Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

Regional Advisory No. 132 s. 2026
November 12, 2026
In compliance with DepEd Order (DO) 08, s.2013
this advisory was issued not for endorsement per DO 28, s.2001
but only for the information of DepEd NIR officials and personnel/staff.

ADDITIONAL PRE-WORK AND ADMINISTRATIVE INSTRUCTIONS ON THE DRAFT PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) POLICY REVALIDATION WORKSHOPS

Attached is the Advisory on the Additional Pre-Work and Administrative Instructions on the Draft Performance management and Evaluation System (PMES) Policy Revalidation Workshops dated October 30, 2026.

All concerned designated participants in the Negros Island Region (NIR) are hereby reminded of the PMES Policy Revalidation Workshop scheduled on December 9-11, 2026 (including travel dates) at Hotel Fortuna, Cebu City.

For queries and concerns, contact BHROD-HRDD through Ms. Andria Dimaranan through (02) 8470-6630 or bhrod.hrdd@deped.gov.ph

Address: Batinguel, Dumaguete City, 6200
Telephone Nos:
Email Address: nir@deped.gov.ph
Website: DepEd | Negros Island Region

Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

ADVISORY

30 October 2026

Additional Pre-Work and Administrative Instructions on the Draft Performance Management and Evaluation System (PMES) Policy Revalidation Workshops

In reference to **DM-OUHRODI-2026-3701**, titled "*Conduct of the Orientation-Training on the Draft Revised DepEd Order (DO) on the Results-Based Performance Management System (RPMS) Guidelines for Selected Performance Management Team (PMT) Members*", the following additional information and administrative arrangements are provided for the remaining validation workshops scheduled in November and December 2026:

CLUSTER	PARTICIPANTS	DATE	VENUE
Visayas & Mindanao (Regions VIII, IX, X, XI, XII and CARAGA)	***Regional Office:*** HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; and ***Schools Division Office:*** SGOD Chief ***Note:*** *Refer to Annex A of DM-OUHRODI-2026-3701 on the complete list and allocation of participants*	November 17-19, 2026 *(including travel dates)*	Pinnacle Hotel and Suites, Davao City
Luzon & Visayas (Regions IV-A, IV-B, V, VI, Negros Island, and VII)		December 9-11, 2026 *(including travel dates)*	Hotel Fortuna, Cebu City

In line with the workshop's objective to gather technical inputs from **confirmed field representatives** and ensure seamless plenary discussions on the salient provisions of the draft PMES policy, participants are requested to **adhere to the following pre-work and administrative instructions**:

1. **Accomplish the Revalidation Tool.** All confirmed participants shall individually review the draft PMES policy and provide specific comments, recommendations, or proposed provisions using the prescribed revalidation

tool. *Note: Ensure you download the worksheet template or create a copy before filling it out.*

2. **Submit Individual Outputs.** Accomplished revalidation tool shall be uploaded through the respective cluster links on or before **November 17, 2026**, through the link below.

CLUSTER	QR CODE & LINK
Visayas & Mindanao (Regions VIII, IX, X, XI, XII and CARAGA)	**https://tinyurl.com/VisMinToolsandOutputs**
Luzon & Visayas (Regions IV-A, IV-B, V, VI, Negros Island, and VII)	**https://tinyurl.com/LuzVisToolsandOutputs**

**Note: Use the following filename format: Surname_RO/SDO_VisMinCluster.*

3. **Bring the necessary equipment.** Participants shall bring office-issued laptops and extension cords, as key output sessions will be conducted electronically.

Submission of accomplished individual workshop outputs shall be required for the release of the Certificate of Participation and Appearance.

For questions and/or concerns, please contact BHROD-HRDD through **Ms. Andria Dimaranan** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For information, guidance, and strict compliance.

E-signed by
Wilfredo Cabral
11/3/2026, 5:45:29 PM

WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development and Infrastructure

DEPARTMENT OF EDUCATION
RELEASED
CO - OUHROD
Sep 07, 2026
HRDD-DM-2026-57
By: H Dacquel 09:56 am

HRDD-DM-2026-57

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Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026-3701

TO: **Undersecretaries**
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
All Others Concerned

E-signed by
Wilfredo Cabral
09/2026, 9:25:39 AM

FROM: **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development and Infrastructure

SUBJECT: **CONDUCT OF THE ORIENTATION-TRAINING ON THE DRAFT REVISED DEPED ORDER (DO) ON THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) GUIDELINES FOR SELECTED PERFORMANCE MANAGEMENT TEAM (PMT) MEMBERS**

DATE: 04 SEPTEMBER 2026

In line with the Department's continuing efforts to strengthen its Performance Management and Evaluation System (PMES) and support the attainment of Civil Service Commission (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Level III, the Bureau of Human Resource and Organizational Development (BHROD), through the Human Resource Development Division (HRDD), shall conduct a series of **Orientation-Training on the Draft Revised DepEd Order (DO) on the Results-based Performance Management System (RPMS) Guidelines for Selected PMT Members,** according to the following schedule:

Cluster	Region	No. of Participants per Regional Offices (ROs) and Schools Division Offices (SDOs)		Target Participant's Profile	Schedule*	Venue*
		RO	SDO			
Luzon	NCR	2	16	For **ROs**: HRDD Chief, PPRD Chief or Administrative Division Chief	**October 20-22, 2026** *(including travel dates)*	Nichols Airport Hotel, Parañaque City

Cluster	Region	No. of Participants per Regional Offices (ROs) and Schools Division Offices (SDOs)		Target Participant's Profile	Schedule*	Venue*
		RO	SDO			
Luzon	CAR	2	8	For **ROs**: HRDD Chief, PPRD Chief or Administrative Division Chief in charge of *Personnel* Section; For **SDOs**: SGOD Chief	**October 20-22, 2026** *(including travel dates)*	Nichols Airport Hotel, Parañaque City
	I	2	14			
	II	2	9			
	III	2	21			
Luzon & Visayas	IV-A	2	25	For **ROs**: HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; For **SDOs**: SGOD Chief	**December 9-11, 2026** *(including travel dates)*	Hotel Fortuna, Cebu City
	IV-B	1	7			
	V	1	13			
	VI	1	8			
	Negros Island	2	22			
	VII	1	12			
Visayas & Mindanao	VIII	2	13	For **ROs**: HRDD Chief, PPRD Chief or Administrative Division Chief in charge of Personnel Section; For **SDOs**: SGOD Chief	**November 17-19, 2026** *(including travel dates)*	Pinnacle Hotel and Suites, Davao City
	IX	2	8			
	X	2	14			
	XI	2	11			
	XII	2	8			
	CARAGA	2	12			

**Schedule may be subject to change; any changes in the schedule, venue, or other administrative arrangements shall be communicated through a separate advisory*

These sessions aimed at orienting our selected Performance Management Team Members *(i.e., HRDD, PPRD, or Administrative Division Chief and SGOD Chief)* on the **Draft Revised DO 2, S. 2015** to be able to achieve the following:

1. Explain the rationale, key policy directions, and potential implications of the proposed revisions to the RPMS guidelines, including the revised process flows and assessment tools;
2. Gather and consolidate technical inputs from the selected PMT members to further refine the proposed performance management framework, policy provisions, processes, and forms;
3. Validate and simulate the use of revised performance management forms; and

4. Identify and address potential operational and implementation concerns in accordance with the existing CSC and DepEd human resource and legal policies.

The participants listed in ***Annex A – List and Allocation of Participants*** are requested to attend the orientation-trainings and confirm their attendance by filling out the registration form **not later than September 25, 2026 (Friday)** through the link below:

Registration Link

https://tinyurl.com/RPMSRevalidationWorkshop

To maximize the technical discussions and workshop sessions, confirmed participants are instructed to perform the following:

1. **Accomplish the Participant's Pre-work Assignment in Annex B**. In particular, participants shall review the draft revised RPMS policy and its annexes and appendices, consider the consolidated technical inputs previously gathered from the field, and submit their initial technical comments and recommendations **on or before 2 October 2026**.
2. Bring their laptops, chargers, and extension cords, as necessary, during the activity.

Meals and accommodation of the participants shall be provided by BHROD-HRDD, with the following details:

Activity Cluster	First Meal	Last Meal
Luzon Cluster: Regions NCR, CAR, I, II, and III	AM Snack October 20, 2026	PM Snack October 22, 2026
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	Lunch November 17, 2026	Lunch November 19, 2026
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, VII and Negros Island	Lunch December 9, 2026	Lunch December 11, 2026

Travel expenses of field participants shall be charged against their respective local funds, while CO program management team and resource person shall be charged against ***OPDNTP Continuing Fund FY 2025***, subject to existing budgeting, accounting, and auditing rules and regulations.

Concerned Regional Directors and Schools Division Superintendents are requested to authorize and ensure the participation of the identified personnel, including their **completion of the required pre-work and attendance** in all orientation-training and workshop sessions.

For questions and/or concerns, please contact BHROD-HRDD through **Ms. Andria Dimaranan** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For information and appropriate action.

Annex A

LIST AND ALLOCATION PARTICIPANTS FOR THE ORIENTATION-TRAINING ON THE DRAFT REVISED DEPED ORDER ON THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM FOR SELECTED PERFORMANCE MANAGEMENT TEAM MEMBERS

Luzon Cluster **(Region NCR, CAR, I, II, and III)** ***October 20-22, 2026 (Tuesday to Thursday)***			
NO.	**NAME**	**POSITION**	**OFFICE CO/RO/SDO**
10 participants from the Regional Offices (2 pax per region) – selected ***PMT Members*** *(i.e.,* ***HRDD, PPRD or PD Chiefs****)*			
68 participants from the Schools Division Offices (1 pax per region) – selected ***PMT Members*** *(i.e.,* ***SGOD Chiefs****)*			
5 Program Managers and Secretariat from ***BHROD-Human Resource Development Division***			
1 Representative from ***BHROD-Personnel Division***			

Luzon and Visayas Cluster **(Region IV-A, IV-B, V, VI, Negros Island, and VII)** ***December 9-11, 2026 (Wednesday to Friday)***			
NO.	**NAME**	**POSITION**	**OFFICE CO/RO/SDO**
8 participants from the Regional Offices (2 or 1 pax per region) – ***PMT Members*** *i.e.,* ***HRDD, PPRD or PD Chiefs****)*			
87 participants from the Schools Division Offices (1 pax per region) – ***PMT Members*** *(i.e.,* ***SGOD Chiefs****)*			
5 Program Managers and Secretariat from ***BHROD-Human Resource Development Division***			
1 Representative from ***BHROD-Organization and Effectiveness Division***			

Visayas and Mindanao Cluster **(Region VIII, IX, X, XI, XII, and CARAGA)** ***November 17-19, 2026 (Tuesday to Thursday)***			
NO.	**NAME**	**POSITION**	**OFFICE CO/RO/SDO**
12 participants from the Regional Offices (2 pax per region) – ***PMT Members*** *(i.e., HRDD/ PPRD/ SGOD/ PD Chief)*			
66 participants from the Schools Division Offices (1 pax per region) – ***PMT Members*** *(i.e., HRDD/ PPRD/ SGOD/ PD Chief)*			
5 Program Managers and Secretariat from ***BHROD-Human Resource Development Division***			
1 Representative from ***Policy and Planning Service***			

Annex B

PARTICIPANT'S PRE-WORK ASSIGNMENT

Instructions:

1. **Review** the **Draft Revised Results-based Performance Management System Guidelines** including its Annexes and Appendices through the link below:

Registration Link

https://tinyurl.com/DraftRevisedRPMSGuidelines

2. **Review** and consider the **consolidated technical inputs gathered from the field last 11 February 2025** as additional reference in understanding the rationale and proposed revisions to the RPMS policy.

3. **Provide** initial technical inputs and recommendations on the proposed performance management framework, policy provisions, process flows, assessment tools, and other relevant components of the draft policy.

4. **Submit** the accomplished technical inputs on or before **October 2, 2026 (Friday)** through the link below:

Registration Link

https://tinyurl.com/DepEdPMESPolicyInputs