



Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



14 April 2025

REGIONAL MEMORANDUM

No. 272-2025

**ADDITIONAL GUIDANCE ON THE IMPLEMENTATION OF PERFORMANCE
MANAGEMENT AND EVALUATION SYSTEM (PMES)**

To: All Schools Division Superintendents
All Others Concerned

1. In accordance with DM-OUHROD-2024-0922, titled "*Additional Guidance on the Implementation of the Performance Management and Evaluation System (PMES)*," this Office requests adherence to the continued implementation of the PMES in view of the conclusion of the CY 2024 and SY 2024–2025 performance cycle, and in preparation for the performance planning phase for CY 2025 and SY 2025–2026.
2. Annexes of this memorandum can be accessed through this link: <https://tinyurl.com/AddPMES>, viz:
 - a. DM-OUHROD-2024-0922;
 - b. DepEd Order No. 2, s. 2015, titled "*Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education*";
 - c. DepEd Order No. 24, s. 2022 – Adoption of the Basic Education Development Plan 2030;
 - d. Interim Office Performance and Commitment Review Form (OPCRF) ver. Feb2025; and
 - e. School Key Result Areas.
3. Should there be queries and/ or clarifications, please contact Rosita C. Agnasi, OIC-HRDD through email address at car.hrdd@deped.gov.ph.
4. Immediate dissemination of and strict compliance to this memorandum is highly enjoined.


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Director IV/Regional Director