



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

February 09, 2026

REGIONAL MEMORANDUM

No. **163** s. 2026

**VIRTUAL MEETING ON THE OFFICE PERFORMANCE COMMITMENT
AND REVIEW FORMS (OPCRF) CY 2026 TARGETS**

To: Schools Division Superintendents
Regional Functional Division Chiefs
All Others Concerned

1. In line with the continuous strengthening of performance management and in reference to the agreements during the Program Implementation Review (PIR) of the Schools Division Offices (SDOs) and the Regional Office, all concerned are hereby informed of the conduct of a Virtual Meeting on the Office Performance Commitment and Review Form (OPCRF) CY 2026 Targets on February 16, 2026 at 1:00 PM, via Microsoft Teams. The meeting link may be accessed through:
<https://bit.ly/4kuSvza>.
2. Participants to the activity are the following:
 - Schools Division Superintendents (SDS),
 - Assistant Schools Division Superintendents (ASDS), and
 - Regional Functional Division Chiefs
3. The objectives of the activity are as follows;
 - a. clarify and discuss the weight distribution for each KRA of the 2026 OPCRF Targets;
 - b. review and align the 2026 OPCRF Targets of RO and SDOs;
 - c. other matters related to 2026 OPCRF Targets.
4. As agreed upon by the Regional Program Management Team (RPMT) and as discussed during the SDO Program Implementation Review (PIR), the following is the weight distribution for each KRA of the 2026 OPCRF Targets:

- Part I-A: Commitment to Organizational Outcomes (60%)
- KRA 1: Strategic Leadership and Management – 5%
 - KRA 2: Curriculum Implementation – 15%
 - KRA 3: Support to School Governance and Operations – 10%
 - KRA 4: SDO Management – 15%
 - 4.1 Administrative – 5%
 - 4.2 Financial Management – 5%
 - 4.3 Legal Services – 2.5%
 - 4.4 ICT System Management – 2.5%

KRA 5: Partnership and Linkages – 5%

KRA 6: Office Administration and Performance Management – 10%

TOTAL = 60%

Part I-B: Innovating and Intervening Accomplishment – 20%

Part I-C: Organizational Effectiveness – 15%

Part II-A: Leadership Competencies – 2.5%

Part II-B: Core Behavioral Competencies – 2.5%

4. Moreover, it is also emphasized that the Technical Assistance (TA) indicator shall be integrated under Part I-B specifically for participation in the RFTACT and DFTACT, both in the Regional Office OPCRf and the Schools Division Offices (SDOs) OPCRf.

5. In addition, it was agreed that the “proper and timely utilization of fund” and “compliance to audit observations” indicators under Part I-A in Office Administration shall be transferred to Part I-C, Organizational Effectiveness specifically in Financial Stewardship.

6. The OPCRf Template with the incorporated changes can be accessed through the following link: <https://bit.ly/4aDLJUb>.

7. Immediate dissemination of and compliance with this Memorandum are desired.

RONEL AL K. FIRMO, CESO IV

Assistant Regional Director

Officer-in-Charge

Office of the Regional Director



Enclosures: As stated

References: As stated

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

OPCRf PERFORMANCE PLANNING

PPRD-MSM