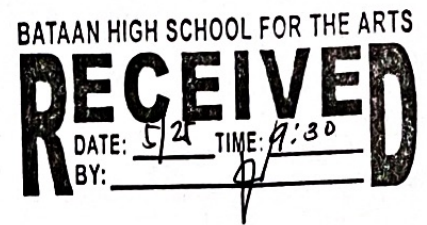




Republic of the Philippines
Department of Education
REGION III
BATAAN HIGH SCHOOL FOR THE ARTS



MAY 25 2026

SCHOOL MEMORANDUM

No. 110, s. 2026

STRENGTHENING PERFORMANCE ACCOUNTABILITY THROUGH RESULT-BASED PERFORMANCE MANAGEMENT SYSTEM AND KEY RESULT AREAS VALIDATION

To: Deputy Directors
Functional Division Chiefs
Teaching and Non-Teaching Personnel
All Others Concerned

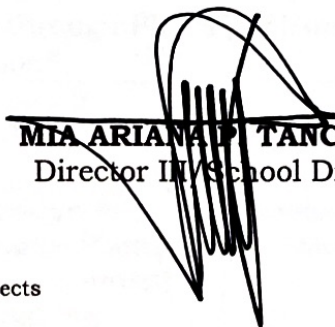
1. Pursuant to DepEd Order (DO) No. 2, s. 2015 titled *Guidelines on the Establishment and Implementation of the Result-based Performance Management System (RPMS) in the Department of Education*, the Bataan High School for the Arts (BHSA) announces the conduct of **Strengthening Performance Accountability through RPMS and KRA Validation** on June 15-17, 2026, at a venue within Pampanga.
2. The activity aims to capacitate school personnel on PRMS concepts, tools, and processes, with particular emphasis on KRA identification, validation, target setting, and performance commitment.
3. The specific objectives of the workshop are as follows:
 - a. Demonstrate a clear understanding of PRMS principles, framework, and DepEd policies;
 - b. Identify and align individual and unit KRAs with BHSA's organizational goals;
 - c. Validate KRAs, performance indicators, and targets based on functional roles;
 - d. Accomplish PRMS tools and forms accurately and consistently; and
4. The participants' board and lodging, travel expenses, and other miscellaneous shall be charged to school Maintenance and Other Operating Expenses (MOOE), subject to the existing accounting rules and regulations.
5. Participants are required to bring laptop and copy of their Position Description Form (PDF).
6. Enclosed are the Training Matrix and List of Participants.



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7. Immediate and wide dissemination of this Memorandum is earnestly desired.


MIA ARIANA P. TANCIONGCO, PhD
Director III/School Director

Encl.: As stated
Reference: As stated
To be indicated in the Perpetua Index under the following subjects

RPMS WORKSHOP
GAD

OSD01/AD01/SA05 April 29, 2026



Republic of the Philippines

Department of Education

REGION III

BATAAN HIGH SCHOOL FOR THE ARTS

Training Matrix

MAY 25 2026

“Strengthening Performance Accountability through PRMS Implementation and KRA Validation”

Time	Day 1	Day 2	Day 3
8:00 a.m. – 8:15 a.m.	Opening Program	MOL	MOL
8:15 a.m. – 9:15 a.m.	Session 1: Organizational Context (Bataan Highschool for Arts) Atty. Bryan Santos Deputy Director II	Session 4: Performance Planning and Commitment Setting Jay Tumaliuan	Session 5: Performance Monitoring and Coaching Jay Tumaliuan
9:15 a.m. – 10:15 a.m.	Session 2: Overview of RPMS in DepEd Ma. Mystica Esperas PDO III	Workshop 2: Crafting of OPCRf and IPCRF Jay Tumaliuan Pia P. Eugenio	Session 5: Performance Monitoring and Coaching Jay Tumaliuan
10:15 a.m – 10:30 a.m.	Break	Break	Break
10:30 a.m.- 12:00 nn	Session 2: Overview of RPMS in DepEd Ma. Mystica Esperas PDO III	Workshop 2: Crafting of OPCRf and IPCRF Continuation Jay Tumaliuan Pia P. Eugenio	Session 6: Performance Review and Evaluation Jay Tumaliuan
12:00 nn – 1:00 pm	Lunch Break	Lunch Break	Lunch Break
1:00 p.m. – 2:45 p.m.	Session 3: Fundamentals of Office and Individual Functions Pia P. Eugenio PDO III	Presentation and critiquing of output Jay Tumaliuan Pia P. Eugenio	Session 7: Performance Rewarding and Development Planning Jay Tumaliuan
2:45 p.m. – 3:00 pm-	Break	Break	
3:00 pm- 5:00 pm	Workshop 1: KRA Validation Workshop Pia P. Eugenio PDO III	Presentation and critiquing of output Jay Tumaliuan Pia P. Eugenio	Closing & Evaluation



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MAY 25 2026

Enclosure No. __ to School Memorandum No. __, s. 2026

LIST OF PARTICIPANTS

“Strengthening Performance Accountability through PRMS Implementation and
KRA Validation”

June 15-17, 2026
Within Pampanga

	Full Name	Division	Position
1	Mia Ariana P. Tanciongco	Office of the School Director	Director III
2	Bryan M. Santos		Director II
3	Melbourne L. Salonga		ITO I
4	Rennor C. Clavel		Info SA II
5	Haroun Seth M. Kawit		PO II
6	Alma R. Garcia	Student Affairs Division	CAO
7	Perlie Ann T. Samonte		SAO
8	Margioleh G. Alonzo		PDO III
9	Imelda R. Villanueva		AO IV
10	Jenevei J. Acar		PDO II
11	Timi T. Labandilo		Nurse I
12	Armida V. Gaviola		Librarian
13	Jereline M. Olivera		DM II
14	Bernadette M. Dela Cruz	Finance Division	CAO
15	Lyda V. Bantugan		SAO
16	Mark Jenor R. Gaor		ACCT III
17	Karen M. Macalinao		AO V
18	Cesiah Faith H. Tutol		AO IV
19	Eleanor B. Feria		AO IV
20	Mayeth M. Geraldez		AO II
21	Emmanuel C. Felicilda		AO II
22	Ronald P. Bantugan	Academic Affairs Division	CEPS
23	Samuel A. Quiroz		SvEPS
24	Rosie L. Basilio		SEPS
25	Alvin P. Hulipas	Administrative Division	CAO
26	Oliver V. Arevalo		SAO



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BATAAN HIGH SCHOOL FOR THE ARTS

MAY 25 2026

27	Romina D. Velasco		AO V
28	Avegail A. Vicente		AO V
29	Nieva D. Adelino		AO V
30	Jomar D. Dela Cruz		AO IV
31	Joseph Aaron C. Macalinao		AO III
32	Marisol B. Cunanan		AO III
33	Patrisse Shayne M. Arellano		ADAS II
34	Jay Tumaliuan	Resource Person	CONSULTANT
35	Ma. Mystica P. Esperas- Yu Oh	Resource Person	PDO III BHROD- HRDD
36	Pia Pangilinan- Eugenio	Resource Person	PDO-III BHROD- OED