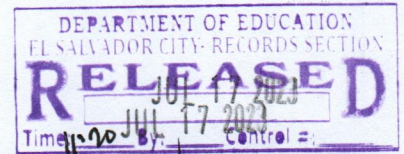




Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



**Office of the
Schools Division Superintendent**

17 July 2023

DIVISION MEMORANDUM
No. 312B, s. 2023

**RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)
IMPLEMENTATION FOR SCHOOL HEADS
FOR THE SCHOOL YEAR 2023-2024**

To: **Office of the Asst. Schools Division Superintendent
Chief Education Supervisors, CID/SGOD
Education Program Supervisors
Division Performance Management Team (PMT)
All Public Elementary and Secondary School Heads All Others Concerned
This Division**

1. Under DepEd Order No. 002, s. 2015 Guidelines on the Establishment and Implementation of the Results-Based Performance System (RPMS), this Office disseminates the IPCRF Performance Planning & Commitment guidelines.
2. The performance planning and commitment shall be done before the start of the performance cycle where the rater meets with the ratee to discuss and agree on the following:
 - a. The Office Performance Commitment and Review Form (OPCRF) shall be accomplished by the head of the office to reflect the Office KRAs, Objectives, and Performance Indicators. The head of the office, in coordination with the Planning team, shall ensure alignment of the office plans and commitments to the overall organizational outcomes.
 - b. The Individual Performance Commitment and Review Form (IPCRF) shall be accomplished by the individual personnel to reflect the agreed Individual KRAs, Objectives, and Performance Indicators.
3. In addition, once the office and individual KRAs, Objectives, and Performance Indicators are clearly defined, the rater and the ratee shall commit and reach an agreement by signing the OPCRf. The signed/ approved OPCRf shall be the basis for monitoring and assessment, which shall take place in Phases II and III, respectively.

[Handwritten signature]



