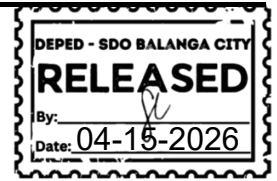




Republic of the Philippines  
**Department of Education**  
REGION III – CENTRAL LUZON  
**SCHOOLS DIVISION OFFICE OF BALANGA CITY**

Office of the Schools Division  
Superintendent



**DIVISION MEMORANDUM**

No. 229, s. 2026

**ADDITIONAL GUIDANCE ON THE IMPLEMENTATION OF PERFORMANCE MANAGEMENT  
AND EVALUATION SYSTEM (PMES)**

To: Chief Education Supervisors  
Elementary and Secondary School Heads  
All Others Concerned

1. This Office Disseminates a Memorandum regarding the additional guidance on the Implementation of Performance Management and Evaluation System (PMES), Wilfredo E. Cabral, Undersecretary, Human Resource and Organizational Development.
2. Attached is the Memorandum for guidance and further information.
3. Immediate and wide dissemination of this Memorandum is desired.

for: **ROLAND M. FRONDA, EdD, CESO V**  
Schools Division Superintendent  
*[Signature]*  
CID, Chief ES

Ref. No. SGOD-HRD-2026-031  
S1/S13/Aprill 15, 2026