



Republic of the Philippines
Department of Education
CARAGA REGION

DEPARTMENT OF EDUCATION
RECORDS UNIT, REGIONAL OFFICE-CARAGA
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REGIONAL MEMORANDUM

No. **0991**, s. 2026

To: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

CONDUCT OF THE ORIENTATION TRAINING ON THE DRAFT REVISED DEPED
ORDER (DO) ON THE RESULTS-BASED PERFORMANCE MANAGEMENT
SYSTEM (RPMS) GUIDELINES FOR SELECTED PERFORMANCE
MANAGEMENT TEAM (PMT) MEMBERS

1. **Activity/Directive.** Pursuant to **DM-OUHRODI-2026-3701**, this Office announces the Conduct of the Orientation Training on the Draft Revised DepEd Order (DO) on the Results-Based Performance Management System (RPMS) Guidelines for Selected Performance Management Team (PMT) Members (Visayas Mindanao Cluster) on November 17-19, 2026, at Pinnacle Hotel and Suites, Davao City.
2. **Objectives.** This Memorandum aims to ensure that all selected Performance Management Team Members are oriented on the Draft Revised DO 2, S. 2025. Specifically, it aims to:
 - a. Explain the rationale, key policy directions, and potential implications of the proposed revisions to the RPMS guidelines, including the revised process flows and assessment tools;
 - b. Gather and consolidate technical inputs from the selected PMT members to further refine the proposed performance management framework, policy provisions, processes, and forms;
 - c. Validate and simulate the use of revised performance management forms; and
 - d. Identify and address potential operational and implementation concerns in accordance with the existing CSC and DepEd human resource and legal policies.
3. **Participants.** The participants are the Chiefs of the Human Resource Development Division (HRDD), Policy, Planning and Research Division (PPRD) and the Schools Governance Office Division (SGOD) of the twelve schools' division offices. The complete list of participants is provided in the enclosure. Participants are requested to attend the orientation-trainings and confirm their attendance by completing the registration form through the link: <https://tinyurl.com/RPMSRevalidationWorkshop> not later than September 25, 2026 (Friday).



4. **Participants Pre-work Assignment.** To maximize the technical discussions and workshop sessions, confirmed participants are instructed to perform the following:

- a. Review the Draft Revised Results-based Performance Management System Guidelines including its Annexes and Appendices through the link: <https://tinyurl.com/DraftRevisedRPMSGuidelines>
- b. Review and consider the consolidated technical inputs gathered from the field last February 11, 2025 as additional reference in understanding the rationale and proposed revisions to the RPMS policy.
- c. Provide initial technical outputs and recommendations on the proposed performance management framework, policy provisions, process flows, assessment tools, and other relevant components of the draft policy.
- d. Submit the accomplished technical inputs on or before October 2, 2026 (Friday) through the link: <https://tinyurl.com/DepEdPMESPolicyInputs>

5. **Travel Provisions.** Expenses related to transportation, per diem, and other incidental costs shall be charged to local funds, subject to government accounting and auditing rules and regulations.

6. **Dissemination.** Immediate and wide dissemination of this Memorandum to all concerned is desired.

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Gabriel
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ALLAN G. FARNAZO
Director IV

VCN/PPRD/RM-Conduct of the Orientation-Training on the Draft Revised DepEd Order (DO) on the ...
15637/September 21, 2026

List of Participants

No.	Name	Designation	Office/SDO
1	Flordelisa R. Dalin	Chief ES	RO-HRDD
2	Violeta C. Nunez	Chief ES	RO-PPRD
3	Jimuel Diva	EPS/HRDD Chief Alternate	RO-HRDD
4	Rexan O. Bolotaolo	Chief ES	SGOD-Agusan Norte
5	Orlando F. Gamil	Chief ES	SGOD-Agusan Sur
6	Wilson C. Calvo	Chief ES	SGOD-Bayugan
7	Demosthenes J. Quinal	Chief ES	SGOD-Bislig
8	Luisito G. Pero	Chief ES	SGOD-Butuan
9	Ruby C. Limen	Chief ES	SGOD-Cabadbaran
10	Rene G. Ebol	Chief ES	SGOD-Dinagat
11	Harem L. Taruc	Chief ES	SGOD-Siargao
12	Elizabeth S. Larase	Chief ES	SGOD-Surigao City
13	Julieta R. Virtudazo	Chief ES	SGOD-Surigao Norte
14	Carlos Tian Chow C. Correos	Chief ES	SGOD-Surigao Sur
15	Nilda A. Mendiola	Chief ES	SGOD-Tandag