

RECORDS SECTION REGA

Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM DM-HROD-2022-1702

TO

: ALL REGIONAL OFFICE

ALL SCHOOLS DIVISION OFFICES

ALL PUBLIC ELEMENTARY AND SECONDARY SCHOOLS

ALL OTHERS CONCERNS

FROM

WILFREDO E. CABRAL

Regional Director, DepEd NCR and

Officer-In-Charge, Office of the Undersecretary Human Resource and Organizational Development

SUBJECT

: Clarifications on DM-HROD-2022-1509 (Instructions on the Submission of the Individual Performance Commitment and Review Form (IPCRF) of

Teachers for School Year 2021-2022)

DATE

6 July 2022



Republic of the Philippines Department of Education

Cordillera Administrative Regio

ADVISORY

July 22, 2022

To: Schools Division Superintendents

All Divisions

All others concerned

For information and appropriate action.

For the Regional Director:

FLORANTE E. VERGARA

Director III Assistant Regional Direct

HRDD/SJLD/Mel

To: School Administrators, Principals & Teachers In-Charge (Elementary & Secondary)

FOR YOUR INFORMATION & APPROPRIATE ACTION

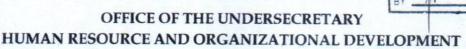
FEDERICO P. MARTIN, EdD, CEdD, CESO V Schools Division Superintendent



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In light of the release of **DM-HROD-2022-1509** or the *Instructions on the Submission of the Individual Performance Commitment and Review Form (IPCRF) of Teachers for School Year* 2021-2022) last 01 July 2022, attached to this memorandum are the responses to Frequently Asked Questions (FAQs) received by the Bureau of Human Resource and Organizational Development (BHROD).

For further questions or clarifications, you may contact the BHROD- Human Resource Development Division email address bhrod.hrdd@deped.gov.ph or telephone number: (02) 8470-6630.

For your information and dissemination.

. FREQUENTLY ASKED QUESTIONS (FAQS) on DM-HROD-2022-1509

(Instructions on the Submission of the Individual Performance Commitment and Review Form (IPCRF) of Teachers for School Year 2021-2022)

#	FAQs	RESPONSE
#	FAQs Will the DepEd Central Office (CO) release an e-ICPRF for SY 2021-2022? Are schools and/or teachers allowed to develop and/or use their own e-IPCRF for SY 2021-2022? Are there any parameters that can help me determine if the e-IPCRF that I use is legitimate/aligned with the RPMS-PPST issuances of DepEd?	NO, DepEd CO will not release an e-IPCRF for SY 2021-2022 per DM-HROD-2022-1509 (Instructions on the Submission of the IPCRF of Teachers for School Year 2021-2022) YES, the development and use of an e-IPCRF for SY 2021-2022 created by any DepEd employee may be allowed provided that the tool has the following elements: a. Should have all the components of the IPCRF template (Parts I to IV) as prescribed in DepEd Order No. 2, 2015 b. Should contain all 19 indicators of the RPMS-PPST for SY 2021-2022 (DepEd Memorandum No. 004, s. 2022) c. The WEIGHTS PER OBJECTIVE should amount to 100% and be divided as follows: a. Obj. 1 to 18 = 5% (per objective) b. Obj 19 (Plus Factor) = 10% d. Should only allow a maximum of two (2) classroom observation ratings e. COT rating should have the following range: a. Proficient = 3 to 7
		classroom observation ratings e. COT rating should have the following range: a. Proficient = 3 to 7 b. Highly Proficient = 4 to 8 f. The QUALITY RATING should be an average of the two (2) COT ratings following the prescribed range in DO 2, s. 2015: Formula: AVERAGE x WEIGHT PER OBJECTIVE = FINAL SCORE For example: 4 (AVE) x 0.05 (WPO) = 0.250 (FS) g. The FINAL SCORE should be three (3) decimal places and computed using the following: formula: RANGE ADJECTIVAL RATING 4.500 - 5.000 Outstanding 3.500 - 4.499 Very Satisfactory
		2.500 - 3.499 Satisfactory 1.500 - 2.499 Unsatisfactory below 1.499 Poor

		 h. The rating for Part II: Core Behavioral Competencies should follow the 5-likert scale prescribed in DO 2, s. 2015 i. Should allow spaces for signature of the Ratee, Rater, and Approving Authority
2	What does "manual accomplishment" mean in DM-HROD-2022-1509?	 Manual accomplishment pertains to the following: a. manual encoding and computation of the 19
4	I found an e-IPCRF that follows the parameters mentioned in No. 2, however, I need to pay a certain fee to use it. Is this allowed?	NO. The IPCRF, whether in manual or digital form, was issued through DO 2, s. 2015 and is therefore for public consumption. Any act of selling and/or illegal distribution of IPCRF and/or e-IPCRF templates are strictly prohibited and subject to administrative action.
5	What do I do if I come across DepEd employees who sell/illegally distribute IPCRF/e-IPCRF templates?	Employees who discover any act of selling and/or illegal distribution of IPCRF/e-IPCRF templates are urged to report the incident to the BHROD-HRDD through e-mail bhrod.hrdd@deped.gov.ph