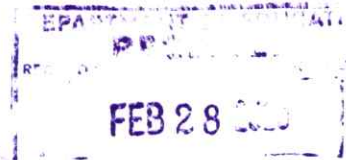




Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT




THE DIRECTOR
FEB 28 2025
FEB 28 2025
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MEMORANDUM

DM-OUHROD-2025-0489

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
PUBLIC ELEMENTARY AND SECONDARY SCHOOL HEADS
PUBLIC ELEMENTARY AND SECONDARY TEACHERS
ALL OTHERS CONCERNED

FROM :  **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development

SUBJECT : SUPPLEMENTAL INFORMATION TO THE FAQs ON THE
INTERIM GUIDELINES FOR THE PMES OF TEACHERS IN SY
2024-2025 (DM 017, S. 2025) RELEASED THROUGH DM-
OUHROD-2025-0429

DATE : 26 February 2025

This memorandum is a supplement to the previously released DM-OUHROD-2025-0429 titled, "*Frequently Asked Questions and Orientation Materials on the Interim Guidelines for the PMES of Teachers in SY 2024-2025 (DM 017, s. 2025).*" After reviewing recent inquiries and feedback, this Office would like to provide the following additional clarification and guidance:

Q: Are teachers on maternity leave for the entire 4th quarter required to accomplish the IPCRF?

A: Teachers on approved maternity leave for the entire 4th Quarter **may opt to undergo PMES-related activities and accomplish and submit their IPCRF for SY 2024-2025, provided they are fit to do so.** In the conduct of classroom observation, they may consider any of the following alternative modes as outlined in item 21 of DM 017, s. 2025:

- Online Synchronous Classroom Observation
- Online Asynchronous Classroom Observation
- Classroom Observation via Learning Action Cells (LAC)

For the assessment of non-classroom observable objectives, any MOVs across quarters shall be valid and accepted.

For those who prefer not to submit, their performance commitment and ratings obtained in the immediately preceding rating period shall be used for purposes of performance-based benefits.

Meanwhile, teachers whose maternity leave **does not cover the entire 4th Quarter** and who will report for a certain period before or after their leave shall be prioritized for face-to-face full-period classroom observation. They shall also submit their IPCRF at the end of the school year.

For other questions not covered in the FAQs, please email BHRD-HRDD at bhrod.hrdd@deped.gov.ph.

Immediate dissemination of this Memorandum is directed.

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OFFICE OF THE SECRETARY