




DEPARTMENT OF EDUCATION
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Nov 20, 2025
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Republika ng Pilipinas
Department of Education
 OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION
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 RECORDS SECTION REGIONAL OFFICE NO. VIII
 DATE: 11-25-25
 TRACKING #: 11918 TIME: 9:35
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MEMORANDUM
DM-OUHROD-2025- 3315

TO: Regional Directors
 Concerned Schools Division Superintendents
 Concerned Public Elementary and Secondary School Heads
 All Others Concerned

FROM:  E-signed by
 Wilfredo Cabral
 11/20/25, 11:33:18 AM
WILFREDO E. CABRAL
 Undersecretary
 Human Resource and Organizational Development

SUBJECT: **CONSULTATION WORKSHOP AND DRAFTING OF THE PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) – PHILIPPINE PROFESSIONAL STANDARDS FOR SCHOOL HEADS (PPSSH) TOOLS**

DATE: 19 November 2025

DEPARTMENT OF EDUCATION
RECEIVED
 11/25/25 10:43 AM
 OFFICE OF THE REGIONAL DIRECTOR
 REGION VIII, EASTERN VISAYAS
 SIGNATURE: _____

In fulfillment of the objective to establish a systematic and aligned Performance Management and Evaluation System (PMES) for schools heads anchored on the Philippine Professional Standards for School Heads (PPSSH), the Bureau of Human Resource and Organizational Development – Human Resource Development Division (BHROD-HRDD) will be conducting a **Consultation Workshop and Drafting of the Performance Management and Evaluation System – Philippine Professional Standards for School Heads (PMES-PPSSH) Tools** on **December 9 to 12, 2025** within **National Capital Region** at a specific venue that will be announced in a separate advisory.

The said activity specifically aims to:

1. Gather feedback and insights from field implementers to ensure clarity, alignment, and contextual relevance of the draft PMES-PPSSH tools;
2. Identify existing gaps and areas for improvement in developing a coherent PMES for school heads that promotes transparency, professional growth, and continuous improvement of school leadership; and
3. Draft the tools to ensure development of a streamlined and effective performance evaluation for school heads in the coming school years.

In view of the above, the personnel listed in **Annex A – List of Participants of the Consultation Workshop and Drafting of the PMES-PPSSH Tools** are hereby invited to participate in the said activity. The selection of these participants was made



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based on their extensive experience, technical expertise, and significant contributions to various DepEd initiatives relating to the Performance Management and Evaluation System (PMES), Career Progression, Recruitment, Selection, and Placement (RSP), and school effectiveness.

Accordingly, the concerned Regional Directors and/or Schools Division Superintendents are hereby enjoined to authorize and ensure the participation of the identified personnel in all related workshop activities.

Board and lodging of all participants as well as the travel expenses including the Program Management Team and participants shall be charged against **BHROD-HRDD GMS Funds 2025**, subject to existing budgeting, accounting, and auditing rules and regulations. BHROD-HRDD will likewise facilitate the booking of flights of the participants upon proper coordination. For meal and lodging arrangements, please refer to the table below:

DAY	LODGING	MEALS				
		BREAKFAST	AM SNACK	LUNCH	PM SNACK	DINNER
Day 1	✓	X	X	✓	✓	✓
Day 2	✓	✓	✓	✓	✓	✓
Day 3	✓	✓	✓	✓	✓	✓
Day 4	X	✓	✓	✓	X	X

Participants may check in on the first day of each conduct of the activity at **2:00 PM** and are requested to check out not later than **12:00 NN** of the third day. For attendance confirmation, all selected participants are required to complete their registration **at least three (3) days prior to the activity** through the link: https://bit.ly/ConsultationWS_PMESPPSSH.

An advisory containing the detailed administrative arrangement and additional activity guidelines will be disseminated to all participants prior to the conduct of the workshop.

For more information and further clarifications, you may contact the BHROD-HRDD through **Mr. Marikka P. Mampusti** or **Ms. Andria C. Dimaranan** at telephone no. **(02) 8470-6630** or email address at **bhrod.hrdd@deped.gov.ph**.

For your information and guidance.

Annex A

LIST OF PARTICIPANTS
Consultation and Drafting Workshop of the PMES-PPSSH Tools
December 9 to 12, 2025
Within National Capital Region

Field (RO, SDO, and School) Participants		
Name	Position	Office
1. Filmore R. Caballero	Chief Education Supervisor	SDO Valenzuela City, NCR
2. Ma. Regaele Olarte	Chief, SGOD	SDO Muntinlupa, NCR
3. Dr. Noemi Baysa	Public Schools District Supervisor	SDO Malabon, NCR
4. Edna V. Bañaga	Principal IV	SDO Quezon City, NCR
5. Dr. Marco Meduranda	Chief, Curriculum and Implementation Division	SDO Navotas, NCR
6. Jayson M. Santos	Senior Education Program Specialist	SDO Pampanga, Region III
7. Dr. Mark Anthony P. Idang	Education Program Supervisor	SDO Laguna, Region IV-A
8. Angelo D. Uy	Public Schools District Supervisor	SDO Dasmariñas City, Region IV-A
9. Karheena A. Adriano	Principal II	SDO Rizal, Region IV-A
10. Marylou V. Argamosa	Principal I	SDO Ligao City Region V
11. Susan S. Collano	Schools Division Superintendent	SDO Naga City Region V
12. Sarah Ganancial	Principal IV	SDO Guimaras Region VI
13. Atty. Diana Flor D. Eco	Principal III	SDO Northern Samar Region VIII
14. Glenda C. Cadelina	Principal I	SDO Negros Oriental Negros Island Region
15. Tita O. Tan	Principal II	SDO Isabela City, Region IX
16. Dr. Rowell C. Villarubia	Principal I	SDO Ozamis City Region X
17. Dr. Enerio E. Ebisa	Chief, HRDD	Region X
18. Arlen Jumamoy	Principal I	SDO Panabo City Region XI
19. Rexan Bolotaolo	Principal IV	SDO Agusan del Norte, CARAGA
20. Dr. Jurgenne Dicdican	Principal III	SDO Agusan del Sur, CARAGA

Central Office Participants		
Number of slots	Position	Office
One (1) Representative	<i>To be identified by the office/s</i>	BHROD-SED
Two (2) Representatives		National Educators' Academy of the Philippines

External Participants		
Name	Position	Office
Two (2) Representatives	<i>To be identified</i>	Research Institute for Teacher Quality

Project Management Team (BHROD-HRDD)		
Name	Position	Office
1. Cecille A. Anyayahan	Project Development Officer V	BHROD-HRDD
2. Marikka P. Mampusti	Project Development Officer III	BHROD-HRDD
3. Lizette Anne L. Carpio	Project Development Officer III	BHROD-HRDD
4. Ma. Mystica Esparas-Yu Oh	Project Development Officer III	BHROD-HRDD
5. Raymond L. Oplado	Project Development Officer III	BHROD-HRDD
6. Crisanto Lucaba	Technical Assistant II	BHROD-HRDD
7. Patricia Bongalos/Andria C. Dimaranan	Technical Assistant I	BHROD-HRDD