



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

4677

May 21, 2026

**REGIONAL MEMORANDUM**

No. **663** s. 2026

**ONLINE MEETING WITH REGIONAL OFFICES AND SCHOOLS DIVISION  
OFFICES ON THE IMPLEMENTATION STATUS OF  
TEACHER WORKLOAD POLICIES IN SUPPORT  
OF SY 2026-2027 TEACHER LOADING**

To: Schools Division Superintendents  
All Others Concerned

1. Attached is OM-OUHRODI-2026-1792 dated May 15, 2026 titled Online Meeting with the Regional Offices and Schools Division Offices on the Implementation Status of Teacher Workload Policies in support of SY 2026-2027 Teacher Loading.
2. As part of the continuing monitoring initiatives and to strengthen understanding and commitment across governance levels, the Human Resource and Organizational Development and Infrastructure Strand, through the Bureau of Human Resource and Organizational Development-School Effectiveness Division (BHROD-SED), shall conduct an Online Meeting on the Implementation Status of Teacher Workload Policies with schedules stated thereat.
3. Immediate dissemination of and strict compliance with this Memorandum are desired.

  
**SALUSTIANO T. JIMENEZ JD, EdD, CESO III**  
Regional Director 

Enclosures: As Stated

References: As Stated

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

POLICIES    WORKLOAD    MEETING

AD-PS-QCY



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Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE



**MEMORANDUM**  
**OM-OUHRODI-2026-1792**

**FOR :** **CARMELA C. ORACION**  
*Undersecretary for Learning Systems*

**MALCOLM S. GARMA**  
*Undersecretary for Operations*

**ROGER B. MASAPOL**  
*Assistant Secretary for Operations*

**JOCELYN DR. ANDAYA**  
*Officer-in-Charge, Office of the Assistant Secretary for Operations*

**DEPARTMENT OF EDUCATION**  
**RECEIVED**  
**RECORDS SECTION REGIONAL OFFICE NO. VIII**

DATE: 15-21-26

TRACKING #: 62992 TIME: 9:10 AM

SIGNATURE: [Signature]

**ALL REGIONAL DIRECTORS**  
**ALL SCHOOLS DIVISION SUPERINTENDENTS**

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

**SUBJECT :** **ONLINE MEETING WITH REGIONAL OFFICES AND SCHOOLS DIVISION OFFICES ON THE IMPLEMENTATION STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT OF SY 2026-2027 TEACHER LOADING**

**DATE :** May 15, 2026

In line with the Department's commitment to uphold the welfare of public school teachers, the Department of Education (DepEd) issued the following policies:

1. DepEd Order No. 002, s. 2024, titled "Immediate Removal of Administrative Tasks of Public School Teachers";
2. DepEd Order No. 005, s. 2024, titled "Rationalization of Teachers' Workload in Public Schools and Payment of Teaching Overload"; and
3. DepEd Memorandum No. 053, s. 2024, titled "Implementation Guidelines for DepEd Order No. 005, s. 2024."

These policies aim to cultivate a more conducive work environment for teachers by safeguarding their work hours and allowing them to focus on their core function of teaching.



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oro PHAIL 5/20/26

After two full school years of implementation (SY 2024–2025 and SY 2025–2026), the Department conducted a Consultation Workshop in November 2025 with select School Heads from various regions to assess the implementation status of teacher workload policies. The workshop surfaced **initial gains, operational challenges, and various notable implementation concerns**. The results likewise surfaced the **need for clearer implementation strategies and support mechanisms across governance levels** to help schools effectively operationalize the policies within varying school contexts. The results provided valuable insights for refining implementation strategies and strengthening support systems across governance levels.

As part of the continuing monitoring initiatives and to strengthen understanding and commitment across governance levels, the Human Resource and Organizational Development and Infrastructure (HRODI) Strand, through the Bureau of Human Resource and Organizational Development–School Effectiveness Division (BHROD-SED), shall conduct an **Online Meeting on the Implementation Status of Teacher Workload Policies**. The activity details are as follows:

#### A. Objectives

1. Re-orient participants on the salient features and key processes of teacher workload policies;
2. Present the implementation status, including initial gains, operational challenges, and key concerns identified during the November 2025 Consultation Workshop and teacher survey;
3. Clarify policy directions related to the implementation of teacher workload policies;
4. Identify implementation strategies, support mechanisms, and possible interventions needed across governance levels to support effective and sustainable policy implementation; and
5. Strengthen understanding, commitment, and compliance across governance levels to protect teachers' work hours and workload.

Kindly refer to the indicative Program of Activities attached as **Annexes A and B**.

#### B. Invited Participants

Governance Level	Invited Participants
Central Office (CO)	<ul style="list-style-type: none"> <li>• Undersecretary for Learning Systems</li> <li>• Undersecretary for Operations</li> <li>• Assistant Secretary for Operations</li> </ul>
Regional Offices (ROs)	<ul style="list-style-type: none"> <li>• Regional Directors (RDs)/Assistant Regional Directors (ARDs)</li> <li>• One (1) FTAD Representative</li> <li>• Regional HRMO</li> </ul>
Schools Division Offices (SDOs)	<ul style="list-style-type: none"> <li>• Assistant Schools Division Superintendent</li> <li>• Chief, Curriculum Implementation Division</li> <li>• Chief, School Governance Operations Division</li> <li>• SDO HRMO</li> </ul>

#### C. Schedule and Other Administrative Details

Governance Level	Date	Time	Meeting Link
Central and Regional Offices	May 22, 2026 (Friday)	9:00 AM-12:00 NN	<a href="https://tinyurl.com/TeacherWorkload-CORO">tinyurl.com/TeacherWorkload-CORO</a>



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<b>Schools Division Offices</b> Luzon Cluster	May 25, 2026 (Monday)	9:00 AM- 12:00 NN	<a href="http://tinyurl.com/TeacherWorkload-SDO1">tinyurl.com/TeacherWorkload-SDO1</a>
<b>Schools Division Offices</b> Visayas and Mindanao Cluster	May 26, 2026 (Tuesday)	9:00 AM- 12:00 NN	<a href="http://tinyurl.com/TeacherWorkload-SDO2">tinyurl.com/TeacherWorkload-SDO2</a>

Participants are requested to confirm their attendance at **[tinyurl.com/TeacherWorkload-Reg](http://tinyurl.com/TeacherWorkload-Reg)** on or before **May 20, 2026 (Wednesday)**. An advance copy of the presentation materials shall be sent to the registered email addresses of participants.

Should there be further concerns/questions, please coordinate with the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) via email at [bhrod.sed@deped.gov.ph](mailto:bhrod.sed@deped.gov.ph) or through landline number: (02) 8633-5397.

For your appropriate action.

**Copy Furnished:**

*Office of the Secretary*

**ONLINE MEETING WITH REGIONAL OFFICES ON THE IMPLEMENTATION  
STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT OF SY 2026-2027  
TEACHER LOADING**

May 22, 2026 | 9 AM | MS Teams

**Annex A – Indicative Program of Activities for CO and RO**

**Note:** Select strands from the Central Office shall participate in the meeting to ensure alignment of implementation strategies and support mechanisms

Date	Start Time	End Time	Agenda/Activity
<b>May 22, 2026</b>	9:00 am	9:05 am	<ul style="list-style-type: none"> <li>Preliminaries Prayer   House Norms</li> </ul>
	9:05 am	9:15 am	<ul style="list-style-type: none"> <li>Welcome Remarks</li> </ul>
	9:15 am	10:00 am	<p><b>Usec. Wilfredo E. Cabral</b> <i>Undersecretary for Human Resource and Organizational Development and Infrastructure</i></p> <ul style="list-style-type: none"> <li>Presentation of Salient Features of Teacher Workload Policies</li> <li>Presentation of Implementation Status (initial gains, operational challenges)</li> <li>Presentation of proposed action points and roles per governance levels</li> </ul>
	10:00 am	11:30 am	<ul style="list-style-type: none"> <li>Guided Open Discussion</li> </ul>
	11:30 am	12:00 nn	<ul style="list-style-type: none"> <li>Agreements and Action Points per Governance Level</li> <li>Closing Remarks</li> </ul>



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**ONLINE MEETING WITH SCHOOLS DIVISION OFFICES ON THE  
IMPLEMENTATION STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT  
OF SY 2026-2027 TEACHER LOADING**

May 26 and 27, 2026 | 9 AM | MS Teams

**Annex B – Indicative Program of Activities for SDO**

<b>Date</b>	<b>Start Time</b>	<b>End Time</b>	<b>Agenda/Activity</b>
<b>May 26 and 27, 2026</b>	9:00 am	9:05 am	<ul style="list-style-type: none"> <li>Preliminaries Prayer   House Norms</li> </ul>
	9:05 am	9:15 am	<ul style="list-style-type: none"> <li>Welcome Remarks</li> </ul> <p align="center"><b>Office of the Director Bureau of Human Resource and Organizational Development</b></p>
	9:15 am	10:00 am	<ul style="list-style-type: none"> <li>Re-orientation on Salient Features and Key Processes of Teacher Workload Policies</li> </ul>
	10:00 am	11:00 am	<ul style="list-style-type: none"> <li>Presentation of Implementation Status (initial gains, operational challenges)</li> <li>Presentation of proposed action points and roles per governance levels</li> </ul>
	11:00 am	11:15 am	<ul style="list-style-type: none"> <li>Health Break</li> </ul>
	11:15 am	11:45 am	<ul style="list-style-type: none"> <li>Open Discussion</li> </ul>
	11:45 am	12:00 nn	<ul style="list-style-type: none"> <li>Agreements and Action Points per Governance Level</li> <li>Closing Remarks</li> </ul>



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**ONLINE MEETING WITH SCHOOLS DIVISION OFFICES ON THE  
IMPLEMENTATION STATUS OF TEACHER WORKLOAD POLICIES IN SUPPORT  
OF SY 2026-2027 TEACHER LOADING**

May 25 and 26, 2026 | 9 AM | MS Teams

**Annex B – Indicative Program of Activities for SDO**

<b>Date</b>	<b>Start Time</b>	<b>End Time</b>	<b>Agenda/Activity</b>
<b>May 25 and 26, 2026</b>	9:00 am	9:05 am	<ul style="list-style-type: none"> <li>Preliminaries Prayer   House Norms</li> </ul>
	9:05 am	9:15 am	<ul style="list-style-type: none"> <li>Welcome Remarks</li> </ul> <p align="center"><b>Office of the Director Bureau of Human Resource and Organizational Development</b></p>
	9:15 am	10:00 am	<ul style="list-style-type: none"> <li>Re-orientation on Salient Features and Key Processes of Teacher Workload Policies</li> </ul>
	10:00 am	11:00 am	<ul style="list-style-type: none"> <li>Presentation of Implementation Status (initial gains, operational challenges)</li> <li>Presentation of proposed action points and roles per governance levels</li> </ul>
	11:00 am	11:15 am	<ul style="list-style-type: none"> <li>Health Break</li> </ul>
	11:15 am	11:45 am	<ul style="list-style-type: none"> <li>Open Discussion</li> </ul>
	11:45 am	12:00 nn	<ul style="list-style-type: none"> <li>Agreements and Action Points per Governance Level</li> <li>Closing Remarks</li> </ul>