



Republic of the Philippines
Department of Education
Region VII - CENTRAL VISAYAS
SCHOOLS DIVISION OF BOHOL

**Office of the Schools Division
Superintendent**

March 29, 2022

DIVISION MEMORANDUM
No. 0198 s. 2022

**IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE
MANAGEMENT SYSTEM (RPMS)-PHILIPPINE PROFESSIONAL
STANDARDS FOR TEACHERS (PPST) FOR SCHOOL YEAR
(SY) 2021-2022**

TO: ASDSs
Chiefs CID and OIC-SGOD
Public Schools District Supervisors (PSDSs)/ACTING PSDSs
Elementary and Secondary School Heads
ALL OTHERS CONCERNED

1. Attached is Regional Memorandum No. 180, s. 2022 dated March 7, 2022 entitled "**Implementation of the Results-Based Performance Management System (RPMS)-Philippine Professional Standards for Teachers (PPST) for School Year (SY) 2021-2022**", contents of which are self-explanatory for the information and guidance of all concerned.
2. For more details, please see attached Memorandum for information and guidance.
3. For immediate and wide dissemination of this Memorandum is desired.


BIANITO A. DAGATAN EdD, CESO V
Schools Division Superintendent



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SGOB - Mrs. P. Sabido
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Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS

Office of the Regional Director

MAR 7 2022

REGIONAL MEMORANDUM
No. 0180, s. 2022

IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)-PHILIPPINE PROFESSIONAL STANDARDS FOR TEACHERS (PPST) FOR SCHOOL YEAR (SY) 2021-2022

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Others Concerned

1. Attached is DepEd Memorandum No. 004, s. 2022 dated February 9, 2022 titled **Implementation of the Results-Based Performance Management System (RPMS)-Philippine Professional Standards for Teachers (PPST) for School Year (SY) 2021-2022**, contents of which are self-explanatory, for the information and guidance of all concerned.

2. In this connection, Schools Division Superintendents are directed to **require** all school heads to submit a **Detailed Schedule of Activities in Each Phase of the RPMS Cycle for SY 2021-2022** to the Schools Division Office for monitoring purposes of all performance management related activities conducted by the schools. Refer to Annex A for the RPMS Detailed Activities.

3. Moreover, the following items of DepEd Order No. 2, s. 2015, *Guidelines in the Establishment and Implementation of the Results-Based Performance Management System in the Department of Education* are hereby reiterated:

63. The Head of Office, including designated officials in an Acting or Office-In-charge (OIC) capacity shall:

- i. assume primary responsibility for performance management in Office;
- v. initially assess the office's performance using the approved Office Performance Commitment and Review Form;
- vi. determine final assessment of performance level of the individual employees in his/her office based on proof of performance;
- vii. inform employees of the final rating and identified necessary interventions to employees based on the assessment of developmental need;
- viii. recommend and discuss a development plan with the subordinates who obtain Unsatisfactory performance during the rating period not later than one month after the end of the said period and prepares written performance not earlier than the third notice / advice to subordinates that a succeeding Unsatisfactory performance shall warrant administrative action; and
- ix. provide preliminary rating to subordinates showing Poor performance not earlier than the third month of the rating period. A development plan shall be discussed with the concerned subordinate and issue a written notice than failure to improve their performance shall warrant administrative action.



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64. The Section/Unit Head or equivalent shall:

- i. assume joint responsibility with the head of office in measuring attainment of performance objectives and targets;*
- iii. monitor closely that status of the performance of their subordinates and provide support and assistance through the conduct of coaching for the attainment of targets set by the Division/Unit and individual employee;*
- iv. assess individual employees' performance; and*
- v. recommend developmental intervention.*

65. The Individual Employees shall act as partners of management and their co-employees in meeting organizational performance goals.

- 4. For inquiries and clarifications, you may contact Dr. Rosa H. Cabotaje, Regional Performance Management System Focal Person through this email address, rosa.cabotaje@deped.gov.ph.
- 5. Wide dissemination of this Memorandum is desired.

SALUSTIANO T. JIMENEZ JD, EDD, CESO V

Director IV
Regional Director



Republic of the Philippines
Department of Education

09 FEB 2022

DepEd MEMORANDUM
No. **004**, s. 2022

**IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT
SYSTEM-PHILIPPINE PROFESSIONAL STANDARDS FOR TEACHERS
FOR SCHOOL YEAR 2021-2022**

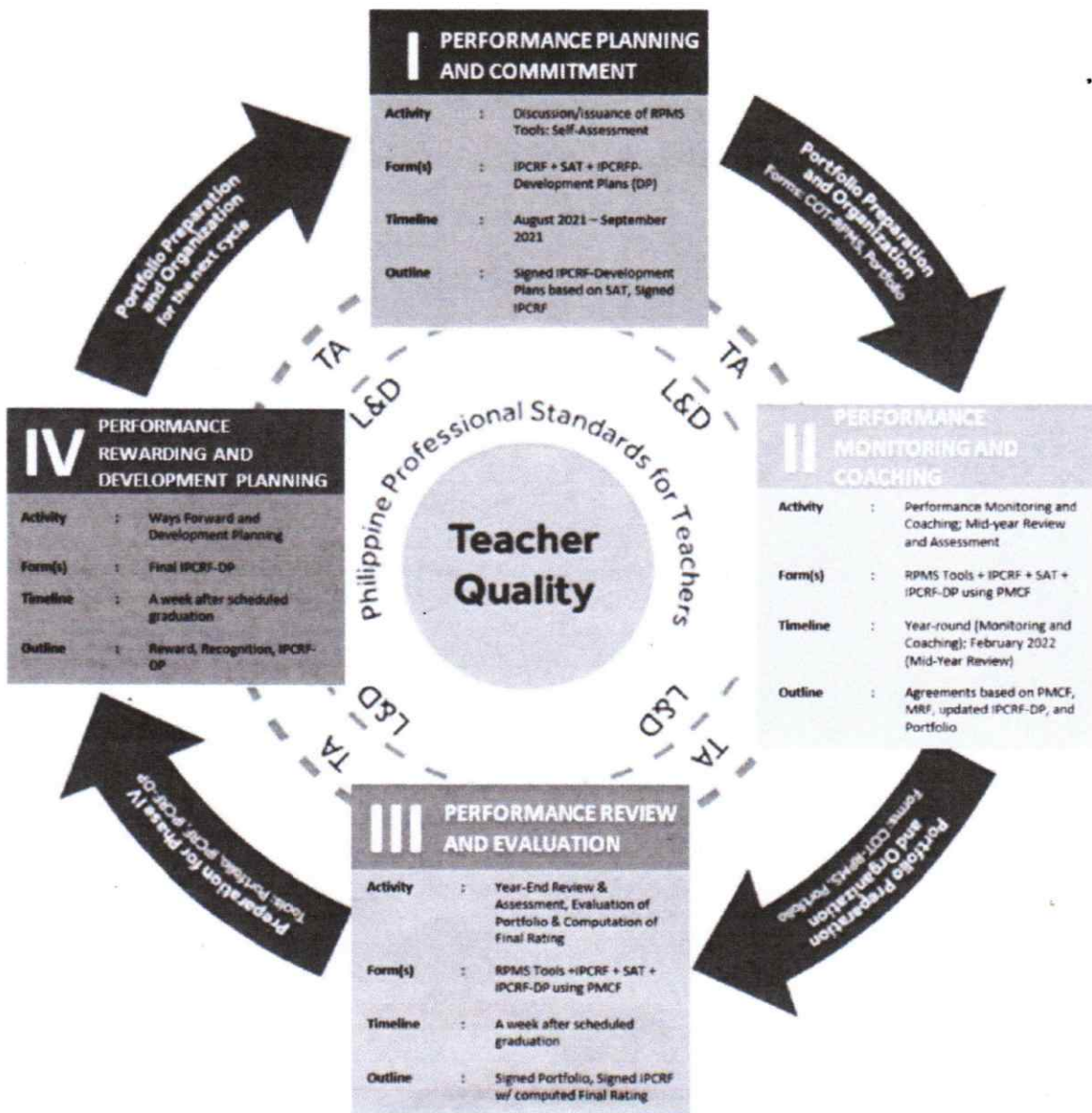
To: Undersecretaries
Assistant Secretaries
Minister, Basic, Higher, and Technical Education, BARMM
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

1. Faithful to the commitment of the Department of Education (DepEd) to quality teaching, it being recognized as vital to the attainment of desired learning outcomes, the Department remains steadfast in the efforts to anchor its human resource systems and actions on well-defined professional standards for teacher quality. Consistent with DepEd Order (DO) No. 2, s. 2015 prescribing the Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education and pursuant to Section 5 of DO 42, s. 2017 on the National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST), which mandates that all performance appraisals for teachers shall be based on this set of standards, this Department has been integrating and embedding the PPST into the RPMS of teachers since School Year (SY) 2018-2019.
2. For SY 2021-2022, the Department aims to complete the full cycle of embedding the 37 PPST indicators into teachers' performance. This DepEd Memorandum titled **Implementation of the Results-Based Performance Management System-Philippine Professional Standards for Teachers (RPMS-PPST) for School Year 2021-2022** provides for the guidelines on the performance management and appraisal of teachers using the remaining 18 indicators in their RPMS. With the implementation of the Basic Education Learning Continuity Plan (BE-LCP), the sudden shift from face to face to remote learning, and now the gradual implementation of the limited face to face classes, the tools, forms, and protocols stipulated herein are developed and modified to ensure that the measures of performance this school year are appropriate, adaptive, and relevant to capture teachers' actual performance in the context of the pandemic.
3. This DM shall cover all Teachers and Master Teachers in all public elementary and secondary schools and community learning centers (CLCs), including those Teachers and Master Teachers who are reassigned as full-time Teacher-Broadcasters in DepEd Central Office (CO). It shall guide the ratees, raters, approving authorities, and other stakeholders in the implementation of PPST-aligned RPMS through the prescribed performance indicators that shall be reflected in the Individual Performance Commitment and Review Forms (IPCRFs) of teachers for SY 2021-2022.

4. For purposes of implementation of RPMS-PPST for SY 2021–2022, these guidelines are prescribed.

- a. With the continued delivery of basic education services through various distance learning delivery modalities (DLDMs), the changes in the expectations of teachers necessitates a COVID-19 responsive RPMS while upholding quality teaching using the professional standards. The modifications in RPMS, its tools, processes, and protocols, for SY 2021–2022 captures the DepEd current system that governs teachers' functions.
- b. Consistent with the School Calendar and Activities for SY 2021–2022 to include all the preparatory and end-of-school year activities stipulated in Enclosure No. 2 of DO 029, s. 2021, the performance cycle for all teaching personnel for SY 2021–2022 shall cover the performance from **August 1, 2021 to July 31, 2022**. The timeline of activities for each phase of the RPMS cycle is illustrated below, particulars of which is detailed in Annex A.

Figure 1. The RPMS Cycle with Adjusted SY 2021–2022 Timeline



- c. The performance period prescribed herein shall be used as basis for the determination of length of service for purposes of computation of the Performance-Based Bonus (PBB) for teachers and other school-based personnel pursuant to applicable guidelines.
- d. The PPST-aligned RPMS tools that shall be used for SY 2021-2022 are attached as follows:
 - i. Appendix 1A: RPMS Tool for Proficient Teachers for SY 2021-2022;
 - ii. Appendix 1B: RPMS Tool for Highly Proficient Teachers for SY 2021-2022;
 - iii. Appendix 2A: RPMS Tool for Proficient Teacher-Broadcasters for SY 2021-2022; and
 - iv. Appendix 2B: RPMS Tool for Highly Proficient Teacher-Broadcasters for SY 2021-2022.
- e. To help teachers in understanding the performance objectives and indicators to be used in SY 2021-2022, and in determining the acceptable means of verification (MOV) for each indicator, a supplemental guide on the RPMS-PPST performance objectives, indicators, and MOV is attached as Annex B.

A glossary is provided in each tool as well as in Annex B to set the operational definition of concepts from the indicators and of certain MOV.

- f. The following further guidelines are likewise provided to clarify specific operational concerns in the assessment of performance of teacher-broadcasters:
 - i. Pursuant to **DM-PHROD-2020-00294**, it is understood that the nature of work of the Teacher-Broadcasters **shall [be] commensurate as regular teaching load**; hence, in the assessment of their performance, teacher-broadcasters shall use the RPMS-PPST tools for teacher-broadcasters as prescribed in Appendices 3 and 4. In view thereof, all duties and responsibilities of a teacher-broadcaster that do not fall under the purview of the expectations set for teachers shall only be considered as Plus Factor, subject to applicable rules and regulations on the rating plus factors.
 - ii. Implementors of TV-Video/Radio-based Instructions (TV-Video/RBI) learning delivery modality in the CO, RO, and SDO are urged to ensure that the detailed duties and responsibilities of the concerned teacher-broadcasters, as may be indicated in their respective Terms of Reference or Job Description, shall be reflective of the functions and expectations of teachers in the context of remote learning.
 - iii. Only teachers who are officially reassigned to the CO, Regional Offices (RO), and/or Schools Division Offices (SDO) through the issuance of the appropriate reassignment papers (Special Order), as approved by the concerned Schools Division Superintendent (SDS), shall use the RPMS-PPST tools for teacher-broadcasters (Appendices 2A and 2B).

- iv. Teachers who perform functions of a regular teacher and are assigned additional load/s as teacher-broadcaster shall use the RPMS tool for regular teachers, as may be appropriate. Their performance as a teacher-broadcaster shall be considered as Plus Factor.
5. For more information, please contact the **Bureau of Human Resource and Organizational Development** located at 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at bhrod.hrdd@deped.gov.ph or telephone number (02) 8470-6630.
6. Immediate dissemination of this Memorandum is desired.


LEONOR MAGTOLIS BRIONES
Secretary



Encl.:
As stated

References:
DepEd Order Nos. 032, s. 2020; 2, s. 2015; and 29, s. 2021)

To be indicated in the Perpetual Index
under the following subjects:

CHANGE
PERFORMANCE
PROGRAMS
RULES AND REGULATIONS
SCHOOLS
TEACHERS