



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

July 20, 2026

REGIONAL MEMORANDUM

No. **968** s. 2026

ADVANCE INFORMATION ON THE CREATION AND DEPLOYMENT OF SCHOOL COUNSELOR ASSOCIATE I (SCA I) POSITIONS UNDER THE FY 2026 NEW SCHOOL PERSONNEL POSITIONS (NSPP) PROGRAM

To: Schools Division Superintendents
Human Resource Merit Promotion and Selection Board
Human Resource Management Officers
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-2414 dated July 11, 2026 with the subject: Advance Information on the Creation and Deployment of School Counselor Associate I (SCA I) Positions Under the FY 2026 New School Personnel Positions (NSPP) Program.
2. Relative thereto, the Schools Division Superintendents are instructed to expedite the hiring process and ensure 100% filling-up rate of these newly created positions not later than September 2026.
3. Immediate dissemination of and strict compliance with this Memorandum are desired.


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

Enclosure: As stated

Reference: As stated

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

CREATION

DEPLOYMENT

NEW ITEMS

AD-PS-EDR



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Telephone No.: (053) 832-5738
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Website: region8.depd.gov.ph





Region VIII Eastern Visayas <region8@depd.gov.ph>

OFFICE OF THE REGIONAL DIRECTOR

[DM-OUHRODI-2026-2414] ADVANCE INFORMATION ON THE CREATION AND DEPLOYMENT OF 10,000 SCHOOL COUNSELOR ASSOCIATE (SCA I) POSITIONS UNDER THE FY 2026 NEW SCHOOL PERSONNEL POSITIONS (NSPP) PROGRAM

1 message

Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@depd.gov.ph>

To: DepEd VIII Eastern Visayas <region8@depd.gov.ph>, SALUSTIANO JIMENEZ <salustiano.jimenez@depd.gov.ph>
Cc: Ina Marie Claire Mallari <ina.mallari@depd.gov.ph>, DEXTER PANTÉ <dexter.pante@depd.gov.ph>, Marian Efondo <marian.efondo@depd.gov.ph>, Noverose Dadole <noverose.dadole@depd.gov.ph>, School Effectiveness Division <bhrod.sed@depd.gov.ph>, Office of the Secretary <osec@depd.gov.ph>, "Office of the Undersecretary for Strategic Management (OUSM)" <ousm@depd.gov.ph>, Undersecretary for Finance - Budget and Performance Monitoring <usec.financebpm@depd.gov.ph>, Office of the Undersecretary for Operations <ouops@depd.gov.ph>, Rizza Buiza <rizza.buiza@depd.gov.ph>, Janzen Alarcio <janzen.alarcio@depd.gov.ph>, Andrea Lim <andrea.lim002@depd.gov.ph>, MOHAMMAD KHALID GUNTING <mohammadkhalid.gunting@depd.gov.ph>, Adrian Conti <adrian.conti@depd.gov.ph>, Sharon Ayala <sharon.ayala@depd.gov.ph>, SONIA SOBREMISANA <sonia.sobremisana@depd.gov.ph>, Leona Victoria Teves <leona.teves@depd.gov.ph>, Myrben Paul Baclig <myrben.baclig@depd.gov.ph>, Marck Eric Jhon Esole <marck.esole@depd.gov.ph>

Dear **REGIONAL DIRECTOR AND ALL OTHERS CONCERNED**,

RECEIVED
7/16/26 2:49 pm
OFFICE OF THE ASST. REGIONAL DIRECTOR
SIGNATURE

The Department of Education (DepEd), in compliance with Republic Act No. 12080, otherwise known as the *Basic Education Mental Health and Well-Being Promotion Act*, and pursuant to Special Provision No. 24 of the Fiscal Year (FY) 2026 General Appropriations Act (GAA), shall **create, recruit, and appoint School Counselor Associate I (SCA I) positions in DepEd-managed public elementary and secondary schools.**

The SCA I position strengthens the delivery of basic mental health and well-being services through the provision of program implementation, administrative and technical support, referral services, and information and advocacy initiatives that shall support the overall development needs of learners. The SCA is the necessary support that shall complement the role of teachers as advisers and bridge the basic mental health support needs. The establishment of this position forms part of DepEd's broader commitment to strengthen school-based systems for learner safety, mental health, well-being, and development.

Accordingly, DepEd, in coordination with the Department of Budget and Management (DBM), shall create and deploy the **10,000 SCA I positions** under the FY 2026 New School Personnel Position (NSPP) program, subject to existing recruitment, selection, and appointment policies of the Department and the applicable rules and regulations of the Civil Service Commission (CSC).

To facilitate the deployment of these positions, the following information and procedures are issued for guidance and compliance of all Regional Offices (ROs) and Schools Division Offices (SDOs).

I. ALLOCATION OF NEW ITEMS

The allocation of SCA I positions shall prioritize schools that do not have existing filled guidance-related positions (e.g., Guidance Counselor, Guidance Coordinator, or Guidance Services Specialist), based on the following criteria:

1. Schools with an enrollment of 3,301 learners and above (Very Large to Mega Schools);

2. Schools with high numbers of mental health-related concerns and high incidence of bullying; and
3. Pilot schools implementing the Strengthened Senior High School Curriculum.

II. DEPLOYMENT PARAMETERS

The deployment of SCA I positions shall adhere to the following deployment parameters:

1. School assignments shall strictly follow the allocation reflected in:
 - **Annex A** – Elementary Schools (ES) and Senior High Schools (SHS)
 - **Annex B** – Junior High Schools (JHS) and Integrated Schools (IS)
2. Items for ES and SHS are lodged at the SDO level, while items for JHS are lodged at the specific school level, in accordance with **Annex B** of this Memorandum. Accordingly:
 - a. Items under Operations of School–Elementary (Kindergarten to Grade 6) shall be deployed only to elementary schools;
 - b. Items under Operations of School–Junior High School (Grades 7–10) shall be deployed only to Junior High Schools or Integrated Schools, consistent with the approved deployment list; and
 - c. Items under Operations of School–Senior High School shall be deployed only to Senior High Schools.
3. As the deployment of items for JHS is school-specific, no deviation from **Annex B** shall be allowed. Deviations from **Annex A** shall only be permitted when the identified school already has an existing filled guidance-related position (e.g., School Counselor or Guidance Counselor). Any change in school assignment shall be reflected in the official deployment report.
4. **Clustering or shared deployment arrangements shall not be allowed.** Each SCA I shall be assigned exclusively to one school.
5. As a general rule, there shall only be one (1) guidance-related position per school. Accordingly, ES and SHS schools with an existing School Counselor or Guidance Counselor shall not be assigned an SCA I position.
6. In the interim, while the number of available SCA I items remains limited, no school shall be assigned more than one (1) SCA I position.

III. DEPLOYMENT PROCEDURES

1. The details on the **preparation of deployment report, issuance of Notice of Organization, Staffing, and Compensation Action (NOSCA), filling-up of items, and monitoring of filling-up** shall follow the same information provided in DM-OUHRODI-2026-1994, *Deployment Guidelines of New School-based Non-Teaching Personnel for FY 2026*.

2. FILLING-UP OF ITEMS

To facilitate the expeditious filling-up process, the **SDO HRMOs** shall utilize the **Agile Gateway for Appointment and Placement (AGAP) System**, a highly accelerated, data-driven platform designed to optimize the recruitment, selection, evaluation, and placement of guidance-related positions across the Department of Education (DepEd). It ensures full compliance with Civil Service Commission (CSC)

ORAOHRA guidelines while minimizing administrative delays and addressing historical backlogs.

The procedures for navigating and utilizing the system shall be discussed during the orientation, including the roles and responsibilities of concerned offices, the user manual, and the process for elevating concerns and technical issues.

3. ONLINE ORIENTATION

An **Online Orientation** shall be conducted to discuss the details provided herein and to extend technical assistance to the field offices. The details of the orientation are as follows:

Target Participants

Governance Level	Target Participants
Central Office	- All Divisions under Bureau of Human Resource and Organizational Development (BHROD) - Bureau of Learner Support Services (BLSS)
Regional Offices	Regional Office HRMO
Schools Division Offices	- Administrative Division-AO V - SDO HRMO

All target participants must confirm their attendance at tinyurl.com/NTP26Orientation-Reg-SCA on or before July 14, 2026.

Schedule and Administrative Details

Date	July 15, 2026 (Wednesday)
Time	8:30 AM-12:00 NN
Link	tinyurl.com/NTP26Orientation-SCA

Meeting Agenda/Program of Activities

1. Deployment Parameters and Procedures
2. Job Description
3. Qualification Standards
4. AGAP System

For easy reference, kindly access this link for all relevant resources: bit.ly/DepEd-NSPP-Links.

Should there be further questions or concerns, please contact **Ms. Ina Marie Claire E. Mallari** of BHROD-SED through landline **(02) 8633-5397** or email at bhrod.sed@deped.gov.ph.

For your information, strict compliance, and appropriate action.

(Sgd.) WILFREDO E. CABRAL

*Undersecretary for Human Resource and Organizational Development
and Infrastructure*



Office of the Undersecretary for Human Resource
and Organizational Development (OUHROD)
Tel. No.: (02)8633-7206 | Telefax No.: (02) 8631-8494
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Ave., Pasig City 1600
www.deped.gov.ph

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3 attachments

 **[DM-OUHRODI-2026-2414] ADVANCE INFORMATION ON THE CREATION AND DEPLOYMENT OF 10,000 SCHOOL COUNSELOR ASSOCIATE I (SCA I) POSITIONS UNDER THE.pdf**
1392K

 **Region VIII.xlsx**
91K

 **ALLOCATION OF SCHOOL-BASED NON-TEACHING POSITION.pdf**
5334K



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

MEMORANDUM

DM-OUHRODI-2026-2414

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

ATTENTION : **REGIONAL AND SCHOOLS DIVISION HUMAN RESOURCE
MANAGEMENT OFFICERS (HRMOs)**

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

SUBJECT : **ADVANCE INFORMATION ON THE CREATION AND DEPLOYMENT
OF 10,000 SCHOOL COUNSELOR ASSOCIATE I (SCA I)
POSITIONS UNDER THE FY 2026 NEW SCHOOL PERSONNEL
POSITIONS (NSPP) PROGRAM**

DATE : July 11, 2026

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4. **Clustering or shared deployment arrangements shall not be allowed.** Each SCA I shall be assigned exclusively to one school.

¹ The allocation procedure used the inventory provided by the Bureau of Learner Support Services (BLSS), which includes reported data on suicide cases, bullying cases, and learners who sought guidance and counseling services in schools.

5. As a general rule, there shall only be one (1) guidance-related position per school. Accordingly, ES and SHS schools with an existing School Counselor or Guidance Counselor shall not be assigned an SCA I position.
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For your information, strict compliance, and appropriate action.

Copy furnished:

Office of the Secretary
Office of the Undersecretary for Strategic Management
Office of the Undersecretary for Finance
Office of the Undersecretary for Field Operations



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

July 20, 2026

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No. s. 2026

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

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