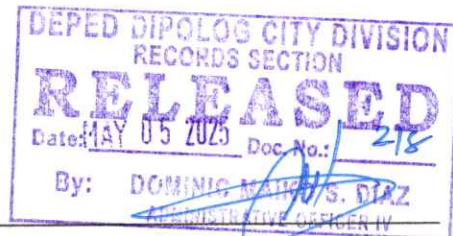




Republic of the Philippines
Department of Education
REGION IX – ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF DIPOLOG CITY



May 5, 2025

DIVISION MEMORANDUM
No. 218, s. 2025

**DIVISION IMPLEMENTATION OF ADDITIONAL GUIDANCE ON
PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM**

TO : Assistant School Division Superintendent
Chief Education Program Supervisor-CID & SGOD
All Education Program Supervisors
All Public Schools District Supervisors
All School Heads/Administrator
Other Concerned Personnel
This Division

1. Pursuant to DepEd Memorandum No. 922 s. 2025 titled, “ Additional Guidance for the Implementation of Performance Management and Evaluation System (PMES) which aims to provide guidance on the PMES (Phase III & IV) for CY 2024 and SY 2024-2025 for the school heads.
2. The school heads are advised to integrate the school key result area (KRA) and other relevant indicators provided in the Basic Education Development Plan (BEDP) 2030 and Program Expenditure Classification “PREXC” indicators for the current and upcoming school years.
3. With this, the Division Office has aligned the Key Result Areas (KRA) with the “Current Administration Agenda” to be reflected in the Revised Office Performance Commitment and Review Form (OPCRF).
4. The school KRAs as attached in Enclosure A and Revised OPCRf as Enclosure B can be accessed through <https://bit.ly/4m8tH0f> are provided herein for reference and guidance on the accomplishment of performance management documents of the school heads.
5. For questions or clarifications, kindly contact **NUR N. HUSSIEN**, Chief, SGOD at **0907271503** or email at nur.hussien@depd.gov.ph.
6. Immediate dissemination of this Memorandum is highly desired.

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

Ref: DM-OUHROD-2025-0922
Encl: See Attached
DM/SGOD/NNH/PMES
May 5, 2025



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Annex A

School Key Result Areas

Note. At least 3 objectives per KRA, but not to exceed 5 objectives.

KRAs	Sample Objectives	Outcome Indicators
School Leadership and Administration	1. Developed a School Improvement Plan (SIP) aligned with the DEDP targets. 2. Implemented SIP PPAs through the annual improvement plan (AIP) 3. Sustained partnerships and linkages through MOA/MOU engagement	Percentage of SIP/AIP development (100%) Percentage of PPAs implemented based on AIP Targets (100% PPAs) Number of MOA & MOU established and signed Percentage of resources generated for specific programs
2. Teaching and Learning	1. Achieved a 1% increase in the targeted retention rate, both elementary and secondary (7-12) 2. Achieved a 1% increase in the targeted completion rate of learners, both elementary and secondary (7-12) 3. Achieved the targeted proportion of learners achieving at least nearly proficient in NAT, Phil IRI, RMA, and CRLA	Percentage increase in Retention rate (1%) Percentage increase in completion rate. (1%) Target Percentage: NAT (1% Increase) Elementary 46% Junior- 50% Senior- 28% CRLA 75%



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	4. Provided school personnel and learners with learning resources. 5. Conducted classroom supervision and provided technical assistance to all school personnel	PHIL-IRI 75% RMA 75% Percentage of learners and teachers provided with learning resources (100%) Number of Classroom Supervision/Technical Assistance (10 per month)
Learner Formation and Development	1. Achieved the targeted number of learners enrolled/tagged in Special Education, Arabic Language and Islamic Education, Indigenous Peoples Education, and Alternative Learning System. (as may be applicable) 2. Achieved the targeted number of learners benefited from the school feeding program (SBFP) 3. Conducted PPAs to reduce bullying incidents and other issues related to child protection.	Number of learners enrolled/tagged in the following indicators: SPED ALIVE IPED ALS Number of learners benefited from SBFP Percentage of conducted PPAs related to learner development
School Operations and Management	1. Achieved the targeted number of teachers and teaching-related staff trained through In-Service Training	Percentage of school personnel trained



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	2. Achieved the targeted percentage of liquidation of cash advances 3. Achieved the targeted number of ICT infrastructure and equipment restored and in good condition.	Percentage of liquidation reports on cash advances Number of ICT equipment and infrastructure restored.
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Prepared by:


ROSALIO B. CONTURNO, JR., Ph.D
OIC, ASDS

Approved:


MA. LIZA R. TABILON, EdD, CESO VI
Schools Division Superintendent