



Republic of the Philippines  
Department of Education

SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE  
Office of the Schools Division Superintendent

October 28, 2024

**DIVISION MEMORANDUM**  
No. 177, s. 2024

**RECONSTITUTION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) IN THE DEPED-ZAMBOANGA DEL NORTE DIVISION ON THE IMPLEMENTATION OF THE RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)**

To: Assistant Schools Division Superintendents  
Chief, Education Supervisors (CID and SGOD)  
Education Program Supervisors  
Public Schools District Supervisors  
All Public Elementary and Secondary School Heads  
All Others Concerned

1. In adherence and compliance with 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 (DepEd)" which provides for the establishment of the **Performance Management Team**, the Division PMT is reconstituted as follows:

<b>DepEd-Schools Division of Zamboanga del Norte Performance Management Team</b>	
Chairperson:	JERRY C. BOKINGKITO, CESO VI Assistant Schools Division Superintendent
Alternate:	LORMA I. POCULAN, CESO VI Assistant Schools Division Superintendent
Members:	ZHYRINE P. MAYORMITA Chief, Education Supervisor Curriculum Implementation Division EVELYN C. LABAD Education Program Supervisor (Alternate) ARVIE A. OMOY Accountant III HELEN E. TANGON Administrative Officer V ROBERT I. POCULAN III Division NEU Representative GIPAREL B. ELUMBA Planning Officer III POLICARPO T. DIONALDO PESPA President (Division Level) GERARDO R. MONTILLA, JR. NAPSSHI/NAPSSPHIL President (Division Level)

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RECORDS SECTION  
DepEd, Division of Zambo. Norte  
No. 21 Oct 2024  
Date: 21 Oct 2024  
RELEASED



Republic of the Philippines  
Department of Education

REGION IX  
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

Observer: DANTE C. SABEJON PTA Division Federated President	Secretariat: MAYLENNE B. BAYRON HRMO TEDEF S. TABILON ADA VI
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2. The team shall have the following functions and responsibilities:

- a. The secretariat set consultation meetings of all Heads of Offices for the purpose of discussing the targets set in the Office Performance Commitment and Rating Form (OPCRF);
- b. The Planning Office shall ensure that the office performance targets and measures, as well as the budget, are aligned with those of the agency and that work distribution of Offices/Units is rationalized;
- c. PMT recommends approval of the Office Performance Commitment and Rating (OPCR) to the Head of Office in the Division;
- d. The Personnel Section identifies potential top performers and provides inputs to the PRAISE Committee for grant of awards and incentives;
- e. The PMT adopts 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 the absence of its members; and
- f. Adhere to the Equal Opportunity Principle in all HR Systems. They shall acknowledge the right of all personnel to be treated equitably and commit to providing consistent, merit-based performance management practices regardless of age, gender preference, civil status, disability, religion, ethnicity, or political affiliation of all employees to achieve their full potential.

3. For information, guidance, and strict compliance.

**ROY C. TUBALTA EMD, JD, CESO V**  
Schools Division Superintendent

SGOD/EAA/PMT10282024