



Republika ng Pilipinas


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
Phase 1		
Self-Assessment with Initial Development Planning	January 2021	January 2021
Phase 2		
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
Phase 3		

Activity	Old Timeline	Adjusted Timeline
Performance Review and Evaluation	One (1) week after graduation	One (1) week after graduation
Phase 4		
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
Phase 1			
Performance Target Setting and Development of OPCRF/ICPRF	PSDS, School Head, and Ratees	October 2020	October 2020
Phase 2			
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*
Phase 3			
Performance Review and Evaluation	Raters, Ratees, and Approving Authorities	One (1) week after graduation	One (1) week after graduation
Phase 4			
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

For your information and compliance.