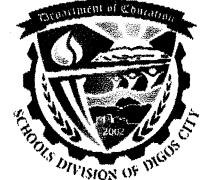




Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City

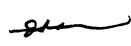


January 24, 2017

Division Memorandum
No. 048 s. 2017

TO: Chiefs- CID, SGOD
Section Heads- Division Office
District Supervisors
Secondary School Principals
OICs- Secondary Annexes and Newly-established Schools

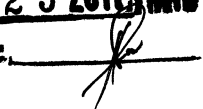
1. Herewith is a Regional Memorandum No. 260 s. 2016 and its attachments entitled "Clarification of the Frequency of Issuing Rating for School-based and Non-School Based Personnel under the Results-Based Performance Management System (RPMS)" content of which is self-explanatory for your information, guidance and immediate dissemination.


DEE D. SILVA, DPA, CESO VI
Schools Division Superintendent

DepEd Schools Division of Digos

RELEASED 656

date **JAN 25 2017** time **10:29 AM**

Bv. 



Republika ng Pilipinas
KAGAWARAN NG EDUKASYON
Rehiyon XI
Lungsod ng Davao
Tanggapang Panrehiyon

Address: F. Torres Street, Davao City (8000)
Telefax No. (082) 225-0816

DepEd
Department of Education
Schools Division Office of Davao

RECEIVED 656

DATE: JAN 20 2017 TIME: 9:32

By:

September 21, 2016

REGIONAL MEMORANDUM

No. 260 , s. 2016

**CLARIFICATION ON THE FREQUENCY OF ISSUING RATING FOR SCHOOL-BASED
AND NON-SCHOOL BASED PERSONNEL UNDER THE RESULTS-BASED
PERFORMANCE MANAGEMENT SYSTEM (RPMS)**

TO : Schools Division Superintendents/ OIC- Schools Division Superintendents
Assistant/OIC-Assistant Schools Division Superintendents
Heads of Public Elementary/Secondary Schools
Chiefs of Divisions/Units/Sections (Regional Office)
All Concerned

Department of Education

Regional Office 10

RECORDS SECTION

RELEASED

By:

9/22/16

1. For purposes of correct and uniform understanding and interpretation on the frequency of issuing performance rating for school-based and non-school based personnel under the Results-based Performance Management System (RPMS) *"there should only be one (1) final rating for every one (1) RPMS performance cycle for school-based or non-school based personnel."*

2. A final rating is expected to be given during the year-end review and not during the mid-year review since item 35 of DepEd Order No. 2, s. 2015 clearly states that the purpose of the mid-year review is for the rater to inform the ratee of the status of his/her performance in order to facilitate feedback and provide appropriate actions, if necessary (BHROD August 22, 2016).

3. Only for the purpose of promotion and step increment, the one (1) RPMS performance cycle shall be **equivalent** to two (2) semestral rating periods.

4. For dissemination, guidance and compliance.

ATTY. ALBERT T. ESCOBARTE, CESO IV
Regional Director

Reference: DepEd Order No. 2, s. 2015
BHROD Letter dated August 22, 2016

To be indicated in the Perpetual Index under the following subjects:

POLICY

PERFORMANCE

EMPLOYEE

OFFICIALS

AD Comm.memo_sdo_RPMS Rating period
ROA5



DEPARTMENT OF EDUCATION
GOVERNANCE AND OPERATIONS
BUREAU OF HUMAN RESOURCE
AND ORGANIZATIONAL DEVELOPMENT

22 August 2016

ATTY. ALBERTO T. ESCOBARTE

Regional Director
DepEd Region No. XI
F. Torres St., Davao City

Dear Director Escobarte,

This has reference to your request for clarification on the frequency of issuing ratings for school-based and non-school based personnel under the Results-based Performance Management System (RPMS).

Please be informed that one (1) RPMS performance cycle shall already cover the performance for one (1) calendar year for non-school based personnel and one (1) school-year for school-based. The performance evaluation in the RPMS shall be done at the end of the performance cycle to assess and determine the overall and final rating of the office and individual performance level based on the commitments and measures contained in the OPCR and IPCRF.

In the performance review and evaluation (phase III), there is the mid-year review and the year-end review. A final rating is expected to be given during the year-end review and not during the mid-year review since item 35 of DepEd Order No. 2, s. 2015 clearly states that the purpose of the mid-year review is for the rater to inform the ratee of the status of his/her performance in order to facilitate feedback and provide appropriate actions if necessary.

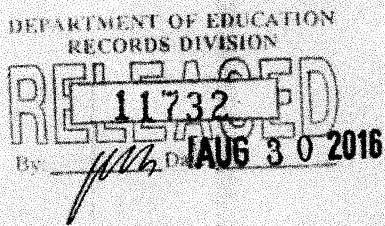
It may also be mentioned that item 50 of DepEd Order No. 2, s. 2015 clearly explained that only for the purpose of promotion and step increment, one (1) RPMS performance cycle shall be equivalent to two (2) semestral rating periods.

Therefore, there should only be one (1) final rating for every one (1) RPMS performance cycle for school-based or non-school based personnel.

We hope we have clarified matters.

Very truly yours,


MA. LOURDES D. PANTOJA
Director IV





Republika ng Pilipinas
KAGAWARAN NG EDUKASYON
REHIYON XI
Lungsod ng Dabaw
Tanggapang Panrehiyon



Address: F. Torres Street, Davao City

Internet Address: www.region11.deped.gov.ph

TeleFax Nos. (082) 227-1102; 227-9342; 224-0468; 291-1738

1st Indorsement

June 22, 2016

Respectfully referred to the Undersecretary for Curriculum and Instruction, attention: the Bureau Director, Bureau of Human Resource Organization and Development, the herein attached DepEd Order No. 2, S. 2015, "Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education".

This Office would like to seek clarifications and enlightenment regarding certain portion in the guidelines particularly under Item 50 which reads *"For purposes of promotion and step increment one (1) RPMS performance cycle shall be equivalent to two semestral rating periods"*. During the consultative meeting on June 21, 2016, requested by the Civil Service Commission with the Schools Division Superintendents, Assistant Schools Division Superintendents, and other concerned personnel of DepEd Region and Division Offices, on matter regarding guidelines in hiring teachers for Senior High School, topic on the RPMS also cropped up. It was noted during the meeting that the aforementioned provision has elicited different interpretations among the Schools Division Superintendents and personnel involved in the implementation of the new RPMS. Some still stick to issuing two semester rating periods while others observed one rating or even three rating periods. There were those who believe they have to give ratings during the performance review and evaluation (Phase III) and during the Performance Rewarding and Development Planning (Phase IV), hence, the reason for issuing more than one rating in the rating cycle.

It will be noted that in the old performance evaluation system, DepEd observed two semester rating periods for Non School Based Personnel and one rating period for School-Based Personnel. Under the new RPMS we are of the understanding that there will be only one rating for all to be given at the end of the designated rating cycle for non school based and for the school based personnel. However, for purposes of common understanding and uniformity of interpretation we would like to request clarifications and guidance from the appropriate authority at the Central Office on the frequency of issuing ratings for school based and non school based. Your early response will be greatly appreciated as we will use this information when we call them again all for a meeting on the matter as soon as possible.


ATTY. ALBERTO T. ESCOBARTE, CESO IV
Regional Director

Enclosure: as stated.

Folder.fn.rpms.guidelines
ard