



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

OCT 15 2025

REGIONAL MEMORANDUM

No. 498 s. 2025

**ADDENDUM TO REGIONAL MEMORANDUM NO. 491, s. 2025 TITLED "ORIENTATION-
TRAINING ON THE REVISED DEPED ORDER ON THE RPMS GUIDELINES WITH
APPROVING AUTHORITIES"**

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

1. Attached is DepEd Advisory from the Human Resource and Organizational Development (HROD) dated October 14, 2025 regarding the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities on October 15-17, 2025** at the **Bellavista Hotel, Lapu-Lapu City, Cebu**.
2. Attention is particularly invited to paragraphs 2 and 3 of the said Advisory.
3. Other details of the activity still remain in effect.
4. It is understood that in the conduct of this activity, there shall be no discrimination on account of age, school, gender, civil status, disability, religion or other similar factors/personal circumstances that run counter to the principles of equal opportunity.
5. For questions or queries, contact BHROD-HRDD through Mr. Crisanto V. Lucaba or Ms. Ma. Mystica P. Esparas-Yu Oh at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.
6. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl: As stated
Reference: RM-2025-491/Advisory
To be indicated in the Perpetual Index
under the following subjects:

TEACHERS TRAINING PROGRAMS

ADB/HRDD-RM- Advisory: Orientation-Training on the Revised DepEd Order on the RPMS Guidelines
123/October 15, 2025



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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

ADVISORY

October 14, 2025

This has reference to the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities** with AR No. 2025-CO-07014 dated July 16, 2025 and Advisory on the Exact Venue and Schedule in Luzon and Visayas Cluster (i.e., Regions IV-A, IV-B, V, VI, VII and Negros Island) dated October 7, 2025 (**Annex A**).

Please be informed that in light of the recent earthquakes reported by Philippine Institute of Volcanology and Seismology (PHIVOLCS-DOST) specifically in Bogo and Tabuelan City of Cebu Province, and in consideration of everyone's safety and well-being, **participants are given the option to join the training either physically or virtually.**

For **onsite participants**, the venue is **The Bellavista Hotel, Lapu-Lapu City, Cebu**. Meanwhile, **online participants** may attend through **Microsoft Teams platform**. Please note that the **quality of the virtual experience may be affected due to factors such as internet connectivity and audio clarity**, which are beyond the control of this Office.

Kindly refer to the meeting link and QR code below for access to the virtual session.



<https://tinyurl.com/PMESOrientation-TrainingB3>

We appreciate your understanding and cooperation as we prioritize everyone's safety.

Attached is the Program Design (**Annex B**) for everyone reference. For questions and/or concerns, please contact BHRD-HRDD through **Mr. Crisanto V. Lucaba** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For your information and appropriate action.

WILFREDO E. CABRAL
Undersecretary for Human Resource and
Organizational Development



Address: Room 102 Rizal Bldg., DepEd Complex, Meralco Ave., Pasig City, Metro Manila
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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	1 of 5





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*Undersecretary for Human Resource and
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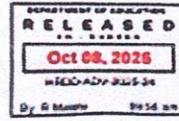


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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	1 of 5



Annex A. Advisory dated 07 October 2025



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 OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

ADVISORY
 October 07, 2025

This has reference to the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities** with AR No. 2025-CO-07014 dated July 16, 2025 and DM-OUIHROD-2025-2424 issued last 22 August 2025.

Please be informed on the schedule and exact venue of the following activities:

ACTIVITY	SCHEDULE	VENUE
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - Luzon Cluster (Regions IV-A&B, V, VI, VII & NIR)	October 15-17, 2025	The Bellavista Hotel, Lapu Lapu City (Cebu)
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - (Regions VII, IX, X, XI, XII & XIII)	October 28-30, 2025	Panorama Summit Hotel, Davao City

DepEd officials and personnel listed in Annex A or his/her identified representative who do not register yet through this link <https://tinyurl.com/PMESOrientationTraining> are required to confirm their attendance and directed to do the pre-work assignments prior the scheduled activity detailed in Annex B.

Board and lodging of all the participants shall be charged against OPDNTF Funds (Current fund for FY 2025) while the travel expenses shall be charged as follows:

Fund Source	Participant's Role
Local Funds	Participants (i.e., Undersecretaries/Assistant Secretaries, Bureau/Service Directors, RDs/ARDs, SDS/ASDS or his/her authorized representative) <i>Note: One (1) representative only from Central Office, Regional Offices or School Division Offices.</i>
GMS Fund 2025	BHROD-OED Representative and HROD Resource Speaker
OPDNTF Current Fund 2025	CO Program Management Team and External Resource Speaker

All expenses are subject to existing budgeting, accounting, and auditing rules and regulations.



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Doc. Ref. Code	PAAM-F-018	Rev	00
Effectivity	09.20.21	Page	1 of 1



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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	2 of 5



Kindly be advised that the board and lodging, including meals of drivers of the participants (if any) shall not be covered by the program organizers.

Furthermore, all participants are required to bring their laptops during the entire orientation-training activity.

For questions and/or concerns, please contact BHRD-HRDD through Mr. Crisanto V. Lucaba or Ms. Ma. Mystica P. Esparas-Yu Oh at telephone no. (02) 8470-6630 or email at bhrod_hrdd@deped.gov.ph.

For your information and appropriate action.

E-signed by
Wilfredo Cabral
SEP 21 7:24 03 PM
WILFREDO E. CABRAL
Undersecretary for Human Resource and
Organizational Development



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Doc. Ref. Code	OH-OU-HRDD	Rev	00
Effectivity	03.23.23	Page	3 of 5



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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	3 of 5



Annex B. Program Design



Orientation-Training on Performance Management and Evaluation System (PMES) with Approving Authorities

Luzon & Visayas Cluster - October 15-17, 2025

DAY 1

- 7:00 AM Onwards Travel Time
- 12:00 NN - 2:00 PM Registration
Lunch
- 2:00 PM - 2:30 PM Preliminaries
- 2:30 PM - 3:30 PM Activity 1: DepEd Leader's Commitment to Performance Excellence
- 3:30 PM - 3:45 PM Health Break
- 3:45 PM - 4:30 PM Activity 2: Online Leadership Style Test
- 4:30 PM - 4:50 PM Reminders and Instructions
- 4:50 PM - 5:00 PM Photo Opportunity

DAY 2

- 07:00 AM - 8:00 AM Breakfast
- 8:00 AM - 8:30 AM Management of Learning
- 8:30 AM - 10:30 AM Session 1: Performance Management Excellence for DepEd Leaders
- 10:30 AM - 10:45 AM Health Break
- 10:45 AM - 12:00 NN Continuation of Session 1
- 12:00 NN - 1:00 PM Lunch
- 1:00 PM - 1:30 PM Ice breaker
- 1:30 PM - 3:00 PM Continuation of Session 1
- 3:00 PM - 3:15 PM Health Break
- 3:15 PM - 5:00 PM Continuation of Session 1
- 5:00 PM - 5:10 PM Reminders and Instructions
- 5:10 PM - 5:15 PM Photo Opportunity

DAY 3

- 07:00 AM - 8:00 AM Breakfast
- 8:00 AM - 8:25 AM Management of Learning
- 8:25 AM - 9:25 AM Session 2: Overview and Possible Key Changes on the New Performance Management and Evaluation System (PMES) Guidelines
- 9:25 AM - 9:30 AM Health Break
- 9:30 AM - 11:40 AM Session 3: Strategic Alignment: Linking Performance Commitments with DepEd's Goals
- 11:40 AM - 12:30 PM Concluding Activities
Closing Remarks
Lunch and Travel Time



WELCOMING REMARKS

DEXTER N. PANTE
Project Development Officer V, BHRD-SED,
OIC Office of the Director III, BHRD



EXTERNAL RESOURCE PERSON

MARIA ANGELICA B. LLEANDER
Adjunct Faculty, Asian Institute of Management



INTERNAL RESOURCE PERSON

RUBY CHANDA J. CRISOSTOMO
Project Development Officer IV, BHRD-HRDD &
Officer-in-Charge, BHRD-OED



INTERNAL RESOURCE PERSON

WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development



CLOSING REMARKS

ALBERT JEROME C. ANDRES
Chief Administrative Officer, BHRD-Personnel Division,
OIC Office of the Director III, BHRD



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Effectivity	09.20.21	Page	4 of 5

