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

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

SGOD-2024- 809

To : Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
Public School Heads
Public School Teachers

Subject : PMES DRAFT GUIDELINES FOR COMMENTS OR INPUTS

Date : December 9, 2024

This is in reference to Regional Memorandum HRDD-2024-302 dated December 2, 2024, signed by Allan G. Farnazo, Director IV, re: **PMES Draft Guidelines for Comments or Inputs**.

The Bureau of Human Resource and Organizational Development (BHROD) through the Human Resource Development Division (HRDD) would like to request the personnel from the Schools Division Offices (SDOs) to provide comments or inputs to the draft **Performance Management and Evaluation Systems (PMES)** through <https://tinyurl.com/3fmjbmh2> on or before December 5, 2024. For your reference, access and download the draft PMES Guidelines and DepEd Order No. 2, s. 2015 via <https://bit.ly/DraftPMESGuidelines>.

Furthermore, given the importance of this data reporting, it is crucial that all comments or inputs are completed and submitted promptly. In view thereof, Schools Division Offices are highly encouraged to prioritize and expedite the data collection process.

Immediate dissemination of this Memorandum is directed.

MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent

[Signature]
12/10/24

DepEd Schools Division of Digos City
RECORDS SECTION

RELEASED
24-70472
DATE: DEC 10 2024 TIME: 2:52 PM

BY: *[Signature]*

Enclosed: As stated.
SGOD/jsa



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RECORDS

24-420cel



SCHOOLS DIVISION OFFICE OF DAVAO CITY
RECORDS SECTION

Republic of the Philippines
Department of Education
DAVAO REGION

RECEIVED
DEC 04 2024
TIME: 1:32a

December 2, 2024

REGIONAL MEMORANDUM
HRDD-2024-302

PMES DRAFT GUIDELINES FOR COMMENTS OR INPUTS

To: Assistant Regional Director
Schools Division Superintendents

1. The Bureau of Human Resource and Organizational Development (BHROD) through the Human Resource Development Division (HRDD) would like to request the personnel from the Regional Office (RO) and Schools Division Offices (SDOs) to provide their **comments or inputs to the draft Performance Management and Evaluation Systems (PMES)** through <https://tinyurl.com/3fmjbmh2> on or before December 5, 2024. For your reference, access and download the draft PMES Guidelines and DepEd Order No. 2, s. 2015 via <https://bit.ly/DraftPMESGuidelines>.
2. Furthermore, given the importance of this data reporting, it is crucial that all comments or inputs are completed and submitted promptly. In view thereof, Schools Division Offices are highly encouraged to prioritize and expedite the data collection process.
3. Immediate dissemination of this Memorandum is directed

ALLAN G. FARNAZO
Director

Encl.: As stated
ROH3/glv

DEPARTMENT OF EDUCATION - RO
RECORDS SECTION

RELEASED

By: [Signature]
Date: [Signature] Time: DEC. 04, 2024
42361




Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2024-3387

DEPARTMENT OF EDUCATION - BUREAU
 RECORDS SECTION
RECEIVED
 By: [Signature] 42761
 Date: 11-25-24 Time: 3:41

FOR : Undersecretaries
 Assistant Secretaries
 Regional Directors
 Assistant Regional Directors
 Bureau and Service Directors
 Schools Division Superintendents
 Assistant Schools Division Superintendents

FROM : 
WILFREDO E. CABRAL
 Undersecretary
 Human Resource and Organizational Development

SUBJECT : **REQUEST FOR COMMENTS AND INPUTS ON THE PROPOSED GUIDELINES ON THE IMPLEMENTATION OF PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) IN DEPED**

DATE : 25 November 2024

The DepEd Order (DO) No. 2, s. 2015 known as the *Guidelines on the Establishment and Implementation of the Results-based Performance Management System (RPMS) in the Department of Education* has been implemented in the Department for eight (8) years since its issuance. It provides for the specific mechanisms and processes for DepEd to adopt and implement its own performance management system as mandated by the Civil Service Commission (CSC) through Memorandum Circular (MC) No. 6, 2012 also known as *Guidelines in the Establishment of Agency Strategic Performance Management System (SPMS)*.

In response to the emerging demands and priorities encountered by the Department since its implementation in 2015, the Bureau of Human Resource and Organizational Development (BHRD), through the Human Resource Development Division (HRDD), is in the **process of finalizing** the draft revision of DO 2, s. 2015.

The revised document tentatively titled "*Guidelines on the Implementation of Performance Management and Evaluation System (PMES) in the Department of Education*" aims to **refine and enhance the PMES guidelines** for assessing the performance of DepEd officials and personnel, ensuring that it is more responsive,



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Doc. Ref. Code	CO-OUHROD-F002	Rev	00
Effectivity	03.23.23	Page	1 of 2



effective, and aligned with educational goals, public service, and professional standards. The retitling and rebranding of the performance management system in DepEd specifically seeks to distinguish it from the government-wide Results-Based Performance Management System (RBPMS) under the Administrative Order (AO) No. 25, s. 2011.

These draft guidelines provide the additional and updated operational provisions on the following:

- I. Rationale
- II. Scope of Policy
- III. Definition of Terms
- IV. Policy Statement
- V. Procedures
 - A. Performance Framework
 - B. PMES Forms
 - C. PMES Cycle
 - D. Uses of Performance Ratings
 - E. Composition and Responsibilities of the PMES Key Players
 - F. Disqualification Criteria
 - G. Sanctions
 - H. Grievance
 - I. Appeal
- VI. Monitoring and Evaluation
- VII. Repealing Clause
- VIII. Effectivity
- IX. Transitory Provisions
- X. Reference

As part of the finalization process, **this Office is requesting all concerned officials to review and provide comments and inputs** on the draft PMES Guidelines. Using your office DepEd email address, submit comments and inputs through this Google Form link at <https://bit.ly/ReviewPMESGuidelines> on or before **December 5, 2024**.

For your reference, **access and download the draft PMES Guidelines** and DepEd Order No. 2, s. 2015 through this link at <https://bit.ly/DraftPMESGuidelines>

For queries and concerns, kindly coordinate with the Human Resource Development Division under the Bureau of Human Resource and Organizational Development through Ms. Ma. Mystica P. Esparas-Yu Oh at email address bhrod.hrdd@deped.gov.ph or at telephone number (02) 8470-6630.

Thank you.

[BHROD-HRDD/Yu Oh]



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