



Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY

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ED-DIVISION OF CAGAYAN DE ORO
CAGAYAN DE ORO CITY
RELEASED
DATE: JUL 07 2020

Office of the Schools Division Superintendent

July 07, 2020

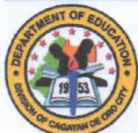
MEMORANDUM

TO: Assistant Schools Division Superintendent
Chief Education Program Supervisor – CID
Chief Education Program Supervisor - SGOD
Education Program Supervisors
Public Schools District Supervisors
Performance Management Team
All Public Elementary and Secondary School Heads
All others concerned

**2019-2020 SCHOOL OPCRIF FINAL EVALUATION
AND PRESENTATION OF LEARNING CONTINUITY PLAN
FOR SCHOOL YEAR 2020-2021**

2. Attached is DM-PHRODFO-2020-00199 entitled Updated on the Result-Based Performance Management System for School Years 2019-2020 and 2020-2021. Paragraph 3 of the said memo states that "Guided by the community quarantine declarations in the different areas of the country and by the alternative work arrangement (AWA) issuances by the Department, all Schools Division Superintendents (SDSs) and school heads are directed to employ all possible and available modalities in the resumption of RPMS Portfolio submission and evaluation with due diligence and caution following protocols."
3. As Cagayan de Oro City is classified under the Modified General Community Quarantine (MGCQ) and as per Omnibus Guidelines on the Implementation on the Implementation of Community Quarantine in the Philippines with amendments as of July 2, 2020, Section 5 - Guidelines for Areas placed under Modified General Community Quarantine, item 7:

Work in all public and private offices may be allowed to resume physical reporting to work at full operating capacity, with alternative work arrangements for persons who are sixty (60) years old and above, those with immunodeficiency, comorbidity or other health risks and pregnant women.



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Moreover, Section 5, item 5 of the said guidelines provides that mass gathering including work conferences shall be allowed provided that participants shall be limited to fifty percent (50%) of the seating or venue capacity.

With the abovementioned provision in Section 5, item 7, school heads who are 60 years old and above and those with co-morbidities may request for online presentation and validation.

4. Guided by the said memoranda, the field is hereby informed of the conduct of the **2019-2020 School OPCRf Final Evaluation** and the **Presentation of the School Learning Continuity Plan on July 13-14, 2020.**
5. The general schedule of the said activities is indicated below.

DATE AND TIME	VENUE	DISTRICTS
July 13, 2020 08:00 AM - 12:00 Noon	East City Central School	East 1, East 2
July 13, 2020 01:00 PM - 05:00 PM	CDONHS	North 1, North 2, South, Central
July 14, 2020 08:00 AM - 12:00 Noon	FWMES	West 1, West 2
July 14, 2020 01:00 PM - 05:00 PM	Lumbia NHS	Southwest 1, Southwest 2

6. **Detailed schedule for OPCRf evaluation and for LCP presentation to be done simultaneously shall be issued in a separate memorandum.**
7. The following Division personnel shall be assigned to facilitate the evaluation and validation of the **2019-2020 School OPCRf**:

KRA	Team A (Elementary)	Team B (Secondary)
A. Instructional Leadership	Joel Potane Lorebina Carrasco	Mark Gabule Rosalio Vitorillo
B. Learning Environment		
C. Human Resource Management & Development	Eulogio Suaner	Derrold Marl Aves
D. Parents' Involvement	Jean Loquillano	Jimboy Eugenio
E. School Leadership & Management Operations	Arnel Calubag Rodolfo Bayeta	Accounting personnel Planning personnel
F. Other Tasks	Lorebina Carrasco	Rosalio Vitorillo
Secretariat	Jairus Gochuco Shiela Lagrama Gemma Pajayon	Eleanor Rollan Ryan Blanco Lanie Signo

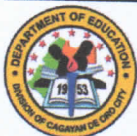


7. The following supervisors shall be assigned to attend the presentation of the Learning Continuity Plan of school:

DISTRICT	PSDS	EPS
Central, South	Shirley Merida	Eduardo Cartel
West I	Anita Gomez	Ray Maghuyop
West II	Marife Ramos	Jerry Roble
East I	Milagros Recamadas	Jean Macasero
East II	Margie Andrade	Sol Aceron
North I	Jinky Arnejo	Mark Gabule
North II	Anita Gochuco	Joel Potane
Southwest I	Cynthia Yañez	Romeo Aclo
Southwest II	Porferio Padinit	Juan Mingo
Secretariat	January Gay Valenzona, Janry Colonia	

8. Presentation of the School Learning Continuity Plan shall be focused on the following areas/concerns:
- Instructional delivery
 - No. of teachers, sections
 - Modality
 - Delivery
 - Assessment
 - Monitoring
9. All concerned school heads, evaluators and working committee members are required to observe strict social distancing and the general health and safety protocols during the whole duration of the activities.
10. Immediate dissemination is enjoined for your information and guidance.

CHERRY MAE L. LIMBACO
Schools Division Superintendent



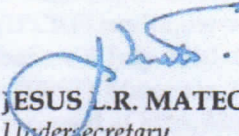
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Republic of the Philippines
Department of Education

Man ng Pangalawang Kalihim
Office of the Undersecretary

MEMORANDUM
DM-PHRODFO-2020-00199

TO: Minister of Basic, Higher, and Technical Education, *BARMM*
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM: 
JESUS L.R. MATEO
Undersecretary

SUBJECT: *Updates on the Results-based Performance Management System for School Years 2019-2020 and 2020-2021*

DATE: 16 June 2020

This has reference to Section 10.j of DepEd Order (DO) No. 11, s. 2020 titled **Revised Guidelines on Alternative Work Arrangements in the Department of Education During the Period of State of National Emergency due to COVID-19 Pandemic**, indicating the completion of the Results-based Performance Management System (RPMS) requirements of the School Year (SY) 2019-2020 as one of the work priorities anchored on the operationalization of the Basic Education Learning Continuity Plan (BE-LCP) and School Calendar and Activities for SY 2020-2021.

In view of the above, all DepEd schools can resume the RPMS Portfolio submission and evaluation with recalibrated Efficiency component stipulated in DepEd Memorandum (DM) No. 45, s. 2020, and the data collection and consolidation of IPCR rating for school-based personnel following the adjusted timeline (see Annex A). Meanwhile, the commencement of the RPMS Cycle for SY 2020-2021 shall resume only until comprehensive guidelines are issued. Attached is the preliminary guidelines relative to the next cycle (see Annex B).

Guided by the community quarantine declarations in the different areas of the country and by the alternative work arrangement (AWA) issuances by the Department, all Schools Division Superintendents (SDSs) and school heads are directed to employ all possible and available modalities in the resumption of RPMS Portfolio submission and evaluation with due diligence and caution following protocols:

1. Alternative strategies and online platforms shall be utilized.
2. In cases when physically reporting to school is necessary (e.g. retrieval of Means of Verifications (MOVs) from school premises, face-to-face assessment), minimum public health standards and stringent physical distancing measures shall be strictly observed.

Technical support and utmost consideration to school-based personnel who may encounter logistical challenges (i.e. transportation, challenges of the vulnerable groups, etc.) in the performance of duties to comply with this Memorandum is expected from the school heads. **Priority shall be given to the conduct of year-end assessment of Senior High School (SHS) teachers on provisional status in view of the renewal of their respective appointments, subject to applicable DepEd guidelines and Civil Service Commission (CSC) rules and regulations.**

The prescribed Individual Performance and Commitment Review Form (IPCRF) for teachers and the User's Guide of the entire IPCRF Data Collection System for SY 2019-2020, from accomplishment and submission to monitoring of submission, can be accessed at <http://deped.in/IPCRFEncode20192020>. All public elementary and secondary school heads are requested to register their nominated school-based IPCRF uploaders by accessing the link: <http://bit.ly/IPCRFUserRegistration> and accomplishing all required information in the Google form **on or before 6 July 2020**. Other materials such as 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>.

For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD)**, 4th Floor Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email addresses bhrod.hrdd@deped.gov.ph and helpdesk.rpms@deped.gov.ph or at telephone number (02) 8470-6630.

For information and guidance.

ANNEX A

ADJUSTED SCHEDULE OF RPMS SY 2019-2020 YEAR-END ACTIVITIES
FOR SCHOOL-BASED PERSONNEL

A. Teaching Personnel

Governance Level	Focal Office/Person	Task/Activity	Schedule	
			Start	End
Schools	Ratee	<ul style="list-style-type: none"> Finalization of Ratee's RPMS Portfolio Submission and Rater's Evaluation of the RPMS Portfolio Ratee-Rater Accomplishment of IPCRF and Agreement on Final IPCR rating (*) Development Planning by Ratee (**) Ratee-Rater Conference to Discuss Phase IV IPCRF-DP 	4th week of June 2020	4th week of July 2020
	Rater (e.g. Master Teacher, School Head)			
(*) a. Ratee accomplishes Parts 1 and 2 of the Encoding tab of the e-IPCRF b. Ratee and Rater agree on the Q, E, T ratings; and Ratee clicks the <i>Finalize</i> button of Parts 1 and 2 of the Encoding tab (**) Ratee accomplishes Part 4 of the e-IPCRF and submits the final copy to Rater for final verification				
	School Head	<ul style="list-style-type: none"> Harvesting of electronic and printed IPCRFs of all teachers Submission of electronic IPCRFs to the CO via online IPCRF Data Collection System (https://bit.ly/IPCRFSystemSubmit) and printed IPCRFs to SDO for signing of Approving Authority and/or for filing 	1st week of August 2020	3rd week of August 2020
Schools Division Office (SDO)	Human Resource Development Section (SDO-HRDS), School Governance and Operations Division (SGOD) Chief	<ul style="list-style-type: none"> Monitoring of IPCRF submission of schools (https://bit.ly/IPCRFMonitoring) 		

Regional Office (RO)	Regional Human Resource Development Division (RO-HRDD), HRDD Chief	<ul style="list-style-type: none"> Monitoring of IPCRF submission of SDOs (https://bit.ly/IPCRFMonitoring) 		
Central Office (CO)	Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD) National Educators Academy of the Philippines-Performance Management Unit and Professional Development Division (NEAP-PMU, NEAP-PDD)	<ul style="list-style-type: none"> Monitoring of IPCRF submission Analysis and Interpretation of national IPCRF Data Submission of RPMS Data analysis and interpretation results to NEAP for HR development planning 	4th week of August 2020	4th week of September 2020

B. Non-Teaching Personnel

Governance Level	Focal Office/Person	Task/Activity	Schedule	
			Start	End
Schools	Ratee Rater	<ul style="list-style-type: none"> Finalization of Ratee's RPMS Portfolio Submission and Rater's Evaluation of the RPMS Portfolio Ratee-Rater Accomplishment of IPCRF and Agreement on Final IPCR rating Development Planning by Ratee Ratee-Rater Conference to Discuss Phase IV IPCRF-Development Plan Harvesting of printed IPCRFs of all rates Submission to SDO for signing of Approving Authority and for filing 	4th week of June 2020	3rd week of August 2020

ANNEX B

PRELIMINARY GUIDELINES RELATIVE TO RPMS SY 2020-2021 FOR SCHOOL-BASED PERSONNEL

A. General

1. The Department of Education (DepEd) maintains the advice to wait for the issuance of the comprehensive guidelines on the performance of RPMS 2020-2021 activities for school-based personnel.
2. The guidelines set to be released shall primarily consider the Basic Education Learning Continuity Plan (BE-LCP), including the available learning delivery modalities in the entire country; the new guidelines on work arrangements for officials, teaching and non-teaching personnel in all its offices, units and schools; and the consequent adjustments in the protocols and timelines.
3. The orientations, trainings, and capacity building activities shall employ the most appropriate delivery modality, while strictly observing minimum public health standards and stringent physical distancing measures, consistent with the policies set forth by the Office of the President (OP), the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF), and other related DepEd-issued policies.

B. Teaching Personnel

1. In view of the DM-PHRODFO-2020-00154 dated 27 April 2020 titled *Update on the Conduct of Regional/Division Capacity Building for Raters on the Next 12 Philippine Professional Standards for Teachers (PPST) Indicators of the Results-based Performance Management System (RPMS) for SY 2020-2021*, the capacity building activities shall resume as soon as the RPMS tools and other RPMS-related forms and support materials are released in support to the new guidelines on RPMS 2020-2021.

C. Non-Teaching Personnel

1. School heads are advised to assist all non-teaching personnel in the performance target setting, development of IPCRF, and initial development planning during the Phase I of the RPMS Cycle, SY 2020-2021.