



Republic of the Philippines  
Department of Education  
REGION VIII  
SCHOOLS DIVISION OF NORTHERN SAMAR

January 10, 2026

OFFICE MEMORANDUM  
No. 063, s. 2026

**SUBMISSION OF INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) AND INDIVIDUAL DEVELOPMENT PLAN (IDP) OF SCHOOLS DIVISION OFFICE (SDO-BASED) PERSONNEL FOR CY 2025**

To: Assistant Schools Division Superintendent/PMT Chair  
Chief Education Supervisors  
Education Program Supervisors  
Unit and Section Heads  
SDO Personnel  
All Others Concerned

1. Pursuant to DepEd Order No. 2., s. 2015 or the **Results-Based Performance Management System (RPMS)** which is further adapted into a customized **Division Performance Management Policy** or **SPMS** approved by the Civil Service Commission (CSC) compliant with Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Maturity Level II, all Schools Division Office (SDO-based) personnel are mandated to submit their **Individual Performance Management and Review Form (IPCRF)** for **CY 2025** with MOVs following the prescribed parts:

- Part I. Individual Performance Commitment and Review Form with computed Final Rating
- Part II. Core Behavioral Competencies
- Part III. Summary of Ratings and Discussion
- Part IV. Development Plans

2. All SDO-based personnel shall observe the activities, forms/outputs, and schedule of Phases III and IV of the RPMS Cycle:

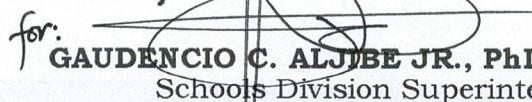
RPMS Cycle	TASKS			
	Activity	Form/output	Schedule	Person/s involved
Phases III and IV	Year-end Review and Assessment, Evaluation of	Part I - Signed IPCRF by the Ratee, Rater, and	December 2024 -	Ratee, Rater, Approving Authority

	MOVs and computation of final rating	Approving Authority <b>Part II</b> – Core Behavioral Competencies  <b>Part III</b> – Summary of Ratings for Discussion  <b>Part IV</b> – Individual Developmental Plan	January 30, 2026	
	Submission of IPCRF and consolidated ratings of personnel per functional division to the Human Resource Management Office (HRMO) to be attached in the personnel's 201 file copy furnished the Planning Office	Hard copy of IPRCF (to HRMO); Consolidated ratings of personnel per functional division (to HRMO copy furnished the Planning Office; template found in enclosure No.1)	All SDO Personnel HRMO Planning Office OSDS CID SGOD	

3. To highlight Item D, Paragraph 10 of the CSC-approved SPMS of the Schools Division, employees who are on detail to another office shall be rated in their present or actual office, copy furnished their mother office. The ratings of those who were detailed or seconded to another office during the rating period shall be consolidated in the office either the mother (plantilla) office or the present office, where the employees have spent majority of their time during the rating period.

4. To facilitate Learning and Development (L&D) interventions, all SDO personnel shall respond to the Learning and Development Needs Assessment through this link: <https://tinyurl.com/LDNACY2025>.

5. Immediate dissemination of and compliance with this Memorandum are desired.

for:   
**GAUDENCIO C. ALJIBE JR., PhD, CESO V**  
 Schools Division Superintendent

DepEd Northern Samar  
**RELEASER**

By: 

Date: 19 JAN 2026

Enclosure No. 1 of DM \_\_\_\_\_, s. 2026

**INDIVIDUAL PERFORMANCE MANAGEMENT AND REVIEW FORM (IPCRF)**

Calendar year: \_\_\_\_\_

Functional Division: \_\_\_\_\_

Head of Functional Division: \_\_\_\_\_

Number of personnel in the Functional Division: \_\_\_\_\_

No.	Name	Position	Numerical Rating	Descriptive Rating
1				
2				
2				

Signature over printed name  
**Head of the Functional Division**