



Republic of the Philippines  
**Department of Education**  
REGION VIII - EASTERN VISAYAS

January 5, 2026

**REGIONAL MEMORANDUM**

No. **22** s. 2026

**CAREER EXECUTIVE SERVICE PERFORMANCE EVALUATION SYSTEM  
(CESPES) FOR SECOND SEMESTER OF CY 2025**

To: Schools Division Superintendents  
Assistant Schools Division Superintendents  
All Others Concerned

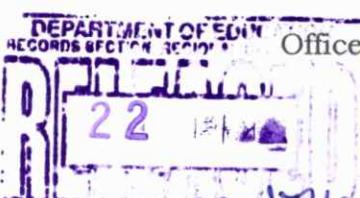
1. Attached is Career Executive Service Board Circular No. 3, s. 2025 with the subject: **Online Career Executive Service Performance Evaluation System (CESPES) for Second Semester CY 2025.**
2. All third level officials, including those serving in an OIC-capacity who have rendered service for at least three (3) months are advised to submit the accomplished Ratee Information Sheet (CESPES Form No. 001) through email address: **personnel.region8@deped.gov.ph cc eva.rosales002@deped.gov.ph** on or before **February 13, 2026** for encoding of the Ratees' and Raters' information in the CESPES Portal.
3. The rating period and accomplishment of Performance Commitment and Review Form is until **March 31, 2026** only.
4. Immediate dissemination of and strict compliance with this Memorandum are desired.

**RONELO AL K. FIRMO CESO IV**

Assistant Regional Director

Office-in-Charge

Office of the Regional Director



Enclosure: As stated

Reference: As stated

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

CESPES

EVALUATION

ONLINE

PERFORMANCE

AD-PS-EDR



Address: Government Center, Candalug, Palo, Leyte  
Telephone No.: (053) 832-5738  
Email Address: [region8@deped.gov.ph](mailto:region8@deped.gov.ph)  
Website: [region8.deped.gov.ph](http://region8.deped.gov.ph)





Republic of the Philippines  
**CAREER EXECUTIVE SERVICE BOARD**



**Circular No. 3**  
**Series of 2025**

**FOR :** ALL HEADS OF DEPARTMENTS AND AGENCIES OF THE NATIONAL GOVERNMENT AND ALL OFFICIALS IN THE CAREER EXECUTIVE SERVICE (CES)

**SUBJECT :** ONLINE CAREER EXECUTIVE SERVICE PERFORMANCE EVALUATION SYSTEM (CESPES) FOR SECOND SEMESTER CY 2025

---

This is to formally inform all departments/agencies covered by the Career Executive Service (CES) and all its CES officials on the conduct of the performance review and evaluation for the **2<sup>nd</sup> Semester CY 2025** rating period pursuant to the Career Executive Service Board (CESB) Resolution No. 1445 dated 25 January 2019, entitled *Revised Guidelines on Strengthening Performance Accountability through the Enhanced CESPES*.

The Online CESPES Portal shall be open via the website [www.cesboard.gov.ph](http://www.cesboard.gov.ph) from **1 January 2026 to 31 March 2026** to enable the designated HR/CESPES Coordinators and the Ratee Officials (ROs) to accomplish the Ratee Information Sheets and Performance Commitment and Review Forms, respectively and the Superiors, Subordinates, and Peers to rate the ROs for the said period.

For your information and guidance.

  
**URDUJAH G. ALVARADO, CESO II**  
Chairperson  
Career Executive Service Board

Attested by:

  
**MARIA MARCY COSARE-BALLESTEROS, CESO II**  
Executive Director

02 December 2025

*Ang katangaluan ay maglingkod sa Bayan*



**CONFIDENTIAL**

Republic of the Philippines  
**CAREER EXECUTIVE SERVICE BOARD**  
No. 3 Marcelino St., Holy Spirit Drive, Diliman, Quezon City  
Tel. Nos. 951-4981 local 110, 111 & 126: 951-4986 (telefax)

**CAREER EXECUTIVE SERVICE PERFORMANCE EVALUATION SYSTEM****RATEE INFORMATION SHEET****CESPES FORM NO. 001**

Performance Rating Period \_\_\_\_\_

<b>NAME OF RATEE:</b>	
<b>POSITION TITLE/DESCRIPTION:</b> (Item 1 of DBM-CSC Form No. 1) Regional Director	
<b>Agency/Department:</b> (Item 7 of DBM-CSC Form No. 1)	<b>Work Station:</b> (Item 8 of DBM-CSC Form No. 1)

<b>REPORTING RELATIONSHIP</b>		
<b>REPORTING TO (Superior Rates):</b>		
<b>NAME</b>	<b>POSITION</b>	<b>E-MAIL ADDRESS</b>
1.		
<b>DIRECT REPORTS (Subordinate Raters)</b>		
<b>NAME</b> (Use additional sheets, if necessary)		<b>POSITION</b>
1.		
2.		
3.		
4.		
5.		
<b>PEERS</b> (Use additional sheets, if necessary)		
1.		
2.		
3.		
4.		
5.		
<b>FUNCTIONS OF THE POSITION</b> (Item 20 of DBM-CSC Form No. 1, 2017)		
<b>FUNCTIONS OF THE ORGANIZATIONAL UNIT</b> (Item 19 of DBM-CSC Form No. 1, 2017)		
<b>DELIVERY UNIT</b>		

**PREPARED BY:****VERIFIED FOR ONLINE ENCODING BY:**

---

**NAME OVER SIGNATURE OF RATEE-OFFICIAL**  
DATE: \_\_\_\_\_

---

**NAME OVER SIGNATURE OF CESPES COORDINATOR**  
DATE: \_\_\_\_\_