



Republic of the Philippines
Department of Education
REGION III – CENTRAL LUZON
SCHOOLS DIVISION OF SCIENCE CITY OF MUÑOZ

August 23, 2026

SCHOOLS DIVISION MEMORANDUM

No. 277,

s. 2026

**PERFORMANCE IMPLEMENTATION REVIEW AND CRAFTING OF OPCRF AND
IPCRF FOR CY 2027 OF DIVISION PERSONNEL and SCHOOLHEADS**

To: Assistant Schools Division Superintendent
Chief Education Supervisors, AO V
All Unit Heads
All Public Elementary and Secondary Schoolheads
All Others Concerned

1. Pursuant to DepEd Order 2, s. 2015 titled *Guidelines on the Establishment and Implementation of Results-Based Performance Management System (RPMS)*, this office will be conducting Performance Review on August 24, 2026 at the Teachers' Hall, 8:00 am to 5:00 pm.
2. This activity aims to:
 - a. Conduct performance review, planning and commitment anchored on Key Result Areas and finalize the setting of individual objectives and performance indicators in attaining the desired organizational outcomes.
 - b. Ensure alignment of Office KRAs, objectives and performance indicators to the OPCRF of the Schools Division Superintendent;
 - c. Calibrate (if necessary) the following: objectives, weight per KRA, timeline, and performance indicators (quality, efficiency, timeliness) of the Schoolheads' OPCRF ensuring alignment to the harmonized CESPES-OPCRF of the Superintendent;
3. The participants of this activity will include all SDO personnel, all public elementary and secondary schoolheads. This memorandum serves as their Authority to travel.
4. As such, for expenses relative thereto all schoolheads shall register with six hundred pesos (Php 600.00) from their school MOOE while participants from the SDO shall be charged from the SDO MOOE subject to the usual auditing rules and regulations.



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5. Attached is the program matrix for reference and guidance.
6. For clarification, you may contact Bernardo A. Gargabite, Chief ES, SGOD at cellphone number 0908 821 1226.
7. For information and strict compliance.


JOHANNA N. GERVACIO PhD, CESO V
Schools Division Superintendent

Encl: As stated
Reference: DO 02, s. 2015
To be indicated in the Perpetual Index
Under the following subjects:

RPMS
SDO PERSONNEL
PUBLIC SCHOOL HEADS



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Enclosure 1 to Schools Division Memorandum No. ____, s.2026

Program

Time	Functional Division	Presenter
8:00 - 8:30	Opening Program	Joel G. Dizon EPS II
8:30 - 11:00	Topic: Performance Review, Planning and Commitment Setting	Bernardo A. Gargabite, EdD, SGOD Chief ES
11:00-12:00	BREAK OUT: Alignment of Office KRAs, objectives and performance indicators	Marlon V. Siminig Planning Officer III (Schoolheads) Lamberto P. Corpuz SEPS (SDO Personnel)
12:00 - 1:00	LUNCH BREAK	
1:00-2:00	BREAK OUT: (Continuation) Alignment of Office KRAs, objectives and performance indicators	Marlon V. Siminig Planning Officer III (Schoolheads) Lamberto P. Corpuz SEPS (SDO Personnel)
2:00 – 4:00	Topic: Calibrating Objectives, Weight per KRA, TimeLine, and Performance indicators of the Schoolheads' OPCRF	Winnie W. Poli EPS, SGOD
4:00- 5:00	Ways Forward	Larry B. Espiritu, PhD CID Chief ES