



Republic of the Philippines
Department of Education
Region VI-Western Visayas
SCHOOLS DIVISION OF KABANKALAN CITY

DIVISION MEMORANDUM

No. 047, s. 2024

FEB 12 2024

RECONSTITUTION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) AND CREATION OF ITS TECHNICAL WORKING GROUP (TWG) TO INSTITUTIONALIZE THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) IN THE SCHOOLS DIVISION OF KABANKALAN CITY

To: Asst. Schools Division Superintendent
Chiefs, CID and SGOD
Education Program Supervisors
Public Schools District Supervisors
Elementary and Secondary School Heads
All Others Concerned

1. Pursuant to the Civil Service Commission (CSC) Memorandum Circular No. 6, s. 2012 titled *Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System (SPMS)* supplemented by Item No. 60 of DepEd Order No. 02, s. 2015 titled *Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) the Department of Education*, the Performance Management Team (PMT) of the Schools Division of Kabankalan City is hereby reconstituted as follows:

Chair: **MA. TERESA P. GEROSO, CESO VI**, Assistant Schools Division Superintendent

Members: **ARNIE G. BESAS**, Planning Officer III
MERALIE MAE B. GUALDRAPA, Accountant III
ARNOLD S. MAGDAET, Administrative Officer V (General Services)
ANALIE V. ALMAIZ, Education Program Supervisor
ORLIE J. VILLANUEVA, President, PESPA
JULIA R. LAURICO, President, NAPSSPHIL
DIVINA GRACIA S. MIRANDA, President, Division Teachers' League
SATURNINO PABALINAS JR, PhD, Vice President, NEU – SDO Kabankalan City Chapter

Observer: **MELLO P. TEOVISIO**, President, Division PTA Federation

Secretariat: **CHRIS G. ERABON**, Human Resource Management Officer II
KEAN VON G. YUPRACIO, Education Program Specialist II

2. The PMT shall be primarily responsible in institutionalizing the RPMS in the Schools Division of Kabankalan City, specifically in:

- a. validating the Outstanding Performance Ratings and recommending employees for performance-based rewards;
- b. recommending the approval of the office performance commitment and rating to the Head of Agency;
- c. deciding on appeals from individual employees covered by its jurisdiction who feel aggrieved or dissatisfied with their performance ratings within one (1) month from receipt of such appeals;
- d. providing regular feedback to the Head of Agency; and
- d. adopting its own internal rules, procedures, and strategies in carrying out the above responsibilities including the schedule of meetings and deliberations and delegation of authority to representatives in case of absence of its members.

3. The PMT Secretariat shall provide secretariat support to the PMT in carrying out its activities and tasks.



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4. The PMT – Technical Working Group (PMT-TWG) is further created to provide technical support to the PMT in the implementation of the RPMS, particularly the Performance Cycle/Process. The PMT-TWG shall be composed of the following:

Head: **CECILIA G. ABELLO, PhD**, Chief Education Supervisor (SGOD)
Co-Head: **JUNRY M. ESPARAR, PhD**, Chief Education Supervisor (SGOD)

Members: Curriculum Implementation Division
JESUSA G. DE LA PAZ, Public Schools District Supervisor
JACQUELINE B. DAGUNAN, Public Schools District Supervisor
ANN YVONNE B. VINGNO, Public Schools District Supervisor
LARLIN Q. QUIRIT, Public Schools District Supervisor
MIGUEL G. PEÑARANDA III, Public Schools District Supervisor
JOLLY G. GARIANDO, JR, Public Schools District Supervisor
JERRALYNE E. LIMACO, Public Schools District Supervisor
FAUSTINO T. PADILLA, JR, Public Schools District Supervisor
MARY JOAN G. DAYON, Public Schools District Supervisor
XYZETTE V. GANZA, PhD, Education Program Supervisor
ROMEO G. POYOGAO, Education Program Supervisor
ANALIE V. ALMAIZ, Education Program Supervisor
EDEN JOY B. NIFRAS, Education Program Supervisor
RENE S. ERILLO, Education Program Supervisor
BLAS P. TABAYAG, JR, Education Program Supervisor
JENELYN T. ARGAMASO, Education Program Supervisor
MARY HELEN M. BOCOL, Education Program Supervisor
NEMIA T. LUCERNA, Education Program Specialist II

School Governance and Operations Division
JULIETA V. GEMPISON, PhD, Education Program Supervisor
EULYNE D. LUCERNA, Senior Education Program Specialist (HRD)
SHEINA S. SAQUIAN, Senior Education Program Specialist (Social Mobilization)
JONALYN DE LA CERNA, Senior Education Program Specialist (SMM&E)
REBONIE F. EMBOLTORIO, PhD, Senior Education Program Specialist (P&R)

5. Furthermore, this Office has ensured that there was no discrimination on the account of age, gender, civil status, disability, religion, ethnicity, political affiliation, or any other similar factor or circumstance that run counter to the principles of equal opportunity in the designation of the members of the PMT and its TWG.

6. Strict compliance of the PMT and its TWG to and wide and immediate dissemination of this Memorandum are desired.

MICHELL L. ACOYONG, CESO VI
Assistant Schools Division Superintendent
Officer In-Charge
Office of the Schools Division Superintendent