



Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY

Office of the Schools Division Superintendent

August 16, 2023



DIVISION MEMORANDUM

No. 397 s.2023

**SIGNING AUTHORITY FOR PUBLIC SCHOOLS DISTRICT SUPERVISORS IN THE
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM (IPCRF) OF
TEACHERS FOR SCHOOL YEAR 2022-2023**

TO: Assistant Schools Division Superintendent
Chief Education Supervisor – CID
Chief Education Supervisor - SGOD
Public Schools District Supervisors
Concerned Public Elementary and Secondary School Heads

1. With reference to Annex A of DepEd Order No. 02 s.2015 entitled Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education, teachers shall be rated by the Head Teacher or Master Teacher and the School Head shall be the approving authority.
2. However, for schools with no Head Teacher or Master Teacher as rater, the School Principals shall become the rater. For the approving authority, this Office hereby delegates the signing authority to the Public Schools District Supervisor (PSDS) where the school is located.
3. In adherence to Equal Opportunity Policy (EOP), inclusive and fair treatment are accorded to all participants regardless of age, gender, sexual orientation, disability, religion and ethnicity.
4. Immediate dissemination is enjoined for your information and guidance.


ROY ANGELO E. GAZO
Schools Division Superintendent

Encl: None

Reference: None

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



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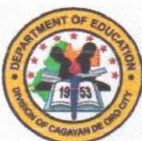
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INDIVIDUAL PERFORMANCE COMMITMENT REVIEW

ECHR/DM-IPCRF
August 16, 2023



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