



Republic of the Philippines  
**Department of Education**  
 CARAGA REGION



May 4, 2020

REGIONAL MEMORANDUM  
 No. 199, s. 2020

To: **SCHOOLS DIVISION SUPERINTENDENTS**  
 This Region

**RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM GUIDELINES FOR  
 SCHOOL YEAR 2019-2020 YEAREND ACTIVITIES IN LIGHT OF COVID-19  
 MEASURES**

1. In reference to **DepEd Memorandum No. 45, s. 2020** re: Results-Based Performance Management System Guidelines for School Year 2019-2020 Yearend Activities In Light of COVID-19 Measure, the Yearend Performance Review and Evaluation Phase of the RPMS Cycle SY 2019-2020 shall be postponed temporarily and shall resume when authorities issue a declaration of safety for all DepEd Employees. The adjusted schedule of RPMS Portfolio submission and evaluation, data collection and consolidation of IPCRF rating will be released through a separate memorandum.
2. For specific details on RPMS-related measures for school-based personnel, refer to the attached DepEd Memorandum no. 45, s. 2020 and its Enclosures. The Updated RPMS tools including Individual Performance Commitment and Review Form (IPCRF) for SY 2019-2020 can be downloaded at <http://deped.in/IPCRFEncode20192020>.
3. Preparation and organization of Modes of Verification (MOVs) in the RPMS Portfolio should have commenced at the start of the School Year. As emphasized in Paragraph 12 of Regional Memorandum No. 552, s. 2018, Reinforcing Policies on Teachers' Welfare, Digital Means of Verification (MOVs) may be allowed to address issues on personal expense in the production multiple copies of MOVs. The teacher however shall keep the original copies for future reference.
4. No teacher shall be required to report to school for this purpose.
5. Non-teaching personnel shall confer with their Rater on one-time recalibration of performance targets and measures as allowed under Paragraph 35 of DepEd Order No. 2, s. 2015.
6. For information and guidance.

**FRANCIS CESAR B. BRINGAS, CESO V**  
 Director III  
 OIC- Regional Director

Encls.: As stated

Reference: DepEd Memorandum No. 45, s. 2020, DepEd Order No. 2, s. 2020 and Regional Memorandum No. 552, s. 2018

To be indicated in the Perpetual Index

PERFORMANCE MANAGEMENT      RPMS      IPCRF

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 05/04/2020



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Republic of the Philippines  
**Department of Education**

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DepEd MEMORANDUM  
No. **045**, s. 2020

**RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM GUIDELINES  
FOR SCHOOL YEAR 2019-2020 YEAREND ACTIVITIES  
IN LIGHT OF COVID-19 MEASURES**

To: Undersecretaries  
Assistant Secretaries  
Minister, Basic, Higher and Technical Education, BARMM  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

1. As mandated by DepEd Order No. 2, s. 2015 titled **Guidelines on the Establishment and Implementation of the Results-based Performance Management System in the Department of Education**, the Department is scheduled to conduct Phase III: Performance Review and Evaluation and Phase IV: Performance Rewarding and Development Planning of the **Results-based Performance Management System (RPMS) Cycle, School Year (SY) 2019-2020** for school-based personnel in April 2020. These phases include yearend review and assessment, evaluation of portfolio and computation of final rating, ways forward and development planning.
2. However, suspension of classes and all school activities at all levels in entire Luzon was declared until April 14, 2020 as part of the enhanced community quarantine and stringent social distancing measures for the management of COVID-19 situation. Such enhanced community quarantine is extended until April 30, 2020.
3. As stated in Paragraph 35 of DepEd Order No. 2, s. 2015: **"...In exceptional cases, and only if the situation warrants, a one-time recalibration shall be allowed. Exceptional cases shall include instances when high level decisions are taken into effect such as changes in strategic directions, and circumstances beyond the control of the ratee such as natural and/or man-made calamities, including typhoon, earthquake and other fortuitous events."**
4. Given the above considerations, DepEd emphasizes specific RPMS-related measures for school-based personnel. Please see Enclosure Nos. 1 and 2 for details.
5. It is also emphasized that the preparation and organization of the RPMS Portfolio shall have started during the start of the SY, and only a sample of each Means of Verification (MOV), excluding those MOVs with the specified required number of pieces, is expected to be submitted. All RPMS-Philippine Professional Standards for Teachers (PPST) Materials, including tools, forms, and other support materials, for SY 2019-2020 can be accessed at <http://deped.in/RPMSPPSTSY20192020>. Also, the prescribed Individual Performance and Commitment Review Form (IPCRF) for teachers can be accessed at <http://deped.in/IPCRFEncode20192020>.