



Republic of the Philippines
Department of Education
 NATIONAL CAPITAL REGION



March 5, 2024

REGIONAL MEMORANDUM

No. 184 s. 2024

To: Schools Division Superintendents
 Assistant Schools Division Superintendents
 Functional Division Chiefs
 Unit/Section Heads
 Concerned Employees

**COMPOSITION OF DEPED NCR PERFORMANCE MANAGEMENT TEAM
 (DepEd NCR PMT)**

1. In adherence and compliance with DepEd Order No. 2, s. 2015 titled "Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education" all concerned are informed of the above-captioned subject.
2. In accordance with the above-mentioned guidelines, the composition of the DepEd NCR Performance Management Team is as follows.

DepEd NCR Performance Management Team (DepEd NCR PMT)	
Chairperson:	Dr. Cristito A. Eco Assistant Regional Director
Members:	Dr. Lilia A. Ricero, EPS OIC, PPRD
	Ms. Juliet J. Icamen Chief, Finance Division
	Atty. Joylyn P. Dulnuan Chief, ASD
	Dr. Rita E. Riddle PASS, Vice President NEU Regional Representative
Observer:	Representative of DepEd Recognized Civil Society Organization
Secretariat:	Ms. Elsa P. Mariano Administrative Officer V



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	Dr. Rodolfo J. Colocar EPS, HRDD
	Mr. Don Ray V. Salvador EPS II, HRDD

3. The DepEd NCR PMT functions and responsibilities:

- a. Lead in defining and reviewing the alignment of the Region and Office Performance targets and indicators with the agency's long-term and medium-term plans, organizational outcomes, strategic priorities, and other performance frameworks;
- b. Set consultation meetings with all Schools Division Superintendents and Division Chiefs to discuss targets set in the Office Performance Commitment and Review Form (OPCRF) of the Regional Director.
- c. Ensure that the implementation of the RPMS at the Regional Office and SDO level is in accordance with the RPMS Guidelines and anchored on the agency mandate, strategic plans, and professional standards;
- d. Ensure translation, alignment, and cascading of organizational commitment to Functional Divisions and SDOs in the region;
- e. Recommend the approval of the Office Performance Commitments and ratings to the Regional Director;
- f. Identify potential top performers and provide inputs to the Rewards and Recognition (R&R) pillar for inclusion in the program on the Awards and Incentives for Service Excellence (PRAISE) committee for the grant of awards and incentives. The potential Top Performers are those personnel who have gained an Outstanding rating on the OPCR/IPC RF.
- g. Propose a synchronized calendar for RPMS activities, in coordination with DepEd Regional Office and SDOs;
- h. Act as a body to discuss and resolve performance management-related issues, including matters concerning the RPMS policy, operational guidelines, rules, and protocols;
- i. Act as an appeals body for performance management issues within the Regional Office and those not resolved and elevated by the SDO PMT, as



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stipulated in Section XI of DO No, 2 s 2015, and other subsequent issuances, if any;

- j. Adapt its own internal rules, procedures, and strategies in carrying out the above responsibilities, including the conduct of meetings and deliberations, and delegation of authority to representatives in case of the absence of its members; and
 - k. Adhere to the Equal Opportunity Principle in all HR Systems. They shall acknowledge the right of all personnel to be treated equitably and commit to providing consistent, merit-based performance management practices regardless of age, gender preference, Civil status, disability, religion, ethnicity, or political affiliation of all employees to achieve their full potential.
4. For information, guidance, and strict compliance.


JOCELYN DR. ANDAYA
Director IV



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