



Republic of the Philippines
Department of Education
Region I

SCHOOLS DIVISION OFFICE OF ALAMINOS CITY

DIVISION MEMORANDUM
DM-2021-099

TO : Schools Division Superintendent
Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division (CID)
Chief, School Governance and Operations Division (SGOD)
Education Program Supervisors, SEPS, Division Personnel
Public School Heads/Principals/OIC's
All Teaching and Non-Teaching Personnel

FROM : Office of the Schools Division Superintendent

SUBJECT : **ADJUSTED TIMELINES ON THE IMPLEMENTATION OF RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM FOR SCHOOL YEAR 2020-2021**

DATE : April 13, 2021

Herewith is Regional Memorandum from the Office of the Regional Director, RM No. 293 Series of 2021, dated April 6, 2021 Re: ADJUSTED TIMELINES ON THE IMPLEMENTATION OF RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM FOR SCHOOL YEAR 2020-2021.

For your information, guidance and compliance.


DR. LORNA G. BUGAYONG, CESO V
Schools Division Superintendent

With hundred reasons to serve!

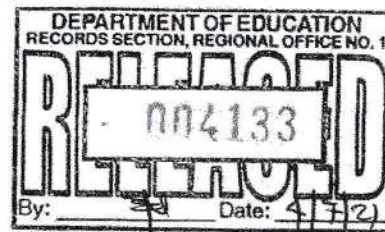


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Republic of the Philippines
Department of Education
 Regional Office I



Office of the Regional Director

April 6, 2021

REGIONAL MEMORANDUM
 No. 293, s. 2020

**ADJUSTED TIMELINES ON THE IMPLEMENTATION OF RESULTS-BASED
 PERFORMANCE MANAGEMENT SYSTEM G FOR
 SCHOOL YEAR 2020-2021**

To: Schools Division Superintendents

1. Pursuant to DepEd Order No. 12, s. 2021 entitled "Amendment to DO No. 7, s. 2020 - School Calendar and Activities for School Year 2020-2021", the timeline for the Results Based Performance Management System (RPMS) implementation for teaching and non-teaching personnel in schools in school shall be adjusted as follows:

A. Teaching Personnel


Activity	Old Timeline	Adjusted Timeline
Phase I		
Self-Assessment and Initial Development Planning	January 2021	January 2021
Phase II		
Classroom Observation 1	February 2021 - March 2021	February 2021 - April 2021
Monitoring and Coaching	All SY round	All SY round
Mid-Year Review	March 2021	First Week of May 2021
Classroom Observation 2	April - May 2021	May-June 2021
Phase III		
Performance Review and Evaluation	One (1) Week after Graduation	One (1) Week after Graduation
Phase IV		
Performance Rewarding and Development Planning	June 2021	July 2021
IPCRF Data Collection	One (1) Month after Graduation	One (1) Month after Graduation

B. Non-Teaching Personnel

Activity	Old Timeline	Adjusted Timeline
Phase I		
Performance Target Setting and Development of OPCRF/IPCRF	October 2020	October 2020
Phase II		
Monitoring and Coaching	All SY round	All SY round

Activity	Old Timeline	Adjusted Timeline
Mid-Year Review	March 2021	First Week of May 2021
Phase III		
Performance Review and Evaluation	One (1) Week after Graduation	One (1) Week after Graduation
Phase IV		
Performance Rewarding and Development Planning	One (1) Week after Graduation	One (1) Week after Graduation

2. It is reiterated that all Schools Division Superintendents (SDSs) and school heads are directed to employ the appropriate working arrangements, strategies, and modalities in the accomplishment of essential RPMS activities guided by the community quarantine declarations in the area where the school is located and consistent with the alternative work arrangement (AWA) issuances of the Department.
3. All available materials for teachers on the RPMS-Philippine Professional Standards for Teachers (PPST), including tools (RPMS Tools, Classroom Observation Tools, and Self-Assessment Tools), forms (COT forms), and other support materials, for SY 2020-2021 in the time of COVID-19 can be accessed at <http://bit.ly/RPMSPST20202021>.
4. In the development of the Office of Performance Commitment and Review (OPCRF) Forms, School Heads are encouraged to refer to the Philippine Professional Standards for School Heads enclosed in DO No. 24, s. 2020 in crafting their Key Result Areas and Objectives.
5. In the development of the Individual Performance Commitment and Review (IPCRF) Forms of non-teaching personnel, the personnel is directed to anchor their IPCRF on existing standards (such as the Compendium of Job Descriptions and Office Functions for DepEd Personnel).
6. For clarifications, you may contact the Human Resource Development Division thru: hrdd.region1@deped.gov.ph.
7. Immediate dissemination of this Memorandum is desired.


TOLENTINO G. AQUINO
 Director-IV

To be indicated in the Perpetual Index
 under the following subjects:
PERFORMANCE MANAGEMENT HUMAN RESOURCE