



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

October 16, 2026

**REGIONAL MEMORANDUM**

No. **1355** s. 2026

**PARTICIPATION OF SELECTED PERSONNEL TO THE CONDUCT OF POLICY  
REVIEW FOR THE EXISTING PROMOTIONAL GUIDELINES IN THE  
DEPARTMENT OF EDUCATION**

To: Schools Division Superintendents  
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-3801 dated 23 September, 2026 with the subject: Conduct of Policy Review for the Existing Promotional Guidelines in the Department of Education.
2. Relative thereto, the Schools Division Superintendents are requested to identify participants who shall participate in the Validation Workshop on the Draft DepEd Order on the Implementation of RA 12288 on **October 20-22, 2026** via Online MS Teams.
3. The following are the expected participants per division:

| Division        | Position                                                        | No. of Participant |
|-----------------|-----------------------------------------------------------------|--------------------|
| Baybay City     | Teacher II-IV                                                   | 1                  |
| Biliran         | School Principal I-III                                          | 1                  |
| Borongan City   | Head Teacher who applied for reclass/retitling                  | 1                  |
| Calbayog City   | Teacher V-VII                                                   | 1                  |
| Catbalogan City | Master Teacher I-III                                            | 1                  |
| Eastern Samar   | Head Teacher who opted to retain his/her position               | 1                  |
| Leyte           | Master Teacher IV-V                                             | 1                  |
| Maasin City     | Assistant School Principal who opted to retain his/her position | 1                  |
| Northern Samar  | Assistant School Principal who applied or reclass/retitling     | 1                  |

DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

|                |                                 |   |
|----------------|---------------------------------|---|
| Ormoc City     | Special Needs Education Teacher | 1 |
| Samar          | Department Head Designate       | 1 |
| Southern Leyte | Assistant School Head Designate | 1 |
| Tacloban City  | School Principal III-IV         | 1 |

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

*[Handwritten signature]*

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

*[Handwritten signature]* Regional Director *[Handwritten mark]*

Enclosure: As stated

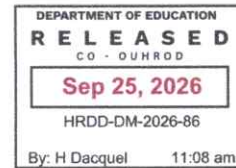
Reference: As stated

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

PARTICIPATION  
POLICY  
REVIEW  
SELECTED PERSONNEL



AD-PS-EDR



Republika ng Pilipinas  
**Department of Education**  
**OFFICE OF THE UNDERSECRETARY**

**HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE**

**MEMORANDUM**  
**DM-OUHRODI-2026-3801**

TO : **CENTRAL OFFICE DIRECTORS**  
**REGIONAL DIRECTORS**  
**SCHOOLS DIVISION SUPERINTENDENTS**  
**ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**  
E-signed by  
Wilfredo Cabral  
2026, 9:01:56 PM  
*Undersecretary*  
*Human Resource and Organizational Development and Infrastructure*

SUBJECT : **CONDUCT OF POLICY REVIEW FOR THE EXISTING**  
**PROMOTIONAL GUIDELINES IN THE DEPARTMENT OF**  
**EDUCATION**

DATE : 23 September 2026

In view of the enactment of **Republic Act No. 12288**, otherwise known as the “*Career Progression System for Public School Teachers and School Leaders Act*,” and the issuance of the Civil Service Commission (CSC) Memorandum Circular (MC) No. 8, s. 2025,<sup>1</sup> the Bureau of Human Resource and Organizational Development–Human Resource Development Division (BHROD-HRDD) shall undertake a comprehensive review of the following policies governing the promotion and career progression of teachers and school leaders:

- **DepEd Order No. 024, s. 2025** - *Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education*
- **DepEd Order No. 034, s. 2025** – *Amendments and Clarifications to DepEd Order No. 024, s. 2025*
- **DepEd Order No. 20, s. 2024**, *Guidelines on Recruitment, Selection, and Appointment to Higher Teaching Positions*

This policy review aims to ensure the alignment of existing promotional policies with the provisions of RA No. 12288 and the 2025 ORAOHRA, while addressing policy gaps, implementation challenges, and stakeholder concerns identified through **DM-OUHRODI-2026-2677**.<sup>2</sup> Specifically, the review seeks to achieve the following objectives:

<sup>1</sup> 2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), dated 30 April 2025

<sup>2</sup> Request for Feedback and Inputs on the Review of Existing Hiring and Promotional Guidelines in the Department of Education, dated 24 July 2026

- a. **Review, revise, and harmonize** the existing promotional policies and guidelines with RA 12288, the 2025 ORAOHRA, and other applicable legal and regulatory issuances;
- b. **Address policy gaps, overlaps, inconsistencies, and recurring implementation issues** in the promotional processes identified by implementers, applicants, and other stakeholders;
- c. **Validate the proposed revisions with HR implementers and Policy Beneficiaries** to ensure that the provisions are stakeholder-informed, legally compliant, and reflects organizational realities;
- d. **Finalize the revised Promotional Guidelines** for review, approval, and issuance.

In support of these objectives, the review shall adopt a consultative and participatory approach involving the Career Progression National Technical Working Group (CP-NTWG), HR implementers, policy beneficiaries, and other concerned stakeholders involved in the processing of teachers and school leaders' promotion whether through reclassification or natural vacancy.

Accordingly, the following activities shall be conducted:

| Title of the Activity                                                                                                           | Date                | Venue / Mode                                                 |
|---------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------|
| 1. Writeshop on the Revision of the DepEd Order No. 20, s. 2024, DepEd Order No. 024, s. 2025, and DepEd Order No. 034, s. 2025 | October 6–8, 2026   | In-person workshop<br><i>DepEd Ecotech Center, Cebu City</i> |
| 2. Validation Workshop on the Draft DepEd Order on the Implementation of RA12288                                                | October 20-22, 2026 | Online<br><i>MS Teams</i>                                    |
| 3. Finalization Writeshop for the DepEd Order on the Implementation of RA12288                                                  | October 26–28, 2026 | In-person workshop<br><i>Baguio Teachers' Camp</i>           |

In view of the foregoing, concerned head of offices are requested to **authorize and ensure the participation of identified members of the Career Progression-NTWG and selected field implementers** under their supervision in the scheduled in-person and online activities, as indicated in the list of participants provided in **Annexes A and C**.

For the **online validation activities**, policy beneficiaries<sup>3</sup> who will be nominated to join the online validation shall be identified by their respective Regional Offices based on the specified criteria in **Annex B**. The Regional Offices shall ensure that nominated participants represent the key stakeholder who can provide relevant inputs to the policy validation process. Identified participants shall participate virtually unless otherwise specified in the corresponding subsequent advisory or issuances. In-person participation during the online validation, if necessary, shall be limited to the Program Management Team (PMT) and other identified personnel whose physical presence is essential to the conduct of the activity, subject to the availability of funds.

<sup>3</sup> Teachers, Master Teachers, School Principals, Special Needs Education Teachers, Head Teachers, Assistant School Principals, Assistant School Head Designate, and Department Head Designate

For the **in-person activities**, board and lodging of the all the participants shall be charged against the appropriate Central Office GMS Funds for FY 2026, while travel and other incidental expenses of NTWG and selected field participants shall be charged against their respective local funds, subject to the usual budgeting, accounting, auditing, and other applicable government rules and regulations.

The exact venue, meeting links, meal arrangements, and other administrative details, including any subsequent changes, shall be communicated to the participants through a separate advisory.

All identified and nominated participants are requested to confirm their attendance and register through the appropriate link below or by scanning the corresponding QR code at least two (2) days before the scheduled activity.

<https://tinyurl.com/RegiForm-PolicyReview2026>



For more information and further clarification, you may reach **Mr. Raymond C. Oplado** through the BHRD-HRDD email address at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

**Annex B.1**

**LIST OF PARTICIPANTS**

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

**Validation Workshop on the Draft DepEd Order on the Implementation of  
RA12288 Order No. 034, s. 2025**

October 20-22, 2026

Online - MS Teams

| No.                                                                                      | NAME                     | POSITION                                  | OFFICE<br>CO/RO/SDO             |
|------------------------------------------------------------------------------------------|--------------------------|-------------------------------------------|---------------------------------|
| <b>Career Progression – National Technical Working Group (CP-NTWG) Members</b>           |                          |                                           |                                 |
| 1                                                                                        | Susan S. Collano         | Schools Division Superintendent           | SDO Naga, RO V                  |
| 2                                                                                        | Mervie Y. Seblon         | Assistant Schools Division Superintendent | SDO General Santos City, RO XII |
| 3                                                                                        | Harvie D. Villamor       | HRDD Chief                                | RO VIII                         |
| 4                                                                                        | Dinah C. Bonao           | Chief Education Program Supervisor        | RO I                            |
| 5                                                                                        | Mark Anthony Idang       | Education Program Supervisor              | SDO Laguna, RO IV-A             |
| 6                                                                                        | Noemi S. Baysa           | Chief Education Program Specialist        | TEC                             |
| 7                                                                                        | Angelo D. Uy             | Public Schools District Supervisor        | SDO Dasmariñas City, RO IV-A    |
| 8                                                                                        | Arnel G. Garque          | Public Schools District Supervisor        | SDO Guimaras, RO VI             |
| 9                                                                                        | Jayson M. Santos         | Senior Education Program Specialist       | SDO Pampanga, RO III            |
| 10                                                                                       | Angelo Unay              | School Principal II                       | SDO Imus City, RO IV-A          |
| 11                                                                                       | Lester John Cajos        | Master Teacher II                         | SDO Las Pinas                   |
| 12                                                                                       | Eva D. Rosales           | Administrative Officer V                  | RO VIII                         |
| <b>Identified Field Implementers</b>                                                     |                          |                                           |                                 |
| 13                                                                                       | Angielee O. Gumata       | Administrative Officer IV                 | SDO Himamaylan                  |
| 14                                                                                       | Alvin Abajar             | Teacher Credentials Evaluator             | RO IV-B                         |
| 15                                                                                       | Ronald Kevin Del Rosario | Administrative Officer IV                 | SDO Carmona                     |
| 16                                                                                       | Joey Ian Singson         | Education Program Supervisor              | NIR                             |
| 17                                                                                       | Atty. Jasper Tadeo Tuala | Supervising Administrative Officer        | NIR                             |
| 18                                                                                       | Atty. Calick Arrieta     | Assistant Schools Division Superintendent | SDO Leyte                       |
| 19                                                                                       | Emily S. Padayhag        | Budget Officer III                        | SDO Lanao Del Norte             |
| 1 HRMO per Region (17)                                                                   |                          |                                           |                                 |
| 1 Budget Officer per Region (17)                                                         |                          |                                           |                                 |
| 1 Teacher Credentials Evaluator (17)                                                     |                          |                                           |                                 |
| 1 School Principal Per Region (17)                                                       |                          |                                           |                                 |
| 1 Teacher per Region (17)                                                                |                          |                                           |                                 |
| 1 Master Teacher per Region (17)                                                         |                          |                                           |                                 |
| 1 Head Teacher who opted to retain per region (17)                                       |                          |                                           |                                 |
| 1 Head Teacher who applied for reclass/retitling per region (17)                         |                          |                                           |                                 |
| 1 Assistant School Principal who opted to retain per region (17)                         |                          |                                           |                                 |
| 1 Assistant School Principal who applied for reclass/retitling per region (17)           |                          |                                           |                                 |
| 1 Special Needs Education Teacher per region (17)                                        |                          |                                           |                                 |
| 1 Department Head Designate per Region (17)                                              |                          |                                           |                                 |
| 1 Assistant School Head Designate per Region (17)                                        |                          |                                           |                                 |
| 1 participant from <b>Office of the Undersecretary for HROD</b>                          |                          |                                           |                                 |
| 1 participant from <b>BHROD – Office of the Director</b>                                 |                          |                                           |                                 |
| 1 participant from <b>BHROD-School Effectiveness Division (SED)</b>                      |                          |                                           |                                 |
| 5 Program Managers and Secretariat from <b>BHROD-Human Resource Development Division</b> |                          |                                           |                                 |

## Annex B.2

**Activity Title** Validation Workshop on the Draft DepEd Order on the Implementation of RA12288

### Schedule

Inclusive Dates October 20 - 22, 2026  
Time/s 8:00 AM to 12:00 PM & 1:00 PM to 5:00 PM daily  
Duration (in hours) 24 hours

**Participants** Members of Career Progression - National Technical Working Group (CP-NTWG); Selected Field Implementers; Policy Beneficiaries; BHROD Team

**Venue** Online (MS Teams)

**Objectives**

1. Review and validate the draft revised promotional policies and guidelines;
2. Gather implementation gaps and issues from applicants and policy beneficiaries who have experienced the implementation of the promotional policies; and
3. Develop a draft policy that is responsive to the actual needs and experiences of policy beneficiaries.

### INDICATIVE PROGRAM OF ACTIVITIES:

| TIME                         | ACTIVITY                                                                                                                                                                                                                                                                                                                                                                                                                                                 | EXPECTED OUTPUTS                                                                                                                  | IN-CHARGE                                            |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| DAY 1: October 20, Tuesday   |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                   |                                                      |
| AM                           | <ul style="list-style-type: none"><li>Preliminaries</li><li>Session 1: Presentation of Monitoring and Evaluation Analysis</li><li>Session 2: Policy Updates and New Provisions under RA No. 12288 and the 2025 ORAOHRA</li><li>Session 3: Presentation of Results of the Writeshop (Major Policy Changes)</li><li>Session 4: Presentation of Instructions and Mechanics of Validation Templates</li><li>Validation proper (General Guidelines)</li></ul> | Program Objectives and Directions, ECP Updates; Groupings of pax; Consolidated Comments and Recommendations                       | HRDD Organizing Committee, Facilitators Participants |
| PM                           | <ul style="list-style-type: none"><li>Continuation of validation (General Guidelines)</li><li>Session 5: Plenary Discussion - Presentation of Output</li></ul>                                                                                                                                                                                                                                                                                           |                                                                                                                                   |                                                      |
| DAY 2: October 21, Wednesday |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                   |                                                      |
| AM                           | <ul style="list-style-type: none"><li>Validation proper (Enclosure No 1 of DO 20 and Enclosure 2 of DO 024 and Annexes)</li></ul>                                                                                                                                                                                                                                                                                                                        | Validated Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary | HRDD Facilitators Participants                       |
| PM                           | <ul style="list-style-type: none"><li>Session 6: Plenary Discussion - Presentation of Output</li></ul>                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                   |                                                      |
| DAY 3: October 8, Thursday   |                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                   |                                                      |
| AM                           | <ul style="list-style-type: none"><li>Validation proper (Enclosure 3 of DO 024 and Annexes)</li></ul>                                                                                                                                                                                                                                                                                                                                                    | Validated Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary | HRDD Facilitators Participants                       |
| PM                           | <ul style="list-style-type: none"><li>Session 7: Plenary Discussion - Presentation of Output</li><li>Synthesis of Sessions</li><li>Ways Forward and Closing Remarks</li></ul>                                                                                                                                                                                                                                                                            |                                                                                                                                   | HRDD Facilitators Participants                       |