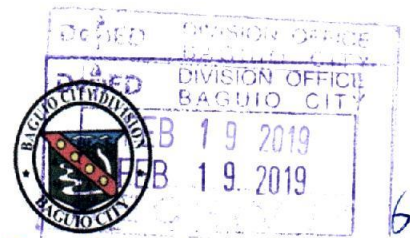




Republic of the Philippines
DEPARTMENT OF EDUCATION
CORDILLERA ADMINISTRATIVE REGION
DIVISION OF BAGUIO CITY
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Office of the Superintendent
Division Memorandum Number 108 s.2019

SUBMISSION OF RPMS IMPLEMENTATION REPORTS FOR SY 2018-2019

TO: CID Chief
Public Schools District Supervisors
All School Heads (Public)
All Concerned

1. The Civil Service Commission (CSC) Memorandum Circular No. 6, series of 2012 directs and requires all government agencies within the Executive Branch to establish and implement a Strategic Performance Management System (SPMS).
2. In this light, DepEd's adoption of the CSC's SPMS by establishing the Results –based Performance Management System (RPMS) through the DepEd Order No. 2, s. 2015, which the CSC approved and had been implemented across regions and divisions.
3. But more than a mandate, the implementation of RPMS reflects DepEd's high regard to monitoring performance at the level of the individual employee and the organization/agency, which is essential in ensuring the delivery of quality, accessible, relevant, and liberating basic Education for All.
4. The Department also highlighted that the alignment of the RPMS with the Philippine Professional Standards for Teachers (PPST) makes the compliance easier because of the prescribed Key Results Areas (KRAs), Objectives, and Means of Verification in the RPMS Manual. This allows teachers to focus more on teaching than spending more time in developing their Individual Performance and Commitment Review Form (IPCRF).
5. Recognizing that there are still points for improvement with regard to the RPMS implementation, SDO-Baguio through the School Governance and Operations Division (SGOD) Human resource Development (HRD) Section requests teachers and school heads to help identify the issues and problems as basis for the Division to craft solutions and ways forward.
6. With the foregoing, all schools are requested to submit RPMS implementation report for SY 2018-2019 through google sheets. The template is emailed to respective email addresses of all School Heads.
7. Schools Heads are required to fill up the google sheets honestly by enumerating the good practices, lapses in the conduct of the four RPMS cycles, reason of the lapses and recommend mechanisms to further improve the implementation.
8. Due date of filling up the google sheets will be end of **March 2019**, in time for the presentation of issues and concerns in the Quarterly Division Monitoring, Evaluation and Adjustment (DMEA) in April 2019.
9. PSDSs are directed to monitor and follow up the accomplishment of the reports.
10. Immediate dissemination and compliance to this memorandum is desired.

Approved:

For the superintendent:

ARTHUR TIONGAN
Chief Education Supervisor
School Governance and Operations Div.

FEDERICO P. MARTIN, EdD, CEEd., CESO V
Schools Division Superintendent

jovtb2/18/19