



Republic of the Philippines  
**Department of Education**  
REGION IX - ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF DIPOLOG CITY



July 26, 2024

**DIVISION MEMORANDUM**  
No. 289, s. 2024

**GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED  
PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO  
EXECUTIVE ORDER NO.61 S. 2024**

**TO :** Assistant School Division Superintendent  
Chief Education Program Supervisor-CID & SGOD  
Division and District Supervisors  
OSDS & SGOD Personnel  
School Heads/Administrators  
Other Concerned Personnel  
This Division

1. Pursuant to DM-OSEC-2024-01 titled, 'Guidance on the Implementation of DepEd Results-Based Performance Management System (RPMS) Relative to EO No. 61 s., 2024' which aims to provide guidance to the school-based personnel of the Department on the suspension of the implementation of RPMS for the SY 2024-2025.
2. It is emphasized in this issuance that the results of the performance evaluation RPMS Office Performance Commitment and Rating Form (OPCRF) and Individual Performance Commitment Review Form (IPCRF) ratings **remain as requirements for particular human resource actions and personnel benefits, both monetary and non-monetary performance-related incentives**, such as step increments, mid-year and year-end bonuses, promotion, awards and recognitions, educational support, training opportunities, and other related official travels.
3. With this, **the submission of the OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required. All school-based personnel are required to submit their OPCRf and IPCRF summary ratings to the Office of the School Governance and Operation Division (SGOD) through the Human Resource Development (HRD) section not later than August 2, 2024.**
4. For non-school based personnel, the implementation of FY 2024 RPMS **shall be in force. The recalibration of the revised OPCRf for the three functional units of the Division Office shall be continued.**

Address: Purok Farmers, Olingan, Dipolog City  
Email: dipolog.city@deped.gov.ph  
Website: www.depeddipolog.net  
Facebook: DepEd Taysa - Division of Dipolog City





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The existing guidelines and issuances governing the accomplishment of OPCRf and IPCRF of non-school based personnel shall remain in effect.

5. For more information, you may contact Ms. Rambelle C. Flores, SEPS-HRD through her cellphone number: 0917-138-7146.
6. Immediate dissemination of this memorandum is highly desired.

  
**MA. LIZA R. TABILON, EdD, CESO V**  
Schools Division Superintendent 