



Republic of the Philippines
Department of Education
Region V-Bicol
SCHOOLS DIVISION OFFICE OF LIGAO CITY



21626122

MEMORANDUM

TO: Asst. Schools Division Superintendent
Chief Education Supervisors (CID and SGOD)
All Unit/Section Heads
All Public Elementary and Secondary School Heads
All Others Concerned

FROM: **NYMPHA D. GUEMO**
Schools Division Superintendent

SUBJECT: PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) CALENDAR FOR CY 2026 AND SY 2026-2027

DATE: February 16, 2026

1. Pursuant to DepEd Order No. 2 s. 2015 titled Guidelines on the Establishment and Implementation of the Results-Based Performance Management System, DM 089 s. 2025 titled Guidelines on the Multi-year Performance Management and Evaluation System for Teachers and DM-OUHROD-2024-0586 titled Interim Guidelines on the Office Performance Planning and Assessment for FY 2024 Onwards, this Office hereby issues the Performance Management and Evaluation System (PMES) Calendar for CY 2026 for SDO Ligao City to wit:

Phase	Task/Activity	Schedule	
		SDO-based	School-based
Performance Planning and Commitment	Target and Commitment Setting	December 2025 to January 2026	1 month before opening of classes (SY 2026-2027)
Performance Monitoring and Coaching	Performance Monitoring, Provision of Technical Assistance/Coaching	January to December, 2026	Within the School Year (SY 2026-2027)
Performance Review and Evaluation	Mid-Year Review and Recalibration of Targets	July 2026	Five months after opening of classes (SY 2026-2027)



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	Year-end Performance Review and Assessment	December 2026	After the last day of classes (SY 2026-2027)
Performance Rewarding and Development Planning	Recognizing employee achievements, providing feedbacks, submission of signed and approved IPCRF/OPCRF	December 2026	After the last day of classes (SY 2026-2027)

2. All concerned personnel are reminded to strictly observe the implementation of the phases of the PMES and its timelines.
3. For the information, guidance and strict compliance of all concerned.