



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 968 s. 2026

SEP 08 2026

MIDYEAR PERFORMANCE REVIEW

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

1. Pursuant to DM – OUHROD 2024 – 0586 titled “*Interim Guidelines for the Office Planning and Assessment for 2024 Onwards*,” and in compliance with DepEd Order No. 02, s. 2015, Guidelines on the Establishment and Implementation of Results – Based Performance Management System in DepEd, this Office, through the Policy, Planning, and Research Division (PPRD), shall conduct the Mid-Year Performance Review on October 6-8, 2026. The venue for this activity will be announced at a later date.

2. The activity aims to:

- present the progress in achieving office performance objectives and provide information on the status of Programs, Activities and Projects (PAPs) through the Revised Office Performance Commitment and Review Form (OPCRF); and
- monitor and review the mid-year ratings of Regional Office Functional Divisions and Schools Division Office against the set targets.

3. The participants in this activity are as follows:

Regional Office	Schools Division Office
Assistant Regional Director RO Division Chiefs PPRD Personnel	Schools Division Superintendents Planning Officers Budget Officers Administrative Officers – General Services

4. In preparation for the review, all SDOs and Functional Division Chiefs are required to submit the 2026 First Semester Mid-Year Performance Reports and presentation decks in both printed and soft copies on or before October 2, 2026.



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5. All Schools Division Superintendents and Functional Division Chiefs are expected to present their mid-year performance using the prescribed template found in the link below.

6. Below is the schedule of activities:

Date	Activity	Participants	Venue/Links
September 16, 2026	Virtual Meeting for the coordination and standardization of reports and presentation	SDO Planning Officers	Meeting Link: 2026 Midyear Performance Review Coordination Meeting Meeting-Join Microsoft Teams
October 2, 2026	Submission of printed copies and uploading of soft copies	SDO Planning Officers	This link is for the SharePoint drive for Midyear Performance Review templates and for uploading of outputs: 2026 Midyear Performance Review
October 6-8, 2026	Presentation of Midyear Performance Review	Assistant Regional Director, RO Division Chiefs, PPRD Personnel, Schools Division Superintendents, Asst. Schools Division Superintendents, Planning Officers, Budget Officers, Administrative Officers – General Services	TBA



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7. Enclosed is the Office Performance Mid-Year Review Form (OPMRF). The form can also be accessed via the SharePoint link above.
8. The food and accommodation of the Regional Office personnel and the participants are charged against regional MOOE. The travel allowance and other allowable expenses of the participants shall be charged against local funds subject to existing budgeting, procurement, accounting and auditing rules and regulations.
9. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference/s: As stated

PERFORMANCE

PPRD/JIS/MIDYEAR PERFORMANCE REVIEW.docx/September 7, 2026



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Annex G



Republika ng Pilipinas
Department of Education

OFFICE PERFORMANCE MID-YEAR REVIEW FORM (OPMRF)
Revised 2024

Name of Employee		Name of Rater	
Position/Designation		Position	
Review Period		Approving Authority	
Standard/Unit/Center/Service/Region/Division		Date of Review	
Standard/Unit/Center/Service/Region/Division Statement of Purpose			

PART I.A. COMMITMENT TO ORGANIZATIONAL OUTCOMES (80%)

Part I.A. Commitment to Organizational Outcomes shall capture office commitments, performance, and accomplishments based on office mandates and KRAs as reflected in the official issuance on the Compendium of Office Functions. This part shall capture the contributions of the office directly targeting the Organizational Outcomes indicated in the General Appropriation Act (GAA) Program/Subprograms, Basic Education Development Plan (BEDP) Pillars, MATATAG Agenda priority deliverables, and other national level commitments that are aligned with and relevant to the office KRAs. Clear attribution shall be made to ensure such alignment.

TO BE ACCOMPLISHED DURING PLANNING															TO BE FILLED DURING EVALUATION						MID-YEAR REVIEW RATING
Organizational Outcomes Alignment				Objectives <i>(based on Office Functions)</i>	Timeline	Weight Allocation	Performance Targets <i>(Target Outcome/Output of the Bureau/Center/Service/Division aligned with the Outcome/Output Indicators in the Organizational Outcomes)</i>		Performance Measure <i>(Quality, Efficiency, Timeliness)</i>	Rating Scale					Means of Verification (MOVs)	Actual Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE	REMARKS	
Key Result Areas (KRA) <i>(Based on Office Mandate and Functions)</i>	Organizational Outcome Attribution <i>(Refer to the GAA Programs/Subprogram and BEDP Pillars)</i>						Value <i>(Numerical, statistical, trend)</i>	Description <i>(Expected outcome/output/service)</i>		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)							
	GAA Program/ Subprograms	BEDP Pillars	MATATAG Pillars																		
									Quality												
									Efficiency												
									Timeliness												
									Quality												
									Efficiency												
									Timeliness												
									Quality												
									Efficiency												
									Timeliness												
Part I-A Total Score																					

PART I.B. INNOVATING AND INTERVENING ACCOMPLISHMENTS (20%)

Part I.B. Innovating and Intervening Accomplishments shall capture the outcome/output of the office that are enabling, supportive, and/or contributory to the achievement of the organizational commitments and KRAs in Part I.A. Accomplishments can be innovations, interventions, and enhancements on the process, service, and/or output.

TO BE FILLED IN DURING PLANNING													TO BE FILLED DURING EVALUATION					MID-YEAR REVIEW RATING
Key Result Areas (KRA)	Objectives	Timeline	Weight Allocation	Performance Targets (Target Outcome/Output of the Bureau/Center/Service/Division that are enabling, supportive, and/or contributory to the achievement of the organizational outcomes and KRAs (Part I-A))		Performance Measure (Quality, Efficiency, Timeliness)	RATING SCALE					Means of Verification (MOVs)	Actual Results/ Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE	REMARKS	
				Value (numerical, statistical, trend)	Description (expected outcome/output/service)		5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)							
						Quality												
						Efficiency												
						Timeliness												
						Quality												
						Efficiency												
						Timeliness												
						Quality												
						Efficiency												
						Timeliness												
Part I-B Total Score																		

PART I.C. ORGANIZATIONAL EFFECTIVENESS (65%)

Part I.C. Organizational Effectiveness shall capture accomplishments/outputs produced or attained on the aspects of Financial Stewardship, Process Improvement, and Client Satisfaction. It shall focus on the results achieved by the offices that are aligned with the Performance-based Bonus (PBB) oversight requirements.

TO BE FILLED IN DURING PLANNING										TO BE FILLED DURING EVALUATION					MID-YEAR REVIEW RATING	
Organizational Effectiveness Area	Objectives	Time line	Weight Allocation	Performance Measure (Quality, Efficiency, Timeliness)	RATING SCALE					Means of Verification (MOVs)	Actual Results/Accomplishments	RATING (Q,E,T)	AVERAGE (QET)	WEIGHTED AVERAGE		REMARKS
					5 (Outstanding)	4 (Very Satisfactory)	3 (Satisfactory)	2 (Unsatisfactory)	1 (Poor)							
Financial Stewardship	Managed 98% of the budget allocation in accordance with the quarterly disbursement program with no over/shortfall/deliberate allowance from oversight agencies	Within the rating period	5%	Quality	Budget allocation disbursed within the regulatory period with no over/shortfall/deliberate allowance from oversight agencies	Budget allocation disbursed within the regulatory period with 1-2 over/shortfall/deliberate allowance from oversight agencies	Budget allocation disbursed within the regulatory period with 3-4 over/shortfall/deliberate allowance from oversight agencies	Budget allocation disbursed within the regulatory period with 5-6 over/shortfall/deliberate allowance from oversight agencies	Budget allocation disbursed within the regulatory period with 7 or more over/shortfall/deliberate allowance from oversight agencies							
				Efficiency	Budget is utilized according to the BUR target, based on the official BUR report of the Finance Service/Section/Unit (i.e. 98% of the budget allocation is utilized within the FY)	Budget is utilized with 1-5% variance from BUR target, based on the official BUR report of the Finance Service/Section/Unit (i.e. 93-97% of the budget allocation is utilized within the FY)	Budget is utilized with 6-10% variance from BUR target, based on the official BUR report of the Finance Service/Section/Unit (i.e. 88-92% of the budget allocation is utilized within the FY)	Budget is utilized with 11-15% variance from BUR target, based on the official BUR report of the Finance Service/Section/Unit (i.e. 83-87% of the budget allocation is utilized within the FY)	Budget is utilized with more than 15% variance from BUR target, based on the official BUR report of the Finance Service/Section/Unit (i.e. Below 83% of the budget allocation is utilized within the FY)							
				Timeliness	Quarterly basis: Budget is utilized according to the quarterly disbursement program (i.e. 98% of the quarterly BUR target is utilized by the end of each quarter)	Quarterly basis: Budget is utilized with 1-5% variance from the quarterly disbursement program (i.e. 93-97% of the quarterly BUR target is utilized by the end of each quarter)	Quarterly basis: Budget is utilized with 6-10% variance from the quarterly disbursement program (i.e. 88-92% of the quarterly BUR target is utilized by the end of each quarter)	Quarterly basis: Budget is utilized with 11-15% variance from the quarterly disbursement program (i.e. 83-87% of the quarterly BUR target is utilized by the end of each quarter)	Quarterly basis: Budget is utilized with more than 15% variance from the quarterly disbursement program (i.e. Below 83% of the quarterly BUR target is utilized by the end of each quarter)							
Process Improvement	Streamlined core processes and management of service provisioning of frontline and other office deliverables to ensure ease of transactions and/or digitalization/digitalization	Within the rating period	5%	Quality	Improvements/reduction on all of the service standards: 1. no. of documentary requirements 2. total processing time 3. transaction cost 4. client steps/agency action steps 5. no. of signatures	Improvements/reduction on 4 service standards: 1. no. of documentary requirements 2. total processing time 3. transaction cost 4. client steps/agency action steps 5. no. of signatures	Improvements/reduction on 3 service standards: 1. no. of documentary requirements 2. total processing time 3. transaction cost 4. client steps/agency action steps 5. no. of signatures	Improvements/reduction on 2 service standards: 1. no. of documentary requirements 2. total processing time 3. transaction cost 4. client steps/agency action steps 5. no. of signatures	No change in no. of documentary requirements; total processing time, transaction cost, process steps, signatures							
				Efficiency	Streamlined and/or digitized all office core processes identified in the QMS planning documents	Streamlined and/or digitized 75-89% of the office core processes identified in the QMS planning documents	Streamlined and/or digitized 50-74% of the office core processes identified in the QMS planning documents	Streamlined and/or digitized 25-49% of the office core processes identified in the QMS planning documents	Streamlined and/or digitized 0-24% of the office core processes identified in the QMS planning documents							
				Timeliness												
Client Satisfaction	Achieved 100% resolution and compliance rate to #0088 and CCB complaints within the prescribed processing time (simple - 3 days, complex - 7 days, highly technical - 20 days) with at least Satisfactory overall average result on the Client Satisfaction Measurement	Within the rating period	5%	Quality	At least 100% (Outstanding overall average on the results of the Client Satisfaction Measurement)	At least 94-99% (Very Satisfactory) overall average on the results of the CSM	At least 80-93% (Satisfactory) overall average on the results of the CSM	At least 65-79% (Fair) overall average on the results of the CSM	Below 60% (Poor) overall average on the results of the CSM							
				Efficiency	At least 100% resolution and compliance rate to #0088 and CCB complaints	At least 90% resolution and compliance rate to #0088 and CCB complaints	At least 80% resolution and compliance rate to #0088 and CCB complaints	At least 70% resolution and compliance rate to #0088 and CCB complaints	Below 70% resolution and compliance rate to #0088 and CCB complaints							
				Timeliness	Complaints acted upon and closed within prescribed processing time (simple - 3 days, complex - 7 days, highly technical - 20 days)	Complaints acted upon and closed within prescribed processing time (simple - 3 days, complex - 7 days, highly technical - 20 days)	Complaints acted upon and closed within prescribed processing time (simple - 3 days, complex - 7 days, highly technical - 20 days)	Complaints acted upon and closed within prescribed processing time (simple - 3 days, complex - 7 days, highly technical - 20 days)	No complaint acted upon and resolved							
Part I.C Total Score																

DATE:

DATE:

Results Focus	1. Achieves results with optimal use of time and resources most of the time.		5	
	2. Avoids rework, mistakes and wastage through effective work methods by placing organizational needs before personal needs.		5	
	3. Delivers error-free outputs most of the time by conforming to standard operating procedures correctly and consistently. Able to produce very satisfactory quality of work in terms of usefulness/acceptability and completeness with no supervision required.		5	
	4. Expresses a desire to do better and may express frustration at waste or inefficiency. May focus on new or more precise ways of meeting goals set		5	
	5. Makes specific changes in the system or in own work methods to improve performance. Examples may include doing something better, faster, at a lower cost, more efficiently, or improving quality, customer satisfaction, morale, without setting any specific goal.		5	
Teamwork	1. Willingly does his/her share of responsibility		5	
	2. Promotes collaboration and removes barriers to teamwork and goal accomplishment across the organization.		5	
	3. Applies negotiation principles in arriving at win-win agreements.		5	
	4. Drives consensus and team ownership of decisions		5	
	5. Works constructively and collaboratively with others and across organizations to accomplish organizational goals and objectives.		5	
Service Orientation	1. Can explain and articulate organizational directions, issues and problems.		5	
	2. Takes personal responsibility for dealing with and/or correcting customer service issues and concerns.		5	
	3. Initiates activities that promotes advocacy for men and women empowerment.		5	
	4. Participates in updating office vision, mission, mandates and strategies based on DEPED strategies and directions.		5	
	5. Develops and adopts service improvement program through simplified procedures that will further enhance service delivery.		5	
Innovation	1. Examines the root cause of problems and suggests effective solutions. Foster new ideas, processes, and suggests better ways to do things (cost and/or operational efficiency).		5	
	2. Demonstrates an ability to think "beyond the box". Continuously focuses on improving personal productivity to create higher value and results.		5	
	3. Promotes a creative climate and inspires co-workers to develop original ideas or solutions.		5	
	4. Translates creative thinking into tangible changes and solutions that improve the work unit and organization.		5	
	5. Uses ingenious methods to accomplish responsibilities. Demonstrates resourcefulness and the ability to succeed with minimal resources.		5	
Part II-B Total Score (Weighted Average)				

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PART II-A: LEADERSHIP COMPETENCIES (2.5%)

Part II-A. Leadership Competencies shall capture competencies expected of heads of functional offices who hold managerial and executive/supervisory positions. The Leadership Competencies expected to be demonstrated include Leading People, People Performance Management, and People Development.

Competencies	Behavioural Indicators	Remarks/ Observations	MID-YEAR REVIEW RATING	Average
Leading People	1. Uses basic persuasion techniques in a discussion or presentation e.g., staff mobilization, appeals to reason and/or emotions, uses data and examples, visual aids		5	5
	2. Persuades, convinces or influences others, in order to have a specific impact or effect.		5	
	3. "Sets a good example", is a credible and respected leader; and demonstrates desired behavior.		5	
	4. Forwards personal, professional and work unit needs and interests in an issue.		5	
	5. Assumes a pivotal role in promoting the development of an inspiring, relevant vision for the organization and influences others to share ownership of DepEd goals, in order to create an effective work environment.		5	
People Performance Management	1. Makes specific changes in the performance management system or in own work methods to improve performance (e.g. does something better, faster, at lower cost, more efficiently; improves quality, customer satisfaction, morale, revenues).		5	5
	2. Sets performance standards and measures progress of employees based on office and department targets.		5	
	3. Provides feedback and technical assistance such as coaching for performance improvement and action planning.		5	
	4. States performance expectations clearly and checks understanding and commitment.		5	
	5. Performs all the stages of result-based performance management system supported by evidence and required documents/forms.		5	
People Development	1. Improves the skills and effectiveness of individuals through employing a range of development strategies.		5	5
	2. Facilitates workforce effectiveness through coaching and motivating/developing people within a work environment that promotes mutual trust and respect.		5	
	3. Conceptualizes and implements learning interventions to meet identified training needs.		5	
	4. Does long-term coaching or training by arranging appropriate and helpful assignments, formal training, or other experiences for the purpose of supporting a person's learning and development.		5	
	5. Cultivates a learning environment by structuring interactive experiences such as looking for future opportunities that are in support of achieving individual career goals.		5	
Part II-A Total Score (Weighted Average)				0.125

PART II-B: CORE BEHAVIOURAL COMPETENCIES (2.5%)

Part II-B. Core Behavioral Competencies shall capture competencies required from all DepEd personnel in all job groups within the organization, upholding the DepEd's core values and the Code of Conduct and Ethical Standards for Public Officials and Employees pursuant to RA 6713. They represent the way individuals embody and live the values of the organization.

Competencies	Behavioural Indicators	Remarks/ Observations	MID-YEAR REVIEW RATING	AVERAGE
Self-Management	1. Sets personal goals and direction, needs and development.		5	
	2. Understands personal actions and behavior that are clear and purposive and takes into account personal goals and values congruent to that of the organization		5	
	3. Displays emotional maturity and enthusiasm for and is challenged by higher goals		5	
	4. Prioritize work tasks and schedules (through Gantt charts, checklists, etc.) to achieve goals		5	
	5. Sets high quality, challenging, realistic goals for self and others.		5	
Professionalism and Ethics	1. Demonstrate the values and behavior enshrined in the Norms and Conduct and Ethical Standards for Public Officials and Employees (RA 6713).		5	
	2. Practice ethical and professional behavior and conduct taking into account the impact of his/her actions and decisions.		5	
	3. Maintains a professional image: being trustworthy, regularity of attendance and punctuality, good grooming and communication.		5	
	4. Makes personal sacrifices to meet the organization's needs.		5	
	5. Act with a sense of urgency and responsibility to meet the organization's needs, improve system and help others improve their effectiveness.		5	



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ACTIVITY PROPOSAL

Midyear Performance Review

October 6-8, 2026

Dumaguete City



Address: Batinguel, Dumaguete City, 6200

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I. General Program Information:

PROGRAM TITLE	Midyear Performance Review
RATIONALE	The conduct of the Midyear Performance Review of Schools Division Superintendents (SDS) and Functional Division (FD) Chiefs through the Office Performance Commitment and Review Form (OPCRF) serves as a vital mechanism for assessing organizational and individual performance within the Department of Education (DepEd) in the Negros Island Region. As the primary performance management tool, the OPCRf enables education leaders to systematically evaluate the accomplishments, challenges, and progress of their respective offices in relation to the targets and commitments established at the beginning of the performance cycle. The midyear review provides an opportunity to determine the extent to which performance targets have been achieved during the first half of the year and to assess the progress of Programs, Activities, and Projects (PAPs) aligned with DepEd NIR's strategic goals and priority outcomes. Through this process, SDSs and FD Chiefs are able to present evidence-based accomplishments, identify gaps in implementation, and analyze factors that may affect the attainment of year-end targets. This ensures that performance remains focused on delivering quality, accessible, relevant, and inclusive basic education services. Furthermore, the review promotes accountability, transparency, and results-based management by facilitating meaningful discussions between rating authorities and ratees regarding performance achievements and operational concerns. It allows for timely interventions, policy adjustments, and resource realignment to address implementation issues and accelerate the completion of priority PAPs. The process also encourages continuous improvement by highlighting best practices, recognizing accomplishments, and identifying areas that require technical assistance and capacity-building support.



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	More importantly, the Midyear Performance Review strengthens organizational effectiveness by ensuring that individual and office performance remains aligned with the goals of the Schools Division Office, Regional Office, and the broader objectives of the Department of Education. It provides leadership with reliable information for decision-making and reinforces a culture of performance excellence and shared accountability. Ultimately, the review contributes to the successful implementation of DepEd programs and initiatives, ensuring that educational outcomes and service delivery commitments are achieved efficiently and effectively for the benefit of learners and stakeholders.																		
OBJECTIVES	This activity aims to: 1. Present the progress in achieving office performance objectives and provide information on the status of Programs, Activities, and Projects (PAPs) through the Revised Office Performance Commitment and Review Form (OPCRF); and 2. Monitor and review the mid-year ratings of the Regional Office Functional Divisions and Schools Division Office against the set targets.																		
DURATION	October 6-8, 2026																		
VENUE	Dumaguete City																		
MANAGEMENT LEVEL OF PROGRAM	Region																		
DELIVERY MODE	Formal Face -to- Face																		
EXPECTED PARTICIPANTS	<table><tr><th>Participants</th><th>Part 1</th></tr><tr><td>RD</td><td>1</td></tr><tr><td>ARD</td><td>1</td></tr><tr><td>Functional Division Chiefs</td><td>8</td></tr><tr><td>PPRD Personnel</td><td>6</td></tr><tr><td>Schools Division Superintendents</td><td>22</td></tr><tr><td>Asst Schools Division Superintendents</td><td>22</td></tr><tr><td>Planning Officers</td><td>22</td></tr><tr><td>Budget Officers</td><td>22</td></tr></table>	Participants	Part 1	RD	1	ARD	1	Functional Division Chiefs	8	PPRD Personnel	6	Schools Division Superintendents	22	Asst Schools Division Superintendents	22	Planning Officers	22	Budget Officers	22
Participants	Part 1																		
RD	1																		
ARD	1																		
Functional Division Chiefs	8																		
PPRD Personnel	6																		
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	Administrative Officers for General Services	22																	
	Total	126																	
END OF PROGRAM OUTPUTS	Midyear Performance Review of each FDs and SDOs																		
FUND SOURCE	MOOE																		
RESOURCE PACKAGE/S	Presentation Materials (slide decks, videos, Nametags, markers, etc.)																		
BUDGETARY REQUIREMENTS	Board and Accommodation: 126 pax x Php 2,000 x 2 = Php 504,000.00 (126 pax include 1 RD, 1 ARD, 8 FD Chiefs, 6 PPRD Personnel, 22 SDS, 22 ASDS, 22 POs, 22 Budget Officers, 22 AO in General Services) Materials: Php 1,500.00 <table><thead><tr><th>Items</th><th>Unit Cost</th><th>Required No.</th><th>Amount</th></tr></thead><tbody><tr><td>A4 Bond Paper</td><td>250</td><td>2 reams</td><td>500.00</td></tr><tr><td>Laid Paper</td><td>50</td><td>22 packs</td><td>1,000.00</td></tr><tr><td>Total</td><td></td><td></td><td>1,500.00</td></tr></tbody></table> Summary of Expenses A. Food and Accommodation: Php 504,000.00 B. Materials: 1,500.00 Total: Php 505,500.00			Items	Unit Cost	Required No.	Amount	A4 Bond Paper	250	2 reams	500.00	Laid Paper	50	22 packs	1,000.00	Total			1,500.00
Items	Unit Cost	Required No.	Amount																
A4 Bond Paper	250	2 reams	500.00																
Laid Paper	50	22 packs	1,000.00																
Total			1,500.00																



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MATRIX OF ACTIVITIES

Day 1: October 6, 2026

8:00 a.m. – 12:00 noon	Arrival and Preparation of the participants
12:00 noon – 1:00 p.m.	Lunch
1:00 – 2:00 p.m.	Opening Program
2:00 – 2:30 p.m.	Finalization of Presentations
2:30 – 3:00 p.m.	PM Snacks/Health Break
3:00 – 5:00 p.m.	Presentation: Group I (4 SDOs)

Day 2: October 7, 2026

6:00 – 8:00 a.m.	Breakfast
8:00 – 10:00 a.m.	Presentation: Group II (4 SDOs)
10:00 -10:30 a.m.	AM Snacks/Health Break
10:30 a.m. – 12:00 noon	Presentation: Group II (4 SDOs)
12:00 noon – 1:00 p.m.	Lunch
1:00 – 2:30 p.m.	Presentation: Group III (4 SDOs)
2:30 – 3:00 p.m.	PM Snacks/Health Break
3:00 – 5:00 p.m.	Presentation: Group IV (4 SDOs)

Day 3: October 8, 2026

6:00 – 8:00 AM	Breakfast
8:00 – 9:30 a.m.	Presentation: Group V (2 SDOs)
9:30 – 10:30 a.m.	Ways Forward
10:30 a.m. – 12:00 noon	Closing Program
12:00 noon – 1:00 p.m.	Lunch/Egress

M&E Framework

Level of M&E	Objectives	Methods and Tools	Data Sources	Schedule of M&E	Person /s Responsible	Support Needed	User of M&E Data
Level 4 Result	Participants demonstrate satisfaction with the conduct, relevance, organization, and facilitation of the Midyear Performance Review. They perceive the activity as useful in	Post-activity evaluation forms, participant feedback survey,	MYR Indicators	Bi-annually	PPRD QAD	ORD Funds	Regional Office



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	assessing target accomplishments, identifying implementation gaps, and tracking the progress of PAPs.	attendance sheets, activity documentation.					
Level 3 Behavior	SDSs and FD Chiefs gain enhanced understanding of OPCRf performance indicators, midyear assessment procedures, evidence requirements, and strategies for monitoring and evaluating PAP accomplishments. Participants demonstrate increased knowledge of performance management standards and accountability mechanisms.	Pre- and post-assessment results, workshop outputs, validated OPCRfs, accomplishment reports, presentation materials.	Participants	Bi-annually	PPRD IT QAD FTAD	QAD Funds	Regional Office
Level 2 Learning	Participants apply the knowledge gained by improving the quality of performance monitoring, evidence-based reporting, and implementation tracking of PAPs. SDSs and FD Chiefs utilize review findings to formulate corrective actions, adjust implementation strategies, and strengthen accountability within their respective offices.	Updated work plans, intervention plans, revised implementation strategies, coaching records, monitoring reports, follow-through actions.	Participants	End of Program	PPRD	FTAD QAD ITO Funds	Regional Office



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Level 1 Reaction	Improved attainment of OPCRf targets, enhanced implementation of PAPs, timely completion of deliverables, and strengthened organizational performance. The review contributes to informed decision-making, efficient resource utilization, improved service delivery, and alignment of division performance with DepEd's strategic objectives and desired educational outcomes.	OPCRf ratings, division accomplishment reports, PAP completion reports, performance dashboards, management review reports, year-end performance results.	Participants	Daily Evaluation	QAME Personnel/ M&E EPS	FTAD QAD ITO Funds	Regional Office
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Monitoring and Evaluation:

- **Impact Assessment**

The interventions identified during the Midyear Performance Review are measurable through established OPCRf performance indicators, target accomplishments, and the implementation status of Programs, Activities, and Projects (PAPs). Progress can be monitored using accomplishment reports, validated means of verification, performance dashboards, and monitoring tools regularly utilized by the Schools Division Office. The review provides quantifiable evidence on the extent of target attainment and identifies specific performance gaps requiring intervention. The use of standardized performance metrics ensures objective assessment, facilitates informed decision-making, and enables continuous tracking of improvements toward year-end organizational goals.

- **Assessment of Measurability and Feasibility of Interventions**

The proposed interventions are highly feasible as they are based on existing DepEd policies, performance management systems, available resources, and operational structures within the Schools Division Office. The interventions focus on strengthening implementation strategies, improving monitoring mechanisms, enhancing coordination, and addressing identified gaps in target achievement and PAP implementation. Since they are aligned with the office work plans and annual performance commitments, implementation can be readily integrated into ongoing



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operations. Furthermore, the interventions promote efficient utilization of resources and encourage collaborative efforts among office personnel and program implementers.

- **Behavioral Assessment of Key Implementers**

The Midyear Performance Review is expected to reinforce positive behavioral changes among SDSs, FD Chiefs, and other key implementers by promoting greater accountability, ownership, and commitment to achieving organizational targets. Through reflective assessment of accomplishments and challenges, implementers become more proactive in monitoring performance, responding to issues, and ensuring timely completion of PAP deliverables. The review also encourages evidence-based decision-making, collaboration, and adherence to performance standards. Consequently, key implementers are expected to demonstrate improved leadership, strategic planning, and continuous performance improvement throughout the remaining implementation period.



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APPROVAL SHEET

2026 Midyear Performance Review

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