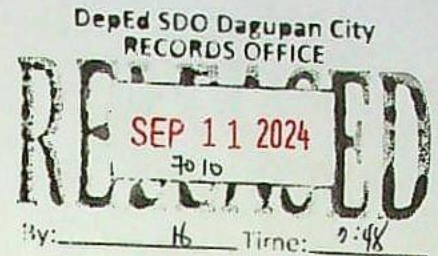




Republic of the Philippines
Department of Education
REGION I
SCHOOLS DIVISION OF DAGUPAN CITY



Office of the Schools Division
Superintendent

September 9, 2024

DIVISION MEMORANDUM
No. 347, s. 2024

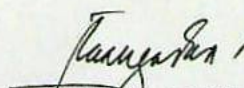

**PERFORMANCE REVIEW & EVALUATION (PHASE III) &
DEVELOPMENT PLANNING AND SUBMISSION OF INDIVIDUAL
PERFORMANCE COMMITMENT AND REVIEW TARGETS FOR CY2023**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Unit and Section Heads, OSDS
All Others Concerned

1. Consistent to 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, this Office hereby directs you to conduct the Performance Review & Evaluation (Phase III) for CY2023 of the individual employees under your supervision on September 25, 2024 in your respective offices.

This activity aims to:

- ensure that the rater and ratee discuss and agree on the following: Individual KRAs, Objectives, and Performance Indicators as anchored to the Office KRAs and Objectives or OPCRf using the Target Calibration Form;
 - enable the rater and ratee commit and reach an agreement by signing the IPCRF and Target Calibration Form, which shall then be the basis for monitoring and assessment (Phase II & III), respectively;
2. As such, each office is required to submit a softcopy of the IPCRF of the employees under supervision to the Office of the Assistant Schools Division Superintendent, submission of the consolidated I/OPCRf ratings to the Planning & Research Unit, thru this link: <https://tinyurl.com/IPCRF2023-DO-Personnel>
 3. Immediate and wide dissemination of this Memorandum is desired.


ROWENA C. BANZON EdD, CESO VI
Schools Division Superintendent 



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