



Republic of the Philippines  
**DEPARTMENT OF EDUCATION**  
**DepEd Region X – Northern Mindanao**



# 23197

**DepED-X**  
**Cagayan de Oro City**

NOV 27 2019

**RELEASED**

**MEMORANDUM**

To : **Schools Division Superintendents**  
 Schools Division Offices of  
 Bukidnon, Gingoog City, Misamis Occidental  
 Misamis Oriental, Oroquieta City and Valencia City

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

Date : **November 26, 2019**

1. Relative to the Unnumbered Memorandum from the Office of Undersecretary Jesus L.R. Mateo and Assistant Secretary Atty. Revsee A. Escobedo regarding compliance of Online Career Executive Service Performance Evaluation System (CESPES) Ratings for CY 2019, the following third level officials are identified to attend the Orientation on the Administration of Online Career Executive Service Performance Evaluation System (CESPES) on November 29, 2019, 1:00PM-5:00PM at the Bulwagan ng Karunungan, DepEd Central Office, Pasig City, to wit:

	<b>NAME</b>	<b>DESIGNATION</b>	<b>SDO</b>
1	Shambaeh A. Usman	CES, OIC-ASDS	Bukidnon
2	Conniebel C. Nistal	P-III, OIC-ASDS	Gingoog City
3	Myra P. Mebato	P-I, OIC-ASDS	Mis. Occidental
4	Rowena H. Paraon	CES, OIC-ASDS	Mis. Oriental
5	Lorena P. Serrano	PSDS- OIC-ASDS	Oroquieta City
6	Eugene I. Macahis, Jr.	P-I, OIC-ASDS	Valencia City

2. Travelling and other incidental expenses of participants shall be charged against local funds, subject to the usual accounting and auditing policies and regulations.

3. For information and compliance.

**DR. ARTURO B. BAYOCOT, CESO III**  
 Regional Director





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](mailto: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