



Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
Schools Division Office of Negros Oriental

**Office of the Schools Division
Superintendent**

DIVISION MEMORANDUM
No. **033**, s. 2023

15 MAY 2023

**RECONSTITUTION OF DIVISION PERFORMANCE MANAGEMENT SYSTEM (DPMS) OF
SCHOOLS DIVISION OF NEGROS ORIENTAL**

To: Assistant Schools Division Superintendent
Chief, CID and SGOD
Education Program Supervisors/Division Coordinators
Public Schools District Supervisors/ District In-Charge
Elementary & Secondary School Heads
All Others Concerned

1. The Schools Division of Negros Oriental establishes a Division Performance Management System (DPMS) in adherence to the Civil Service Commission Program to Institutionalize Meritocracy-Human Resource (CSC Prime- HR). It is anchored on the issuance of Memorandum Circular (MC) No. 06, series of 2012, that sets the guidelines on the establishment and implementation of the Strategic Performance Management System (SPMS) in all government agencies and D.O. No. 2, s. 2015, "Guidelines on the Establishment and Implementation of Result-Based Performance Management System".
2. This office hereby announces the **Composition of the Division Performance Management System (DPMS)** of the Schools Division of Negros Oriental effective May 15, 2023, viz:

PERFORMANCE MANAGEMENT SYSTEM (PMS) COMMITTEE

| | |
|----------------------|--|
| Adviser: | Dr. Neri C. Ojastro, CESE |
| Chair: | Dr. Joelyza M. Arcilla, ASDS |
| Co-Chair: | Dr. Marcelo K. Palispis, ASDS |
| | Dr. Nilita L. Ragay, ASDS/ CID Chief |
| Vice-Chair: | Dr. Rachel B. Picardal, SGOD Chief |
| Focal Person: | Dr. Karl T. Credo, Planning Officer III |
| Members: | Dr. Carmelita A. Alcala, EPS |
| | Ms. Rosela R. Abiera- EPS, LRMS Manager |
| | Mrs. Lani B. Yurong, AO V |
| | Ms. Jian A. Diaz, AO IV |




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Marichyle P. Lajato, NEU Rep.
Dr. Beda Jovenciana Davad- PSDS
Dr. Alan A. Agor - PSDS
Mr. Clint Noblefranca- Teacher 3 AMDUS ES
Dr. Arjie T. Palumpa- Secondary Rep. (NAPSSHI)
Mr. Aldrin T. Yaeso- Elementary Rep. (PESPA)
Mrs. Ma. Jennifer P. Piodos, Accountant
Mrs. Elvira C. Diones, Sibulan Central ES
Ms. Iryll Mae S. Macahig, SEPS HRDS
Mrs. Lydia D. Cacas, Budget Officer
Dr. Lorilyn Nudalo, Master Teacher II
Dr. Irishlyn E. De Jesus

Secretariat: **Mr. Severo Caro**
Mrs. Florecita G. Enopia
Mr. Lary K. Gaitera
Christin F. Camacho

1. The Responsibilities of the **Division Performance Management** are as follows:
 - Use the performance management process as a valuable tool for supporting employee development and improvement.
 - encourage employees to take ownership of their own performance and development
 - Determine an appropriate schedule for regular performance conversations with those manage directly
 - Review the achievements, setbacks, development and training that have already been discussed throughout the year — and then use this information to establish goals and a development plan for the coming year
 - Gather IPCRF Ratings in school and division for basis of incentive benefits and awards
2. This serves as a **Designation Order**.
3. For the information, guidance, and compliance of all concerned.


NERI C. OJASTRO EdD, CESE
Schools Division Superintendent
5/15/23