

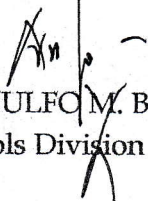


DEPARTMENT OF EDUCATION  
Region V  
DIVISION OF CAMARINES SUR  
*Freedom Sports Complex, San Jose, Pili, Camarines Sur*



DIVISION MEMORANDUM NO. 185 S. 2016

TO : Full Time Secondary School Guidance Counselors  
Secondary School Principals concerned  
PSDS-Secondary concerned

FROM :  ARNULFO M. BALANE, CESO V  
Schools Division Superintendent

DATE : August 5, 2016

SUBJECT : DIVISION WORKSHOP ON THE REFINEMENT OF  
IPCRF OF FULL TIME SECONDARY SCHOOL GUIDANCE  
COUNSELORS

1. This office announces the conduct of the Division Workshop on the Refinement of IPCRF of Full Time Secondary School Guidance Counselors on August 24, 2016, 8:00am-5:00pm (Wednesday) at the Division Office Conference Hall.
2. The workshop aims to
  - a. Ensure that the Key Result Areas are aligned with the specific functions of Guidance Counselors.
  - b. Improve, adjust and make necessary refinements in the IPCRF of Guidance Counselors.
  - c. Define the specific activities that will merit for Plus Factor.
3. Travel and incidental expenses will be charged to School MOOE/Local Funds subject to its availability and to the usual accounting and auditing rules and regulations.
4. For the information and guidance of all concerned.