



Republic of the Philippines
DEPARTMENT of EDUCATION
REGION XI
Schools Division of Digos City
City of Digos



January 19, 2017

DIVISION MEMORANDUM
NO. 041, s.2017

**FOUR PARTS OF THE IPCR PURSUANT TO DEPED ORDER NUMBER 2 SERIES 2015:
GUIDELINES ON THE ESTABLISHMENT AND IMPLEMENTATION OF THE RESULTS-
BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) IN THE DEPARTMENT OF
EDUCATION**

To: Public Schools District Supervisors
Public Secondary School Heads
Public Elementary School Heads
Non-Teaching Personnel
Teaching Related Personnel
All others Concerned

1. As a learner-entered institution, the Department of Education is committed to continuously improve itself to better serve the Filipino learners and the community. The adoption of the Strategic Performance Management System (SPMS) in DepEd strengthens the culture of performance and accountability in the agency, with the DepEd's mandate, vision and mission.
2. There is a need to concretize the linkage between the organizational thrusts and the performance management system. It is important to ensure organizational effectiveness and track individual improvement and efficiency by cascading the institutional accountabilities to the various levels, units and individual personnel, as anchored on the establishment of a rational and factual basis for performance targets and measures (Rationale in DO No.2, s. 2015).
3. The field is hereby informed that the RPMS shall follow the four-stage performance management system cycle as prescribed by the CSC:
Phase I- Performance Planning and Commitment;
Phase II- Performance Monitoring and Coaching;
Phase III- Performance Review and Evaluation; and
Phase IV- Performance Rewarding and Development Planning.
4. Moreover, Parts II-IV of the IPCR under Phases III and IV can be downloaded thru the SDO's webpage at www.depeddigoscity.org under the Resources panel-Downloads-IPCRF Template. Please see DO No.2, s. 2015 for more details.
5. Wide and immediate dissemination of this Memorandum is earnestly desired.

DepEd Schools Division of Digos

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BY: f

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