



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

September 3, 2026

REGIONAL MEMORANDUM

No. **1153** s. 2026

**GUIDANCE IN EVALUATING THE EDUCATION REQUIREMENT
FOR SCHOOL COUNSELOR ASSOCIATE POSITIONS**

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

1. Attached is an Advisory dated August 17, 2026 regarding the Guidance in Evaluating the Education Requirement for School Counselor Associate Positions.
2. The Schools Division Superintendents, through the Human Resource Management Officers, shall ensure strict compliance with the approved Qualification Standards for the School Counselor Associate positions, based on the references provided.
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:

EDUCATION REQUIREMENT
EVALUATION
GUIDANCE
SCHOOL COUNSELOR ASSOCIATE



AD-PS-EDR



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

DEPARTMENT OF EDUCATION
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GUIDANCE IN EVALUATING THE EDUCATION REQUIREMENT FOR SCHOOL COUNSELOR ASSOCIATE POSITIONS

This is in reference to **DM-OUHRODI-2026-2438** dated 13 July 2026, on the *Instructions on the Expeditious Filling-Up of FY 2026 School Counselor Associate I (SCA I) Positions*, and the ongoing recruitment and selection activities for SCA I positions.

In accordance with **DepEd Order No. 019, s. 2026¹**, please be guided on the evaluation of the **Education requirement** under the approved Qualification Standards (QS) for the SCA I position.

Under the approved QS, an applicant must possess any of the following:

- Bachelor's Degree in Guidance and Counseling or Psychology; **or**
- Any Bachelor's Degree with at least eighteen (18) units of courses in Guidance and Counseling or Psychology; **or**
- Any related Bachelor's Degree with a minimum of eighteen (18) units of Behavioral Science courses, which shall include 200 hours of supervised practicum or internship experience in guidance and counseling, preferably in a school or community setting.

Please be informed that DepEd has sought technical guidance from the **Commission on Higher Education (CHED)** on the determination of relevant courses and units in Guidance and Counseling, Psychology, and Behavioral Science for purposes of evaluating compliance with the foregoing QS. At present, **the Department is still awaiting CHED's official response and guidance** on this matter.

Pending the issuance of CHED's official guidance, Regional and Division HRMOs and HRMPSBs may refer to the following existing references in evaluating the academic credentials and relevant courses/units of applicants:

1. **For Psychology courses/subjects** – Refer to the curricular domains and disciplinary competencies prescribed under **CHED Memorandum Order (CMO) No. 34, s. 2017**, or the *Policies, Standards and Guidelines for the Undergraduate Psychology Program*.

¹ Qualification Standards for Positions Created under Republic Act No. 12080 or the Basic Education Mental Health and Well-Being Promotion Act

2. **For Psychology and Social Work and Counseling** – Refer to the programs provided in the **Philippine Standard Classification of Education (PSCED)**, particularly:
 - **60313 – Psychology** (p. 156 / Section 6-12); and
 - **60923 – Social Work and Counselling** (p. 183 / Section 6-39).
3. **For Behavioral Science courses/subjects** – Refer to the relevant curricular domains under **CMO No. 44, s. 1997**, or the *Policies and Standards for Humanities, Social Sciences and Communication Education*, particularly the provisions on **Behavioral Sciences (p. 129)**.

The foregoing references shall serve as **references in determining the relevance of the courses and units reflected in an applicant's academic records**.

Consistent with the applicable recruitment, selection, and appointment guidelines, the HRMO shall conduct the initial evaluation of applicants' qualifications vis-à-vis the prescribed QS. The evaluation of the Education requirement shall be based on the applicant's official Transcript of Records (TOR) and, when necessary, other appropriate academic records or course information that may establish the nature and content of the courses taken.

In cases where the relevance of particular courses or units cannot be readily determined, the HRMO may consult the HRMPSB, taking into consideration the applicant's academic records, the prescribed QS, and the references provided in this Advisory.

These references are intended to provide a consistent basis for the initial evaluation of applicants' academic credentials by HRMOs and HRMPSBs. These shall remain subject to any subsequent guidance or clarification that may be issued by CHED. Further guidance as necessary shall be issued by the Department upon receipt of CHED's official response.

For easy reference, copies of the relevant issuances and materials may be accessed through:

Reference Materials:

<https://tinyurl.com/Education-SCA>



For your information, guidance, and appropriate action.

WILFREDO E. CABRAL
Undersecretary

Human Resource and Organizational Development and Infrastructure