



Republic of the Philippines  
**Department of Education**  
 REGION I



**REGIONAL MEMORANDUM**

No. 229 s. 2026

**SUBMISSION OF CAREER EXECUTIVE SERVICE PERFORMANCE EVALUATION SYSTEM (CESPES) AND ANNUAL REPORT**

To: Schools Division Superintendents

1. In accordance with the guidelines of the Civil Service Commission (CSC) on the establishment and implementation of the Strategic Performance Management System (RPMS) in all government agencies, the Department of Education issued DO 2, s. 2015 *Guidelines on the Establishment and Implementation of the Results-based Performance Management System*. It focuses on the measures of performance vis-à-vis the targeted milestones and provides a credible and verifiable basis for accessing the organizational outcomes and the collective performance of the employees.
2. Anent this, please submit the following on or before March 6, 2026:
  - a. Career Executive Service Performance Evaluation System (CESPES) for FY 2025 1<sup>st</sup> and 2<sup>nd</sup> Semester Accomplishments and FY 2026 Targets
  - b. FY 2025 Annual Report
3. Duly signed copy of the aforesaid documents may be sent through email: pprd.region1@deped.gov.ph.
4. Immediate dissemination of and compliance with this Memorandum is desired.

For the Regional Director:

**RHODA T. RAZON**  
 Director III

Encl.: None  
 To be indicated in the Perpetual Index

Under the following subjects:

Annual Report                      CESPES                      Performance management

PPRD/1lo/RM\_SDOReports  
 February 18, 2026



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