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Republic of the Philippines  
Department of Education  
**NEGROS ISLAND REGION**

Regional Advisory No. 122 s. 2026  
October 27, 2026

In compliance with DepEd Order (DO) 08, s.2013  
this advisory was issued not for endorsement per DO 28, s.2001  
but only for the information of DepEd NIR officials and personnel/staff.

**CONDUCT OF SDO AND SCHOOL CONSULTATIONS ON THE PROPOSED  
RECALIBRATIONS TO TEACHER LOADING AND  
CLASS PROGRAMMING**

Attached is the Advisory on the Conduct of SDO and School Consultations  
on the Proposed Recalibrations to Teacher Loading and Class programming  
dated October 21, 2026.

The activity will be rescheduled on October 27-29, 2026 for the  
consultations in Region X, Cagayan De Oro. All other schedules indicated in  
DM-OUHRODI-2026-3860 shall remain unchanged.

For queries and concerns, email [usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph) .

AD/PS/JEM/REGIONAL ADVISORY-Conduct of SDO and school consultations on the proposed recalibrations to  
teacher loading and class programming



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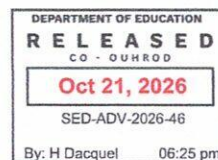


Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE



SED-ADV-2026-46

### ADVISORY

October 21, 2026

This refers to **DM-OUHRODI-2026-3860**, *Conduct of SDO and School Consultations on the Proposed Recalibrations to Teacher Loading and Class Programming*.

Due to necessary scheduling adjustments, please be informed of the **revised schedule** for the consultations in Region X, Cagayan De Oro:

| Region   | SDO | Original Schedule   | Revised Schedule           |
|----------|-----|---------------------|----------------------------|
| Region X | CDO | October 28-29, 2026 | <b>October 27-29, 2026</b> |

**All other schedules indicated in DM-OUHRODI-2026-3860 shall remain unchanged.**

For the identified SDO, the following arrangements shall be observed:

- 1. Selection of School.** The SDO shall identify and confirm the school where the consultation will be conducted, consistent with the target school size and MCOC indicated above, to ensure that the consultations capture varying school contexts.
- 2. Designation of SDO Focal Person.** The SDO shall designate a focal person who shall:
  - coordinate the necessary logistical requirements for the consultation;
  - coordinate with the selected school and concerned personnel;
  - facilitate arrangements for the transportation and venue within the selected school and other necessary logistical requirements; and
  - serve as the official contact person of this Office for all consultation-related coordination.

The name and contact details of the designated SDO Focal Person shall be submitted via email at [bhrod.sed@deped.gov.ph](mailto:bhrod.sed@deped.gov.ph).

- 3. Participation of the School Head.** The School Head shall participate in the consultation and provide the necessary school-level context, particularly on teacher loading, class programming, staffing conditions, and other implementation considerations.
- 4. Participation of Teachers.** Teachers may participate in the consultation only during their vacant periods.

**5. No Disruption of Classes.** The conduct of the consultation shall not disrupt regular classes. The regular class program and instructional time shall remain uninterrupted throughout the activity.

**6. Logistical Arrangements.** The SDO Focal Person shall coordinate with BHROD and the selected school regarding the venue, schedule, participants, and other logistical requirements to ensure the orderly conduct of the consultation.

In addition to the school-level consultations, an **SDO-level consultation** shall be conducted to obtain the perspectives of the SDO, particularly on operational considerations, implementation concerns, and other matters arising from the field. **The schedule of the SDO-level consultation shall be coordinated with the designated SDO Focal Person.**

The target participants for the SDO-level consultation are as follows:

- Schools Division Superintendent and/or Assistant Schools Division Superintendent;
- Chiefs of all Functional Divisions;
- SDO Planning Officer; and
- SDO Human Resource Management Officer.

The concerned ROs and SDOs are requested to ensure timely coordination and the necessary logistical arrangements for the conduct of the consultations.

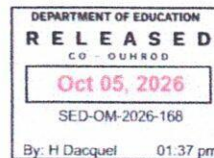
Travel expenses, including board and lodging, of Central Office participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

For your appropriate action.

E-signed by  
Wilfredo Cabral  
26, 6:09:46 PM  
**WILFREDO E. CABRAL**  
Undersecretary  
Human Resource and Organizational  
Development and Infrastructure

Copy furnished:

Office of the Secretary  
Office of the Undersecretary for Learning Systems



SED-OM-2026-168

Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT AND INFRASTRUCTURE

**MEMORANDUM**  
**DM-OUHRODI-2026-3860**

TO : **JOCELYN DR. ANDAYA**  
*Officer-in-Charge, Office of the Assistant Secretary for Governance & Operations – Field Operations*  
*Regional Director, DepEd NCR*

**ESTELA L. CARIÑO**  
*Regional Director, DepEd Region I*

**CARLITO D. ROCAFORT**  
*Regional Director, DepEd Region IV-A*

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*Regional Director, DepEd Region V*

**RAMIR B. UYTICO**  
*Regional Director, DepEd NIR*

**RUTH L. FUENTES**  
*Regional Director, DepEd Region X*

FROM : **ATTY. FATIMA LIPP D. PANONTONGAN**  
*Undersecretary and Chief and Staff*

*Carmela C. Oracion*  
**DR. CARMELA C. ORACION**  
*Undersecretary for Learning Systems*

*W. Cabral*  
E-signed by  
Wilfredo Cabral  
10/5/2026, 1:28:00 PM  
**WILFREDO E. CABRAL**  
*Undersecretary for Human Resource and Organizational Development, and Infrastructure*

SSUBJECT : **CONDUCT OF SDO AND SCHOOL CONSULTATIONS ON THE PROPOSED RECALIBRATIONS TO TEACHER LOADING AND CLASS PROGRAMMING**

DATE : October 03, 2026

In line with the various concerns and feedback received by the Department from the field regarding the current conditions and operational realities in schools, particularly those affecting teachers' workload, instructional time, the conduct of school activities, and school safety, the Department recognizes the need to review existing arrangements and explore policy directions that are responsive to these realities at the school level.



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|----------------|-----------|------|--------|
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In this regard, the Department, through this Office and the Learning Systems Strand, shall conduct a **series of consultations with selected schools** to gather feedback on their experiences during Term 1 and assess the responsiveness and feasibility of the Department's proposed policy directions on teacher workload and school safety.

Accordingly, the **Regional Offices (ROs)** are requested to coordinate with their respective **selected Schools Division Offices (SDOs)** and facilitate the identification of schools where the consultations shall be conducted. Each concerned RO shall direct the identified SDO to select a school consistent with the target school size and Modified Curricular Offering Classification (MCOC) indicated below:

| Date                | RO   | SDO             | School Size     | MCOC         |
|---------------------|------|-----------------|-----------------|--------------|
| October 8, 2026     | NIR  | Dumaguete       | Very Large      | JHS w/SHS    |
| October 8, 2026     | NIR  | Dumaguete       | Large           | Purely ES    |
| October 9, 2026     | NIR  | Negros Oriental | Small           | Purely ES    |
| October 12, 2026    | NCR  | Pasig           | Extremely Large | Purely JHS   |
| October 13-14, 2026 | I    | Batac           | Small           | Purely JHS   |
| October 20, 2026    | IV-A | Antipolo        | Small           | ES w/ JHS    |
| October 21-22, 2026 | V    | Camarines Sur   | Medium          | All Offering |
| October 28-29, 2026 | X    | Cagayan De Oro  | Large           | Purely ES    |
|                     | X    | Cagayan De Oro  | Medium          | JHS w/ SHS   |

*\*For coordination with RO and SDO*

**Note:** School size is based on the number of learners, as follows: **Small** – 500 learners and below; **Medium** – 501–1,000 learners; **Large** – 1,001–3,300 learners; **Very Large** – 3,301–8,500 learners; and **Extremely Large** – 8,500–13,600 learners.

For the identified SDOs, the following arrangements shall be observed:

- 1. Selection of School.** The SDO shall identify and confirm the school where the consultation will be conducted, consistent with the target school size and MCOC indicated above, to ensure that the consultations capture varying school contexts.
  - 2. Designation of SDO Focal Person.** The SDO shall designate a focal person who shall:
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For your appropriate action.

Copy furnished:  
*Office of the Secretary*