



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

Office of the Schools Division Superintendent

October 27, 2025

DIVISION MEMORANDUM

SGOD-2025-707

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

Subject: **ADVISORY TO THE ORIENTATION-TRAINING ON THE REVISED DEPED ORDER ON RPMS GUIDELINES FOR APPROVING AUTHORITIES**

1. This is in reference to Regional Memorandum HRDD-2025-272 dated October 23, 2025, signed by Allan G. Farnazo, Regional Director, re: **Advisory to the Orientation-Training on the Revised DepEd Order on RPMS Guidelines for Approving Authorities**. Contents are self-explanatory. Relevant details and other information are found in the enclosures.
2. For queries, email hrddneapro11@gmail.com.
3. Immediate dissemination of this memorandum is directed.

Enclosed: As stated.
SGOD/jsa

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

Schools Division of Digos City
RECORDS SECTION
RELEASED
DATE: OCT 28 2025 TIME: 6:00 PM
BY: [Signature]



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170
| (082)553-8375

RECORDS

12173



Republic of the Philippines
Department of Education
DAVAO REGION



October 23, 2025

REGIONAL MEMORANDUM
HRDD-2025-272

ADVISORY TO THE ORIENTATION-TRAINING ON THE REVISED DEPED ORDER
ON RPMS GUIDELINES FOR APPROVING AUTHORITIES

To: Assistant Regional Director
Schools Division Superintendents

1. This has reference to RM-HRDD-2025-259, Addendum to the Orientation on the Revised DepEd Order on Results-Based Performance Management (RPMS) Guidelines for Approving Authorities and advisory dated October 21, 2025. Contents are self-explanatory. Relevant details and other information are found in the enclosures.
2. For queries, email hrddneapro11@gmail.com.
3. Immediate dissemination of this Memorandum is directed.

Encl.: As stated
ROH3/glv

ALLAN G. FARNAZO
Director IV

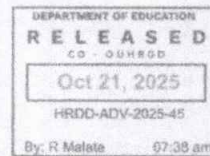
DEPARTMENT OF EDUCATION - ROX
RECORDS SECTION
RELEASED

By: [Signature]
Date: Oct. 24, 2025



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedoxi.ph





Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

ADVISORY

October 21, 2025

This has reference to the **Orientation-Training on the Revised DepEd Order on RPMS Guidelines with Approving Authorities** with AR No. 2025-CO-07014 dated July 16, 2025 and Advisory on the Exact Venue and Schedule in Visayas and Mindanao Cluster (i.e., **Regions VIII, IX, X, XI, XII and XIII**) dated October 7, 2025 (**Annex A**).

Please be informed that in light of the recent earthquakes reported by the **Philippine Institute of Volcanology and Seismology (PHIVOLCS-DOST)**, particularly in Davao Oriental, and the need to **ensure the utilization of procured board and lodging**, the **regional attendance** has been adjusted as follows:

Region	Attendance Requirement	Onsite Venue/Platform
VIII (Eastern Visayas) and XI (Zamboanga Peninsula)	Online	Microsoft (MS) Teams platform for Day 1 and 3 Link: https://tinyurl.com/PMESOrientation-TrainingB4 and Zoom platform for Day 2 only Link: https://tinyurl.com/PMESOrientation-TrainingB4D2
X (Northern Mindanao), XII (SOCCSKSARGEN) and XIII (CARAGA)	Optional (Onsite or online)	Panorama Summit Hotel, Davao City or MS Teams and Zoom platform
XI (Davao)	Onsite	Panorama Summit Hotel, Davao City

Please note that the quality of the online training experience may be affected by factors such as internet connectivity and audio clarity, which are beyond the control of this Office.



Address: Room 102 Rizal Bldg., DepEd Complex, Meralco Ave., Pasig City, Metro Manila
Telephone Nos.: 8637-7206
Email Address: usec.hrod@deped.gov.ph
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We appreciate your understanding and cooperation as we prioritize everyone's safety alongside logistical needs.

Attached is the Program Design (**Annex B**) for everyone reference. For questions and/or concerns, please contact BHROD-HRDD through **Mr. Crisanto V. Lucaba** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For your information and appropriate action.

E-signed by
Wilfredo Cabral
2020/07/25, 8:44:09 PM
WILFREDO E. CABRAL
*Undersecretary for Human Resource and
Organizational Development*



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Annex A. Advisory dated 07 October 2025



Republic of the Philippines
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

ADVISORY

October 07, 2025

This has reference to the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities** with AR No. 2025-CO-07014 dated July 16, 2025 and DM-OUIHROD-2025-2424 issued last 22 August 2025.

Please be informed on the schedule and exact venue of the following activities:

ACTIVITY	SCHEDULE	VENUE
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - Luzon Cluster (Regions IV-Add, V, VI, VII & NCR)	October 15-17, 2025	The Bellavista Hotel, Lapu Lapu City (Cebu)
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - (Regions VIII, IX, X, XI, XII & XIII)	October 28-30, 2025	Panorama Summit Hotel, Davao City

DepEd officials and personnel listed in **Annex A** or his/her identified representative who do not register yet through this link <https://tinyurl.com/PMESOrientationTraining> are required to confirm their attendance and directed to do the pre-work assignments prior the scheduled activity detailed in **Annex B**.

Board and lodging of all the participants shall be charged against OPDNTF Funds (Current fund for FY 2025) while the travel expenses shall be charged as follows:

Fund Source	Participant's Role
Local Funds	Participants (i.e., Undersecretaries/Assistant Secretaries, Bureau/Service Directors, RDs/ARDs, SDS/ASDS or his/her authorized representative) <i>Note: One (1) representative only from Central Office, Regional Offices or School Division Offices.</i>
GMS Fund 2025	BHROD-OED Representative and HROD Resource Speaker
OPDNTF Current Fund 2025	CO Program Management Team and External Resource Speaker

All expenses are subject to existing budgeting, accounting, and auditing rules and regulations.



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Kindly be advised that the board and lodging, including meals of drivers of the participants (if any) shall not be covered by the program organizers.

Furthermore, all participants are required to bring their laptops during the entire orientation-training activity.

For questions and/or concerns, please contact BHRDD-HRDD through Mr. Crisanto V. Lucaba or Ms. Ma. Mystica P. Esparas-Yu Oh at telephone no. (02) 8470-6630 or email at bhrdd.hrdd@deped.gov.ph.

For your information and appropriate action.

E-signed by
Wilfredo E. Cabral
WILFREDO E. CABRAL
Undersecretary for Human Resource and
Organizational Development



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Doc. Ref. Code	Off-CL/HROO	Rev	00
Effectivity	03.23.25	Page	2 of 3



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Annex B. Program Design



Orientation-Training on Performance Management and Evaluation System (PMES) with Approving Authorities

Luzon & Visayas Cluster - October 15-17, 2025 | Visayas & Mindanao Cluster - October 28-30, 2025

DAY 1

7:00 AM Onwards	Travel Time
12:00 NN - 2:00 PM	Registration
2:00 PM - 2:45 PM	Lunch
2:45 PM - 3:15 PM	Preliminaries
3:15 PM - 3:30 PM	Session 1: Overview and Possible Key Changes on the New Performance Management and Evaluation System (PMES) Guidelines
3:30 PM - 4:30 PM	Health Break
4:30 PM - 5:00 PM	Activity 1: DepEd Leader's Commitment to Performance Excellence
5:00 PM - 5:30 PM	Activity 2: Online Leadership Style Test
5:30 PM - 5:15 PM	Reminders and Instructions
	Photo Opportunity



WELCOMING REMARKS

DEXTER N. PANTE

Project Development Officer V, BHRD-SED,
OIC Office of the Director II, BHRD



PRELIMINARY SESSION

CECILLE A. ANYAYAHAN

Project Development Officer V, BHRD-HRDD

DAY 2

07:00 AM - 8:00 AM	Breakfast
8:00 AM - 8:30 AM	Management of Learning
8:30 AM - 10:30 AM	Session 2: Performance Management Excellence for DepEd Leaders
10:30 AM - 10:45 AM	Health Break
10:45 AM - 12:00 NN	Continuation of Session 2
12:00 NN - 1:00 PM	Lunch
1:00 PM - 1:30 PM	Ice breaker
1:30 PM - 3:00 PM	Continuation of Session 2
3:00 PM - 3:15 PM	Health Break
3:15 PM - 5:00 PM	Continuation of Session 2
5:00 PM - 5:30 PM	Reminders and Instructions
5:30 PM - 5:15 PM	Photo Opportunity



EXTERNAL RESOURCE PERSON

MAMA ANGELICA B. LLEANDER

Adjunct Faculty, Asian Institute of Management



INTERNAL RESOURCE PERSON

WILFREDO E. CABRAL

Undersecretary
Human Resource and Organizational Development

DAY 3

07:00 AM - 8:00 AM	Breakfast
8:00 AM - 8:30 AM	Management of Learning
8:30 AM - 10:30 AM	Session 3: Strategic Alignment: Linking Performance Commitments with DepEd's Goals
10:30 AM - 10:50 AM	Health Break and Check Out
10:50 AM - 11:00 AM	Accomplishment of Post-test
11:00 AM - 11:10 AM	Accomplishment of Evaluation Form
11:10 AM - 11:30 AM	Concluding Activities
11:30 AM - 11:40 AM	Closing Remarks
11:40 AM - 12:00 NN	Lunch and Travel Time



CLOSING REMARKS

ALBERT JEROME C. ANDRES

Chief Administrative Officer, BHRD-Personnel Division,
OIC Office of the Director II, BHRD



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