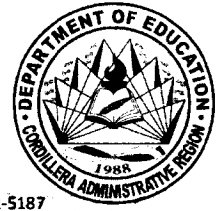




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION
Wangal, La Trinidad, Benguet



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July 4, 2016

JUL 05 2016

REGIONAL MEMORANDUM

No. **178-2016**

RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) – PERFORMANCE MANAGEMENT PLANNING AND EVALUATION TRAINING

To: SCHOOLS DIVISION SUPERINTENDENTS
CHIEFS/OIC RO DIVISIONS

1. With reference to memorandum (OM-GO-2016-GOA-0156), the RPMS Technical Working Group of DepED Central Office will conduct the Results-Based Performance Management System (RPMS) – Performance Planning and Evaluation Training with the following objectives:

- Build skills of the selected performance management team (PMT) in crafting good performance objectives and indicators
- Enhance capability of the raters in evaluating performance
- Guide the PMT in analyzing competencies and in creating individual development plans of employees

2. The schedule of Batch 7 – Region I and CAR will be on July 21-23, 2016 within Baguio City. A separate advisory shall be issued on the exact venue of the training upon completion of the procurement process.

3. Participants to the said training are as follows:

TRAINING PARTICIPANTS	
RO (9 pax)	SDO (5 pax/SDO)
RD/ARD	SDS/ASDS
Chief AO - Administrative	Chief SGOD
Chief AO - Finance	Chief CID
Chief HRDD	Administrative Officer V
Chief CLMD	Planning Officer
Chief ESSD	
Chief QAD	
Chief PPRD	
Chief FTAD	

The participants are requested to bring their Laptop, 2015 OPCRF Rating (for SDS-rating must be approved by the Regional Director and Samples of IPCRF with rating (both school based and non-school based)).

4. Training starts at 1:00 pm of day 1. Hotel check is at 2:00 pm of July 21 (lunch – first meal) and check out will be 12:00 noon of July 23 (lunch – last meal). Travel and other incidental expenses of participants shall be charged to local funds, subject to the usual accounting and auditing rules and regulations.

5. All participants are requested to confirm their attendance through <http://tinyurl.com/register-rpmspbb2016> starting July 18. SDOs are requested to send the list of participants to hrddcar@yahoo.com.ph not later than July 15, 2016.

6. Please be guided accordingly.

SORAYA T. FACULO
Chief Education Supervisor
OIC – Office of the Assistant Regional Director



DEPARTMENT OF EDUCATION
OFFICE OF THE ASSISTANT SECRETARY
FOR GOVERNANCE AND OPERATIONS

MEMORANDUM
OM-GO-2016-GOA-0156

TO: All Regional Directors

ATTENTION: Schools Division Superintendents
RO/SDO Performance Management Team
All Others Concerned

FROM:  JESUS L.R. MATEO
Assistant Secretary

SUBJECT: Results-Based Performance Management System (RPMS) -
Performance Planning and Evaluation Training

DATE: 01 June 2016

With the 2015 RPMS implementation, performance results of both teaching and non-teaching must be consolidated to serve as inputs for the Performance-Based Bonus (PBB) and other HR system applications (i.e., learning and development and other non-monetary rewards).

Moreover, RPMS implementation reports and feedback from field and school orientations signify an urgent need for technical assistance on: a) crafting work performance objectives and indicators; b) evaluating performance results; and c) crafting individual development plans.

The RPMS Technical Working Group will conduct series of training with the following objectives:

1. Build skills of the selected performance management team (PMT) in crafting good performance objectives and indicators
2. Enhance capability of the raters in evaluating performance
3. Guide the PMT in analyzing competencies and in creating individual development plans of employees

DEPED COMPLEX, MERALCO AVENUE, PASIG CITY 1600 | JESUS.MATEO@DEPED.GOV.PH

SORAYA T. FACULO

Chief Education Supervisor
OIC - Office of the Assistant Regional Director



DEPARTMENT OF EDUCATION
**OFFICE OF THE ASSISTANT SECRETARY
 FOR GOVERNANCE AND OPERATIONS**

MEMORANDUM
OM-GO-2016-GOA-_____

In this regard, all regions and schools divisions are directed to send the following personnel:

RPMS PARTICIPANTS	
RO (9 pax)	SDO (5 pax/SDO)
RD/ARD	SDS/ASDS
Chief AO	Chief SGOD
Finance Officer	Chief CID
Chief HRDD	Administrative Officer V
Chief CLMD	Planning Officer
Chief ESSD	
Chief QAD	
Chief PPRD	
Chief FTAD	

The following schedule shall be strictly followed:

Region/Division	No. of Participants	Date (inclusive travel time)	Venue
Batch 1			
Region XI	59	June 15-17, 2016	Within Davao City
Region XII	54		
Batch 2			
Region X	79	June 20-22, 2016	Within Cagayan De Oro
Region CARAGA	59		
Batch 3			
Region IV-B	44	June 23-25, 2016	Within San Mateo, Rizal
Region V	74		
Batch 4			
Region IV-A	79	June 27-29, 2016	Within Cavite
Region II	49		



DEPARTMENT OF EDUCATION
OFFICE OF THE ASSISTANT SECRETARY
FOR GOVERNANCE AND OPERATIONS

MEMORANDUM
OM-GO-2016-GOA-

Region/Division	No. of Participants	Date	Venue
Batch 5			
Region VII	74	July 4-6, 2016	within Cebu City
Region IX	49		
Region VIII	74		
Batch 6			
Region NCR	89	July 13-15, 2016	Within Subic, Olongapo
Region III	109		
Batch 7			
Region I	54	July 19-21, 2016	Within Baguio
CAR	104		
Batch 8			
Region VI	49	July 26-28, 2016	Within Iloilo City
Region NIR	89		

In preparation for this activity, participants are hereby requested to bring the following:

1. Laptop
2. 2015 OPCRf Rating (for SDS-rating must be approved by the Regional Director)
3. Samples of IPCRF with rating (both school based & non-school based)

Food and accommodation of regional facilitators & staff including traveling expenses shall be charged against OSEC funds; while travel and other incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

Attached is the tentative program design. Hotel check in is at 12:00 noon of Day 1 (lunch-first meal) while check out will be 1pm of Day 3 (lunch-last meal). Training starts at 1:00 pm of Day 1. Drivers are not included in the accommodation, thus shall be charged against personal funds.

Participants are requested to confirm their attendance through <http://tinyurl.com/register-rpmspbb2016> two (2) working days prior to their respective schedule. For further queries/clarifications, please contact Mr. Leonardo Bautista or Mr. Allan Gutierrez at telephone number (02) 470-6630.

Strict and immediate compliance to this memorandum is desired.

RPMS Re-orientation Workshop

Objectives:

At the end of the workshop, the participants will be able to:

1. Describe DepEd's RPMS
2. Develop written performance objectives and indicators according to RPMS guidelines
3. Define development needs of staff based on results of performance evaluation and craft appropriate written development plans
4. Describe effective performance feedback process

	Day 1	Day 2	Day 3
8:00am	Arrival and check in	RPMS – Performance Planning & Commitment <ul style="list-style-type: none"> • Activity: shooting balls • Discussion of procedures during planning stage <ul style="list-style-type: none"> ○ objectives ○ indicators 	Giving effective performance feedback
10:30am		Writing Performance Objectives <ul style="list-style-type: none"> • Presentation and critiquing of sample objective statements and indicators • Preparing objectives and performance indicators 	<ul style="list-style-type: none"> • Integration • Closing
Lunch			
1:00pm	Opening (c/o DepEd) <ul style="list-style-type: none"> • National Anthems (Philippine & Australian) • Invocation • Welcome Remarks (DepEd Rep) Workshop Overview (BEST) <ul style="list-style-type: none"> • Introductions • Levelling of Expectations • Objectives, Schedule, Norms 	Performance Development Planning <ul style="list-style-type: none"> • Discussion of procedures during performance development planning • Analyzing development needs 	Departure
3:30pm	Setting Perspectives <ul style="list-style-type: none"> • Orientation on BHRDO (DepEd) • Review of RPMS (BEST) <ul style="list-style-type: none"> ○ RPMS Framework/ Performance Management Cycle ○ RPMS Updates and Challenges (BHRDO Representative) 	Performance Development Planning (continued) <ul style="list-style-type: none"> • Crafting of development plans • Presentation and critiquing 	



GOVERNANCE AND OPERATIONS
BUREAU OF HUMAN RESOURCE
AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
OM-GO-2016-BHROD-_____

FOR: Regional Directors
Schools Division Superintendents

FROM: MA. LOURDES D. PANTOJA
Director IV

SUBJECT: Regional Trainers on the Results-Based Performance Management System (RPMS) - Performance Planning and Evaluation Training

DATE: 07 June 2016

This has reference to the memorandum signed by Assistant Secretary Jesus L.R. Mateo dated 01 June 2016 on the conduct of the Results-Based Performance Management System (RPMS)-Performance Planning and Evaluation Training.

In this connection, may we request the Regional Facilitators in the attached sheet (*see Annex 1*) who participated in the National Training of Trainers (NTOT) held last April 27-29, 2016 in Quest Hotel, Cebu City, to serve as facilitator in the conduct of the above-mentioned training.

Regional Facilitators are expected to arrive at the venue a day before the actual conduct of the training. Also, may we request them to bring Laptop.

Food and accomodation including traveling expenses of the regional facilitors shall be charged against Central Office funds, subject to the usual accounting and auditing rules and regulations.

Hoping for your favorable response on this request, For queries you may contact Mr. Earl Ryan Losito at telephone no. (02) 470-6630, mobile no. 09336157004 or via email at bhrod.hrdd@deped.gov.ph.

HRDD/RPMS/E.Losito

SORAYA T. FACULO
Chief Education Supervisor
OIC – Office of the Assistant Regional Director

Region/Division	Regional Facilitators	Date	Venue
Batch 1			
Region XI	JANICE T. GAMALUNG ISIDRA B. DESPI	June 15-17, 2016	Within Davao City
Region XII	FE C. BALBAS JOURDAN R. PANGUAN		
Batch 2			
Region X	SHELLY B. LIM WILFREDO P. MIASCO, JR.	June 20-22, 2016	Within Cagayan de Oro City
CARAGA	ISIDRO M. BIOL, JR. CAROLINE G. PLAZA		
Batch 3			
Region IV-B	ERIC G. TENOSO JONNEDEL A. BAQUIRAN	June 23-25, 2016	Within San Mate, Rizal
Region V	SANCHA M. NACION LAURO B. MILANO		
Batch 4			
Region II	SONIA C. PAGBILAO MARIANNE C. EUGENIO	June 27-29, 2016	Within Cavite
Region IV-A	JEANNE ELAINE T. SANGALANG NIDA C. SANTOS		
Batch 5			
Region VII	ALAN P. VILLACAMPA IDA F. CABANTAN	July 4-6, 2016	Within Cebu City
Region VIII	RHOAN G.L. OREBIA RITA R. DIMACLUNG		
Region IX	ERMAH SHIELA L. ROBLE ARMANDO P. GUMAPON		
Batch 6			
NCR	JOSEFINO C. POGOY, JR. BENJAMIN C. CRUZ, JR.	July 13-15, 2016	Within Subic, Olongapo
Region III	ZITA U. SANTOS LEONARDO C. CANLAS		
Batch 7			
Region I	ANTONINO C. RAFANAN JOEFREY A. GAMATA	July 21-23, 2016	Within Baguio City
CAR	IMELDA T. LICYAG JOVELYN PETRA BALANSA		
Batch 8			
Region VI	SAMUEL J. MALAYO LEO B. DEDOROY	July 26-28, 2016	Within Iloilo City
NIR	ROSE MARIE A. VAILOCES WENERITA A. MIRAFLOR		