November 3, 2026

**REGIONAL MEMORANDUM**
No. 1446 s. 2026

**PARTICIPANTS TO THE NATIONAL ASSESSORS' TRAINING-WORKSHOP ON STRENGTHENING CONSISTENCY IN THE IMPLEMENTATION OF THE EXPANDED CAREER PROGRESSION (ECP) SYSTEM**

To: Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-4098 dated 23 October, 2026 with the subject: *Conduct of National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the Expanded Career Progression (ECP) System.*

2. The concerned Schools Division Superintendents/Regional Functional Division Chiefs are requested to ensure participation of the following personnel to the National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the ECP – Batch 2 Visayas Cluster on **November 17-19, 2026** at Cebu Business Hotel, F&C Square, Colon Corner Junquera St., Cebu City.

| Name | Position/Designation | Division |
|---|---|---|
| Dr. Josemilo P. Ruiz | Assistant Schools Division Superintendent (HRMPSB Chairperson) | Baybay City |
| Dr. Glendo T. Carido | Chief, Curriculum Implementation Division | Samar |
| Dr. Bayani B. Adona | School Principal IV | Tacloban City |
| Sherryl P. Catado | School Principal III Classroom Observable Indicator (COI) Assessor | Ormoc City |
| Jasmine B. Misa | Public Schools District Supervisor Non-Classroom Observable Indicators (NCOI) Assessor | Leyte |
| Lermaflor G. Napoles | Human Resource Management Officer II | Biliran |
| Eva D. Rosales | Human Resource Management Officer III | Regional Office |
| Ma. Joy Lustico Gepollo | Budget Officer III | Northern Samar |

| | | |
|---|---|---|
| Gary Jay N. Calipayan | Budget Officer III | Regional Office |
| Wedlyn P. Abalorio | Teacher Credentials Evaluator II | Regional Office |

3. All identified participants shall complete the online registration at least three (3) days before the schedule activity through the link: **https://tinyurl.com/ECPAssessors2026Batch2.**

4. Travel and other necessary expenses of participants shall be charged against local funds while board and lodging to DepEd CO OPDNTP Funds.

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

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

DEPARTMENT OF EDUCATION
RECORDS SECTION REGIONAL OFFICE VIII
11446

Enclosure: As stated
Reference: As stated
To be indicated in the Perpetual Index under the following subjects:

ASSESSORS' TRAINING
EXPANDED CAREER PROGRESSION
TRAINING-WORKSHOP

AD-PS-EDR

Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

DEPARTMENT OF EDUCATION
RELEASED
CO - OUHROD
Oct 28, 2026
HRDD-DM-2026-121
By: H Dacquel 09:01 am

HRDD-DM-2026-121

**MEMORANDUM**
**DM-OUHRODI-2026-4098**

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

E-signed by
Wilfredo Cabral
10/27/2026, 7:25:16 PM

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

SUBJECT : **CONDUCT OF NATIONAL ASSESSORS' TRAINING-WORKSHOP ON STRENGTHENING CONSISTENCY IN THE IMPLEMENTATION OF THE EXPANDED CAREER PROGRESSION (ECP) SYSTEM**

DATE : 23 October 2026

In line with the continuing implementation of the Expanded Career Progression (ECP) System, and building on the National Assessors' Training conducted in 2024 and the Capacity Building for ECP Champions in 2025, the Department of Education (DepEd) recognizes the need to further strengthen the technical competence of assessors and field implementers to ensure the consistent, objective, and effective implementation of ECP policies and assessment standards nationwide.

Given the scale of ECP implementation across regions and schools divisions, it is essential to expand the pool of competent assessors, reinforce a common understanding of applicable policies and procedures, and address implementation gaps that may affect the fairness, accuracy, and consistency of assessment results.

In this regard, the Bureau of Human Resource and Organizational Development–Human Resource Development Division (BHROD-HRDD) shall conduct the **National Assessors' Training-Workshop** on strengthening consistency in the implementation of the ECP System in **three (3) clusters**. The activity shall also provide a venue to discuss policy issues, implementation challenges, and stakeholder concerns, including those identified through **DM-OUHRODI-2026-2677**[1] dated 24 July 2026.

Specifically, the training-workshop aims to:

a. **Elevate** assessors' technical competence by enhancing their knowledge, assessment skills, and professional capacity to evaluate teachers' competencies in accordance with established ECP policies and standards;

[1] *Request for Feedback and Inputs on the Review of Existing Hiring and Promotional Guidelines in the Department of Education, dated 24 July 2026*

b. **Cultivate** and ensure a common understanding and consistent interpretation of ECP policies, guidelines, and assessment standards among assessors across all governance levels; and

c. **Promote** fairness, objectivity, and transparency in the assessment of teachers' competencies through the consistent application of established ECP policies and standards.

In support of these objectives and to ensure that all regions are well-represented, the following activities shall be conducted in three (3) batches:

| Title of the Activity | Participants | Inclusive Dates | Venue |
|---|---|---|---|
| **National Assessors' **Pre - Training-Workshop** on Strengthening Consistency in the Implementation of the ECP | NTWG Members and Program Management Team | November 4-6, 2026 | **Eurotel Makati Hotel** (Don Chino Roces Avenue corner Antonio Arnaiz Avenue, Makati City, Metro Manila) |
| 1. National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the ECP - **Batch 1** Luzon Cluster | Regions I, II, III, IV-A, IV-B, NCR, and CAR | November 10-12, 2026 | **Madison 101 Hotel + Tower** (1 Madison St., corner Aurora Blvd, Mariana, New Manila, Quezon City) |
| 2. National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the ECP – **Batch 2** Visayas Cluster | Regions V, VI, VII, VIII, NIR, IX | November 17-19, 2026 | **Cebu Business Hotel** *(F&C Square, Colon Corner Junquera St., Cebu City)* |
| 3. National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the ECP – **Batch 3** Mindanao Cluster | Regions X, XI, XII, CARAGA | November 24-26, 2026 | Within Davao City *(The exact venue of these activities shall be announced through a separate advisory)* |

*** In preparation for the national activity, participation in the Pre-Training Workshop shall be limited to selected members of the National Technical Working Group (NTWG) and identified Resource Persons.*

Regional Directors are requested to **identify and authorize ten (10) participants from their respective regions**, representing personnel directly involved in the assessment, processing, and implementation of ECP reclassification, with the following prescribed composition:

| Position / Designation | No. of Participants |
|---|---|
| Assistant Schools Division Superintendent (HRMPSB Chairperson) | 1 |
| Curriculum Implementation Division (CID) or School Governance and Operations Division (SGOD) Chief | 1 |
| School Principal | 1 |
| Classroom Observable Indicators (COI) Assessor | 1 |
| Non-Classroom Observable Indicators (NCOI) Assessor | 1 |
| Division Human Resource Management Officer (HRMO) | 1 |
| Regional HRMO | 1 |
| Division Budget Officer | 1 |

| | |
|---|---|
| Regional Budget Officer | 1 |
| Teacher Credential Evaluator | 1 |
| **Total** | **10** |

The Regional HRMO shall coordinate the identification of participants and ensure compliance with the prescribed composition. **Substitutions or alternative participants shall not be allowed**, to ensure the participation of personnel whose functions are directly relevant to the training objectives.

All identified participants shall complete the online registration **at least three (3) days before their scheduled activity**, through the following links:

| Batch | Participating Regions | Registration Link |
|---|---|---|
| Batch 1 Luzon Cluster<br>*November 10-12, 2026* | Regions I, II, III, IV-A, IV-B, NCR, and CAR | **https://tinyurl.com/ECPAssessors2026Batch1** |
| Batch 2 Visayas Cluster<br>*November 17-19, 2026* | Regions V, VI, VII, VIII, IX, NIR | **https://tinyurl.com/ECPAssessors2026Batch2** |
| Batch 3 Mindanao Cluster<br>*November 24-26, 2026* | Regions X, XI, XII, CARAGA | **https://tinyurl.com/ECPAssessors2026Batch3** |

The Regional HRMO shall ensure the timely registration of all participants to facilitate confirmation of attendance and the necessary administrative and logistical arrangements.

Concerned heads of offices are likewise requested to authorize the participation of identified members of the **Career Progression–National Technical Working Group (CP-NTWG) and selected field implementers** listed in **Annex A**, who shall serve as resource persons and training facilitators during the activities.

The board and lodging of all participants, as well as the travel expenses of the NTWG and Program Management Team and Secretariat shall be charged against OPDNTP Funds (Continuing fund for FY 2025); while the travel expenses of the selected participants shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations.

The following meals and accommodations shall be provided:

| Day | Breakfast | AM Snack | Lunch | PM Snack | Board and Lodging |
|---|---|---|---|---|---|
| 1 | X | X | ✔ | ✔ | ✔ |
| 2 | ✔ | ✔ | ✔ | ✔ | ✔ |
| 3 | ✔ | ✔ | ✔ | X | X |

Participants may check in beginning **2:00 p.m. on the first day** and are requested to check out not later than **12:00 noon on the third day**, subject to the arrangements of the designated venue. All participants are required to bring their laptops for the workshop activities and practical assessment exercises.

The **Indicative Program of Activities** is provided in **Annex B** for reference.

For more information and further clarification, you may reach **Mr. Raymond C. Oplado** through the BHROD-HRDD email address at bhrod.hrdd@deped.gov.ph.

Immediate dissemination of and compliance with this Memorandum are directed.

**Annex A**

# *LIST OF PARTICIPANTS*

*Bureau of Human Resource and Organizational Development – Human Resource Development Division*
***Career Progression – Assessors Program***

**National Assessors' Training-Workshop**
Strengthening Consistency in the Implementation of the Expanded Career Progression (ECP) System
*Batch 1* - November 10-12, 2026 – *Within Metro Manila*
*Batch 2* - November 17-19, 2026 – *Within Bohol*
*Batch 3* - November 24-26, 2026 – *Within CDO*

| No. | NAME | POSITION | OFFICE CO/RO/SDO |
|---|---|---|---|
| *Career Progression – **National Technical Working Group (CP-NTWG) Members*** | | | |
| 1 | Susan S. Collano | Schools Division Superintendent | SDO Naga, RO V |
| 2 | Atty. Calick D. Arrieta | Assistant Schools Division Superintendent | SDO Leyte |
| 3 | Mervie Y. Seblos | Assistant Schools Division Superintendent | SDO General Santos City, RO XII |
| 4 | Ruby Chanda J. Crisostomo | Project Development Officer V | BHROD-OED |
| 5 | Harvie D. Villamor | HRDD Chief | RO VIII |
| 6 | Dinah C. Bonao | Chief Education Program Supervisor | RO I |
| 7 | Mark Anthony Idang | Education Program Supervisor | SDO Laguna, RO IV-A |
| 8 | Noemi S. Baysa | Chief Education Program Specialist | TEC |
| 9 | Angelo D. Uy | Public Schools District Supervisor | SDO Dasmarinas City, RO IV-A |
| 10 | Arniel G. Garque | Education Program Supervisor | SDO Guimaras, RO VI |
| 11 | Joey Ian Singson | Education Program Supervisor | NIR |
| 12 | Jayson M. Santos | Senior Education Program Specialist | SDO Pampanga, RO III |
| 13 | Angelo Unay | School Principal II | SDO Imus City, RO IV-A |
| 14 | Lester John Cajes | Master Teacher II | SDO Las Pinas |
| 15 | Atty. Jasper Tadeo Tuala | Supervising Administrative Officer | NIR |
| 16 | Eva D. Rosales | Administrative Officer V | RO VIII |
| 17 | Ronald Kevin Del Rosario | Administrative Officer V | SDO Carmona |
| 18 | Angielee O. Gumata | Administrative Officer IV | SDO Himamaylan |
| 19 | Alvin Abajar | Teachers Credential Evaluator | RO IV-B |
| 20 | Emily S. Padayhag | Budget Officer III | SDO Lanao Del Norte |
| *1 participant from **Office of the Undersecretary for HROD*** | | | |
| *1 participant from **BHROD – Office of the Director*** | | | |
| *6 Program Managers and Secretariat from **BHROD-Human Resource Development Division*** | | | |

**Annex B**

| | |
|---|---|
| **Activity Title** | **National Assessors Training: Assessors Workshop on Strengthening Consistency in ECP Implementation** |
| **Schedule**<br>Inclusive Dates | Batch 1 - November 10-12, 2026<br>Batch 2 - November 17-19, 2026<br>Batch 3 - November 24-26, 2026 |
| Time/s<br>Duration (in hours) | Day 1 and 3 - 1:00 PM to 5:00 PM; For Day 2 - 8:00 AM to 5:00 PM<br>18 hours |
| **Participants** | Members of Career Progression - National Technical Working Group (CP-NTWG); Selected Participants; BHROD Team |
| **Venue** | Batch 1 - Within Metro Manila<br>Batch 2 - Within Cebu<br>Batch 3 - Within Davao |
| **Objectives** | a. **Elevate** assessors' technical knowledge, assessment skills, and professional competence in evaluating teachers' competencies in accordance with established ECP standards;<br>b. **Cultivate** a uniform understanding of ECP policies and assessment standards; and<br>c. **Promote** fairness, objectivity, and transparency in the assessment of teachers' competencies through the consistent application of established ECP policies and standards. |

**INDICATIVE PROGRAM OF ACTIVITIES:**

| TIME | ACTIVITY | EXPECTED OUTPUTS | IN-CHARGE |
|---|---|---|---|
| **DAY 1 (First Meal: Lunch)** | | | |
| 8:00 AM – 12:00 NN | *Registration, Ingress and Check-in of Participants* | | HRDD Organizing Committee, Facilitators Participants |
| 1:00 PM – 5:00 PM | • *Preliminaries*<br>• *Session 1: Overview of the ECP and End-to-end Process of Reclassification of Positions*<br>• *Session 2: Policy Updates and Implementation Gap*<br>• *Session 3: ECP Budget and Parameters Workshop; Call for Application* | Program Objectives and Directions, ECP Updates; Establish Springboard | |
| **DAY 2** | | | |
| 8:00 AM – 12:00 NN | • *Session 4: Assessment of QS and Performance*<br>• *Session 5: ETE and Performance Computation*<br>• *Session 6: Assessment of COI* | Enhanced technical knowledge, assessment skills, and professional competence in evaluating teachers' competencies in accordance with established ECP standards | HRDD Facilitators Participants |
| 1:00 PM – 5:00 PM | • *Session 7: Assessment of NCOI*<br>• *Session 8: Behavioral Events Interview*<br>• *Session 9: Processing of CAReER, PAL, and NOSCA* | | |
| **DAY 3 (Last Meal: Lunch)** | | | |
| 8:00 AM – 12:00 NN | • *Session 10: Presentation of Output* | Enhanced technical knowledge, assessment skills, and professional competence in evaluating teachers' competencies in accordance with established ECP standards | HRDD Facilitators Participants |
| 1:00 PM – 5:00 PM | • *Synthesis of Sessions*<br>• *Ways Forward and Closing Remarks* | | HRDD Facilitators Participants |