



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION
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MEMORANDUM
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TO: Regional Directors
Concerned Schools Division Superintendents
Concerned Public Elementary and Secondary School Heads
All Others Concerned

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

SUBJECT: **CONSULTATION WORKSHOP ON THE PMES TOOLS FOR
TEACHERS IN RELATION TO REFRAMING THE
CLASSROOM OBSERVATION PROTOCOLS**

DATE: 14 January 2026

The Bureau of Human Resource and Organizational Development – Human Resource Development Division (BHROD-HRDD) will be conducting **Consultation Workshop with Stakeholders for the Performance Management and Evaluation System (PMES) of Teachers** in relation to reframing the classroom observations, scheduled on **January 19-21, 2026, at the Axiaa Hotel, Quezon City**.

This workshop aims to:

1. Discuss the proposed strategic recommendations and implementation implications to reframing the classroom observations from high-stakes to low-stakes;
2. Gather feedback and insights from field-level implementers to ensure clarity, feasibility, and contextual relevance of the guidelines and tools for performance evaluation; and
3. Finalize the guidelines and tools to support effective and consistent teacher performance assessment across the school years.

Due to its significant importance and urgency as a directive by Secretary Angara, where the guidelines on the reframed classroom observation and PMES tools will serve as the official reference of teachers and raters for School Years 2025-2026 to SY 2027-2028, the **DepEd personnel listed in Annex A are requested to participate in the workshop**. These participants contributed to the development of the Multi-Year PMES Guidelines, the PMES Tools, and other programs and projects related to classroom observations and the Professional Standards for Teachers. Accordingly, their respective Regional Directors and/or Schools Division Superintendents are directed to authorize their participation in the abovementioned activity.

Travel expenses, meals and accommodation of the participants and the program management committee shall be provided by BHROD-HRDD charged against the BHROD-HRDD GMS Funds 2025 and 2026, subject to existing budgeting, accounting, and auditing rules and regulations.

Provision of meals shall begin with breakfast of Day 1, January 19, 2026, and end with dinner of Day 4, January 21, 2026.

For questions and/or concerns, please contact BHROD-HRDD through Ms. Lizette Anne L. Carpio at telephone no. (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For your action.

Annex A

List of Participants for the Consultation Workshop
January 19-21, 2026
Axiaa Hotel, Quezon City

Name	Position	Office
1. Dr. John Carlo A. Paita, CESE	Assistant Schools Division Superintendent	SDO Tanauan City Region IV-A
2. Mark Anthony P. Idang	Education Program Supervisor	SDO Laguna Region IV-A
3. Mary Jane P. Soriano	Education Program Supervisor	SDO San Fernando City Region III
4. Lawrence B. Icasiano	Public Schools District Supervisor	SDO Tanauan City Region IV-A
5. Domingo Cueto	Public Schools District Supervisor	Curriculum Implementation Division, SDO Cavite Province Region IV-A
6. Jayson M. Santos	Senior Education Program Specialist	SDO Pampanga Region III
7. Arlene M. Hernandez	Public Schools District Supervisor	SDO Gen. Trias City Region IV-A
8. Onrique A. Rulona	Principal I	Mahangcao Elementary School Calbiga I District SDO Samar
9. Lester John A. Cajés	Master Teacher II	Las Piñas National High School SDO Las Piñas City, NCR
10. Sherlyn S. Torres	Teacher III	Manicahan National High School SDO Zamboanga City Region IX
11. Adelyn R. Bartolome	Teacher II	Project 3 Elementary School SDO Quezon City, NCR
12. Jinky R. Victorio	Master Teacher II	Malabon National High School SDO Malabon City, NCR
13. Karizza L. Parungao	Master Teacher	SDO San Fernando City Region III
14. Julie Ann Marie S. Nambrado	Teacher II	Marikina Elementary School SDO Marikina NCR
15. Domnard W. Sunga III	Teacher II	Tagkawayan National High School SDO Quezon Province Region IV-A
16. Susan D. Ignacio	Master Teacher	SDO Lucena City Region IV-A
17. Cecille A. Anyayahan	Project Development Officer V	BHROD-HRDD
18. Ruby Chanda J. Crisostomo	Project Development Officer V	BHROD-OED
19. Lizette Anne L. Carpio	Project Development Officer III	BHROD-HRDD
20. Marikka P. Mampusti	Project Development Officer III	BHROD-HRDD
21. Patricia Noelle R. Bongalos	Technical Assistant I	BHROD-HRDD
22. Andria C. Dimaranan	Technical Assistant I	BHROD-HRDD
<i>Two (2) Representatives from NEAP</i>		