



Republic of the Philippines
Department of Education
REGION III
Schools Division of Bulacan

November 14, 2022

DIVISION MEMORANDUM

No. 414 s. 2022

**DIVISION IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE
MANAGEMENT SYSTEM (RPMS) SY 2022 – 2023 FOR SCHOOL HEADS
PHASE 1: PERFORMANCE TARGET SETTING AND DEVELOPMENT**

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

1. Anent to DepEd Order No. 2, s. 2015 on the Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education, and DM-PHROD – 2020 – 0223 on Adjusted Timeline for RPMS Implementation in view of the Amended School Calendar for SY 2020 – 2021, this Office announces the submission of Individual Performance Commitment and Review Form (IPCRF) for School Heads SY 2022 – 2023 as part of the implementation of Phase 1: Performance Target Setting and Development on or before November 25, 2022 at the Records Unit Attention: Office of the Raters. The following are the raters of school heads in particular EDDISs:

EDDISs	No. of Districts	Raters
1, 2 and 5	16	Rowena T. Quiambao, CESE Assistant Schools Division Superintendent OIC, Office of the Schools Division Superintendent
3, 4 and 6	17	Cecilia E. Valderama, PhD. Assistant Schools Division Superintendent

2. Copies of the Individual Performance Commitment and Review Form (IPCRF) per category can be accessed through <https://bit.ly/IPCRF-SY-2022-2023>. School heads are expected to submit their complete IPCRF under their specific category, where Part IV – Development Plan reflects the Strengths, Development Needs, Action Plan, Timeline and Resources Needed.

2.1 Career Stage 1: OIC, TIC Head Teachers in an assigned school (note: Department Heads from the Junior HSs and Assistant Principals from Senior HSs shall use the same IPCRF as of last school year 2021- 2022)

2.2 Career Stage 2: Principal I and II

2.3 Career Stage 3: Principal III


2.4 Career Stage 4: Principal IV





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3. On the other hand, there will be a separate form for the Office Performance Commitment and Review Form (OPCRF) since this will be the basis in rewarding schools for the Performance Based-Bonus (PBB) while the Individual Performance Commitment and Review Form (IPCRF) will serve as the rating of the school heads to be used in ranking purposes. Details on OPCRF concerns shall be discussed during the Management Committee Meeting.
4. There will be an awarding of certificates to all school heads who were rated a perfect score of 5 points for the past SY 2021 – 2022 during the Management Committee (MANCOM) Meeting. This is last of the Phase IV of RPMS which is Performance Rewarding and Development Planning.
5. It is desired that this Memorandum be given widest dissemination and compliance of all concerned.


ROWENA T. QUIAMBAO, CESE
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent

