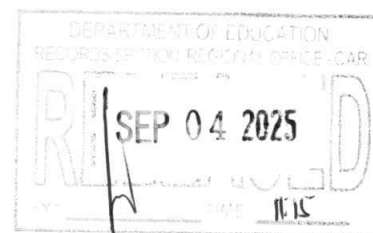




Republic of the Philippines  
**Department of Education**  
Cordillera Administrative Region



03 SEPT 2025

**REGIONAL MEMORANDUM**

No. **645-2025**

**ORIENTATION ON THE REVISED DEPED ORDER ON THE RESULTS-BASED  
PERFORMANCE MANAGEMENT SYSTEM (RPMS) GUIDELINES FOR  
APPROVING AUTHORITIES**

To: Assistant Regional Director  
Schools Division Superintendents  
All Others Concerned

1. Pursuant to DM-OUHROD-2025-2424 titled "Orientation on the Revised DepEd Order (DO) on the Results-based Performance Management (RPMS) Guidelines for Approving Authorities", stating the Department's commitment to strengthen its Performance Management and Evaluation System (PMES) and to support the attainment of Civil Service Commission (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM), the Bureau of Human Resource and Organizational Development (BHROD) through the Human Resource Development Division (HRDD) will conduct a series of Orientation-Training sessions as follows:

Activity Cluster	Participant Details	Schedule and Venue
Luzon Cluster: Regions NCR, CAR, I, II and III	All Schools Division Superintendents of CAR	October 7-9, 2025 (including travel dates) Metro Manila (TBA)

2. These sessions aim to orient Appointing Authorities to be able to:
- Identify and clarify the critical roles and responsibilities in the implementation of performance management policy in the Department;
  - Equip with the necessary tools, criteria and best practices for fair and effective performance reviews and evaluation;
  - Reinforce skills in conducting coaching and feedback mechanisms and professional development initiatives for performance enhancement; and
  - Understand the rationale for revising RPMS guidelines and discuss its possible key changes.

3. All Schools Division Superintendents are required to **confirm their attendance and accomplish the Online Registration Form on or before September 22, 2025** through the QR code or via the link **<https://tinyurl.com/PMESOrientationTraining>**.

QR Code:



4. All Schools Division Superintendents are required to read the article "How to Conduct a Great Performance Review" by Frank V. Cespedes prior to the workshop to prepare for an engaging and insightful session on performance management led by an esteemed adjunct faculty member from the Asian Institute of Management.

Source: Harvard Business Review

Link: <https://hbr.org/2022/07/how-to-conduct-a-great-performance-review>

*Note: The article is freely accessible on the Harvard Business Review website, unless you have already viewed three (3) articles this month, in which case a subscription may be required*

5. Meals and accommodation of the participants in the activities shall be provided by BHROD-HRDD, with the following details:

Activity Cluster	First Meal	Last Meal
Luzon Cluster: Regions NCR, CAR, I, II and III	Lunch October 7, 2025	Lunch October 9, 2025

6. Travel expenses of the participants shall be charged against local funds subject to existing budgeting, accounting, and auditing rules and regulations.

7. For questions and concerns, please contact BHROD-HRDD through Ms. Patricia Noelle R. Bongalos or Ms. Ma. Mystica P. Esparas-Yu Oh at telephone no. (02) 8470-6630 or email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph), or coordinate with Rosita C. Agnasi, OIC HRDD/NEAPR through [car.hrdd@deped.gov.ph](mailto:car.hrdd@deped.gov.ph) or via 09071734621.

8. Immediate dissemination and strict compliance of this memorandum is directed.

  
Digitally signed by ESTELA P.  
LEON-CARINO EdD, CESO III  
Date: 2025.09.04 10:10:05  
+08'00'  
**ESTELA P. LEON-CARINO, EdD, CESO III**  
Director IV / Regional Director 