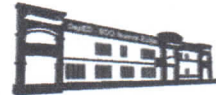


Republic of the Philippines
DEPARTMENT OF EDUCATION
 Region III
SCHOOLS DIVISION OF NUEVA ECija
Brgy. Rizal, Santa Rosa, Nueva Ecija



DEP-ED-NUEVA ECija
RELEASED
 MAY 24 2018

May 24, 2018

DIVISION MEMORANDUM
 No. 119, s. 2018

RECORDS SECTION

**ORIENTATION ON THE DIVISION PROFESSIONAL DEVELOPMENT PLAN,
 LEARNING AND AND DEVELOPMENT (L&D), AND
 RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) MANUAL
 FOR INSTRUCTIONAL LEADERS, SCHOOL HEADS AND TEACHERS**

To : Assistant Schools Division Superintendents
 Chiefs, SGOD/CID
 Education Program Supervisors
 Public Schools District Supervisors
 Secondary School Heads
 Elementary School Heads
 All Others Concerned

1. In adherence to DepEd Order no. 42, s. 2017, the Schools Division Office (SDO) shall conduct Orientation on the Division Professional Development Plan (PDL), Learning and Development (L&D) and Results-based Performance Management System (RPMS) Manual for Instructional Leaders, School Heads and Teachers to complement reform initiatives on teacher quality, the Philippine Professional Standards for Teachers (PPST) at the Conference Hall, Pagcor Building, New SDO, Santa Rosa, Nueva Ecija on the following schedules:

- | | |
|--|---------------|
| • Division Orientation on PDL, L&D and RPMS | May 29, 2018 |
| • District Orientation on PDL, L&D and RPMS | May 31, 2018 |
| • School Orientation on PDL, L&D and RPMS | June 01, 2018 |
| • Submission of School PDL and RPMS OPCR/PCRIF | June 11, 2018 |

2. The alignment of the Results-Based Performance Management System with the Philippine Professional Standards for Teachers (PPST) has led to the development of new results-based assessment tools; hence, this **Manual on RPMS Tools for Teachers and School Heads**.

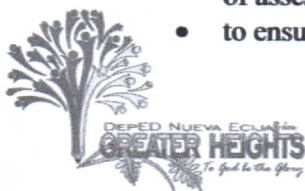
3. This manual targets the following objectives:

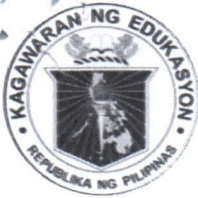
(For Teachers)

- to guide teachers on the basics in preparing and completing RPMS means of verification
- to describe the appropriate tools to assess performance
- to explain the different assessment phases for teachers
- to introduce the concept of annotations to guide teachers through critical reflection of their practices for continuous improvement

(For Instructional Leaders and School Heads)

- to provide a detailed reference to help in the understanding of the tools and the different phases of assessment within the various cycles of RPMS
- to ensure that mechanisms are in place to support teacher performance





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4. The participants to this training are the following: All Education Program Supervisors, All Public Schools District Supervisors, All Senior Education Program Specialists, All Human Resource Development (HRD) Coordinators, All RPMS Coordinators and All District Learning, Development Coordinators and Select School Heads.
5. Travel expenses of the participants shall be charged against the school MOOE and other local funds while food expenses shall be charged against the Division's Inset Fund subject to the usual accounting and auditing rules and regulations.
6. Further this Memorandum shall serve as Omnibus Designation Order for District HRD, L&D and RPMS Coordinators found in the Enclosure.
7. The following are the Enclosures:
 - A. Training Matrix and Design
 - B. Training Staff and Process Observers
 - C. List of District HRD, L&D and RPMS Coordinators
8. For information, guidance, and compliance.

RONALDO A. POZON, Ph.D., CESO V
Schools Division Superintendent

