Schools</b>	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>		<b>6</b>
<b>TOTAL</b>			<b>30</b>





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**Attachment 2. Advisory on the Change of Schedule of Revalidation of the Draft Revised RPMS Guidelines with Teachers and School Heads**



Republic of the Philippines  
**Department of Education**  
 BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

OFFICE OF THE DIRECTOR

**ADVISORY**  
 22 September 2023

This has reference to the revalidation workshop for the 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 as released through DM-OUHROD-2023-1248 dated September 8, 2023.

Please be informed of the change in schedule of the **Revalidation of the Draft Revised RPMS Guidelines with Teachers and School Heads** which will be held online via Microsoft Teams:

Activity	Initial Schedule	New Schedule
Online Revalidation of the Draft Revised RPMS Guidelines with <u>Teachers and School Heads</u>	September 26-27, 2023	<b>October 2 and 4, 2023</b>

Identified Regions and Schools Division Offices shall nominate teachers and school heads to participate in the activity. Details (i.e., positions and requested number of pax) of the target participants to be nominated are attached in Annex A. To minimize class disruptions, suggested teacher participants may be replaced with School Head as participants.

To confirm participation of nominated teachers and school heads from selected Regions, please accomplish the Pre-registration Form through this link: <https://bit.ly/RegistrationRPMSGuidelinesActivity2>

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

For your guidance and compliance.

**ATTY. RESTY C. OSIAS, LL.M., CESO IV**  
 Director IV, Human Resource and Organizational Development

BHROD-HRDD/Carpio/LAL

Room 402, New Era Building, DepEd Complex, Alabang Avenue, Muntinlupa City  
 Telephone Nos.: (02) 8633-5344 / (02) 8633-7237 Email: [bhrod.00@deped.gov.ph](mailto:bhrod.00@deped.gov.ph)



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**Revalidation of Draft Revised RPMS Guidelines with Teachers and School Heads**

**New Schedule: October 2 and 4, 2023**

**Platform: Microsoft Teams (Virtual)**

Nominees of this activity shall be submitted to BHROD-HRDD 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
	Bukidnon	Elementary	Indigenous Peoples Education (IPEd) Teachers (Teacher I-III)	2
Region XI	Samal City		ALS implementer (school-based)	1
	Davao del Norte	Elementary	Teacher I-III	1



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Region	Division	Curricular Classification	Position	No. of Pax
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
<b>TOTAL</b>				<b>25</b>



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