



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 345, s. 2025

SEP 04 2025

**ORIENTATION ON THE REVISED DEPED ORDER (DO) ON
THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)
FOR APPROVING AUTHORITIES**

To: Assistant Regional Director
Schools Division Superintendents
Regional Functional Division Chiefs
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2025-2424 from the Office of the Undersecretary for Human Resource and Organizational Development dated August 22, 2025, regarding the **Orientation on the Revised DepEd Order (DO) on the Results-Based Performance Management System (RPMS) for Approving Authorities.**
2. Attention is particularly invited to paragraphs 2, 3, 4, and 5 of the said Memorandum.
3. Attached are the List of Participants, Meals, Registration Process, and Pre-Work Assignment.
4. The participants are advised to accomplish the following:

Activities	Links	Deadline
Online Registration Form	https://tinyurl.com/PMESOrientationTraining	on or before September 22, 2025
Pre-Work Assignment- Read the Article	https://hbr.org/2022/07/how-to-conduct-a-great-performance-review	



Address: Batinguel, Dumaguete City, 6200

Telephone Nos:

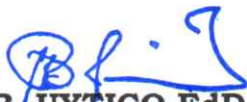
Email Address: nir@deped.gov.ph

Website: <https://depednir.net>



Republic of the Philippines
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NEGROS ISLAND REGION

5. The participants' board and lodging expenses shall be charged against BHROD-HRDD Funds, while transportation, per diem, and other incidental expenses to local funds subject to the usual accounting and auditing rules and regulations.
6. Equal Opportunity Principle (EOP) shall be exercised to underscore the Department's policy of no discrimination against any personnel for professional learning and development regardless of age, gender, civil status, disability, region, ethnic group, and political beliefs.
7. For further queries, contact Mr. Noel E. Santillan, OIC-CES, HRDD at 09185714272.
8. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference: DM-OULS-2025-003

To be indicated in the Perpetual Index
under the following subjects:

PERFORMANCE

PROGRAMS

NES/RM/RPMS
088/September 4, 2025



Address: Batinguel, Dumaguete City, 6200
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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-2424

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

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

SUBJECT: **ORIENTATION ON THE REVISED DEPED ORDER (DO) ON
THE RESULTS-BASED PERFORMANCE MANAGEMENT
(RPMS) GUIDELINES FOR APPROVING AUTHORITIES**

DATE: 22 August 2025

In alignment with the Department's commitment to strengthen its Performance Management and Evaluation System (PMES) and to 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, through the Human Resource Development Division (HRDD), will conduct a series of **Orientation-Training sessions on the Revised DepEd Order on the Results-based Performance Management (RPMS) Guidelines for Approving Authorities.**

The series of orientation-training shall be as follows:

Activity Cluster/Batch	Participant Details	Schedule*	Venue*
Luzon Cluster: Regions NCR, CAR, I, II and III	- Schools Division Superintendents (SDS)/ Assistant SDS (ASDS) - Regional Directors (RDs)/ Assistant RDs (ARDs)	October 7-9, 2025 (including travel dates)	Metro Manila

Activity Cluster/Batch	Participant Details	Schedule*	Venue*
Central Office	- Bureau and Service Directors (Director IV or Director III) - Assistant Secretaries - Undersecretaries	October 13, 2025	DepEd CO or to be conducted online via MS Teams platform
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, Negros Island and VII	- SDS/ASDS - RDs/ARDs	October 15-17, 2025 (including travel dates)	Cebu
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	- SDS/ASDS - RDs/ARDs	October 28-30, 2025 (including travel dates)	Davao

*Schedule may be subject to change; exact venue to be announced in a separate advisory

These sessions aimed at orienting our Approving Authorities to be able to:

1. Identity and clarify the critical roles and responsibilities in the implementation of performance management policy in the Department;
2. Equip with the necessary tools, criteria and best practices for fair and effective performance reviews and evaluation;
3. Reinforce skills in conducting coaching and feedback mechanisms and professional development initiatives for performance enhancement; and
4. Understand the rationale for revising RPMS guidelines and discuss its possible key changes.

DepEd officials listed in **Annex A** are requested to participate in the orientation-trainings and are directed to review **Annex B** for the registration process not later than **22 September 2025** and pre-work assignment prior to the scheduled activities.

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

Activity Cluster/Batch	First Meal	Last Meal
Luzon Cluster: Regions NCR, CAR, I, II and III	Lunch October 7, 2025	Lunch October 9, 2025
Central Office	AM Snack October 13, 2025	PM Snack October 13, 2025
Luzon and Visayas Cluster: Regions IV-A, IV-B, V, VI, Negros Island and VII	Lunch October 15, 2025	Lunch October 17, 2025
Visayas and Mindanao Cluster: Regions VIII, IX, X, XI, XII and CARAGA	Lunch October 28, 2025	Lunch October 30, 2025

Travel expenses of the participants shall be charged against their local funds, while CO program management team and resource person shall be charged against OPDNTF Current Fund 2025, subject to existing budgeting, accounting, and auditing rules and regulations.

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

For your action.

Annex A**List of Participants for the Orientation-Training on the Revised DepEd Order on the Results-Based Performance Management System****Luzon Cluster (Regions NCR, CAR, I, II & III)| October 7-9, 2025**

Name	Position	Regional Office
1. Jocelyn DR. Andaya	Regional Director	NCR
2. Estela L. Cariño	Regional Director	CAR
3. Tolentino G. Aquino	Regional Director	I (Ilocos)
4. Benjamin D. Paragas	Regional Director	II
5. Ronnie S. Mallari	Regional Director	III
6. Cecille G. Carandang	Schools Division Superintendent	NCR - Caloocan City
7. Melody P. Cruz (OIC)	Schools Division Superintendent	NCR - Las Piñas City
8. Ma. Evalou Concepcion A. Agustin	Schools Division Superintendent	NCR - Makati City
9. Juan C. Obierna	Schools Division Superintendent	NCR - Malabon City
10. Romela M. Cruz	Schools Division Superintendent	NCR - Mandaluyong City
11. Nerissa R. Lomeda (OIC)	Schools Division Superintendent	NCR - Manila City
12. Alejandro G. Ibanez	Schools Division Superintendent	NCR - Marikina City
13. Violeta M. Gonzales (OIC)	Schools Division Superintendent	NCR - Muntinlupa City
14. Meliton P. Zurbano	Schools Division Superintendent	NCR - Navotas City
15. Loreta B. Torrecampo	Schools Division Superintendent	NCR - Parañaque City
16. Joel T. Torrecampo	Schools Division Superintendent	NCR - Pasay City
17. Sheryll T. Gayola	Schools Division Superintendent	NCR - Pasig City
18. Carleen S. Sedilla	Schools Division Superintendent	NCR - Quezon City
19. Angelita P. Cornejo (OIC)	Schools Division Superintendent	NCR - San Juan City
20. Cynthia L. Ayles	Schools Division Superintendent	NCR - Taguig City - Pateros
21. Noel D. Bagano(OIC)	Schools Division Superintendent	NCR - Valenzuela City
22. Amador D. Garcia, Sr	Schools Division Superintendent	CAR - Abra
23. Irene S. Angway	Schools Division Superintendent	CAR - Apayao
24. Estela P. Leon-Cariño (OIC) Concurrent	Schools Division Superintendent	CAR - Benguet
25. Gloria B. Buya-ao	Schools Division Superintendent	CAR - Ifugao

26. Ginaldine L. Balogso (OIC)	Schools Division Superintendent	CAR - Kalinga
27. Benilda M. Daytaca	Schools Division Superintendent	CAR - Mt. Province
28. Soraya T. Faculo	Schools Division Superintendent	CAR - Baguio City
29. Benedicta B. Gamatero	Schools Division Superintendent	CAR - Tabuk City
30. Donato D. Balderas, Jr.	Schools Division Superintendent	I - Ilocos Norte
31. Joel B. Lopez	Schools Division Superintendent	I - Ilocos Sur
32. Jorge M. Reinante	Schools Division Superintendent	I - La Union
33. Fatima R. Boado	Schools Division Superintendent	I - Pangasinan I
34. Vivian Luz S. Pagatpatan	Schools Division Superintendent	I - Pangasinan II
35. Ely S. Ubaldo	Schools Division Superintendent	I - Alaminos City
36. Anselmo R. Aludino	Schools Division Superintendent	I - Batac City
37. Gemma Q. Tacuycuy	Schools Division Superintendent	I - Candon City
38. Rowena C. Banzon	Schools Division Superintendent	I - Dagupan City
39. Joann A. Corpuz	Schools Division Superintendent	I - Laoag City
40. Diosdado I. Cayabyab	Schools Division Superintendent	I - San Carlos City
41. Shiela Marie A. Primicias	Schools Division Superintendent	I - San Fernando City
42. Aguedo C. Fernandez	Schools Division Superintendent	I - Urdaneta City
43. Vilma D. Eda	Schools Division Superintendent	I - Vigan City
44. Dante J. Marcelo	Schools Division Superintendent	II - Batanes
45. Reynante Z. Caliguiran	Schools Division Superintendent	II - Cagayan Province
46. Rachel R. Llana	Schools Division Superintendent	II - Isabela
47. Orlando E. Manuel	Schools Division Superintendent	II - Nueva Vizcaya
48. Madelyn L. Macalling	Schools Division Superintendent	II - Quirino
49. Cherry S. Ramos	Schools Division Superintendent	II - Cauayan City
50. Eduardo C. Escorpiso, Jr.	Schools Division Superintendent	II - Ilagan City
51. Alfredo B. Gumar Jr.	Schools Division Superintendent	II - Santiago City
52. Gilbert N. Tong	Schools Division Superintendent	II - Tuguegarao City

53. Dante G. Parungao	Schools Division Superintendent	III - Aurora
54. Carolina S. Violeta	Schools Division Superintendent	III - Bataan
55. Rowena T. Quiambao	Schools Division Superintendent	III - Baliwag City
56. Cecilia E. Valderama	Schools Division Superintendent	III - Bulacan
57. Ronaldo A. Pozon	Schools Division Superintendent	III - Nueva Ecija
58. Romeo M. Alip	Schools Division Superintendent	III - Pampanga
59. Ma. Irelyn P. Tamayo	Schools Division Superintendent	III - Tarlac
60. William Roderick R. Fallorin	Schools Division Superintendent	III - Zambales
61. Edgard C. Domingo	Schools Division Superintendent	III - Angeles City
62. Roland M. Fronda	Schools Division Superintendent	III - Balanga City
63. Catalina P. Paez	Schools Division Superintendent	III - Cabanatuan City
64. Enrique E. Angeles, Jr. (OIC)	Schools Division Superintendent	III - Gapan City
65. Maria Carmen P. Cuenco	Schools Division Superintendent	III - Mabalacat City
66. Leilani S. Cunanan	Schools Division Superintendent	III - Malolos City
67. Merlina P. Cruz	Schools Division Superintendent	III - Meycauayan City
68. Imelda P. Macaspac (OIC)	Schools Division Superintendent	III - Olongapo City
69. Shirley B. Zipagan	Schools Division Superintendent	III - San Fernando City
70. Josie C. Palioc (OIC)	Schools Division Superintendent	III - San Jose City
71. Leonardo C. Canlas ((OIC)	Schools Division Superintendent	III - San Jose del Monte
72. Johanna N. Gervacio	Schools Division Superintendent	III - Science City of Muñoz
<i>Two (2) Participants/Representatives from BHRD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHRD-HRDD Program Management Team</i>		

**Luzon and Visayas Cluster (Regions IV-A, IV-B, V, VI, Negros Island and VII) |
October 15-17, 2025**

Name	Position	Regional Office
1. Alberto T. Escobarte	Regional Director	IV-A
2. Nicolas T. Capulong	Regional Director	IV-B
3. Gilbert T. Sadsad	Regional Director	V
4. Cristito A. Eco (OIC)	Regional Director	VI
5. Ramir B. Uytico	Regional Director	Negros Island Region
6. Salustiano T. Jimenez	Regional Director	VII
7. Marites A. Ibañez	Schools Division Superintendent	IV-A – Batangas Province
8. Rosemarie D. Torres	Schools Division Superintendent	IV-A - Cavite
9. Editha M. Atendido	Schools Division Superintendent	IV-A - Laguna
10. Rommel C. Bautista	Schools Division Superintendent	IV-A - Quezon
11. Doris DJ. Estalilla	Schools Division Superintendent	IV-A - Rizal
12. Lerma L. Flandez	Schools Division Superintendent	IV-A - Antipolo City
13. Babylyn M. Pambid	Schools Division Superintendent	IV-A - Bacoor City
14. Hermogenes M. Panganiban	Schools Division Superintendent	IV-A - Batangas City
15. Arlene S. Ricasata (OIC)	Schools Division Superintendent	IV-A - Biñan City
16. Christopher R. Diaz	Schools Division Superintendent	IV-A - Cabuyao City
17. Merthel M. Evardome	Schools Division Superintendent	IV-A - Calamba City
18. Gregorio A. Co, Jr. (OIC)	Schools Division Superintendent	IV-A - Cavite City
19. Elias A. Alicaya, Jr. (OIC)	Schools Division Superintendent	IV-A - Dasmariñas City
20. Homer N. Mendoza (OIC)	Schools Division Superintendent	IV-A - Imus City
21. Felizardo O. Bolaños	Schools Division Superintendent	IV-A - Lipa City
22. Susan DL. Oribiana	Schools Division Superintendent	IV-A - Lucena City
23. Gerlie M. Ilagan	Schools Division Superintendent	IV-A - San Pablo City
24. Hereberto Jose D. Miranda	Schools Division Superintendent	IV-A - Sta. Rosa City
25. Nicolas M. Burgos	Schools Division Superintendent	IV-A - Tanauan City
26. Celedonio B. Balderas, Jr.	Schools Division Superintendent	IV-A - Tayabas City
27. Ivan Brian L. Inductivo	Schools Division Superintendent	IV-A - General Trias City
28. Phillip B. Gallendez	Schools Division Superintendent	IV-A - San Pedro City

29.Neil G. Angeles	Schools Division Superintendent	IV-A - Sto. Tomas City
30.Lynn G. Mendoza (OIC)	Schools Division Superintendent	IV-B - Marinduque
31.Loida P. Adornado (OIC)	Schools Division Superintendent	IV-B - Occidental Mindoro
32.Maria Luisa D. Servando	Schools Division Superintendent	IV-B - Oriental Mindoro
33.Nicolas T. Capulong (OIC)	Schools Division Superintendent	IV-B - Palawan
34.Roger F. Capa	Schools Division Superintendent	IV-B - Romblon
35.Susana M. Bautista	Schools Division Superintendent	IV-B - Calapan City
36.Laida M. Lagar-Mascareñas	Schools Division Superintendent	IV-B - Puerto Princesa City
37.Nene R. Merioles	Schools Division Superintendent	V - Albay
38.Crestito M. Morcilla	Schools Division Superintendent	V - Camarines Norte
39.Norma B. Samantela	Schools Division Superintendent	V - Camarines Sur
40.Ma. Jeany T. Abayon (OIC)	Schools Division Superintendent	V - Catanduanes
41.Raymundo M. Cantojos	Schools Division Superintendent	V - Masbate
42.Jose L. Doncillo	Schools Division Superintendent	V - Sorsogon
43.Mariano B. De Guzman	Schools Division Superintendent	V - Iriga City
44.Danilo E. Despi	Schools Division Superintendent	V - Legazpi City
45.Nympha D. Guemo	Schools Division Superintendent	V - Ligao City
46.Susan S. Collano	Schools Division Superintendent	V - Naga City
47.William E. Gando	Schools Division Superintendent	V - Sorsogon City
48.Fatima D. Buen	Schools Division Superintendent	V - Tabaco City
49.Feliciano C. Buenafe, Jr.	Schools Division Superintendent	VI - Aklan
50.Nicasio S. Frio	Schools Division Superintendent	VI - Antique
51.Roel F. Bermejo	Schools Division Superintendent	VI - Capiz
52.Novelyn M. Vilchez	Schools Division Superintendent	VI - Guimaras
53.Ernesto F. Servillion, Jr.	Schools Division Superintendent	VI - Iloilo
54.Ma. Luz M. De Los Reyes	Schools Division Superintendent	VI - Iloilo City
55.Ma. Roselyn J. Palcat	Schools Division Superintendent	VI - Passi City

56. Renato T. Ballesteros	Schools Division Superintendent	VI - Roxas City
57. Gladys Amylaine D. Sales	Schools Division Superintendent	Negros Occidental
58. Neri C. Ojastro	Schools Division Superintendent	Negros Oriental
59. Rosalie M. Pasaol	Schools Division Superintendent	Siquijor
60. Dennis G. Develos (OIC)	Schools Division Superintendent	Bacolod City
61. Neri Anne M. Alibuyog	Schools Division Superintendent	Bago City
62. Bernadette A. Susvilla	Schools Division Superintendent	Bais City
63. Anelito G. Bongcawil	Schools Division Superintendent	Bayawan City
64. Arlene G. Bermejo	Schools Division Superintendent	Cadiz City
65. Salvacion J. Senayo (OIC)	Schools Division Superintendent	Canlaon City
66. Edmark Ian L. Cabio	Schools Division Superintendent	Dumaguete City
67. Peter O. Galimba (OIC)	Schools Division Superintendent	Escalante City
68. Orlando G. Cadano	Schools Division Superintendent	Guihulngan City
69. Lynee A. Peñaflor (OIC)	Schools Division Superintendent	Himamaylan City
70. Ferdinand S. Sy	Schools Division Superintendent	Kabankalan City
71. Ermi V. Miranda	Schools Division Superintendent	La Carlota City
72. Dannie Clark M. Uguil (OIC)	Schools Division Superintendent	Sagay City
73. Ma. Teresa P. Geroso (OIC)	Schools Division Superintendent	San Carlos City
74. Salvador D. Ochoa, Jr.	Schools Division Superintendent	Silay City
75. Bernie L. Libo-on	Schools Division Superintendent	Sipalay City
76. Estela B. Susvilla (OIC)	Schools Division Superintendent	Tanjay City
77. Portia M. Mallorca	Schools Division Superintendent	Victorias City
78. Fay C. Luarez	Schools Division Superintendent	VII - Bohol
79. Senen P. Paulin	Schools Division Superintendent	VII - Cebu
80. Leah P. Noveras	Schools Division Superintendent	VII - Bogo City
81. Cartesa M. Perico	Schools Division Superintendent	VII - Carcar City
82. Nimfa D. Bongo	Schools Division Superintendent	VII - Cebu City

83. Roseller N. Gelig	Schools Division Superintendent	VII - Danao City
84. Marilyn S. Andales	Schools Division Superintendent	VII - Lapu-Lapu City
85. Bianito A. Dagatan	Schools Division Superintendent	VII - Mandaue City
86. Ronald G. Gutay	Schools Division Superintendent	VII - Naga City
87. Wilfreda D. Bongalos	Schools Division Superintendent	VII - Tagbilaran City
88. Arden D. Monisit	Schools Division Superintendent	VII - Talisay City
89. Joseph Irwin A. Lagura	Schools Division Superintendent	VII - Toledo City
<i>Two (2) Participants/Representatives from BHRD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHRD-HRDD Program Management Team</i>		

**Visayas and Mindanao Cluster (Regions VIII, IX, X, XI, XII, & CARAGA) |
October 28-30, 2025**

Name	Position	Regional Office
1. Ronelo Al K. Firmo (OIC)	Regional Director	VIII
2. Ruth L. Fuentes	Regional Director	IX
3. Arturo B. Bayocot	Regional Director	X
4. Allan G. Farnazo	Regional Director	XI
5. Carlito D. Rocafort	Regional Director	XII
6. Maria Ines C. Asuncion	Regional Director	CARAGA
7. Roberto N. Mangaliman (OIC)	Schools Division Superintendent	VIII - Biliran
8. Antonio P. Delos Reyes (OIC)	Schools Division Superintendent	VIII - Eastern Samar
9. Mariza S. Magan	Schools Division Superintendent	VIII - Leyte
10. Gaudencio C. Aljibe, Jr.	Schools Division Superintendent	VIII - Northern Samar
11. Moises D. Labian, Jr.	Schools Division Superintendent	VIII - Samar (Western)
12. Josilyn S. Solana	Schools Division Superintendent	VIII - Southern Leyte
13. Manuel P. Albaño	Schools Division Superintendent	VIII - Baybay City
14. Gorgonio G. Diaz, Jr.	Schools Division Superintendent	VIII - Borongan City
15. Margarito A. Cadayona	Schools Division Superintendent	VIII - Calbayog City
16. Carmela R. Tamayo	Schools Division Superintendent	VIII - Catbalogan City
17. Genis S. Murallos	Schools Division Superintendent	VIII - Maasin City
18. Carmelino P. Bernadas	Schools Division Superintendent	VIII - Ormoc City
19. Sherlita A. Palma (OIC)	Schools Division Superintendent	VIII - Tacloban City
20. Majarani M. Jacinto	Schools Division Superintendent	IX - Zamboanga del Norte
21. Ma. Judelyn J. Ramos	Schools Division Superintendent	IX - Zamboanga del Sur
22. Virgilio P. Batan, Jr.	Schools Division Superintendent	IX - Zamboanga Sibugay
23. Jay S. Montealto (OIC)	Schools Division Superintendent	IX - Dapitan City
24. Ma. Liza R. Tabilon	Schools Division Superintendent	IX - Dipolog City
25. Ma. Laarni T. Villanueva (OIC)	Schools Division Superintendent	IX - Isabel City
26. Danny B. Cordova	Schools Division Superintendent	IX - Pagadian City
27. Gregorio Cyrus R. Elejorde (OIC)	Schools Division Superintendent	IX - Zamboanga City
28. Victoria V. Gazo	Schools Division Superintendent	X - Bukidnon

29. Lorebina C. Carrasco (OIC)	Schools Division Superintendent	X - Camiguin
30. Edwin R. Maribojoc	Schools Division Superintendent	X - Lanao del Norte
31. Reynaldo E. Manuel, Jr.	Schools Division Superintendent	X - Misamis Occidental
32. Edilberto L. Oplenaria	Schools Division Superintendent	X - Misamis Oriental
33. Roy Angelo E. Gazo	Schools Division Superintendent	X - Cagayan de Oro City
34. Randolph B. Tortola	Schools Division Superintendent	X - El Salvador City
35. Edgardo V. Abanil	Schools Division Superintendent	X - Gingoog City
36. Jonathan S. Dela Peña	Schools Division Superintendent	X - Iligan City
37. Cherry Mae L. Limbaco-Reyes	Schools Division Superintendent	X - Malaybalay City
38. Jean G. Veloso	Schools Division Superintendent	X - Oroquieta City
39. Nimfa R. Lago (OIC)	Schools Division Superintendent	X - Ozamis City
40. Shambaeh A. Abantas-Usman	Schools Division Superintendent	X - Tangub City
41. Jesnar Dems S. Torres	Schools Division Superintendent	X - Valencia City
42. Phoebe Gay L. Refamonte	Schools Division Superintendent	XI - Davao de Oro
43. Reynaldo B. Mellorida	Schools Division Superintendent	XI - Davao del Norte
44. Lorenzo E. Mendoza	Schools Division Superintendent	XI - Davao del Sur
45. Rommel R. Jandayan	Schools Division Superintendent	XI - Davao Occidental
46. Josephine L. Fadul	Schools Division Superintendent	XI - Davao Oriental
47. Reynante A. Solitario	Schools Division Superintendent	XI - Davao City
48. Melanie P. Estacio	Schools Division Superintendent	XI - Digos City
49. Winnie E. Batoon	Schools Division Superintendent	XI - Mati City
50. Jinky B. Firman	Schools Division Superintendent	XI - Panabo City
51. Nelson C. Lopez	Schools Division Superintendent	XI - Samal City
52. Alona C. Uy	Schools Division Superintendent	XI - Tagum City
53. Romelito G. Flores	Schools Division Superintendent	XII - Cotabato
54. Ruth L. Estacio	Schools Division Superintendent	XII - Sarangani
55. Leonardo M. Balala	Schools Division Superintendent	XII - South Cotabato

56. Crispin A. Soliven, Jr.	Schools Division Superintendent	XII - Sultan Kudarat
57. Isagani S. Dela Cruz	Schools Division Superintendent	XII - General Santos City
58. Miguel P. Fillalan, Jr.	Schools Division Superintendent	XII - Kidapawan City
59. Roberto J. Montero	Schools Division Superintendent	XII - Koronadal City
60. Gildo G. Mosqueda	Schools Division Superintendent	XII - Tacurong City
61. Jeanie L. Mativo	Schools Division Superintendent	XIII - Agusan del Norte
62. Josita B. Carmen	Schools Division Superintendent	XIII - Agusan del Sur
63. Florence E. Almaden	Schools Division Superintendent	XIII - Dinagat Islands
64. Karen L. Galanida	Schools Division Superintendent	XIII - Surigao del Norte
65. Lorenzo O. Macasocol	Schools Division Superintendent	XIII - Surigao del Sur
66. Ma. Teresa M. Real (OIC)	Schools Division Superintendent	XIII - Bayugan City
67. Gemma A. De Paz (OIC)	Schools Division Superintendent	XIII - Bislig City
68. Minerva T. Albis	Schools Division Superintendent	XIII - Butuan City
69. Imelda N. Sabornido	Schools Division Superintendent	XIII - Cabadbaran City
70. Manuel O. Caberte (OIC)	Schools Division Superintendent	XIII - Siargao
71. Marilou B. Dedumo	Schools Division Superintendent	XIII - Surigao City
72. Jasmin R. Lacuna (OIC)	Schools Division Superintendent	XIII - Tandag City
<i>Two (2) Participants/Representatives from BHRD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHRD-HRDD Program Management Team</i>		

Central Office | October 13, 2025

Name	Position	Bureau/Service/Office
1. Joseph Conrad B. De Rama	Director IV	Administration Service
2. Marilette R. Almayda	Director IV	Bureau of Alternative Education
3. Suzette T. Gannaban-Medina (OIC)	Director IV	Bureau of Learning Resources
4. Peter Marc D. Magsalin	Director IV	Bureau of Curriculum Development
5. Gerson Marvin M. Abesamis	Director IV	Bureau of Learning Delivery
6. Armando C. Ruiz	Director IV	Finance Service
7. Ariz Delson Acay D. Cawilan	Director IV	Operations
8. Felino O. Castro	Director IV	Disaster Risk Reduction and Management Service
9. Miguel Angelo S. Mantaring	Director IV	Bureau of Learner Support Services
10. Janine Nicole O. Chua	Director IV	Legal Service
11. Dexter N. Pante (OIC)	Director IV	Bureau of Human Resources and Organizational Development
12. Michael P. Cabautan	Director IV	National Educators Academy of the Philippines
13. Rhoan L. Orebia	Director IV	Procurement Management Service
14. Marivic R. Leaño	Director III	Strategic Management
15. Kevin Carl P. Santos	Director IV	Bureau of Education Assessment
16. Maria Clarisse T. Ligunas-Roque	Director IV	Policy and Planning Service
17. Jan Kevin M. Rivera	Director IV	Public Affairs Service
18. Graciela E. Mendoza	Director IV	External Partnership Service
19. Paolo Mikael E. Quilala	Director IV	Internal Audit Service
<i>Twenty-six (26) EXECOM Offices – Undersecretaries/ Assistant Secretaries or his/her authorized representative</i>		
<i>Two (2) Participants/Representatives from BHROD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Five (5) BHROD-HRDD Program Management Team</i>		

Annex B

I. Participant's Registration Process

For confirmation of attendance, please accomplish the **Online Registration Form** on or **before 22 September 2025**:

Registration Link : <https://tinyurl.com/PMESOrientationTraining>



II. Participant's Pre-Work Assignment

To prepare for an engaging and insightful session on performance management led by an esteemed adjunct faculty member from the Asian Institute of Management (AIM), all confirmed participants are required to read the article "**How to Conduct a Great Performance Review**" by Frank V. Cespedes prior to the workshop.

This article, published by Harvard Business Review, provides valuable insights into effective performance review practices and will serve as a foundation for our discussions.

Article Details:

- **Title:** How to Conduct a Great Performance Review
- **Author:** Frank V. Cespedes
- **Source:** Harvard Business Review
- **Link:** <https://hbr.org/2022/07/how-to-conduct-a-great-performance-review>

Note: The article is freely accessible on the Harvard Business Review website, unless you have already viewed three (3) articles this month, in which case a subscription may be required.