



Republic of the Philippines
Region VII, Central Visayas
SCHOOLS DIVISION OF NEGROS ORIENTAL
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21 JUN 2016
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SECTION

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June 21, 2016

MEMORANDUM TO :

DR. ERLINDA N. CALUMPANG
Education Program Supervisor, Chief-CID

MS. RACHEL B. PICARDAL
Education Program Supervisor, Chief-SGOD

MS. LIDA P. SARMIENTO
Administrative Officer V

MS. MIRIAM LOU T. BATIANCILA
Planning Officer III


This Office

Please be informed of your attendance (together with undersigned) to the Results-Based Performance Management System (RPMS) – Performance Planning and Evaluation Training on July 26-28, 2016, within Iloilo City.

Participants are requested to confirm their attendance through <http://tinyurl.com/register-rpmspbb2016> two (2) days prior to the schedule of training.

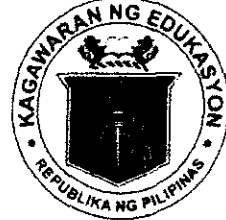
Traveling and other incidental expenses incurred in connection with this activity shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

For your information, guidance and compliance.


LELANIE T. CABRERA, CESE
Asst. Schools Division Superintendent
OIC-SDS



REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
REGION VII, CENTRAL VISAYAS
Sudlon, Lahug, Cebu City



D:G/15/16/8

JUN 13 2016

Regional Memorandum
No. 10344, s. 2016

**RESULTS -BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) -PERFORMANCE
PLANNING AND EVALUATION TRAINING**

**To: All Schools Division Superintendents
RO/SDO Performance Management Teams
All Others Concerned**

1. Inclosed is a Memorandum from the Office of Assistant Secretary Jesus L.R. Mateo (with reference number OM-GO-2016-GOA-0156) on the subject "Results-Based Performance Management System (RPMS)-Performance Planning and Evaluation Training" which is self-explanatory.
2. Participants are requested to confirm their attendance including the list of attendees through <http://tinyurl.com/register-rpmspbb2016> two working days prior to the schedule of training.
3. Travel and other incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.
4. For immediate dissemination and strict compliance.

Juliet A. Jeruta
JULIET A. JERUTA, Ph. D., CESO V
Director III
Officer-in-Charge

Office of the Director (ORDir), Tel. Nos.: (032) 231-1433; 231-1309; 414-7399; 414-7325; Office of the Assistant Director, Tel. No.: (032) 255-4542
JAL/PAO/FTAD, Tel. Nos.: (032) 414-7324 Curriculum Learning Management Division (CLMD), Tel. Nos.: (032) 414-7323
Quality Assurance Division (QAD), Tel. Nos.: (032) 231-1071 Human Resource Development Division (HRDD), Tel. No.: (032) 255-5239
Education Support Services Division (ESSD), Tel. No.: (032) 254-7062 Planning, Policy and Research Division (PPRD), Tel. Nos.: (032) 233-9030;
414-7065 Administrative Division, Tel. Nos.: (032) 414-7326; 414-4367; 414-7366; 414-7322; 414-4367
Finance Division, Tel. Nos.: (032) 256-2375; 253-8061; 414-7321

"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"



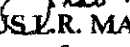
DEPARTMENT OF EDUCATION
OFFICE OF THE ASSISTANT SECRETARY
FOR GOVERNANCE AND OPERATIONS

Manila, 06/01/2016

MEMORANDUM
OM-GO-2016-GOA-0156

TO: All Regional Directors

ATTENTION: Schools Division Superintendents
RO/SDO Performance Management Team
All Others Concerned

FROM:  JESUS L.R. MATEO
Assistant Secretary

SUBJECT: Results-Based Performance Management System (RPMS) -
Performance Planning and Evaluation Training

DATE: 01 June 2016

With the 2015 RPMS implementation, performance results of both teaching and non-teaching must be consolidated to serve as inputs for the Performance-Based Bonus (PBB) and other HR system applications (i.e., learning and development and other non-monetary rewards).

Moreover, RPMS implementation reports and feedback from field and school orientations signify an urgent need for technical assistance on: a) crafting work performance objectives and indicators; b) evaluating performance results; and c) crafting individual development plans.

The RPMS Technical Working Group will conduct series of training with the following objectives:

1. Build skills of the selected performance management team (PMT) in crafting good performance objectives and indicators
2. Enhance capability of the raters in evaluating performance
3. Guide the PMT in analyzing competencies and in creating individual development plans of employees



DEPARTMENT OF EDUCATION
OFFICE OF THE ASSISTANT SECRETARY
FOR GOVERNANCE AND OPERATIONS

MEMORANDUM
OM-GO-2016-GOA-_____

In this regard, all regions and schools divisions are directed to send the following personnel:

RPMS PARTICIPANTS	
RO (9 pax)	SDO (5 pax/SDO)
RD/ARD	SDS/ASDS
Chief AO	Chief SGOD
Finance Officer	Chief CID
Chief HRDD	Administrative Officer V
Chief CLMD	Planning Officer
Chief ESSD	
Chief QAD	
Chief PPRD	
Chief FTAD	

The following schedule shall be strictly followed:

Region/Division	No. of Participants	Date (inclusive travel time)	Venue
Batch 1			
Region XI	59	June 15-17, 2016	Within Davao City
Region XII	54		
Batch 2			
Region X	79	June 20-22, 2016	Within Cagayan De Oro
Region CARAGA	59		
Batch 3			
Region IV-B	44	June 23-25, 2016	Within San Mateo, Rizal
Region V	74		
Batch 4			
Region IV-A	79	June 27-29, 2016	Within Cavite
Region II	49		



DEPARTMENT OF EDUCATION
OFFICE OF THE ASSISTANT SECRETARY
FOR GOVERNANCE AND OPERATIONS

MEMORANDUM
OM-GO-2016-GOA-_____

Region/Division	No. of Participants	Date	Venue
Batch 5			
Region VII	74	July 4-6, 2016	within Cebu City
Region IX	49		
Region VIII	74		
Batch 6			
Region NCR	89	July 13-15, 2016	Within Subic, Olongapo
Region III	109		
Batch 7			
Region I	54	July 19-21, 2016	Within Baguio
CAR	104		
Batch 8			
Region VI	49	July 26-28, 2016	Within Iloilo City
Region NIR	89		

In preparation for this activity, participants are hereby requested to bring the following:

1. Laptop
2. 2015 OPCRf Rating (for SDS-rating must be approved by the Regional Director) ✓
3. Samples of IPCRF with rating (both school based & non-school based)

Food and accommodation of regional facilitators & staff including traveling expenses shall be charged against OSEC funds; while travel and other incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

Attached is the tentative program design. Hotel check in is at 12:00 noon of Day 1 (lunch -first meal) while check out will be 1pm of Day 3 (lunch-last meal). Training starts at 1:00 pm of Day 1. Drivers are not included in the accommodation, thus shall be charged against personal funds.

Participants are requested to confirm their attendance through <http://tinyurl.com/register-rpmspbb2016> two (2) working days prior to their respective schedule. For further queries/clarifications, please contact Mr. Leonardo Bautista or Mr. Allan Gutierrez at telephone number (02) 470-6630.

Strict and immediate compliance to this memorandum is desired.

RPMS Re-orientation Workshop

Objectives:

At the end of the workshop, the participants will be able to:

1. Describe DepEd's RPMS
2. Develop written performance objectives and indicators according to RPMS guidelines
3. Define development needs of staff based on results of performance evaluation and craft appropriate written development plans
4. Describe effective performance feedback process

Time	Day 1	Day 2	Day 3
8:00am	Arrival and check in	RPMS – Performance Planning & Commitment <ul style="list-style-type: none"> Activity: shooting balls Discussion of procedures during planning stage <ul style="list-style-type: none"> objectives indicators 	Giving effective performance feedback
10:30am		Writing Performance Objectives <ul style="list-style-type: none"> Presentation and critiquing of sample objective statements and indicators Preparing objectives and performance indicators 	<ul style="list-style-type: none"> Integration Closing
Lunch			
1:00pm	Opening (c/o DepEd) <ul style="list-style-type: none"> National Anthems (Philippine & Australian) Invocation Welcome Remarks (DepEd Rep) Workshop Overview (BEST) <ul style="list-style-type: none"> Introductions Leveling of Expectations Objectives, Schedule, Norms 	Performance Development Planning <ul style="list-style-type: none"> Discussion of procedures during performance development planning Analyzing development needs 	Departure
3:30pm	Setting Perspectives <ul style="list-style-type: none"> Orientation on BHRDO (DepEd) Review of RPMS (BEST) <ul style="list-style-type: none"> RPMS Framework/ Performance Management Cycle RPMS Updates and Challenges (BHRDO Representative) 	Performance Development Planning (continued) <ul style="list-style-type: none"> Crafting of development plans Presentation and critiquing 	