



Republic of the Philippines
Department of Education
 REGION 1

SCHOOLS DIVISION OF CITY OF SAN FERNANDO (LA UNION)

DM No. 232, s. 2025

APR 30 2025

TO: All Public Elementary and Secondary School Heads
 All Others Concerned

FROM: **SHEILA MARIE A. PRIMICIAS, EdD, CESO VI**
 Schools Division Superintendent

SUBJECT: Submission of Office Performance Commitment and Review Form (OPCRF) and Individual Performance Commitment and Review Form (IPCRF)

DATE: April 30, 2025

PARTICULARS

1. As stated in **DepEd Memorandum No. 17, s. 2025, titled "Interim Guidelines for the Department of Education Performance Management and Evaluation System (PMES) for teachers"**, this order provides the framework for the Results-Based Performance Management System (RPMS), emphasizing the importance of aligning individual performance with organizational goals.
2. This memorandum reminds all personnel the procedures for the submission of OPCRf and IPCRF, ensuring that all performance evaluations are supported by appropriate documentation.
3. These documents require corresponding Means of Verification (MOV) to validate performance ratings of personnel.
4. The successful implementation of the OPCRf and IPCRF submission process is crucial for recognizing outstanding personnel and enhancing overall performance within the educational system. All stakeholders must ensure timely submission and proper documentation to facilitate this process.
5. Compliance to this memorandum is highly enjoined.

SHEILA MARIE A. PRIMICIAS, EdD, CESO VI
 Schools Division Superintendent



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"Sa Matatag na Panuntunan, Serbisyong Tapat Maaasahan"

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