



Republic of the Philippines  
**Department of Education**  
REGION X - NORTHERN MINDANAO  
DIVISION OF MALAYBALAY CITY

DM-2021-04-194  
DEPED MALAYBALAY CITY DIVISION  
RELEASED  
DATE: APR 15 2021 TIME: 10:20 AM  
BY: [Signature]

**DIVISION MEMORANDUM**

No. 194, s. 2021

**TO :** Assistant Schools Division Superintendent  
Chief Education Supervisors, CID and SGOD  
Public Schools District Supervisors  
Elementary and Secondary School Heads  
All Others Concerned  
This Division

**FROM :** VICTORIA V. GAZO, PhD, CESO V  
Schools Division Superintendent [Signature]

**DATE :** April 15, 2021

**SUBJECT :** ADJUSTED TIMELINE FOR RPMS IMPLEMENTATION IN VIEW  
OF THE AMENDED SCHOOL CALENDAR FOR SY 2020-2021

Reiterating Regional Memorandum No. 159 s. 2021 re: Adjusted Timeline for RPMS Implementation in View of the Amended School Calendar for SY 2020-2021 which is self-explanatory.

Queries relative to this can be relayed to Woodrow Wilson B. Merida, Senior Education Program Specialist, HRDS at 0966 475 2094.

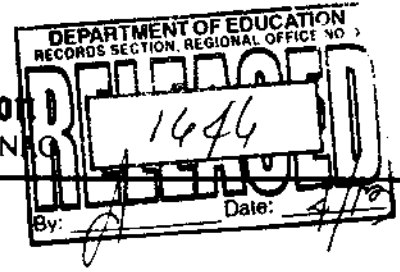


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2021-31098



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO



Office of the Regional Director

April 8, 2021

REGIONAL MEMORANDUM  
No. 157, s. 2021

**ADJUSTED TIMELINE FOR RPMS IMPLEMENTATION IN VIEW  
OF THE AMENDED SCHOOL CALENDAR FOR SY 2020-2021**

To: Schools Division Superintendents  
Assistant Schools Division Superintendents  
All Others Concerned

1. Regarding the memorandum DM-PHROD-2020-0223 dated March 25, 2021 from the Office of the Undersecretary for Planning, Human Resource, and Organizational Development, attached is the **Adjusted Timeline for RPMS Implementation in View of the Amended School Calendar for SY 2020-2021** for reference.
2. Any questions or concerns may be directed to the Bureau of Human Resource and Organizational Development – Human Resource Development Division (BHROD-HRDD) at [hrdd@deped.gov.ph](mailto:hrdd@deped.gov.ph).
3. Immediate and wide dissemination of this Memorandum is desired.

**DR. ARTURO B. BAYOCOT, CESO III**  
Regional Director

ATCH.: As stated

HRDD/moon



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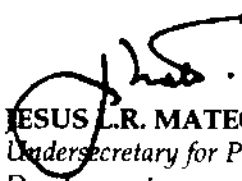
## Department of Education

OFFICE OF THE UNDERSECRETARY

PLANNING, HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM  
DM-PHROD-2020-0223

TO : Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

FROM :   
JESUS L.R. MATEO  
Undersecretary for Planning, and Human Resource and Organizational  
Development

SUBJECT : Adjusted Timeline for RPMS Implementation in view of the  
Amended School Calendar for SY 2020-2021

DATE : 25 March 2021

Pursuant to DepEd Order (DO) No. 12, s. 2021, *Amendment to DO, No. 30, s. 2020 (Amendment to DO No. 7, s. 2020, School Calendar and Activities for School Year 2020-2021)*, the timeline for the Results-based Performance Management System (RPMS) implementation for 1) teaching personnel; and 2) non-teaching personnel in schools shall be adjusted as follows:

### A. For Teaching Personnel

Activity	Old Timeline	Adjusted Timeline
<b>Phase 1</b>		
Self-Assessment with Initial Development Planning	January 2021	January 2021
<b>Phase 2</b>		
Classroom Observation 1	February 2021 - March 2021	February - April 2021
Monitoring and Coaching	All SY-round	All SY-round
Mid-Year Review	March 2021	First week of May 2021*
Classroom Observation 2	April - May 2021	May - June 2021
<b>Phase 3</b>		

Activity	Old Timeline	Adjusted Timeline
Performance Review and Evaluation	One (1) week after graduation	One (1) week after graduation
<b>Phase 4</b>		
Performance Rewarding and Development Planning	June 2021	July 2021
IPCRF Data Collection	One (1) month after graduation	One (1) month after graduation

*\*Provided Classroom Observation 1 has already been conducted.*

### B. For Non-Teaching Personnel in Schools

Activity	Person(s) Responsible	Old Timeline	Adjusted Timeline
<b>Phase 1</b>			
Performance Target Setting and Development of OPCRF/ICPRF	PSDS, School Head, and Ratees	October 2020	October 2020
<b>Phase 2</b>			
Monitoring and Coaching	School Head/Raters	All SY-round	All SY-round
Mid-Year Review with Development Planning	School Head/Raters/Ratees	March 2021	First week of May 2021*
<b>Phase 3</b>			
Performance Review and Evaluation	Raters, Ratees, and Approving Authorities	One (1) week after graduation	One (1) week after graduation
<b>Phase 4</b>			
Ways Forward Development	Ratees	One (1) week after graduation	One (1) week after graduation
Planning Ratees A week after scheduled	School Head/Raters	One (1) month after graduation	One (1) month after graduation

*\*Provided that this will be conducted after the Mid-Year Review of Teachers.*

For any questions or concerns, kindly contact the Bureau of Human Resource and Organizational Development - Human Resource Development Division (BHROD-HRDD) through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph)

For your information and compliance.