



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

October 22, 2025

**REGIONAL MEMORANDUM**

No. **1378** s. 2025

**FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM  
OBSERVATIONS FOR SCHOOL YEAR 2025-2026 UNDER THE  
MULTI-YEAR PMES FOR TEACHERS PURSUANT TO  
DEPED MEMORANDUM NO. 089, S. 2025**

To: Schools Division Superintendents  
All Others Concerned

1. Attached is Memorandum DM-OUHROD-2025-2831 issued by Undersecretary Wilfredo E. Cabral, Human Resource and Organizational Development, regarding the Flexibility in the Timeline and Schedule of Classroom Observations for School Year 2025-2026 under the Multi-Year Performance Management and Evaluation System (PMES) for Teachers pursuant to DepEd Memorandum No. 089, s. 2025.

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



**RONELO AL K. FIRMO CESO IV**  
Assistant Regional Director  
Officer-in-Charge  
Office of the Regional Director

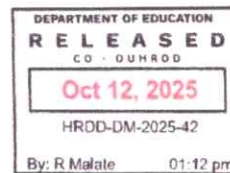
Enclosures: As stated

References: As stated

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

CLASSROOM OBSERVATION  
FLEXIBILITY  
PMES  
TEACHERS

HRDD-RVR



Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION  
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**MEMORANDUM**  
**DM-OUHROD-2025-2931**

TO : Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
All Others Concerned

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

E-signed by  
Wilfredo Cabral  
10/12/2025, 4:56:34 AM

SUBJECT : **FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM OBSERVATIONS FOR SCHOOL YEAR (SY) 2025-2026 UNDER THE MULTI-YEAR PMES FOR TEACHERS PURSUANT TO DEPED MEMORANDUM (DM) NO. 089, S. 2025**

DATE : 09 October 2025

Pursuant to DepEd Memorandum (DM) No. 089, s. 2025, titled *Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from School Years 2025-2026 to 2027-2028*, this Memorandum is issued to provide **additional guidance and clarification on provisions concerning the classroom observation schedule**, given that the release of DM No. 089, s. 2025 coincides with the conclusion of Second Quarter of SY 2025-2026.

**A. Flexibility in the Schedule of Classroom Observation**

Classroom observations conducted during the First Quarter and Second Quarter prior to the issuance of DM No. 089, 2025, shall be considered as first full-period classroom observation, provided that:

- The classroom observation was conducted for a full-period session;
- The Observation Notes Form was duly accomplished and signed by the Observer; and



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Effectivity	09.20.21	Page	1 of 3



- c. The conduct of the classroom observation was agreed upon by the observer and the teacher.

Furthermore, the first full-period classroom observation may be conducted up to the Third Quarter.

The conduct of second full-period classroom observation shall still remain scheduled to be conducted in the Third Quarter or Fourth Quarter.

*New Timeline for the Full-Period Classroom Observations in SY 2025-2026*

TASK/ACTIVITY	SCHEDULE
1 <sup>st</sup> Full-Period CO	During the 1 <sup>st</sup> or 2 <sup>nd</sup> Quarter <i>(before and after the issuance of DM 089, s. 2025)</i> , up to the 3 <sup>rd</sup> Quarter of SY 2025-2026
2 <sup>nd</sup> Full-Period CO	During the 3 <sup>rd</sup> or 4 <sup>th</sup> Quarter of SY 2025-2026

**B. Flexibility in the Demonstration of Classroom Observable Indicators (COIs)**

Classroom Observable Indicators (COIs) that were not demonstrated during the first full-period classroom observation conducted in the First and Second Quarters prior to the issuance of DM No. 89, s. 2025, shall be included and demonstrated in the second full-period classroom observation to be conducted in the Third or Fourth Quarters.

Meanwhile, COIs, scheduled in the second full-period classroom observation, that were already demonstrated in the first full-period classroom observation prior to the issuance of DM No. 89, s. 2025, shall be considered validly observed, and teachers are not required to re-demonstrate them in the second full-period classroom observation.

However, teachers may opt to re-demonstrate these COIs during the second full-period classroom observation, at their discretion.

For Indicators scheduled both in the first and second full-period classroom observations, such as 1.1.2, 1.4.2, and 1.5.2, these shall be non-negotiable to be demonstrated in both classroom observation periods.

**C. Measure of Timeliness for Classroom Observable Indicators (COIs) in the SY 2025-2026**

With the flexibility in the schedule of classroom observations, the **Timeliness** measure for the COIs in the SY 2025–2026 shall not be included as performance measure and, therefore, need not be rated.

All provision in this Memorandum shall only be applicable for SY 2025-2026.

For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4<sup>th</sup> Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or at telephone number (02) 8470-6630.

This directive takes immediate effect upon the issuance of this Memorandum.

Copy Furnished:

**OFFICE OF THE SECRETARY**



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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	3 of 3

