



DEPARTMENT OF EDUCATION  
BUREAU OF HUMAN RESOURCE  
AND ORGANIZATIONAL DEVELOPMENT

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### ADVISORY

Please be informed that the **Orientation for the Schools Division Superintendents (SDSs) on the Results-based Performance Management System (RPMS) for Teachers and School Heads** that is aligned with the **Philippine Professional Standards for Teachers (PPST)** will be held in **Bohol Tropics Resort, Graham Avenue, Tagbilaran City, Bohol** from **August 23-24, 2018 (exclusive of travel time).**

The ingress and travel time for the activity will be on **August 22, 2018** (check-in time 1:00pm onwards), and the first provision of meal on the said day will be Dinner. The egress and travel time for the activity will be on **August 25, 2018** (check-out time 12:00nn), and the last provision of meal on the said day will be Breakfast).

For your guidance.

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AUG 09 2018  
DEPED-CAR Time: \_\_\_\_\_

*L. Pantoja*  
**MA. LOURDES D. PANTOJA**  
Director IV  
Bureau of Human Resource and  
Organizational Development



Republic of the Philippines  
Department of Education  
Cordillera Administrative Region  
Wangal, La Trinidad, Benguet



### ENDORSEMENT

August 7, 2018

TO: **SCHOOLS DIVISION SUPERINTENDENTS  
ALL DIVISIONS  
ALL CONCERNED**

To: All School Administrators, Principals and Teachers in Charge  
(Elementary & Secondary)

FOR YOUR INFORMATION & APPROPRIATE ACTION

*M. Eclar*  
**MAY B. ECLAR, Ph.D., CESO V**  
Regional Director

*F. P. Martin*  
**FEDERICO P. MARTIN, Ed.D, CESO VI**  
Schools Division Superintendent




Republic of the Philippines  
**Department of Education**

**Tanggapan ng Pangalawang Kalihim**  
**Office of the Undersecretary**

**MEMORANDUM**  
**DM-PFO-2018-0894**

**TO:** Regional Directors  
Regional Secretary of DepEd ARMM  
All Schools Division Superintendents

**FROM:**   
JESUS L.R. MATEO  
Undersecretary

**SUBJECT:** *Orientation for the Schools Division Superintendents (SDS) on the Results-based Performance System (RPMS) Manual for Teachers and School Heads that is aligned with the Philippine Professional Standards for Teachers (PPST)*

**DATE:** 16 July 2018

Teachers play a crucial role in improving the quality of the teaching and learning process. Teachers are critical to raising student achievement. Hence, enhancing teacher quality ranks foremost in the many educational reform efforts towards quality education.

To ensure quality of education, it is equally important to foster an enabling environment wherein education leaders and managers are able to understand and provide solutions to the needs of our teachers and learners.

Fulfilling this objective requires the full support of the Schools Division Superintendents (SDSs) who lead, manage, and champion DepEd's educational reform efforts to better serve directly our teachers and eventually our learners.

In light of this, the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division in partnership with the Philippine National Research Center for Teacher Quality (RCTQ), will conduct an Orientation for the Schools Division Superintendents on the Results-based Performance Management System (RPMS) Manual for Teachers and School Heads that is aligned with the Philippine Professional Standards for Teachers (PPST) on August 23-24, 2018, exclusive of travel time in Tagbilaran City, Bohol (exact venue to be announced on a later date).

The RPMS Manual aims to provide helpful information and guidance to teachers and school heads in the performance assessment process within the various phases of RPMS given the standards set in the PPST.

**General Objective**

Orient the SDSs on the RPMS Manual for Teachers and School Heads that is aligned with the PPST.

**Specific Objectives**

At the end of the activity, the participants should be able to:

1. Understand and appreciate the RPMS Manual for Teachers and School Heads that is aligned with the PPST; and
2. Identify the key concepts of the Manual and the different PPST based assessment tools within the RPMS.

**Orientation/Workshop Description**

The workshop will last for a total of two (2) days, exclusive of travel time. For the program of activities, please see Enclosure #1.

All Schools Division Superintendents (SDSs) of the 223 divisions are requested to attend the said orientation. If in case the SDS cannot attend or have attended already the Regional Training of Trainers (RTOT) previously conducted, he/she may assign his/her Assistant Schools Division Superintendent (ASDS) or any representative who were not able to join the RTOT before to attend this orientation.

Participants are hereby respectfully requested to confirm their attendance by sending their letter of confirmation immediately upon receipt of this advise to [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

**Notations:**

1. Funds have been downloaded to cover board and lodging expenses of participants and the Central Office (CO) and RCTQ facilitators/staff. (Drivers are not included in the accommodation, thus shall be charged against their respective local funds).
2. Travel expenses of the participants shall be charged against their respective local funds.
3. All expenses of CO facilitators and staff shall be charged against CO Funds; and
4. All expenses are subject to existing COA and accounting rules and regulations.

For inquiries and clarifications regarding the workshop, please contact Mr. Earl Ryan Losito of the Human Resource Development Division at (02) 470-6630 or email at [earl.losito@deped.gov.ph](mailto:earl.losito@deped.gov.ph).



**Republic of the Philippines**  
**Department of Education**

**Tanggapan ng Pangalawang Kalihim**  
*Office of the Undersecretary*

**ENCLOSURE #1: PROGRAM OF ACTIVITIES**

Time	Training Proper			Day 3 August 25
	Day 0 August 22	Day 1 August 23	Day 2 August 24	
8:00AM-10:00AM	↓ Arrival	Preliminaries Opening Program Introduction of Participants  The Philippine Professional Standards for Teachers as the New Framework for Teacher Quality and Teacher Development  Overview of the RPMS Manual and the different PPST based assessment tools	MOL/Energizer <i>(continuation session 3 Activity COT-RPMS)</i>  Session 4: Portfolio Preparation and Organization	↓ Departure
10:00AM-10:15AM		Break		
10:15AM-12:00NN		Session 1: Introduction to RPMS Tools aligned with the PPST	Session 6: Annotation	
12:00 NN - 1:00PM		Lunch Break		
1:00PM - 3:00PM		Session 2: Self-Assessment Tool (SAT-RPMS)  *Electronic Self-Assessment Tool	Session 7: Portfolio Assessment	
3:00PM - 3:15PM		Break		
3:15PM - 5:00PM		Session 4: Classroom-Observation Tool (COT-RPMS)	Ways forward and Formal Closing	

**Provision of Meals and Accommodation**

	Day 0 August 22	Day 1 August 23	Day 2 August 24	Day 3 August 25
Breakfast		√	√	√
AM Snacks		√	√	
Lunch		√	√	
PM Snack		√	√	
Dinner	√	√	√	
Accommodation	√	√	√	

The ingress and travel time for the activity will be on August 22, and the first provision of meal on the said day will be Dinner. The egress and travel time for the activity will be on August 25, and the last provision on the said day will be Breakfast.