



Republic of the Philippines
Department of Education

JUL 26 2024

DepEd MEMORANDUM
No. **037**, s. 2024

CREATION OF TASK FORCE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM AND TEACHERS' WORKLOAD

To: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

1. Anchored on the commitment of the Department of Education (DepEd) to continuously improve itself to better serve the Filipino learners and the community, DepEd creates a Task Force to (a) review and study the implementation of the Results-Based Performance Management System (RPMS) issued as DepEd Order (DO) No. 2, s. 2015 (Guidelines on the Establishment and Implementation of the Results-Based Performance Management System [RPMS] in the Department of Education); (b) review and assess teachers' workload and reportorial requirements; and (c) recommend a streamlined system for report preparation aligned with DO 002, s. 2024 (Immediate Removal of Administrative Tasks of Public School Teachers) and DO 005, s. 2024 (Rationalization of Teachers' Workload in Public Schools and Payment of Teaching Overload).
2. The review and assessment shall streamline, improve, and simplify processes and requirements of the performance management system, and preparation of reportorial requirements of teachers.
3. The Task Force, composed of an **Advisory Board**, and a **Technical Working Group (TWG)**, is tasked to submit a comprehensive policy recommendation to the Office of the Secretary (OSec) within three months reckoned from the issuance of this Memorandum:
4. The Advisory Board shall provide executive directions, review, and approve the reports and recommendations of the TWG for onward submission to (OSec).
5. The Advisory Board shall be composed of the following members:
Undersecretary for Human Resource and Organizational Development
Undersecretary for Administration
Undersecretary for Operations
Undersecretary for Curriculum and Teaching
Undersecretary for Legal and Legislative Affairs



6. The TWG for the review of the RPMS and assessment of teachers' workload pertaining to reportorial requirements shall be composed of the following members:

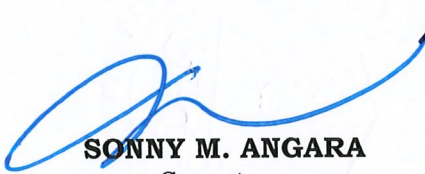
Chairperson:	Bureau of Human Resource and Organizational Development (BHROD) Director IV	
Vice-Chairpersons:	Planning Service (PS) Director IV BHROD Director III	
Members:	<p>Regional Directors/Assistant Regional Directors Estela L. Cariño, Cordillera Administrative Region (CAR) Ramir B. Uytico, DepEd Region VI Arturo B. Bayocot, Region X Cristito A. Eco, National Capital Region (NCR) Bebiano I. Sentillas, Region V Fiel Y. Almendra, Region VII Rebonfamil R. Baguio, Region XI Kathrine H. Lotilla, Region XII</p> <p>Schools Division Superintendents/Assistant Schools Division Superintendents Sheryll T. Gayola, SDO Pasig, NCR Rachel R. Llana, SDO Isabela, Region II Carmela R. Tamayo, SDO Catbalogan, Region VIII Ivan Brian L. Inductivo, SDO General Trias City, Region IV-A Ramel M. Pilo, SDO Davao Occidental, Region XI Mervie Y. Seblon, SDO Gensan, Region XII</p> <p>Central Office Representatives Cecille A. Anyayahan, BHROD-Human Resource Development Division (HRDD) Dexter N. Pante, BHROD-School Effectiveness Division (SED) Cecilia G. Tiamson, BHROD-Organization Effectiveness Division (OED) Albert Jerome C. Andres, BHROD-Personnel Division (PD) Francis Allen B. Dela Cruz, BHROD-Employee Welfare Division (EWD) Mary Jane B. Feliciano, PS-Planning and Programming Division (PPD) Gretchen C. Cordero, CT-Bureau of Education Assessment (BEA) Isabel A. Victorino, CT-Bureau of Curriculum Development (BCD) Rosalie E. Bongon, CT-Bureau of Learning Delivery (BLD) Daisy Asuncion O. Santos, CT-Bureau of Learning Resources (BLR) Mr. Roderick P. Corpuz, CT-Bureau of Alternative Education (BAE)</p>	
Core Group Members		
On RPMS Review		On Teachers' Workload
Lead: Ruby Chanda J. Crisostomo BHROD-HRDD		Lead: Marian M. Efono BHROD-SED
Central Office		Central Office
Ma. Mystica P. Esparas Yu-Oh, BHROD-HRDD Pia P. Pangilinan, BHROD-OED Sebastian O. Cheng, BHROD-SED		Ina Marie Claire Mallari, BHROD-SED Ann Margaret L. Lazaro, BHROD-SED Lizette Anne Carpio, BHROD-HRDD Michelle Ann Cruz, BHROD-PD

<p>Maria Katrina L. Gregorio, PS-PPD Marife T. Morcilla, NEAP-PDD Cholita F. Tiong, FS-BD Atty. Jeanne Remojo, Legal Service (LS) Sheryl Ann R. Lagarte, BEA</p> <p>Regional Office</p> <p>Dinah C. Bonaog, HRDD, Region I Emily F. Enolpe, HRDD, Region XII Leo Dedoroy, PPRD, Region VI Adrian A. Bullo, Planning Officer, Region IV-A</p> <p>School Division Office</p> <p>Mary Jane P. Soriano, SDO City of San Fernando, Region III Angelo D. Uy, SDO Dasmariñas City, Region IV-A Marck Anthony M. Suyom, SDO Baybay City, Region VIII Jose Marie T. Bedro, SDO Iloilo, Region VI Jekyll D. Cadungog, SDO Zamboanga Sibugay, Region IX</p> <p>Schools</p> <p>Sulpicio Alferes III, Camarines Sur NHS, SDO Camarines Sur, Region V Elen Canonoy, Bool National High School, SDO Biliran, Region VIII Gewaresel Carlo, Butuan City School of Arts and Trades, SDO Butuan City, Caraga Rona R. Nacua, Maguindanao Integrated School, SDO Lanao del Norte, Region X Teresita C. Dalmacio, Malabon National Science and Mathematics HS, SDO Malabon, NCR</p>	<p>Alexander Simagala, NEAP-PDD Ariel Tandingan, PS-EMISD Miguel Karlo Macariola, ICTS – SDD Rosalie E. Bongon, BLD-SID Irene Barzaga, BAE-PMSDD Michael Cabrera, BCD-CSDD Engr. Annabelle R. Pangan, EFD Orlando Barachina, DRRMS Jemmalyn Beatriz Veloso Aceveda, BLSS-YFD</p> <p>Regional Office</p> <p>Roy Bañas, PPRD, RO V Edith Ortega, FTAD, RO X</p> <p>Schools Division Office</p> <p>Marco D. Meduranda, CID, SDO Navotas, NCR Claire M. Menda, SGOD, SDO Samar, Region VIII Delfin A. Bondad, CID, SDO Camarines Sur, Region V</p> <p>Schools</p> <p>Edna V. Bañaga, Commonwealth HS, SDO Quezon City, NCR Karheena A. Adriano, San Francisco ES, SDO Rizal, Region IV-A Aimee Joy Aringo-Javilagon, San Pedro ES, SDO San Pablo City, Region IV-A Aireen B. Huelva, Camarines Sur NHS, SDO Naga City, Region V Lucilyn Solo, Zarraga NHS, SDO Iloilo, Region VIII Lemie C. Olaya, Sadaan ES, SDO North Cotabato, Caraga Julie Ann Marie S. Nombrado, Marikina ES, SDO Marikina, NCR</p>
---	--

7. The TWG shall perform the following duties and responsibilities:
- a. Conduct a comprehensive review and assessment of the current implementation of the RPMS and teacher reportorial requirements in all governance levels of DepEd;
 - b. Conduct brainstorming sessions, collaborative meetings, focus group discussions, and key informant interviews to gather ideas, insights, and recommendations to streamline RPMS and teacher reportorial requirements;

- c. Identify policy and implementation gaps as well as potential solutions to address critical issues and emerging concerns;
 - d. Analyze existing data and information such as but not limited to performance ratings, and reports, as basis of system review and evaluation; and
 - e. Regularly report to the Advisory Board to provide updates and seek guidance on top management decisions and strategies.
8. The Bureau of Human Resource and Organizational Development-OED, HRDD, and SED shall serve as the TWG Secretariat.
9. All expenses relative to the conduct of relevant activities of TWG shall be charged to the General Management and Supervision funds, subject to the usual accounting and auditing rules and regulations.
10. For more information, all concerned may contact the **Technical Working Group Secretariat**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email address: bhrod.od@deped.gov.ph.
11. This Memorandum shall take effect immediately upon its issuance.
12. Immediate dissemination of this Memorandum is desired.




SONNY M. ANGARA
Secretary

References:

DepEd Order (Nos. 005 and 002, s. 2024; and 2, s. 2015)

To be indicated in the Perpetual Index
under the following subjects:

ASSESSMENT
BUREAUS AND OFFICES
COMMITTEES
OFFICIALS
PERFORMANCE
REVIEW
TEACHERS
TEACHING LOAD