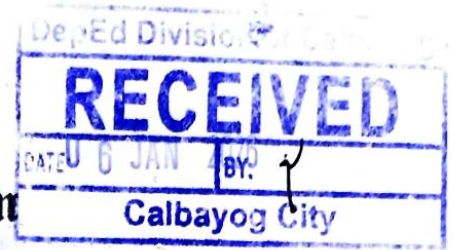




Republic of the Philippines
Department of Education
Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY
P2, Hamorawon, Calbayog City, Western Samar



January 06, 2026

DIVISION MEMORANDUM

No. 005, s. 2026

**CONDUCT OF AN ORIENTATION ON DM-OUHROD-2025-0922, ADDITIONAL
GUIDANCE ON THE IMPLEMENTATION OF PERFORMANCE
MANAGEMENT AND EVALUATION SYSTEM (PMES)**

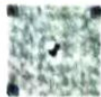

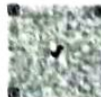

TO: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
Unit/Section Heads
All Others Concerned

1. To enhance understanding of the office performance planning and assessment, this Office through the Division Performance Management Team (PMT), shall conduct an orientation on Additional Guidance on the Implementation of the Performance Management and Evaluation System (PMES) on January 14, 2026, (Wednesday) from 8:00 AM to 5:00 PM at the Division Conference Hall, Calbayog City Division.
2. The following are the agenda of the meeting:
 - a. discuss additional Guidance on the Implementation of the Performance Management and Evaluation System (PMES);
 - b. explain the School Key Result Areas (KRAs) for School Heads; and
 - c. present the updated version of the Interim OPCRf.



Address: P2 Brgy. Hamorawon, Calbayog City, and Samar
Website: <https://calbayogcity.deped.gov.ph>
Email Address: calbayogcity@deped.gov.ph

3. Below are the links for your reference on the Performance Review and Evaluation III and IV) for CY 2024 and SY 2024-2025 onwards:

Title	Link	QR Code
Additional Guidance on the Implementation of PMES (DM-OUHROD-2025-0922)	https://bit.ly/PMESAdditionalGuidance	
Interim Guidelines on the Office Performance Planning and Assessment (DM-OUHROD-2024-0586)	https://bit.ly/InterimGuidelinesDM-OUHROD-2024-0586	
Interim OPCR and School Key Result Areas (KRAs)	https://bit.ly/PMESAnnexes	
Frequently Asked Questions (FAQs)	https://bit.ly/PMESFAQs	

4. For queries, kindly coordinate with **Ms. Galina V. Panela**, SEPS (Planning Section) at galina.panela@deped.gov.ph.

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

MARGARITO A. CADAYONA JR. PhD, CESO VI
 Schools Division Superintendent



Enclosures: None

References: Memorandum DM-OUHROD-2024 -0586

Interim Guidelines on the Office Performance Planning and Assessment for FY 2024 Onwards

To be indicated in the Perpetual Index under the following subjects:

EVALUATION OPCR PERFORMANCE REVIEW SCHOOLS



Address: P2 Brgy. Hamorawon, Calbayog City, and Samar
Website: <https://calbayogcity.deped.gov.ph>
Email Address: calbayogcity@deped.gov.ph