



November 27, 2019

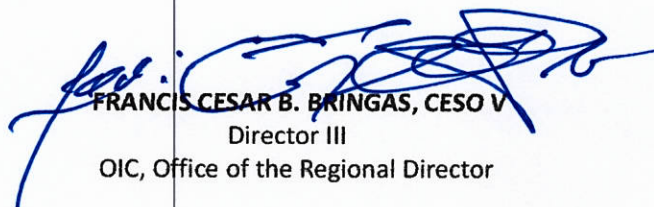


MEMORANDUM

**SUBJECT: COMPLIANCE OF CAREER EXECUTIVE SERVICE PERFORMANCE EVALUATION SYSTEM
(CESPES) RATINGS FOR CY 2019 THROUGH THE ONLINE CESPES**

**TO: All Schools Division Superintendents
Assistant Schools Division Superintendents
This Region**

1. Attached is Memorandum dated November 19, 2019 on the Compliance of Career Executive Service Performance Evaluation System (CESPES) Ratings for CY 2019 through the Online CESPES.
2. With this, an **Orientation on the Administration of the CESPES for Third Level Officials** will be conducted by the Career Executive Service Board on November 29, 2019 at the *Bulwagan ng Karunungan*, DepEd Central Office from 1:00 PM to 5:00 PM.
3. Schools Division Superintendent and Assistant Schools Division Superintendents are encouraged to attend the said orientation. For confirmation of attendance, please contact Ms. Sheryl R. Puyo, HRMO III, Regional CESPES Coordinator at 09381945366 or caraga.personnel@deped.gov.ph.
4. Travelling and other incidental expenses shall be charged against local funds subject to the usual accounting and auditing rules and regulations.
5. For information and guidance.


FRANCIS CESAR B. BRINGAS, CESO V
Director III
OIC, Office of the Regional Director

PS/srp
11/27/2019



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Republic of the Philippines
Department of Education

Tanggapan ng Pangalawang Kalihim
Office of the Undersecretary

MEMORANDUM

To : **Undersecretaries
Assistant Secretaries
Bureau/Center/Service Directors
Regional Directors
Schools Division Superintendents**

Subject: **Compliance of Career Executive Service Performance Evaluation System (CESPES) Ratings for CY 2019 through the Online CESPES**

Date : 19 November 2019

This has reference to the Career Executive Service Board (CESB) Resolution No. 1445 entitled "Revised Guidelines on Strengthening Performance Accountability through the Enhanced Career Executive Service Performance Evaluation System (CESPES)", which prescribed the specific policies, rules and standards for the conduct of periodic performance evaluation of all incumbents of CES positions.

The CESPES seeks to establish a relevant framework and a set of guidelines and tools to:

- Strengthen performance accountability in the CES;
- Evaluate an official's accomplishment of specific performance targets as defined in the Performance Commitment and Review Form (PCRF);
- Evaluate the official's executive/management behavioral competence as contained in the Behavioral Competency Scale; and
- Utilize the CESPES ratings, as applicable, in determining security of tenure in the CES, eligibility to performance-based incentives, recognition and other personnel actions.

In this connection, an **Orientation on the Administration of the CESPES** will be conducted by the Career Executive Service Board on 29 November 2019 at the *Bulwagan ng Karunungan*, DepEd Central Office for the following officials and employees:

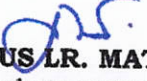
Regional HR Coordinators	10:00am-12:00 noon
DepEd Third Level Officials	1:00pm-5:00 pm

There shall be **two (2) designated HR Coordinators** for each region who shall monitor, receive and encode all information indicated in the Ratee Information Sheet (RIS) of each third level official. Coordinators are also encouraged to attend the afternoon session for third level officials. The Regional Office shall also send **at least ten (10) third level officials** for each region.

Travelling and other incidental expenses of participants shall be charged against local funds, while the expenses for the meals shall be charged against the petty cash of the Personnel Division.

For confirmation of attendance, please contact Mr. Allan Jerome A. Gutierrez at (02) 86339345 or send an email to allan.gutierrez@deped.gov.ph.

Thank you.


JESUS L.R. MATEO
Undersecretary
Planning, HROD
and Field Operations


Atty. REVSEE A. ESCOBEDO
Assistant Secretary
OIC, Office of the Undersecretary
Field Operations, HR-EWD and PD
and DEACO