



Republic of the Philippines  
**Department of Education**  
REGION I

SCHOOLS DIVISION OF THE CITY OF BATAC

DIVISION MEMORANDUM

No. **561**, s. 2025

**27 AUG 2025**

**EFFECTIVE IMPLEMENTATION OF PERFORMANCE MANAGEMENT  
SYSTEM FOR SUSTAINED IMPROVEMENT**

TO : Assistant Schools Division Superintendent  
Chief Education Supervisors  
Unit and Section Heads  
QMS Team Leaders  
Public School Heads  
All Others Concerned

1. The Department of Education (DepEd) underscores the significance of performance management as a strategic tool to ensure quality teaching and learning outcomes. Guided by existing policies on the Results-based Performance Management System (RPMS) and the Philippine Professional Standards for Teachers (PPST), the effective implementation of performance management processes strengthens a culture of continuous improvement, accountability, and professional growth..
2. The Schools Division of the City of Batac shall conduct the Effective Implementation of Performance Management System for Sustained Improvement on September 2-3, 2025 at the SDO Conference Hall.
3. The activity aims to enhance knowledge and understanding of the RPMS framework and its alignment with the PPST indicators for Highly Proficient Teachers.

Specifically, it aims to

- a. identify and interpret the objectives and performance indicators for Master Teachers, focusing on the enhancement of practice and leadership functions;
  - b. determine and standardize appropriate and sufficient Means of Verification (MOVs) that accurately reflect achievement of RPMS objectives; and
  - c. apply the principles of the DepEd NQMS in aligning performance management processes with quality planning, implementation, monitoring, evaluation, and improvement.
4. Participants are the identified school heads, identified highly proficient teachers, and Program Management Team (PMT).
  5. Participants are advised to bring the existing Procedures and Work Instructions Manual (PAWIM) of school processes related to the Key Result Areas (KRAs) of highly proficient teachers, forms and templates, sample IPCRF of highly proficient teachers, laptop and extension cord for the workshop.
  6. Expenses relative to the conduct of the activities shall be charged against the HRD-INSET 2025 GAAO subject to the usual accounting and auditing rules and regulations.



SDCB RECORDS UNIT

**2513089**



DepEd Batac City



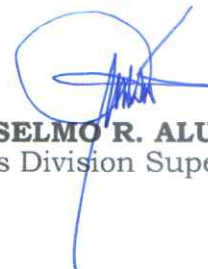
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7. Attached are the following for reference:  
Enclosure 1. List of Participants  
Enclosure 2. Matrix of Activities
8. For information and guidance.

  
**ANSELMO R. ALUDINO**  
Schools Division Superintendent

Encl.: As stated  
Reference: DepEd Order 2, s. 2015  
DepEd Order 14, s. 2022  
To be included in the Perpetual Index  
Under the following subject:  
Forms                      Procedures

NMU/DM-PMESHPT  
25013/August 26, 2025

### Enclosure 1. LIST OF PARTICIPANTS

	SCHOOL NAME	School Head	Master Teachers
1	Baay ES	Lilibeth C. Dierpo	
2	Baligat ES	Jollibelle C. Franada	Wilfredo E. Bonagua
3	Baoa East ES	Edwin V. Tangonan	Regie P. Lizardo
4	Baoa ES	John N. Jerez	
5	Benigno Macadaeg Mem. ES		Mary Jane P. Ruiz
6	Bil-locas ES	Eldefonso B. Natividad, Jr.	
7	Biningan ES	Oliveth M. Jerez	
8	Camandingan ES	Lovella J. Galut	
9	Catalino Acosta Mem. ES	Jenelyn B. Asuncion	
10	Colo-Mabaleng Elementary School		Ethewalda D. Daga
11	Cumcumraas-Manggaddi-Pitpitac ES	Rochelle C. Dulig	
12	Dariwidiw ES	John Resty R. Arellano	
13	Hilario Valdez Mem. Elem. School	Mely E. Repollo	Marlene F. Diculen
14	Magnuang ES		Julie Ann S. Calivoso
15	Maipalig-Quiom ES	Ryan C. Ramos	
16	Mariano Marcos Memorial Elementary School	Lorelyee F. Batucal	Christie C. Patricio
17	Nagbacalan ES		Roger L. Ibe
18	Naguirangan-Capacuan ES	Jonalyn C. Ulit	
19	P. Q. Pimentel ES	Joefrey C. Bataan	
20	Parangopong ES	Hazel B. dela Cruz	
21	Payao Elementary School	Cristina G. Paculan	
22	Quiling Elementary School	Jocelyn P. Perdido	
23	Rayuray Elementary School		Maria Angelica R. Laurio
24	San Mateo ES	Leianne R. Quioco	
25	Sumader ES		Mark Anthony D. Diculen
26	Tabug ES	Eleonor B. Ramos	
27	Gen. Artemio Ricarte SHS		Michelle A. Agulay
28	Ferdinand E. Marcos SHS	Pepsi P. Duldulao	Queenjoyce F. Sebastian
29	Batac National High School	Connie Marie Angelie Mae P. Balinasay	Marlon T. Lumang
30	Crispina Marcos Valdez NHS		Lovely Jane L. Durante
31	CBNHS Payao	Randolf Brian A. Cabanatan	Leilanie M. Rasco
32	CBNHS Poblacion	Ditas G. Domingo	Ronald T. Ventura Mary Joyce B. Austria Teofila Avigail B. Catindoy Jomar E. Caluya
33	CBNHS Rayuray	Thelma S. Ruguian	



### Program Management Team

Role	Name	Position
Program Manager	Nemalyn M. Ulep	Chief Education Supervisor, SGOD
Learning Managers	Mark Louie P. Duldulao	Education Program Specialist II-HRD
	Marilou B. Sales	Chief Education Supervisor, CID
M and E Coordinator	Dolores A. Ubiña	SEPS- SMME
Documenter/ Logistic Officer	Chrisse Julianne R. Pugat	Administrative Assistant III
	Angelo M. Bangcud	Project Development Officer I
Secretariat	Jadley Mel P. Piso	Administrative Assistant IV
	Jacqueline G. Abiño	Division Engineer
	Kristine Joy C. Galasinao	Administrative Assistant III
Welfare Officer	Judith Ivy R. Mangoba	Nurse II
	Jedidiah B. Jagto	Nurse II
Facilitators	(See Matrix of Activities)	

### Performance Management Team

Chairman: Arnel S. Bandiola

Members: Nemalyn M. Ulep (*Chief Education Supervisor: SGOD*)  
 Joel P. Malunao (*Administrative Officer V*)  
 Jennifer C. Bungubung (*Accountant III*)  
 Deejay R. Opelac (*Planning Officer III*)  
 Jenelyn B. Asuncion (*PESPA Representative*)  
 Ditas B. Domingo (*NAPSSHI Representative*)  
 Wilfredo E. Bonagua (*Elementary Teacher Association Representative*)  
 Joe Jayson Caletena (*Secondary Teacher Association Representative*)  
 Eldefonso B. Natividad, Jr. (*NEU Representative*)

Secretariat: Jadley Mel P. Piso  
 Mark Louie P. Duldulao  
 Chrisse Julianne R. Pugat  
 Kristine Joy B. Galasinao

## Enclosure 2. ACTIVITY MATRIX

Day 1: September 2, 2025

Time	Session/Activities
8:00 AM-8:30 AM	<b>Opening Program</b> <ul style="list-style-type: none"> <li>Philippine National Anthem -AVP</li> <li>Prayer -AVP</li> <li>Rationale and Welcome Remarks</li> </ul> <p style="text-align: right;"><b>ARNEL S. BANDIOLA</b> Assistant Schools Division Superintendent</p> <ul style="list-style-type: none"> <li>MESSAGE <b>ANSELMO R. ALUDINO</b> Schools Division Superintendent</li> </ul>
8:30 AM-10:30 AM	<b>SESSION 1: Plenary Session</b>  <b>INTEGRATING RPMS AND NQMS: ALIGNING PERFORMANCE AND QUALITY</b>  <b>NEMALYN M. ULEP</b> Chief Education Supervisor
10:30 AM- 10:45 AM	Health Break
10:45 AM-12:00 AM	<b>SESSION 2:</b>  <b>RPMS- PPST and NQMS Synergy for Teacher Excellence</b>  <b>PEPSI P. DULDULAO</b> Head Teacher III  <b>QUEENY JOYCE F. SEBASTIAN</b> Master Teacher II  <b>WORKSHOP by Group</b> Group 1: Content Knowledge and Pedagogy Group 2: Learning Environment and Diversity of Learners Group 3: Curriculum and Planning and Assessment and Reporting Group 4: Community Linkages and Professional Engagement Group 5: Personal Growth and Professional Development
12:00 noon-1:00 PM	Lunch break
1:00 PM- 3:00 PM	<b>Continuation of Workshop</b>
3:00 PM- 3:45 PM	Health Break
3:45 PM- 5:00 PM	<b>Presentation of Outputs</b> Panel: Performance Management Team (PMT)
	<b>KRISTINE JOY B. GALASINAO</b> Facilitator
Methodology: Lectures Strategy: Workshop Output: Specific MOVs per KRA/Objective/Performance Indicators for Highly Proficient Teachers	

**Day 2: September 3, 2025**

<b>Time</b>	<b>Session/Activities</b>
8:00 AM-8:30 AM	Management of Learning PMT Secretariat, In- Charge
8:30 AM-12:00 AM	<b>SESSION 3:</b>  <b>PERFORMANCE MEETS QUALITY: HARMONIZING RPMS THROUGH THE NQMS LENS</b>  <b>DEEJAY R. OPELAC</b> Planning Officer III  <b>Workshop by Group</b> Group 1: Performance Monitoring & Evaluation Group 2: Learning Delivery Management and Supervision Group 3: Education Assessment and Research Group 4: External Partnership Management Group 5: Human Resource Management and Development
12:00 noon-1:00 PM	Lunch break
1:00 PM- 3:00 PM	<b>Presentation of Outputs</b>
3:00 PM- 3:45 PM	Health Break
3:45 PM- 5:00 PM	Closing Program Impressions: (1 representative from each group) Words of Challenge:  <b>ARNEL S. BANDIOLA</b> Assistant Schools Division Superintendent  CLOSING SONG
	<b>MARK LOUIE P. DULDULAO</b> Facilitator
Methodology: Lectures Strategy: Workshop Output: Quality Control Plan of processes aligned with RPMS-PPST	