



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

13 Oct 2022

DIVISION MEMORANDUM

No. 457, s. 2022

**CLARIFICATION RELATIVE TO PERFORMANCE RATING
REQUIRED FOR PROMOTION**

To: **Asst. Schools Division Superintendent**
Chief CID, SGOD
Education Program Supervisors
Section Heads
All Public Elementary & Secondary School Heads
All Others Concerned
This Division

1. With reference to the amended Omnibus Rules on Appointments and Other Human Resource Actions (ORA OHRA), performance rating in the last rating period prior to the date of assessment or screening, which **should be at least Very Satisfactory**, shall be required. Furthermore, the following are stipulated in item e of Section 6, Rule II of ORA OHRA:
 - a. The performance rating in the last rating period **prior to the scholarship grant**, which should be at least Very Satisfactory, shall be used as basis for promotion
 - b. The performance rating of at least Very Satisfactory (VS) in the last rating period shall not be required for **promotion from first to second level entry positions**
 - c. The performance rating prior to the **reclassification** of the position shall be considered as performance rating in the reclassified position for purposes of promotion
2. Considering that DepEd Order No. 19, s. 2022 will be effective on January 1, 2023, the Department will still observe DepEd Order No. 66, s. 2007 on the appointment and promotion of other teaching, related teaching and non-teaching positions. To meet the required last three (3) performance ratings prior to the screening, those who have recently undergone a scholarship or reclassification may attach and submit their performance rating for the last 3



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rating periods prior to their scholarship and/or reclassification, when applying for promotion.

3. This Office reiterates that it observes the Equal Employment Opportunity Principle (EEOP) in all steps undertaken for any ranking. Hence, all decisions and actions shall be based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
4. Immediate dissemination and compliance of this Memorandum is enjoined.

OLGA C. ALONSABE, PhD, CESO V
Schools Division Superintendent

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

HIRING PERFORMANCE RECRUITMENT SELECTION



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