



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF NORTHERN SAMAR

September 25, 2023

DIVISION MEMORANDUM

No. 203, s. 2023

**SERIES OF ACTIVITIES FOR THE IMPLEMENTATION OF SCHOOL HEADS'
PPSSH-ALIGNED RESULTS BASED PERFORMANCE MANAGEMENT
SYSTEM-OFFICE PERFORMANCE COMMITMENT AND
REVIEW FORM (RPMS-OPCRF)**

To: Assistant Schools Division Superintendent/PMT Chair
Chief Education Supervisors
Education Program Supervisors
Unit and Section Heads
Public Schools District Supervisors/Principals-In-Charge
Public Elementary and Secondary School Heads
All Others Concerned

1. Pursuant to DepEd Order No. 2., s. 2015 or the **Results-Based Performance Management System (RPMS)** which is further adapted into a customized **Division Performance Management System Policy** approved by the Civil Service Commission (CSC) compliant with Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Maturity Level II, this Schools Division, through the Division Performance Management Team (PMT), in coordination with the Schools Governance and Operations Division (SGOD), shall conduct series of activities for the implementation of the **Division contextualized Philippine Professional Standards for School Heads (PPSSH)-aligned School Heads' Office Performance Commitment and Review Form (OPCRF)** starting School Year 2023-2024.
2. This initiative is consistent with the mandate from the Department of Education through DepEd Order No. 24, s. 2023 titled "National Adoption and Implementation of the Philippine Professional Standards for School Heads", which highlights that relevant human resource systems, policies, guidelines, and processes, including the selection, hiring, **performance appraisal**, and promotion and talent management of school heads should be anchored on the professional standards as defined in the PPSSH. This endeavor is also in line with the
3. Relative to this, attached is the timeline of activities for the said purpose.





Mabini St., Brgy. Acacia, Catarman, 6400, Northern Samar
Telefax: (055) 500 9801
Email: northernssamar@deped.gov.ph
Website: <https://northernssamar.deped.gov.ph>



4. No meals and snacks will be served. Expenses incurred relative to the conduct of this activity by non-SDO personnel, such as travel and other incidental expenses, shall be charged against their respective local fund/School MOOE subject to the usual accounting rules and regulations.

5. Immediate dissemination of and compliance with this Memorandum are desired.


GAUDENCIO C. ALJIBE JR., PhD, CESO VI
SIC-Schools Division Superintendent 

DepEd Northern Samar
RELEASED

By: BJ

Date: 9-26-23

Enclosure No. 1 of DM 203, s. 2023

TIMELINE OF ACTIVITIES FOR THE IMPLEMENTATION OF SCHOOL HEADS' PPSSH-ALIGNED RESULTS BASED PERFORMANCE MANAGEMENT SYSTEM-OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (RPMS-OPCRF)

Date	Activity	Concerned/Participants
SY 2022-2023 EOSY – September 28, 2023	Crafting and review of the PPSSH-aligned School Heads' OPCRf	Division Technical Working Group: Schools Governance and Operations Division: Office of the SGOD Chief SGOD EPS Human Resource Development Section Planning and Research Section School Management Monitoring and Evaluation Section
September 25-28, 2023	Administration of Learning and Development Needs Assessment and Online Survey to all School Heads Online link: https://bit.ly/LDNAPPSSHalignedOPCRF	All School Heads
September 29, 2023	Presentation of the results of the LDNA and Online Survey to the Technical Working Group and the Division Performance Management Team	Division Technical Working Group
October 6, 2023	Validation of the crafted PPSSH-aligned School Heads' OPCRf	Division Performance Management Team (PMT): Chair: ASDS Members: Planning Officer III Accountant III Administrative Officer V SGOD EPS Elementary School Heads Association President Secondary School Heads Association President Division Teacher Association Division NEU President Chief Education Supervisors

		<p>All Education Program Supervisors</p> <p>District Heads: Esther Dela Cruz Roberto Galono Pedro Vargas Rico Baladad Mary Jane Aguirre Lenore Salor Janette Cerbito Silvano Pinca Denmark Fernandez Allan Acedera</p> <p>School Heads: Dionesia Mercader Mary Ann Tacmo Francie Surio Imelda Dela Cruz Mat Banagbanag John Delorino Marife Bulawan Emma Merino Liza Baluyot Jaime Cabili</p>
1 st Week of October	Finalization of the validated PPSSH-aligned School Heads' OPCRf	Division Technical Working Group
2 nd Week of October	Issuance of Memorandum on the Implementation of School Heads' PPSSH-aligned RPMS-OPCRf	Division Technical Working Group
October 16, 2023	Online Orientation on the School Heads' PPSSH-aligned RPMS-OPCRf via Microsoft Teams	Human Resource Development Section