



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

**Office of the Schools Division
Superintendent**

April 7, 2021

DIVISION MEMORANDUM
No. 138, s. 2021

**ADJUSTED TIMELINE FOR RPMS IMPLEMENTATION IN VIEW OF THE
AMENDED SCHOOL CALENDAR FOR SY 2020-2021**

To: Assistant Schools Division Superintendent
Chiefs of Divisions & Heads of Sections/Units
Education Program Supervisors
Public Elementary and Secondary School Heads
Teaching, Teaching-Related & Non-Teaching Personnel
All Others Concerned

1. Pursuant to DepEd Order (DO) No. 12, s.2021, Amendment to DO No. 30, s. 2020 (Amendment to DO No. 7, s. 2020, School Calendar and Activities for School Year 2020-2021) as disseminated in Memorandum DM-PHROD-2020-0223, the timeline for the Results-Based Performance Management System (RPMS) implementation for teaching and non-teaching personnel in schools shall be adjusted as follows:

A. For Teaching Personnel

Activity	Old Timeline	Adjusted Timeline
Phase 1		
Self-Assessment with Initial Development Planning	January 2021	January 2021
Phase 2		
Classroom Observation 1	February 2021-March 2021	February-April 2021
Monitoring and Coaching	All SY-round	All SY-round
Mid-Year Review	March 2021	First week of May 2021
Classroom Observation 2	April-May 2021	May-June 2020
Phase 3		
Performance Review and Evaluation	One (1) week later graduation	One (1) week after graduation
Phase 4		
Performance Rewarding and Development Planning	June 2021	July 2021
IPCRF Data Collection	One (1) month after graduation	One (1) month after graduation



Address: Dampas District, Tagbilaran City, Bohol
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Email Address: tagbilarancity.division@deped.gov.ph

B. For Non-Teaching Personnel in Schools

Activity	Person(s) Responsible	Old Timeline	Adjusted Timeline
Phase 1			
Performance Target Setting & Development of OPCRF/IPCRF	PSDS, School Head, & Ratees	October 2020	October 2020
Phase 2			
Monitoring and Coaching	School Head/Raters	All SY-round	All SY-round
Mid-Year Review with Development Planning	School Head/Raters/Ratees	March 2021	First week of May 2021
Phase 3			
Performance Review and Evaluation	Raters, Ratees, and Approving Authorities	One (1) week after graduation	One (1) week after graduation
Phase 4			
Ways Forward Development	Ratees	One (1) week after graduation	One (1) week after graduation
Planning Ratees A week after scheduled	School Head/Raters	One (1) month after graduation	One (1) month after graduation

2. For your information, guidance and compliance.

JOSEPH IRWIN A. LAGURA PhD
 Schools Division Superintendent

JIAL/CPC/ADMIN/ATM/air



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Department of Education

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OFFICE OF THE UNDERSECRETARY
PLANNING, HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-PHROD-2020-0223

TO : Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : *[Signature]*
JESUS L.R. MATEO
Undersecretary for Planning, and Human Resource and Organizational
Development

SUBJECT : Adjusted Timeline for RPMS Implementation in view of the
Amended School Calendar for SY 2020-2021

DATE : 25 March 2021

Pursuant to DepEd Order (DO) No. 12, s. 2021, Amendment to DO, No. 30, s. 2020 (Amendment to DO No. 7, s. 2020, School Calendar and Activities for School Year 2020-2021), the timeline for the Results-based Performance Management System (RPMS) implementation for 1) teaching personnel; and 2) non-teaching personnel in schools shall be adjusted as follows:

A. For Teaching Personnel

Activity	Old Timeline	Adjusted Timeline
Phase 1		
Self-Assessment with Initial Development Planning	January 2021	January 2021
Phase 2		
Classroom Observation 1	February 2021- March 2021	February - April 2021
Monitoring and Coaching	All SY-round	All SY-round
Mid-Year Review	March 2021	First week of May 2021*
Classroom Observation 2	April - May 2021	May - June 2021
Phase 3		

Activity	Old Timeline	Adjusted Timeline
Performance Review and Evaluation	One (1) week after graduation	One (1) week after graduation
Phase 4		
Performance Rewarding and Development Planning	June 2021	July 2021
IPCRF Data Collection	One (1) month after graduation	One (1) month after graduation

**Provided Classroom Observation 1 has already been conducted.*

B. For Non-Teaching Personnel in Schools

Activity	Person(s) Responsible	Old Timeline	Adjusted Timeline
Phase 1			
Performance Target Setting and Development of OPCRF/ICPRF	PSDS, School Head, and Ratees	October 2020	October 2020
Phase 2			
Monitoring and Coaching	School Head/Raters	All SY-round	All SY-round
Mid-Year Review with Development Planning	School Head/Raters/Ratees	March 2021	First week of May 2021*
Phase 3			
Performance Review and Evaluation	Raters, Ratees, and Approving Authorities	One (1) week after graduation	One (1) week after graduation
Phase 4			
Ways Forward Development	Ratees	One (1) week after graduation	One (1) week after graduation
Planning Ratees A week after scheduled	School Head/Raters	One (1) month after graduation	One (1) month after graduation

**Provided that this will be conducted after the Mid-Year Review of Teachers.*

For any questions or concerns, kindly contact the Bureau of Human Resource and Organizational Development - Human Resource Development Division (BHRD-HRDD) through email at bhrod.hrdd@deped.gov.ph

For your information and compliance.