DIVISION MEMORANDUM
NO. 041, s.2017

FOUR PARTS OF THE IPCR PURSUANT TO DEPED ORDER NUMBER 2 SERIES 2015:
GUIDELINES ON THE ESTABLISHMENT AND IMPLEMENTATION OF THE RESULTS-
BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) IN THE DEPARTMENT OF
EDUCATION

To: Public Schools District Supervisors
    Public Secondary School Heads
    Public Elementary School Heads
    Non-Teaching Personnel
    Teaching Related Personnel
    All others Concerned

1. As a learner-entered institution, the Department of Education is committed to continuously
   improve itself to better serve the Filipino learners and the community. The adoption of the
   Strategic Performance Management System (SPMS) in DepEd strengthens the culture of
   performance and accountability in the agency, with the DepEd’s mandate, vision and
   mission.

2. There is a need to concretize the linkage between the organizational thrusts and the
   performance management system. It is important to ensure organizational effectiveness
   and track individual improvement and efficiency by cascading the institutional
   accountabilities to the various levels, units and individual personnel, as anchored on the
   establishment of a rational and factual basis for performance targets and measures
   (Rationale in DO No.2, s. 2015).

3. The field is hereby informed that the RPMS shall follow the four-stage performance
   management system cycle as prescribed by the CSC:
   Phase I- Performance Planning and Commitment;
   Phase II- Performance Monitoring and Coaching;
   Phase III- Performance Review and Evaluation; and
   Phase IV- Performance Rewarding and Development Planning.

4. Moreover, Parts II-IV of the IPCR under Phases III and IV can be downloaded thru the
   SDO’s webpage at www.depeddigoscity.org under the Resources panel-Downloads-
   IPCRF Template. Please see DO No.2, s. 2015 for more details.

5. Wide and immediate dissemination of this Memorandum is earnestly desired.

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Schools Division Superintendent