



Republic of the Philippines  
**Department of Education**  
REGION III  
SCHOOLS DIVISION OFFICE OF BATAAN

NOV 08 2023

**DIVISION MEMORANDUM**

No. 422 s. 2023

**REMINDERS ON THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM, SCHOOL YEAR 2022-2023**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Principals  
All Others Concerned

1. Consistent with DepEd Order No. 2, s. 2015 prescribing the Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education, and aligned with DepEd Memorandum No. 08, s. 2023 titled Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers, this SDO Bataan reiterates **Reminders on the RPMS, School Year 2022-2023**.
2. The Office sets the deadline of the **submission of the IPCRF of Head Teachers, Master Teachers, Teachers (for schools with no Master Teachers, Head Teachers, and/or Assistant Principal), and ALS Implementers** on or before **November 15, 2023**.
3. The following figure from the abovementioned DepEd Memorandum is specified for guidance:

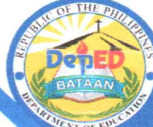
Figure 7. Ratee-Rater-Approving Authority Matrix

Ratee/Teacher	Rater/Observer	Approving Authority
Head Teacher Master Teacher	Principal/ School Head	Superintendent <i>Small and Medium Divisions</i> Assistant Superintendent <i>Large and Very Large Divisions</i>
Teacher <i>(for schools with no Master Teachers, Head Teachers, and/or Assistant Principal)</i>	Principal/ School Head	Superintendent <i>Small and Medium Divisions</i> Assistant Superintendent <i>Large and Very Large Divisions</i>
Teacher	Master Teacher/ Head Teacher/ Assistant Principal	Principal/ School Head
ALS Implementers <i>(school-based)</i>	Master Teacher/ Head Teacher/ Assistant Principal	Principal/ School Head
ALS Implementers <i>(community learning centers-based)</i>	Education Program Specialist for ALS/ In charge for ALS	Chief of Curriculum Implementation Division (CID)

Kabukiran, Calaylayan, Abucay 2114 Bataan

[www.depedbataan.com](http://www.depedbataan.com) [bataan@deped.gov.ph](mailto:bataan@deped.gov.ph)

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4. Further, school heads' Office Performance Commitment and Review Form (OPCRF) must also be submitted on the said deadline.
5. It is also emphasized that only two (2) copies of the IPCRF and OPCRf are needed for the submission. Correspondingly, there will be no submission of hard copies of the MOVs of the ratees.
6. Immediate dissemination of and strict compliance to this Memorandum is desired.

**CAROLINA S. VIOLETA, EdD, CESO VI**  
*Schools Division Superintendent*

References: As stated

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

RPMS

PPST