



Republic of the Philippines
Department of Education
 REGION I
 SCHOOLS DIVISION OF VIGAN CITY

DIVISION MEMORANDUM
 No. **822**, s. 2026

29 SEP 2026

**ORIENTATION TRAINING ON THE DRAFT REVISED DEPED ORDER (DO) ON
 THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)
 GUIDELINES FOR SELECTED PERFORMANCE MANAGEMENT
 TEAM (PMT) MEMBERS**

To: Assistant Schools Division Superintendent
 Chief Education Supervisors
 Public Elementary & Secondary School Heads
 All Others Concerned

1. In reference to Memorandum-DM-OUHRODI-2026-3701, the Bureau of Human Resource Development, shall conduct the Orientation Training on the Draft Revised DepEd Order (DO) on the Results-Based Performance Management System (RPMS) Guidelines for Selected Performance Management Team (PMT) Members – Luzon Cluster, on October 20-22, 2026 at Nichols Airport Hotel, Parañaque City.

2. The activity aims to orient the selected PMT on the Draft Revised DO 2. s. 2015, and be able to achieve the following:

- a) Explain the rationale, key policy directions, and potential implications of the proposed revisions to the RPMS guidelines, including the revised process flows and assessment tools;
- b) Gather and consolidate technical inputs from the selected PMT members to further refine the proposed performance management framework, policy provisions, processes, and forms;
- c) Validate and simulate the use of revised performance management forms; and
- d) Identify and address potential operational and implementation concerns in accordance with the existing CSC and DepEd human resource and legal policies.

3. The official participant from this Division is as follows:

No.	Name	Position	Office
1.	RODRIGO Q. REYES, JR.	Chief Education Supervisor	SGOD

4. The participant is required to Accomplish the Pre-Work Assignment in Annex B. The participant shall review the draft revised RPMS policy and its annexes and appendices, consider the consolidated technical inputs previously gathered from the field, and submit their initial technical comments and recommendations on or before October 2, 2026, through the link: <https://tinyurl.com/DepEdPMESPolicyInputs>.

5. The participant must bring a laptop, charger, and extension cord.

6. The travel expenses, per diem and other expenses incurred by the participant shall be charged to local funds subject to usual accounting and auditing rules and regulations.



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7. Compensatory Time-Off (CTO) shall be granted to the participant if the activity falls on local holiday, weekend, cancellation or suspension of classes and work in Government Offices due to typhoon, flooding, other weather disturbances, and calamities pursuant to the guidelines specified in CSC-DBM Joint Circular No. 2, s. 2004 on Non-Monetary Renumeration for Overtime Services Rendered.
8. Attached is the Regional Memorandum for reference.
9. For information and compliance of all concerned.

VILMA D. EDA, CESO V
Schools Division Superintendent

SGOD/RRQ/ahem





Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026- 3701

2009-1767 E No 12

TO: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
All Others Concerned

FROM: 
WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development and Infrastructure
E-signed by
Wilfredo Cabral
2026, 9:25:39 AM

SUBJECT: CONDUCT OF THE ORIENTATION-TRAINING ON THE DRAFT
REVISED DEPED ORDER (DO) ON THE RESULTS-BASED
PERFORMANCE MANAGEMENT SYSTEM (RPMS) GUIDELINES FOR
SELECTED PERFORMANCE MANAGEMENT TEAM (PMT) MEMBERS

DATE: 04 SEPTEMBER 2026

In line with the Department's continuing efforts to strengthen its Performance Management and Evaluation System (PMES) and support the attainment of Civil Service Commission (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Level III, the Bureau of Human Resource and Organizational Development (BHROD), through the Human Resource Development Division (HRDD), shall conduct a series of **Orientation-Training on the Draft Revised DepEd Order (DO) on the Results-based Performance Management System (RPMS) Guidelines for Selected PMT Members**, according to the following schedule:

Cluster	Region	No. of Participants per Regional Offices (ROs) and Schools Division Offices (SDOs)		Target Participant's Profile	Schedule*	Venue*
		RO	SDO			
Luzon	NCR	2	16	For ROs: HRDD Chief, PPRD Chief or Administrative Division Chief	October 20-22, 2026 <i>(including travel dates)</i>	Nichols Airport Hotel, Parañaque City

Cluster	Region	No. of Participants per Regional Offices (ROs) and Schools Division Offices (SDOs)		Target Participant's Profile	Schedule*	Venue*
		RO	SDO			
Luzon	CAR	2	8	For ROs : HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; For SDOs : SGOD Chief	October 20-22, 2026 (including travel dates)	Nichols Airport Hotel, Parañaque City
	I	2	14			
	II	2	9			
	III	2	21			
Luzon & Visayas	IV-A	2	25	For ROs : HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; For SDOs : SGOD Chief	December 9-11, 2026 (including travel dates)	Hotel Fortuna, Cebu City
	IV-B	1	7			
	V	1	13			
	VI	1	8			
	Negros Island	2	22			
	VII	1	12			
Visayas & Mindanao	VIII	2	13	For ROs : HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; For SDOs : SGOD Chief	November 17-19, 2026 (including travel dates)	Pinnacle Hotel and Suites, Davao City
	IX	2	8			
	X	2	14			
	XI	2	11			
	XII	2	8			
	CARAGA	2	12			

*Schedule may be subject to change; any changes in the schedule, venue, or other administrative arrangements shall be communicated through a separate advisory

These sessions aimed at orienting our selected Performance Management Team Members (i.e., HRDD, PPRD, or Administrative Division Chief and SGOD Chief) on the **Draft Revised DO 2, S. 2015** to be able to achieve the following:

1. Explain the rationale, key policy directions, and potential implications of the proposed revisions to the RPMS guidelines, including the revised process flows and assessment tools;
2. Gather and consolidate technical inputs from the selected PMT members to further refine the proposed performance management framework, policy provisions, processes, and forms;
3. Validate and simulate the use of revised performance management forms; and

4. Identify and address potential operational and implementation concerns in accordance with the existing CSC and DepEd human resource and legal policies.

The participants listed in **Annex A – List and Allocation of Participants** are requested to attend the orientation-trainings and confirm their attendance by filling out the registration form **not later than September 25, 2026 (Friday)** through the link below:



To maximize the technical discussions and workshop sessions, confirmed participants are instructed to perform the following:

1. **Accomplish the Participant's Pre-work Assignment in Annex B.** In particular, participants shall review the draft revised RPMS policy and its annexes and appendices, consider the consolidated technical inputs previously gathered from the field, and submit their initial technical comments and recommendations **on or before 2 October 2026**.
2. Bring their laptops, chargers, and extension cords, as necessary, during the activity.

Meals and accommodation of the participants shall be provided by BHRD-HRDD, with the following details:

Activity Cluster	First Meal	Last Meal
Luzon Cluster: Regions NCR, CAR, I, II, and III	AM Snack October 20, 2026	PM Snack October 22, 2026
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	Lunch November 17, 2026	Lunch November 19, 2026
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, VII and Negros Island	Lunch December 9, 2026	Lunch December 11, 2026

Travel expenses of field participants shall be charged against their respective local funds, while CO program management team and resource person shall be charged against **OPDNTF Continuing Fund FY 2025**, subject to existing budgeting, accounting, and auditing rules and regulations.

Concerned Regional Directors and Schools Division Superintendents are requested to authorize and ensure the participation of the identified personnel, including their completion of the required pre-work and attendance in all orientation-training and workshop sessions.

For questions and/or concerns, please contact BHRD-HRDD through **Ms. Andria Dimaranan** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For information and appropriate action.

Annex A

LIST AND ALLOCATION PARTICIPANTS FOR THE ORIENTATION-TRAINING ON THE DRAFT REVISED DEPED ORDER ON THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM FOR SELECTED PERFORMANCE MANAGEMENT TEAM MEMBERS

Luzon Cluster (Region NCR, CAR, I, II, and III) October 20-22, 2026 (Tuesday to Thursday)			
NO.	NAME	POSITION	OFFICE CO/RO/SDO
10 participants from the Regional Offices (2 pax per region) – selected PMT Members (i.e., HRDD, PPRD or PD Chiefs)			
68 participants from the Schools Division Offices (1 pax per region) – selected PMT Members (i.e., SGOD Chiefs)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			
1 Representative from BHROD-Personnel Division			

Luzon and Visayas Cluster (Region IV-A, IV-B, V, VI, Negros Island, and VII) December 9-11, 2026 (Wednesday to Friday)			
NO.	NAME	POSITION	OFFICE CO/RO/SDO
8 participants from the Regional Offices (2 or 1 pax per region) – PMT Members i.e., HRDD, PPRD or PD Chiefs)			
87 participants from the Schools Division Offices (1 pax per region) – PMT Members (i.e., SGOD Chiefs)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			
1 Representative from BHROD-Organization and Effectiveness Division			

Visayas and Mindanao Cluster (Region VIII, IX, X, XI, XII, and CARAGA) November 17-19, 2026 (Tuesday to Thursday)			
NO.	NAME	POSITION	OFFICE CO/RO/SDO
12 participants from the Regional Offices (2 pax per region) – PMT Members (i.e., HRDD/PPRD/SGOD/PD Chief)			
66 participants from the Schools Division Offices (1 pax per region) – PMT Members (i.e., HRDD/PPRD/SGOD/PD Chief)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			
1 Representative from Policy and Planning Service			

Annex B

PARTICIPANT'S PRE-WORK ASSIGNMENT

Instructions:

1. **Review** the **Draft Revised Results-based Performance Management System Guidelines** including its Annexes and Appendices through the link below:



2. **Review** and consider the **consolidated technical inputs gathered from the field last 11 February 2025** as additional reference in understanding the rationale and proposed revisions to the RPMS policy.
3. **Provide** initial technical inputs and recommendations on the proposed performance management framework, policy provisions, process flows, assessment tools, and other relevant components of the draft policy.
4. **Submit** the accomplished technical inputs on or before **October 2, 2026 (Friday)** through the link below:

