



Republic of the Philippines  
**Department of Education**  
REGION III  
**SCHOOLS DIVISION OF PAMPANGA**

July 17, 2023

DIVISION MEMORANDUM  
No. **355** , s. 2023

**CONDUCT OF ACTIVITIES RELATIVE TO THE RESULTS-BASED  
PERFORMANCE MANAGEMENT SYSTEM (RPMS) OF TEACHERS FOR THE  
SCHOOL YEAR 2022-2023**

To: Assistant Schools Division Superintendents  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
All Others Concerned

1. Consistent with DepEd Order No. 2, s. 2015 on the **Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS) in the Department of Education (DepEd)**, pursuant to DepEd Order No. 42, s. 2017 or the **National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST)** which mandates that all performance appraisal for teachers shall be based on the set of professional standards, DepEd Memorandum No. 008, s. 2023 titled **Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers (RPMS-PPST)**, and Memorandum DM-OUHROD-2023-0927 titled **Release of the official Electronic IPCRF and Online IPCRF Consolidation System for the Multi-Year RPMS-PPST of Teachers**, this Office announces the conduct of the following activities relative to the RPMS of Teachers for the School Year 2022-2023:

<b>Activity</b>	<b>Timeline</b>	<b>Persons Involved</b>
Performance Review and Evaluation (Phase III of the RPMS Cycle)	A week after the End of School Year Rites until end of July 2023	Ratees, Raters, and Approving Authorities
Encoding of Ratings of Teachers in the e-IPCRF	Alongwith the Phase III	Ratees, Raters, and Approving Authorities
Division Level Online Orientation on DM 008, s. 2023 and e-IPCRF Data Collection and Consolidation System	July 31, 2023 8:30 AM via Microsoft (MS) Teams	Public Elementary and Secondary School Heads School ICT Leaders 1 Master Teacher/Head Teacher per school
Consolidation and Uploading of e-IPCRF	August 3-14, 2023	School Heads School ICT Leaders



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Performance Rewarding and Development Planning (Phase IV)	Right after the Phase III	Ratees, Raters, and Approving Authorities
Conduct of Teacher's Self Assessment through E-SAT, Crafting of Individual Development Plan (DP) and School Development Plan (SPD)	August 21-25, 2023	Ratees, Raters, and Approving Authorities
Submission of SPD by District/Cluster to the Division Office SGOD-HRDS	September 5, 2023	School Heads

2. Schools are advised to refer to the different issuances cited above for proper guidance and compliance.

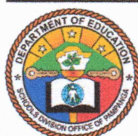
3. Accompanying tools, forms, and protocols are developed, modified, and provided to ensure that the measures of teacher performance throughout the SYs are systematic, objective, adaptive, and relevant to capture teachers' actual performance and are applicable to all contexts and scenarios faced by the schools adopting different learning modalities. Said materials can be accessed through the following links:

Material	Link
Multi-Year RPMS-PPST	<a href="https://bit.ly/RPMSPPSTMULTIYEAR">https://bit.ly/RPMSPPSTMULTIYEAR</a>
Electronic IPCRF	<a href="https://bit.ly/electronicIPCRF">https://bit.ly/electronicIPCRF</a>

4. Furthermore, this Office reiterates the Ratee, Rater, and Approving Authority in the RPMS which is Item No. 5, Figure 7 of DM No. 008, s. 2023 for ready reference and clarification:

*Figure 7. Ratee-Rater-Approving Authority Matrix*


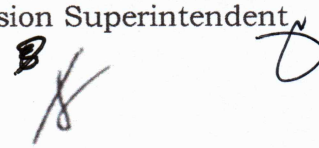
Ratee/Teacher	Rater/Observer	Approving Authority
Head Teacher Master Teacher	Principal/ School Head	Superintendent <i>Small and Medium Divisions</i>  Assistant Superintendent <i>Large and Very Large Divisions</i>
Teacher <i>(for schools with no Master Teachers, Head Teachers, and/or Assistant Principal)</i>	Principal/ School Head	Superintendent <i>Small and Medium Divisions</i>  Assistant Superintendent <i>Large and Very Large Divisions</i>
Teacher	Master Teacher/ Head Teacher/ Assistant Principal	Principal/ School Head
ALS Implementers <i>(school-based)</i>	Master Teacher/ Head Teacher/ Assistant Principal	Principal/ School Head
ALS Implementers <i>(community learning centers-based)</i>	Education Program Specialist for ALS/ In charge for ALS	Chief of Curriculum Implementation Division (CID)





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5. For e-IPCRF concerns specifically on the encoding of the ID Nos. and e-mail addresses of the Assistant Schools Division Superintendents as the official approving authority of the concerned rates, school heads may direct to the Office of the Assistant Schools Division Superintendent.
6. For more information, all concerned may contact the SGOD-HRDS or **Mr. Jayson M. Santos**, SEPS-HRD/Division RPMS Focal Person, at email address: jayson.santos001@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.
7. Immediate and wide dissemination of this Memorandum is desired.

  
**ROMEO M. ALIP, PhD, CESO V**  
Schools Division Superintendent  


Encl.: As stated

SGOD-HRDS DM2023

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