



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF MISAMIS ORIENTAL**

Office of the Schools Division Superintendent

3 July 2023

**DIVISION MEMORANDUM**

No. 361, series 2023

**SUBMISSION OF DISTRICT CONSOLIDATED IPCRF- INDIVIDUAL  
DEVELOPMENT PLAN (IDP) AND SUMMARY OF RATING FOR SY 2022-2023**

To: **Public Schools District Supervisors/District-in-Charge**  
**Elementary and Secondary School Heads**  
**Elementary and Secondary Teachers**  
**Others Concerned**  
This Division


1. Pursuant to DepEd Order No. 2, s. 2015, re: Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) in the Department of Education and in preparation for the year-end RPMS-IPCRF evaluation for teaching personnel, this Office hereby directs all Districts through the Public Schools District Supervisors/In-Charge to submit a consolidated copy of the Individual Development Plan (IDP) and Summary of Rating for SY 2022-2023 on or before **July 30, 2023**.
2. Templates for the consolidated Individual Development Plan (IDP) and Summary of Rating are available through this link [https://bit.ly/2023IPCRF\\_IDPandRatings](https://bit.ly/2023IPCRF_IDPandRatings) (Folder: 00 Templates.). There should only be one (1) IDP Consolidated File and one (1) summary of rating file submission per District.
3. To ensure proper input and submission of needed data, please take note of the following instructions:
  - Download the templates from the Google Drive link provided in paragraph 2 of this Memorandum.
  - Provide the necessary data and fill-up the template accordingly.
  - Save file and re-upload to the same link. Find your designated District Folder.
4. Wide dissemination of this Memorandum is hereby enjoined.

  
**EDILBERTO L. OPLENARIA, EdD, CESO V**  
Schools Division Superintendent

Encls.: As stated

References: None

To be indicated in the Perpetual Index  
under the following subjects:

 PERFORMANCE MANAGEMENT  
RPMS-IPCRF  
HRD-imonte



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Department of Education

DIVISION OF MISAMIS ORIENTAL

**CONSOLIDATED IPCRF- INDIVIDUAL DEVELOPMENT PLAN (IPCRF-IDP) OF TEACHING PERSONNEL**

Period Covered: School Year 2022-2023 | Basis for programs for SY 2023-2024 | District: \_\_\_\_\_

Instructions when filling up:

- 1. **Strengths** Indicate strengths per Key Result Area (Part I)/ Competency (Part II)
- 2. **Development Needs** (Part I)/ Competency (Part II)
- 3. **Action Plan** Based on the development needs, craft specific objective(s) as well as its corresponding intervention. An intervention is not limited to purely training, it may include coaching, mentoring, Learning Action Cell, job-embedded learning mentoring, Learning Action Cell, job-embedded learning
- 4. **Timeline** Indicate the target months for the intervention to be implemented.
- 5. **Resources Needed** Indicate the resources needed (financial, manpower etc.)

**A. Part I IPCRF Indicators**

STRENGTHS <i>(Indicate strengths per KRA)</i>	DEVELOPMENT NEEDS <i>(Indicate needs per KRA)</i>	ACTION PLAN		TIMELINE	RESOURCES NEEDED
		Learning Objectives	Intervention		
KRA 1					
KRA 2					
KRA 3					
KRA 4					

DOWNLOAD SOFT COPY OF TEMPLATE THROUGH [https://bit.ly/2023IPCRF\\_IDPandRatings](https://bit.ly/2023IPCRF_IDPandRatings)

**B.1. Part II Competencies (SG-18 below)**

STRENGTHS <i>(Indicate strengths per competency)</i>	DEVELOPMENT NEEDS <i>(Indicate needs per competency)</i>	ACTION PLAN		TIMELINE	RESOURCES NEEDED
		Learning Objectives	Intervention		
Self-Management					
Professionalism and Ethics					
Results Focused					
Teamwork					
Service Orientation					
Innovation					

**B.2. Part II Competencies (SG-19 and up)**

STRENGTHS <i>(Indicate strengths per competency)</i>	DEVELOPMENT NEEDS <i>(Indicate needs per competency)</i>	ACTION PLAN		TIMELINE	RESOURCES NEEDED
		Learning Objectives	Intervention		
Self-Management					
Professionalism and Ethics					

<b>Results Focused</b>					
<b>Teamwork</b>					
<b>Service Orientation</b>					
<b>Innovation</b>					



DEPARTMENT OF EDUCATION  
Republic of the Philippines

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### SUMMARY OF IPCRF RATINGS

Period Covered: School Year 2022-2023 | District: \_\_\_\_\_

Name (Last Name, First Name, Middle Initial)	Plantilla Position (Teacher I, Teacher II etc.)	School	School ID	IPCRF Rating	Adjectival Rating (Outstanding, Very Satisfactory etc.)
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[https://bit.ly/2023IPCRF\\_IDPandRatings](https://bit.ly/2023IPCRF_IDPandRatings)