



REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
**KAGAWARAN NG EDUKASYON**  
DEPARTMENT OF EDUCATION  
DepEd Complex, Meralco Avenue, Pasig City, Philippines

**Tanggapan ng Pangalawang Kalihim**  
**Office of the Undersecretary**

Telefax: 631-84-92  
Direct Line: 633-72-03  
Trunk Line: 632-13-61 locals 2006 / 2105  
E-Mail Address: [asecrob@l-act.net](mailto:asecrob@l-act.net)

DEPED ORDER  
No. 27 s. 2002

**JUN 27 2002**

**IMPLEMENTATION OF THE REVISED PERFORMANCE APPRAISAL  
SYSTEM OF THE DEPARTMENT OF EDUCATION**

To : Undersecretaries  
Assistant Secretaries  
Bureau/Service/Center Directors  
Regional Directors  
Schools Division Superintendents  
Elementary/Secondary School Principals  
All Concerned

1. In view of the approval of the Civil Service Commission of the pilot-testing of the revised Performance Appraisal System (PAS) of this Department, a one-day orientation was held in the different venues from October 22 to 29, 2001 among selected participants representing the different sub-systems. Reference is made to DECS Memorandum No. 286, s. 2001 in this regard.
2. The different regional/division offices were enjoined to ensure the wide dissemination and implementation of the revised DepEd PAS beginning the rating period January to June, 2002.
3. In this connection, Regional Directors are requested to submit to the Personnel Division, DepEd Central Office, at least ten (10) accomplished Individual Work Plans (Form A-1) and the Self-Rating Booklets (Form B-1) from each of the nine (9) occupational groups or sub-systems. Said forms should come from selected divisions/schools in the different regions.
4. We shall use said accomplished forms to determine the effectiveness and applicability of the revised DepEd PAS, after which a report on the results of the pilot-testing shall be submitted to the Civil Service Commission.
5. Notwithstanding the above, all DepEd central and field offices shall use the revised DepEd PAS for the rating period beginning January to June, 2002 and onwards.
6. Wide dissemination of this Order is desired. All previous issuances inconsistent hereto are hereby revoked.

*Ramon C. Bacani*  
**RAMON C. BACANI**  
Undersecretary

*"Bawat Graduate, Bayani at Marangal"*

**Reference:**

DECS Memorandum: (No. 286, s. 2001)

Allotment: 1—(D.O. 50-97)

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

CHANGE  
EMPLOYEES  
OFFICIALS  
PERFORMANCE  
RATING