



Republic of the Philippines  
Department of Education  
NATIONAL CAPITAL REGION  
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division  
Superintendent


DEC 15 2023

**MEMORANDUM**

**ANALYTIC AND REFLECTIVE APPROACHES TO PERFORMANCE MANAGEMENT:  
A SEMINAR WORKSHOP FOR SCHOOL LEADERS**

To: Public Elementary and Secondary School Heads/OICs  
All Others Concerned

1. In accordance with the issued DepEd Order No. 2, s. 2015: "Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education," following Civil Service Commission Memorandum Circular No. 06, s. 2012, or the Strategic Performance Management System (SPMS), this office conducts the Annual Seminar-Workshop on Analytic and Reflective Approaches to Performance Management on December 18–19, 2023, at Portofino Residences, Las Pinas City.
2. This activity aims at assessing and evaluating the overall performance of schools and recognizing schools for their achievements and outstanding contributions during the year, motivating them to continue performing at a high level.
3. Other expenses incurred in the course of this activity, such as food and training kits, shall be taken from the Division MOOE, while other expenditures, such as transportation and use of venues, shall be taken from the school MOOE/local fund, subject to the usual accounting and auditing procedures.
3. Attached is the list of expected participants and the program of activities for your guidance and information.
4. Immediate, wide dissemination of, and strict compliance with this memorandum are desired.

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

Encl: As stated  
Reference: As stated  
To be indicated in the Perpetual Index  
Under the following subjects  
SCHOOL TRAINING PERFORMANCE

IMR/ Analytic and Reflective Approaches to Performance Management: A Seminar Workshop for School Leaders  
409 November 28, 2023 UN-2023-409



 Student Center for Life Skills Bldg., Centennial Ave, Brgy Tunasan,  
Muntinlupa City  
 (02) 805-9935, (02) 805 - 9940  
 [sdomuntinlupa@gmail.com](mailto:sdomuntinlupa@gmail.com)



**Official List of Participants**

**ANALYTIC AND REFLECTIVE APPROACHES TO PERFORMANCE MANAGEMENT:  
A SEMINAR WORKSHOP FOR SCHOOL LEADERS**

December 18-19, 2023, Portofino Residences, Las Pinas City

1	Dr. Shella C. Navarro	ALABANG ES
2	Mr. Edizer S. Laqueo	BAYANAN ES MAIN
3	Dr. Buena C. Dela Cruz	BAYANAN ES UNIT 1
4	Mrs. Eden G. Cado	BAGONG SILANG ES
5	Mrs. Marie Ann R. Esmeria	BULI ES
6	Mrs. Rhodora V. Mandap	CUPANG ES MAIN
7	Mrs. Jinky D Santos	CUPANG ES ANNEX
8	Mrs. Olivia G. Elloso	FILINVEST ALABANG ES
9	Mr. Reynaldo O. Comisario	F DEMESA ES
10	Dr. Antonio C. Gagala	ITAAS ES
11	Dr. Ma. Aurora S. Bartolaba	MUNTINLUPA ES
12	Mr. Hilario G. Canasa	PUTATAN ES
13	Dr. Raul T. Felix	POBLACION ES
14	Mrs. Noemi B. Zarate	SOLDIERS HILLS ES
15	Dr. Jane May C. Valbuena	SUCAT ES MAIN
16	Ms. Alma O. Bituin	SUCAT ES Annex ZONE 4
17	Mrs. Maria Hazel B. Hernandez	SUCAT ES Annex ZONE 3
18	Dr. Jennifer S. Josen	VICTORIA HOMES ES
19	Dr. Rosendo E. Sangalang	TUNASAN ES
20	Mrs. Vilma S. Vilorio	MUNTINLUPA BUSINESS HS MAIN
21	Dr. Marissa Andanza	MUNTINLUPA BUSINESS HS ANNEX
22	Mrs. Eden B. Binaday	PEDRO E. DIAZ HIGH SCHOOL
23	Mr. David T. Libao	POBLACION NATIONAL HIGH SCHOOL
24	Dr. Florante C. Marmeto	MUNTINLUPA SCIENCE HS
25	Dr. Antonio B. Rocha	MUNTINLUPA NATIONAL HIGH SCHOOL
26	Dr. Ador B. Querubin	TUNASAN NATIONAL HS
27	Mr. Felipe W. Marapao Jr.	CUPANG SENIOR HS

### Matrix of Activities

#### **ANALYTIC AND REFLECTIVE APPROACHES TO PERFORMANCE MANAGEMENT: A SEMINAR WORKSHOP FOR SCHOOL LEADERS**

December 18-19, 2023, Portofino Residences, Las Pinas City

<b>Time</b>	<b>Activity</b>	<b>Person-in-Charge</b>
<b>DAY 1</b>		
8:00-8:30 AM	Registration & Opening Program	
8:30-10:00 AM	Organizational Performance Reflection	Dr. Evangeline P. Ladines CESO V
10:00 – 12:00 PM	Recognition And Rewards for Achievements	
12:00-1:00 PM	Lunch Break	
1:00-5:00 PM	Workshop 1: Documentation and Presentation of Accomplishment & School-Assessment	Mr. Edizer Lacqueo Principal, BESM
<b>DAY 2</b>		
8:00-8:30- AM	Management of Learning	Program Management Team
8:30 -12:00 PM	Workshop 2: Identify Opportunities for Growth and Improvement	Ms. Eden D. Binaday Principal, PEDHS
12:00-1:00 PM	Lunch Break	
1:00 - 2:30 PM	Supervisors' Assessment and Feedback	Dr. Evangeline P. Ladines CESO V
2:30-4:00 PM	Inputs on Career Progression	
4:00-5:00 PM	Synthesis	Program Management Team