



Republic of the Philippines  
Department of Education

NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division  
Superintendent


JUL 20 2023

MEMORANDUM  
No. 173, s.2023

**MULTI-YEAR RPMS-PPST GUIDELINES AND ELECTRONIC INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (EIPCRF) DATA COLLECTION AND CONSOLIDATION SYSTEM**

To: OIC – Assistant Schools Division Superintendent/  
Chief Education Supervisor, School Governance and Operations Division  
Chief Education Supervisor, Curriculum Implementation Division  
Public Elementary and Secondary School Heads/OICs  
All Others Concerned

- Attached is DepEd Memorandum No. 008 s. 2023 dated July 11, 2023, on the above-captioned title, the contents of which are self-explanatory, for the information and guidance of all concerned.
- To ensure the compliance of all schools in the collection and consolidation of eIPCRF data, this Division, through the Human Resource Development (HRD) Unit, will hold an orientation on **July 21, 2023**, at 1:30-3:00 p.m. via Microsoft Team.
- The expected participants from each school are: 1 Master Teacher, 1 Head Teacher (only for secondary schools), 1 School ICT Coordinator, and 1 Teacher-in-charge RPMS/IPCRF uploading. Orientation link will be sent to the participants' official DepEd email, group chat, and messenger.
- Immediate and wide dissemination of this Memorandum is desired.

  
**EVANGELINE P. LADINES CESO V**  
Schools Division Superintendent

Encl: None  
Reference: None  
To be indicated in the Perpetual Index  
Under the following subjects

TEACHERS                      SCHOOLS                      PERFORMANCE

AFS/Memo/ Orientation on Electronic Individual Commitment and Review Form (eIPCRF) Data Collection  
173 July 19, 2023

NUM-2023-173

173



Student Center for Life Skills Bldg., Centennial Ave, Brgy Tunasan,  
Muntinlupa City



3574 ASQC

DIRECT 2730



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**Department of Education**

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SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

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**No. \_\_\_\_\_, s.2023**

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**EVANGELINE P. LADINES CESO V**  
Schools Division Superintendent

Encl: None  
Reference: None  
To be indicated in the Perpetual Index  
Under the following subjects

TEACHERS

SCHOOLS

PERFORMANCE

AFS/Memo/ Orientation on Electronic Individual Commitment and Review Form (eIPCRF) Data Collection  
\_\_\_\_\_ July 19, 2023







Republic of the Philippines  
Department of Education

FEB 03 2023

DepEd MEMORANDUM  
No. **008**, s. 2023

**MULTI-YEAR GUIDELINES ON THE RESULTS-BASED PERFORMANCE  
MANAGEMENT SYSTEM-PHILIPPINE PROFESSIONAL  
STANDARDS FOR TEACHERS**

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

1. Consistent with DepEd Order (DO) No. 2, s. 2015 prescribing the **Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education (DepEd)** and pursuant to Section 5 of DO 42, s. 2017 on the **National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST)**, which mandates that **all performance appraisals for teachers shall be based on this set of standards**, this Department continues its commitment to integrating and embedding the PPST into the RPMS for teachers.
2. Geared towards competency-based performance management, professional development, and career progression, the PPST-based RPMS for teachers shall utilize all the 37 indicators of the PPST and shall be distributed across three school years (SYs): SY 2022–2023, SY 2023–2024, and SY 2024–2025. This DepEd Memorandum titled **Multi-Year Guidelines on the Results-Based Performance Management System-Philippine Professional Standards for Teachers (RPMS-PPST)** details the enclosed procedures and all other necessary information on the adoption and implementation of performance management and appraisal of teachers. The tools, forms, and protocols stipulated herein are developed and modified to ensure that the measures of teacher performance throughout the next three SYs are appropriate, adaptive, and relevant to capture teachers' actual performance and are applicable to all contexts and scenarios faced by the schools adopting different learning modalities.
3. This Memorandum shall cover all teachers in public elementary and secondary schools and community learning centers (CLCs), including those assigned to teach under the **Alternative Learning System (ALS)**, **Madrasah Education**, **Special Education (SPeD)**, and **Special Science Education**. It shall guide the Ratees, Raters, Approving Authorities, and other stakeholders in managing and evaluating teachers' performance anchored on the PPST.
4. Furthermore, the RPMS timeline for the next three SYs shall be aligned with the annual **School Calendar and Activities** issued by the Department.

5. For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or at telephone number (02) 8470-6630.

6. Immediate dissemination of this Memorandum is desired.

By Authority of the Secretary:

  
**GLORIA LUMAMIL-MERCADO**  
Undersecretary 

Encl.:

As stated

References:

DepEd Order (Nos. 42, s. 2017 and 2, s. 2015)



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

EMPLOYEES  
OFFICIALS  
PERFORMANCE  
POLICY  
PROGRAMS  
SCHOOLS  
TEACHERS