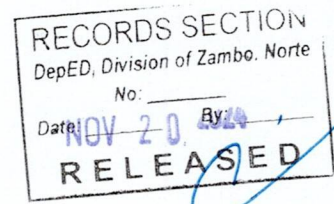




Republic of the Philippines
Department of Education

REGION IX
 SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE



Office of the Schools Division Superintendent

November 20, 2024

Division Memorandum No. 629 s. 2024

ADDENDUM TO D.M. NO. 593 s.2024, RE: RECONSTITUTION FOR 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 Superintendent
 All Elementary and Secondary School Heads
 All others concerned
This Division

1. Pursuant to **Division Memorandum No. 593, s. 2024**, re: “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)” and in compliance with **Deped Order No. 02, s. 2015**, re: “Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education (DepEd)”, this Division announces the additional members that are added to the newly reconstituted PMT in this Division.

2. Relative thereto, the identified additional members of the Division PMT are as follows:

DEPED-SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE PERFORMANCE MANAGEMENT TEAM	
Members:	Teachers Association Representative: (Elementary) MARY ANTONIETTE WAHING Master Teacher II
	Level 2 NEU Representative: CHRISTIAN JAMES S. PACO Project Development Officer I (Alternate)
	Level 1 NEU Representative: JENNIFER V. MIRA Administrative Assistant III ERIKA D. GOMEZ Administrative Aide III (Alternate)





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4. The team shall have the following functions and responsibilities:
- 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);
 - 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;
 - PMT recommends approval of the Office Performance Commitment and Rating (OPCR to the Head of Office in the Division;
 - The Personnel Section identifies potential top performers and provides inputs to the PRAISE Committee for grant of awards and incentives;
 - 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
 - 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.
5. Immediate dissemination of this Memorandum is desired.

LOURMA I. POCULAN, EMD, CESO VI
Assistant Schools Division Superintendent
OIC- Office of the Schools Division Superintendent

OASDS/1st/AddendumDM593,S.2024
/11-13-2024