



49379

Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City



DIVISION MEMORANDUM
No. 1145, s.2019

December 11, 2019

**IPCR-RPMS: 2019 PERFORMANCE REVIEW AND EVALUATION
AND 2020 PERFORMANCE PLANNING AND COMMITMENT**

To: ASDS
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
Unit/Section Heads
All SDO Personnel

1. The Civil Service Commission, through the issuance of Memorandum Circular No. 06, series 2012, sets the guidelines on the establishment and implementation of the Strategic Performance Management System (SPMS) in all government agencies. The SPMS gives emphasis to the strategic alignment of the agency's thrusts with the day-to-day operation of the units and individual personnel within the organization. It focuses on measures of performance targeted milestones and provides a credible and verifiable basis for assessing the organizational outcomes and the collective performance of the government employees (DO No. 2, s. 2015).
2. This Office will conduct the IPCR-RPMS: 2019 Performance Review and Evaluation and 2020 Performance Planning and Commitment on December 19-20, 2019 at the AVR of Digos City National High School.
3. This activity aims to assess the office and individual employees' performance level based on the commitments and measures as contained in the signed OPCR and IPCR, to discuss and agree on the individual assessment based on the actual accomplishments of each of the KRAs and objectives and to discuss and agree among raters and ratees on the office KRAs, objectives, performance indicators as anchored to the overall organizational outcomes and individual KRAs, objectives and performance indicators as anchored to the office KRAs and objectives for 2020.
4. Attached is a copy of the Indicative Program of Activities for your reference.
5. Meals and snacks of the participants shall be charged to Division MOOE while the travelling and other incidental expenses of the said activity shall be charged to local funds subject to the usual accounting and auditing rules and regulations.
6. Wide and immediate dissemination of this Memorandum is earnestly desired.

CRISTY C. EPE, CESE
Schools Division Superintendent

For and in the absence of the SDS:

DepEd Schools Division of Digos City
RECORDS SECTION
RELEASED
49379
DATE: 12 DEC 2019 TIME: 11:56
BY: [Signature]


BEVERLY S. DAUGDAUG, EdD
Chief ES, CID
Officer-In-Charge *gr*

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IPCR-RPMS: 2019 Performance Review and Evaluation and 2020 Performance Planning
and Commitment of Division Personnel
December 19-20, 2019
Digos City National High School-AVR
Indicative Program of Activities

Day 1 Time	Activity	In-Charge
7:00-7:45	Registration	HRD
8:00-8:30	Preliminaries	HRD
8:30-12:00	Performance Review and Evaluation -by team	By team
12:00-1:00	Lunch Break	
1:00-5:00	Performance Review and Evaluation -by team	By team
Day 2 Time		
7:00-7:45	Registration	HRD
8:00-8:30	Preliminaries	HRD
8:30-12:00	-Presentation and Prioritization of Activities for 2020 -Presentation of Activities to be included in 2020 WFP Note: Unit/Section Heads only	
12:00-1:00	Lunch Break	
1:00-5:00	-Presentation and Prioritization of Activities for 2020 -Presentation of Activities to be included in 2020 WFP Note: Unit/Section Heads only	
4:30-5:00	Closing Program	

SGOD	CID	ADMIN	OSDS
CHIEF-1	CHIEF-1	PERSONNEL-10	SDS-1
HRD-2	PSDS-10	CASH-2	ASDS-1
SOC. MOB.-1	EPS-10	BUDGET-3	ITO-1
M&E-1	PDO-1	ACCOUNTING-13	LEGAL-1
DRRM-1	Lirabrarian-1	SUPPLY-3	SECRETARIES-2
PLANNING & RESEARCH-2	Secretary-1	RECORDS-3	Driver-1
PHYSICAL FACILITIES-1	EPS II-2		
HEALTH-9			
GUIDANCE-1			
YFP-2			
21	27	34	6
			85