



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

**DIVISION ADVISORY**

No. 090 s. 2024

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisor  
Elementary, Secondary and SHS Heads  
All others Concerned

In line with the with **Regional Memorandum No. 143, s. 2024** titled **"GUIDANCE AND ADDITIONAL INFORMATION ON THE IMPLEMENTATION OF THE RPMS-PPST FOR TEACHERS FOR SY 2023-2024 PER DEPED ORDER NO. 003, S. 2024"** this Office announces the reminders, clarifications, and additional information on the implementation of the RPMS-PPST for Teachers for SY 2023-2024 stated in the regional memorandum.

Attached is a copy of Regional Memorandum No. 143, S. 2024 for further details and inquiries.

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

*In compliance with the DepEd Order No. 8 s. 2013, this Division Advisory is issued not for endorsement per D.O. 28 s. 2001 only for the information of DepEd Officials, personnel as well as the concerned public*

SO10/rjvm



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CSC PRIME-HRM BRONZE AWARD  
CSC Resolution No. 1001108



COMMITMENT TO  
QUALITY MANAGEMENT SYSTEM  
100%



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CSC PRIME HRM BRONZE AWARD  
CSC Resolution No. 205109



COMMITMENT TO  
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DOTS-2024-91308



Republic of the Philippines  
**Department of Education**  
 REGION III-CENTRAL LUZON

RECEIVED  
 FEB 28 2024

BY: [Signature]  
 REGIONAL DIRECTOR

FEB 28 2024

**REGIONAL MEMORANDUM**

No. 143, s. 2024

**GUIDANCE AND ADDITIONAL INFORMATION ON THE IMPLEMENTATION  
 OF THE RPMS-PPST FOR TEACHERS FOR SY 2023-2024  
 PER DEPED ORDER NO. 003, S. 2024**

To : Schools Division Superintendents  
 Public Elementary and Secondary School Heads  
 All Others Concerned

1. The Office of the Undersecretary for Human Resource and Organizational Development hereby issues Memorandum titled *Guidance and Additional Information on the Implementation of the RPMS-PPST for Teachers for SY 2023-2024 in view of DepEd Order No. 003, s. 2024 and Other Recent Issuances* dated February 22, 2024.
2. The memorandum aims to provide reminders, clarifications, and additional information on the implementation of RPMS-PPST for Teachers in reference to the Multi-Year Guidelines on the Results-based Performance Management System-Philippines Professional Standards for Teachers and aligning it to the Amendment of the Implementing Guidelines on the School Calendar for the School Year 2023-2024 and Guidance on the Mandatory 30-day Vacation of Teachers from June 1 to June 30, 2024.
3. Attached is the Memorandum DM-OUHROD-2024-0290 from the Officer-In-Charge Wilfredo E. Cabral, Office of the Undersecretary for Bureau of Human Resource and Organizational Development (BHROD), for reference.
4. For inquiries and general concerns, you may contact BHROD-HRDD, through email at [helpdesk.rpms@deped.gov.ph](mailto:helpdesk.rpms@deped.gov.ph) or at telephone number (02) 8470-6630.
5. Dissemination of this Memorandum is earnestly desired.

**MAY B. ECLAR, PhD, CESO III**  
 Regional Director

Encl.: As stated

References: DM-OUHROD-2024-0290

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

PPST  
 PUBLIC CONCERNS

RPMS  
 PERFORMANCE

HRDD 1/hrdd4  
 February 26, 2024

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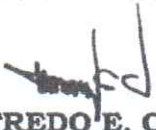
## Department of Education

### OFFICE OF THE UNDERSECRETARY

#### HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

#### MEMORANDUM DM-OUHROD-2024-0290

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

FROM :  **WILFREDO E. CABRAL**  
*Regional Director,  
Officer-In-Charge, Office of the Undersecretary  
Human Resource and Organizational Development*

SUBJECT : **GUIDANCE AND ADDITIONAL INFORMATION ON THE IMPLEMENTATION OF THE RPMS-PPST FOR TEACHERS FOR SY 2023-2024 IN VIEW OF DO 003, s. 2024 AND OTHER RECENT ISSUANCES**

DATE : 22 February 2024

This Memorandum is being issued to provide **reminders, clarifications, and additional information on the implementation of the RPMS-PPST for Teachers for SY 2023-2024** in reference to DepEd Memorandum (DM) 008, s. 2023 titled **Multi-Year Guidelines on the Results-based Performance Management System-Philippine Professional Standards for Teachers** aligning it with DO 003, s. 2024 on the *Amendment of the Implementing Guidelines on the School Calendar and Activities for the School Year 2023-2024* and DM-OUOPS-2024-02-01300 on the *Guidance on the Mandatory 30-day Vacation of Teachers* from June 1 to June 30, 2024.



## A. Revised RPMS Timeline for SY 2023-2024

1. The adjusted and detailed timeline for Phase III Performance Review and Evaluation and Phase IV Performance Rewarding and Development Planning for SY 2023-2024 shall be followed:

RPMS Cycle Phase	Task/Activity	Tools	Person(s) Responsible	Schedule
<b>PHASE III</b> Performance Review and Evaluation	Start of EOSY Break	N/A	N/A	May 31, 2024
	Mandatory 30-day Vacation of Teachers	N/A	N/A	June 1-30, 2024
	Performance Assessment of Teachers	IPCRF Teacher's Portfolio	Ratee, Rater, Approving Authority	July 1-12, 2024
<b>PHASE IV</b> Performance Rewarding and Development Planning	Finalization of Individual Development Plans	IPCRF-IDP	Ratees	July 1-12, 2024
	Submission of IPCRF to Raters	eIPCRF (Excel-based tool) for SY 2023-2024	Ratees	July 1-26, 2024
	Uploading of eIPCRF through the eIPCRF System	Accomplished eIPCRF (Excel-based tool) for SY 2023-2024 eIPCRF Consolidation System (online submission)	Ratees and Raters	
	IPCRF Data Collection to Schools Division Office	Accomplished IPCRF with complete signatures	Raters	July 1-26, 2024

2. Teachers are encouraged to gather and organize documents for their Portfolio throughout the school year working towards the achievement of the RPMS-PPST objectives. This practice facilitates efficient preparation of teacher's Portfolio for performance assessment and avoids piling up of RPMS-related tasks at the end of the school year or during the 30-day mandatory vacation for teachers.

3. With an agreement with the approving authority, teachers may digitize their physical documents and submit an electronic copy of the Portfolio to minimize printing costs.

**B. Clarification on the protocols for RPMS-PPST Objective No. 8 for SY 2023-2024**

4. For classes and schools **WITH LEARNERS from Indigenous group**, teachers shall be observed as scheduled and prescribed in the DM 008, s. 2023, which shall include the RPMS-PPST Objective No. 8 (PPST Indicator 3.5.2 and PPST Indicator 3.5.3) in the list of classroom observable indicators (COIs) to be observed.

5. For classes and schools **WITH NO LEARNERS from Indigenous group**, teachers shall integrate in the lesson plan for the classroom observation Indigenous culture-based teaching strategies that could possibly address the learning needs of learners from Indigenous groups. The integration of teaching strategies in the lesson plan must be highlighted and annotated.

This additional protocol shall be applied to Quarter 4. Rating in the classroom observation conducted in Quarter 2 which included the RPMS-PPST Objective 8 (PPST Indicator 3.5.2 and PPST Indicator 3.5.3) in the list of COIs to be observed shall be valid and counted.

**C. Clarification on the computation of the Final Rating of Efficiency for Classroom Observable RPMS-PPST Objectives**

6. The final rating of Efficiency for RPMS-PPST classroom observable objectives shall be computed by averaging the Efficiency ratings from the classroom observations. The average rating shall be categorized using the Efficiency Range Table below:

Range of Average	Efficiency Final Rating
4.00-5.00	5
2.00-3.99	3
1.00-1.99	1

**D. Reminders on the Use of Electronic RPMS-PPST Tools for Proficient and Highly Proficient Teachers**

7. To ensure efficient capturing of the RPMS-PPST data of teachers, the following **Excel-based electronic RPMS-PPST tools** for Proficient and Highly Proficient Teachers are made available for use in the implementation of RPMS-PPST:

Electronic Tool	Link
Electronic Self-Assessment Tool (e-SAT) for SY 2023-2024	<a href="https://bit.ly/eSATSY20232024">https://bit.ly/eSATSY20232024</a>
E-SAT Consolidator for SY 2023-2024	<a href="https://bit.ly/eSATConsoSY2023-2024">https://bit.ly/eSATConsoSY2023-2024</a>
Electronic Mid-Year Review Form (e-MRF) for SY 2023-2024	<a href="https://bit.ly/RPMS-PPSTMidYearReviewForm">https://bit.ly/RPMS-PPSTMidYearReviewForm</a>



Electronic IPCRF (e-IPCRF) for  
SY 2023-2024

<https://bit.ly/eIPCRFSY20232024>

8. The RPMS-PPST Tools for Proficient and Highly Proficient Teachers, including the Classroom Observation Tools (i.e., Rubrics, Observation Notes Form, Rating Sheet, Inter-rater Agreement Sheet) and the electronic RPMS-PPST tools, can be accessed using the DepEd email address through this link: <https://bit.ly/MultiYearRPMSPPSTTools> or using the QR code below:



#### **E. On the Uploading of eIPCRF**

9. All Ratees and Raters in the RPMS-PPST shall use the official e-IPCRF tool in inputting teachers' IPCRF data for SY 2023-2024.

10. Schools shall collect all accomplished and finalized eIPCRF of teachers, and using the school's official DepEd email address, upload the eIPCRF in Excel format to the online eIPCRF Collection and Consolidation System through this link: <http://eipcrf.deped.gov.ph>. **The uploading of eIPCRFs shall be done from July 1 to July 26, 2024.**

11. For schools with concerns in accessing the online eIPCRF system, they shall submit registration request and/or access concerns through this Google Form link: <https://bit.ly/helpdesk-Online-eIPCRF>

12. For general concerns, questions and clarifications on the Multi-Year RPMS-PPST for Teachers, please contact the BHROD-HRDD, 4<sup>th</sup> Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at [helpdesk.rpms@deped.gov.ph](mailto:helpdesk.rpms@deped.gov.ph) or at telephone number (02) 8470-6630.

13. For dissemination and compliance.