



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS
DIVISION OF CITY SCHOOLS - TAGBILARAN CITY

**Office of the Schools Division
Superintendent**

DIVISION MEMORANDUM

No. 112, s. 2020

**RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM GUIDELINES
FOR SCHOOL YEAR 2019-2020 YEAREND ACTIVITIES
IN LIGHT OF COVID-19 MEASURES**

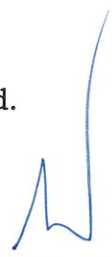
To: Assistant Schools Division Superintendent
Education Program Supervisors (EPS)
Public Elementary and Secondary School Heads
All Others Concerned

1. Pursuant to DepEd Memorandum No. 045, s. 2020 and as mandated by DepEd Order No. 002, s. 2015 titled **Guidelines on the Establishment and Implementation of the Results-based Performance Management System in the Department of Education**, the Department is scheduled to conduct Phase III: Performance Review and Evaluation and Phase IV: Performance Rewarding and Development Planning of the **Results-based Performance Management System (RPMS) Cycle, School Year (SY) 2019-2020** for school-based personnel in April 2020. These phases include yearend review and assessment, evaluation of portfolio and computation of final rating, ways forward and development planning.
2. It is also emphasized that the preparation and organization of the RPMS Portfolio shall have started during the start of the SY, and only a sample of each Means of Verification (MOV), excluding those MOVs with the specified required number of pieces, is expected to be submitted. All RPMS-Philippine Professional Standards for Teachers (PPST) Materials, including tools, forms, and other support materials, for SY 2019-2020 can be accessed at <http://deped.in/RPMSPPSTSY20192020>. Also, the prescribed Individual Performance Commitment and Review Form (IPCRF) for teachers can be accessed at <http://deped.in/IPCRFEncode20192020>.
3. Special attention is also invited to Enclosure Nos. 1 and 2.
4. Due to the COVID-19 situation, **the Yearend Review shall be postponed temporarily and shall resume when authorities issue a declaration of safety for all DepEd employees**. The adjusted schedule of RPMS Portfolio submission and evaluation, data collection and consolidation of IPCR rating will be released through a separate memorandum.



Address: Dampas District, Tagbilaran City, Bohol
Telephone Nos.: (038)427-1702; (038)427-2506; (038)427-8177; (038)427-6718; (038)544-2147
Email Address: tagbilarancity.division@deped.gov.ph

5. Immediate dissemination of this Memorandum is enjoined.



JOSEPH IRWIN A. LAGURA PhD
Schools Division Superintendent
Office of the Schools Division Superintendent

JIAL/MKP/SGOD/BCL/mcp