



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

June 27, 2024

DIVISION MEMORANDUM
No. **387**, s. 2024

GUIDANCE AND ADDITIONAL INFORMATION ON THE IMPLEMENTATION OF THE RPMS-PPST FOR TEACHERS FOR SY 2023-2024 PER DEPED ORDER NO. 003 S. 2024

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. This Office reiterates the attached Memorandum titled Guidance and Additional Information on the Implementation of the RPMS-PPST for Teachers for SY 2023-2024 in view of DepEd Order No. 003, s. 2024 and Other Recent Issuances dated February 22, 2024.
2. The memorandum aims to provide reminders, clarifications, and additional information on the implementation of the RPMS-PPST for Teachers in reference to the Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers.
3. Attached is the Memorandum DM-OUHROD-2024-0290 from the Officer-In-Charge Wilfredo E. Cabral, Office of the Undersecretary for Bureau of Human Resource and Organizational Development (BHROD), for reference.
4. Immediate and wide dissemination of this Memorandum is enjoined.


ROMEO M. ALIP PhD, CESO V
Schools Division Superintendent

SGOD-HRDS-DM-2024
27 June 2024



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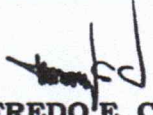
OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2024-0290

TO : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : 
WILFREDO E. CABRAL
*Regional Director,
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development*

SUBJECT : **GUIDANCE AND ADDITIONAL INFORMATION ON THE IMPLEMENTATION OF THE RPMS-PPST FOR TEACHERS FOR SY 2023-2024 IN VIEW OF DO 003, s. 2024 AND OTHER RECENT ISSUANCES**

DATE : 22 February 2024

This Memorandum is being issued to provide **reminders, clarifications, and additional information on the implementation of the RPMS-PPST for Teachers for SY 2023-2024** in reference to DepEd Memorandum (DM) 008, s. 2023 titled **Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers** aligning it with DO 003, s. 2024 on the *Amendment of the Implementing Guidelines on the School Calendar and Activities for the School Year 2023-2024* and DM-OUOPS-2024-02-01300 on the *Guidance on the Mandatory 30-day Vacation of Teachers* from June 1 to June 30, 2024.

A. Revised RPMS Timeline for SY 2023-2024

1. The adjusted and detailed timeline for Phase III Performance Review and Evaluation and Phase IV Performance Rewarding and Development Planning for SY 2023-2024 shall be followed:

RPMS Cycle Phase	Task/Activity	Tools	Person(s) Responsible	Schedule
PHASE III Performance Review and Evaluation	Start of EOSY Break	N/A	N/A	May 31, 2024
	Mandatory 30-day Vacation of Teachers	N/A	N/A	June 1-30, 2024
	Performance Assessment of Teachers	IPCRF Teacher's Portfolio	Ratee, Rater, Approving Authority	July 1-12, 2024
PHASE IV Performance Rewarding and Development Planning	Finalization of Individual Development Plans	IPCRF-IDP	Ratees	July 1-12, 2024
	Submission of IPCRF to Raters	eIPCRF (Excel-based tool) for SY 2023-2024	Ratees	July 1-26, 2024
	Uploading of eIPCRF through the eIPCRF System	Accomplished eIPCRF (Excel-based tool) for SY 2023-2024 eIPCRF Consolidation System (online submission)	Ratees and Raters	
	IPCRF Data Collection to Schools Division Office	Accomplished IPCRF with complete signatures	Raters	July 1-26, 2024

2. Teachers are encouraged to gather and organize documents for their Portfolio throughout the school year working towards the achievement of the RPMS-PPST objectives. This practice facilitates efficient preparation of teacher's Portfolio for performance assessment and avoids piling up of RPMS-related tasks at the end of the school year or during the 30-day mandatory vacation for teachers.

3. With an agreement with the approving authority, teachers may digitize their physical documents and submit an electronic copy of the Portfolio to minimize printing costs.

B. Clarification on the protocols for RPMS-PPST Objective No. 8 for SY 2023-2024

4. For classes and schools **WITH LEARNERS from Indigenous group**, teachers shall be observed as scheduled and prescribed in the DM 008, s. 2023, which shall include the RPMS-PPST Objective No. 8 (PPST Indicator 3.5.2 and PPST Indicator 3.5.3) in the list of classroom observable indicators (COIs) to be observed.

5. For classes and schools **WITH NO LEARNERS from Indigenous group**, teachers shall integrate in the lesson plan for the classroom observation Indigenous culture-based teaching strategies that could possibly address the learning needs of learners from Indigenous groups. The integration of teaching strategies in the lesson plan must be highlighted and annotated.

This additional protocol shall be applied to Quarter 4. Rating in the classroom observation conducted in Quarter 2 which included the RPMS-PPST Objective 8 (PPST Indicator 3.5.2 and PPST Indicator 3.5.3) in the list of COIs to be observed shall be valid and counted.

C. Clarification on the computation of the Final Rating of Efficiency for Classroom Observable RPMS-PPST Objectives

6. The final rating of Efficiency for RPMS-PPST classroom observable objectives shall be computed by averaging the Efficiency ratings from the classroom observations. The average rating shall be categorized using the Efficiency Range Table below:

Range of Average	Efficiency Final Rating
4.00-5.00	5
2.00-3.99	3
1.00-1.99	1

D. Reminders on the Use of Electronic RPMS-PPST Tools for Proficient and Highly Proficient Teachers

7. To ensure efficient capturing of the RPMS-PPST data of teachers, the following **Excel-based electronic RPMS-PPST tools** for Proficient and Highly Proficient Teachers are made available for use in the implementation of RPMS-PPST:

Electronic Tool	Link
Electronic Self-Assessment Tool (e-SAT) for SY 2023-2024	https://bit.ly/eSATSy20232024
E-SAT Consolidator for SY 2023-2024	https://bit.ly/eSATConsoSY2023-2024
Electronic Mid-Year Review Form (e-MRF) for SY 2023-2024	https://bit.ly/RPMS-PPSTMidYearReviewForm

Electronic IPCRF (e-IPCRF) for SY 2023-2024

<https://bit.ly/eIPCRFSY20232024>

8. The RPMS-PPST Tools for Proficient and Highly Proficient Teachers, including the Classroom Observation Tools (i.e., Rubrics, Observation Notes Form, Rating Sheet, Inter-rater Agreement Sheet) and the electronic RPMS-PPST tools, can be accessed using the DepEd email address through this link: <https://bit.ly/MultiYearRPMSPSTTools> or using the QR code below:



E. On the Uploading of eIPCRF

9. All Ratees and Raters in the RPMS-PPST shall use the official e-IPCRF tool in inputting teachers' IPCRF data for SY 2023-2024.

10. Schools shall collect all accomplished and finalized eIPCRF of teachers, and using the school's official DepEd email address, upload the eIPCRF in Excel format to the online eIPCRF Collection and Consolidation System through this link: <http://eipcrf.deped.gov.ph>. **The uploading of eIPCRFs shall be done from July 1 to July 26, 2024.**

11. For schools with concerns in accessing the online eIPCRF system, they shall submit registration request and/or access concerns through this Google Form link: <https://bit.ly/helpdesk-Online-eIPCRF>

12. For general concerns, questions and clarifications on the Multi-Year RPMS-PPST for Teachers, please contact the BHROD-HRDD, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at helpdesk.rpms@deped.gov.ph or at telephone number (02) 8470-6630.

13. For dissemination and compliance.