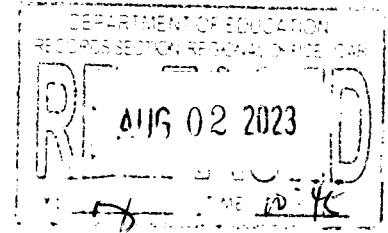




Republic of the Philippines  
**Department of Education**  
CORDILLERA ADMINISTRATIVE REGION



31 July 2023

**REGIONAL MEMORANDUM**

No. 424-2023

**RECONSTITUTION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) IN THE  
DEPED-CAR ON THE IMPLEMENTATION OF THE RESULTS-BASED  
PERFORMANCE MANAGEMENT SYSTEM (RPMS)**

To: Assistant Regional Director  
Schools Division Superintendents  
Chiefs/OIC of Divisions  
Regional Office Employees  
All Others Concerned

1. Pursuant to 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 (DepEd)" which provides for the establishment of the **Performance Management Team**, the Regional PMT is reconstituted as follows:

Chairperson: **RONALD B. CASTILLO, CESO V**  
Director III/Assistant Regional Director

Members:

GEORGINA C. DUCAYSO	Chief ES, PPRD
SEBASTIAN G. TAYABAN	Chief Admin. Officer, Finance Division
MAKSIM A. BOTILAS	Chief Admin. Officer, Admin. Division
JENNIFER P. ANDE	Chief ES, HRDD
FLORENCE E. BALICTAN	Education Program Supervisor
GLORIA B. BUYA-AO	SDS, Superintendents' Representative
CRISTINA L. PAQUIT	SAO, NEU Regional Chapter Rep.
1 Observer	CSO

Secretariat:

ELEONORA A. ALBIDAS	AO V, Personnel Section
EMMANUELA M. GABOL	EPS II, HRDD
DUMAS D. ABAN	AO II, Personnel Section
MARVIN JOHN C. FLORES	ADAS I, HRDD

2. The team shall have the following functions and responsibilities:

a. The secretariat set consultation meetings of all Heads of Offices for the purpose of discussing the targets set in the Office Performance Commitment and Rating Form (OPCRF);



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- b. The Planning Office shall ensure that the office performance targets and measures, as well as the budget, are aligned with those of the agency and that work distribution of Offices/Units is rationalized;
  - c. PMT recommends approval of the office performance commitment and rating to the Head of Office in the Region;
  - d. The Personnel Section identifies potential top performers and provides inputs to the PRAISE Committee for grant of awards and incentives; and,
  - e. The PMT adopts its own internal rules, procedures, and strategies in carrying out the above responsibilities including the schedule of meetings and deliberations, and delegation of authority to representatives in case of the absence of its members.
3. This Memorandum shall take effect immediately.
  4. For information, guidance, and compliance.

  
**ESTELA P. LEON-CARIÑO EdD, CESO III**  
Director IV/Regional Director

**References:**

DepEd Order No. 2, s. 2015