



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

**Office of the Schools Division Superintendent**

**April 25, 2025**

**DIVISION MEMORANDUM**

SGOD-2025-276

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

Subject: **STRENGTHENING THE PERFORMANCE MANAGEMENT AND  
EVALUATION SYSTEM FOR TEACHERS IN THE SCHOOL YEAR 2024-  
2025**

This is in reference to Regional Memorandum HRDD-2025-091 dated April 15, 2025, signed by Allan G. Farnazo, Director IV, re: **Strengthening the Performance Management and Evaluation System for Teachers in the School Year 2024-2025.**

In compliance with DepEd Memorandum No. 017, s. 2025 on the Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024-2025, the Human Resource Development Division reinforces the adoption of the same, in the Schools Division Offices and schools to ensure that the PMES Cycle and Timeline of uploading and submission of the accomplished eIPCRF tools of individual teachers are well observed.

Corollary to this, a Focus Group Discussion (FGD), Study and Review of the Interim Guidelines shall be conducted to strengthen the provision of technical assistance, monitoring and evaluation in the implementation of PMES across governance levels. This activity is scheduled on May 6, 2025 at 9:00 AM - 12:00 noon through <https://bit.ly/3EoUvIv>. Herewith is the pre-registration link for the participants, <https://bit.ly/4csYxvS>.

The participants in the activity are as follows:

1. Sollie B. Oliver, JD, MATE – SGOD Chief
2. Cherrie Anne B. Bohol – SGOD EPS
3. Gervasio R. Salinas Jr. – PSDS Secondary Schools
4. Clarence S. Pillerin - PSDS Digos Occidental District
5. Aimee Amor C. Porto – School Head
6. Aldin J. Barsalote -School Head



Republic of the Philippines  
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**Office of the Schools Division Superintendent**

Access <https://bit.ly/PMESGuidelines> for the content and other relevant details of the PMES, for pre-work assignment, by reviewing it thoroughly in advance.

For information dissemination and action.

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



Enclosed: As stated.  
SGOD/jsa





RECORDS



Republic of the Philippines  
**Department of Education**  
DAVAO REGION

SCHOOLS DIVISION OFFICE  
RECORDS SECTION  
**RECEIVED**  
DATE: 22 APR 2025 TIME: 8:57  
BY: 04250 70650

April 15, 2025

REGIONAL MEMORANDUM  
HRDD-2025-091

**STRENGTHENING THE PERFORMANCE MANAGEMENT AND EVALUATION  
SYSTEM FOR TEACHERS IN THE SCHOOL YEAR 2024-2025**

To: Assistant Regional Director  
Schools Division Superintendents

1. In compliance with DepEd Memorandum No. 017, s. 2025 on the Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024-2025, the Human Resource Development Division reinforces the adoption of the same, in the Schools Division Offices and schools to ensure that the PMES Cycle and Timeline of uploading and submission of the accomplished eIPCRF tools of individual teachers are well observed.

2. Corollary to this, a Focus Group Discussion (FGD), Study and Review of the Interim Guidelines shall be conducted to strengthen the provision of technical assistance, monitoring and evaluation in the implementation of PMES across governance levels. This activity is scheduled on **May 6, 2025** at 9:00 AM – 12:00 NN through <https://bit.ly/3EoUvIv>. Herewith is the pre-registration link for the participants, <https://bit.ly/4csYxvS>.

3. The activity will be participated in by the select participants from the SDOs with the details below:

Number of Participants per Schools Division Office			
POSITION	JHS	ES	TOTAL
PSDS	1	1	2
School Head	1	1	2
SGOD CES		1	1
SGOD EPS		1	1
Total			6

4. Access <https://bit.ly/PMESGuidelines> for the content and other relevant details of the PMES, for pre-work assignment, by reviewing it thoroughly in advance. For inquiries contact [hrddneaprol1@gmail.com](mailto:hrddneaprol1@gmail.com).

5. For information dissemination and action.

DEPARTMENT OF EDUCATION - DAVAO REGION

RECORDS SECTION

**RELEASED**

ALLAN G. FARNAZO  
Director IV

Enclosed.: As Stated.  
ROH1/nrb

By: [Signature]  
Date: April 21, 2025



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: [region11@depd.gov.ph](mailto:region11@depd.gov.ph)  
Website: [www.depedroxi.ph](http://www.depedroxi.ph)







Republic of the Philippines  
**Department of Education**

FEB 07 2025

DepEd MEMORANDUM

No. **017**, s. 2025

**INTERIM GUIDELINES FOR THE DEPARTMENT OF EDUCATION  
PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM  
FOR TEACHERS IN THE SCHOOL YEAR 2024-2025**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

1. Faithful to its commitment to providing support to teachers to be able to deliver quality education for Filipino learners, the Department of Education (DepEd) reviewed the Results-based Performance Management System (RPMS) issued as DepEd Order (DO) No. 2, s. 2015 (Guidelines on the Establishment and Implementation of the Results-Based Performance Management System [RPMS] in the Department of Education), ensuring streamlined, improved, and simplified processes and requirements for the performance management system.

2. As the comprehensive guidelines for the revision of DO No. 2, s. 2015 are underway, DepEd hereby issues the enclosed **Interim Guidelines for the DepEd Performance Management and Evaluation System (PMES) for Teachers in the School Year (SY) 2024-2025**.

3. These interim guidelines shall lift the suspension of the implementation of the performance management system for teachers per DM-OSEC-2024-001 (Guidance on the Implementation of DepEd Results-based Performance Management System (RPMS). Relative to Executive Order No. 61, s. 2024). This shall address the identified concerns relative to the current implementation of performance management for teachers. Further, this shall complete the three-year cycle of teacher performance assessment per DepEd Memorandum (DM) No. 008, s. 2023 (Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers), which covers all 37 Philippine Professional Standards for Teachers (PPST) Indicators.

4. This Memorandum shall cover all teachers in public elementary and secondary schools, as well as community learning centers, including Alternative Learning Systems, Madrasah, Special Needs Education, and Special Science Teachers. It shall guide the ratees, raters, approving authorities, and other stakeholders in managing and evaluating teachers' performance aligned with the PPST.



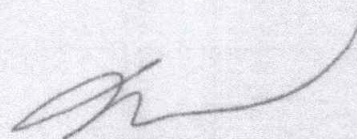


5. Furthermore, these interim guidelines for PMES for teachers shall be implemented starting the fourth (4<sup>th</sup>) quarter of SY 2024-2025. Only PMES-related activities conducted upon the issuance of this Memorandum shall be recognized and accepted to provide the rating of teacher performance.

6. All other provisions of DM 008, s. 2023 which are not affected by these guidelines shall remain in effect unless otherwise repealed, modified, or amended by subsequent policies.

7. For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email [helpdesk.rpms@deped.gov.ph](mailto:helpdesk.rpms@deped.gov.ph) or at telephone number (02) 8470-6630.

8. Immediate dissemination of this Memorandum is desired.



**SONNY ANGARA**  
Secretary

Encl.:

As stated

References:

DepEd Order No. 2, s. 2015

DepEd Memorandum No. 008, s. 2023

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

ASSESSMENT  
BUREAUS AND OFFICES  
CALENDAR  
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OFFICIALS  
PERFORMANCE  
RATING  
SCHOOLS  
TEACHERS

