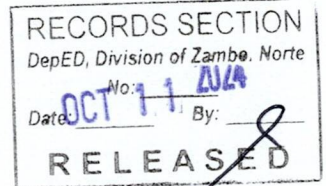




Republic of the Philippines  
**Department of Education**  
 REGION IX

SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE

**Office of the Schools Division Superintendent**



October 11, 2024

DIVISION MEMORANDUM  
 No. 593, s. 2024

**SIGNING AUTHORITIES FOR THE INDIVIDUAL PERFORMANCE  
 COMMITMENT AND REVIEW FORM FOR ALS IMPLEMENTERS, SCHOOLS-  
 DISTRICT NURSES AND CLUSTERED-DISTRICT DENTISTS**

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

1. This Office reiterates the guidelines set forth by DepEd Order No. 2, s. 2015 also known as the Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education and DepEd Memorandum No. 8, s. 2023 also known as Multi-Year Guidelines on the Results-Based Performance Management System-Philippine Professional Standards for Teachers.
2. Consistent with the said DepEd Order and Memorandum and in consideration of the context of the schools-district, the following roles as Ratee, Rater, and Approving Authority shall be observed:

Ratee	Context	Form	Rater	Approving Authority
ALS Mobile Teacher /Coordinator	Connected to different schools and community learning centers	IPCRF	PSDS	ASDS In-Charge in the area
Education Program Specialist for ALS	Connected to different clustered-schools-districts and community learning centers	IPCRF	Cluster Head, PSDS	ASDS In-Charge in the area
Schools-Districts Health Nurse	Connected to different schools and community learning centers	IPCRF	PSDS	ASDS In-Charge in the area
Schools-Districts Dentist	Connected to different clustered-schools-districts and community learning centers	IPCRF	SDO Dentist (counter-signed by the Cluster Head, PSDS)	ASDS In-Charge in the area

*[Handwritten signature]*



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3. The Schools Division of Zamboanga del Norte through its Public Schools District Offices shall follow the four-stage performance management cycle as stipulated in DepEd Order No. 2, s. 2015 and as prescribed by the Civil Service Commission: Performance Planning and Commitment; Performance Monitoring and Coaching; Performance Review and Evaluation; and Performance Rewarding and Development Planning.
4. Immediate dissemination of and compliance with this Memorandum are highly desired.

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