



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 1098, s. 2026

SEP 30 2026

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

TO: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-3801 dated September 23, 2026, re: "Conduct of Policy Review for the Existing Promotional Guidelines in the Department of Education," which is self-explanatory.
2. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: As stated
Reference: As stated

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

BUREAUS AND OFFICES
POLICY
REVIEW
PROMOTION

AD/PS/JEM/REGIONAL MEMO-Dissemination-DM-OUF-2026-3801-Conduct of policy review for the existing promotional...



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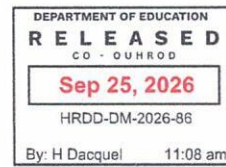


Republika ng Pilipinas

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**
Undersecretary
Human Resource and Organizational Development and Infrastructure
E-signed by
Wilfredo Cabral
23/9/2026, 9:01:56 PM

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. 2025,¹ 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**.² Specifically, the review seeks to achieve the following objectives:

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

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



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Effectivity	09.20.21	Page	1 of 9



- 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 <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 <i>MS Teams</i>
3. Finalization Writeshop for the DepEd Order on the Implementation of RA12288	October 26–28, 2026	In-person workshop <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 beneficiaries³ 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.

³ 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 BHROD-HRDD email address at bhrod.hrdd@deped.gov.ph.

Annex A.1

LIST OF PARTICIPANTS

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

Workshop 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

DepEd Ecotech Center, Cebu City

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	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	Arniel 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
Identified Field Implementers			
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 participant from Office of the Undersecretary for HROD			
1 participant from BHROD – Office of the Director			
1 participant from BHROD-School Effectiveness Division (SED)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			

Annex A.2

Activity Title **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**

Schedule

Inclusive Dates October 6 - 8, 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; BHRD Team

Venue

DepEd Ecotech Center, Cebu City

Objectives

1. Align existing promotional policies and guidelines with Republic Act No. 12288, the 2025 ORAOHRA, and other applicable legal and regulatory issuances;
2. Review and strengthen current policy provisions by addressing implementation gaps and issues identified by implementers, applicants, and other stakeholders; and
3. Develop a harmonized, stakeholder-informed, and legally compliant promotional policy framework that reflects organizational realities and promotes effective and consistent implementation.

INDICATIVE PROGRAM OF ACTIVITIES:

TIM E	ACTIVITY	EXPECTED OUTPUTS	IN-CHARGE
DAY 1: October 6, Tuesday (First Meal: Lunch)			
AM	Registration, Ingress and Check-in of Participants		HRDD Organizing Committee, Facilitators Participants
PM	- Preliminaries - Session 1: Presentation of Monitoring and Evaluation Analysis - Session 2: Policy Updates and New Provisions under RA No. 12288 and the 2025 ORAOHRA - Session 3: Presentation of Instructions and Mechanics of Writeshop Templates - Writeshop proper (General Guidelines)	Program Objectives and Directions, ECP Updates; Groupings of pax; Consolidated Comments and Recommendations	
DAY 2: October 7, Wednesday			
AM	- Session 4: Plenary Discussion - Presentation of Output - Writeshop proper (Enclosure No 1 of DO 20 and Enclosure 2 of DO 024 and Annexes)	Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	Session 5: Plenary Discussion - Presentation of Output		
DAY 3: October 8, Thursday			
AM	Writeshop proper (Enclosure 3 of DO 024 and Annexes)	Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	- Session 6: Plenary Discussion - Presentation of Output - Synthesis of Sessions - Ways Forward and Closing Remarks		HRDD Facilitators Participants

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 CO/RO/SDO
Career Progression – National Technical Working Group (CP-NTWG) Members			
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	Arniel 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
Identified Field Implementers			
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 Office of the Undersecretary for HROD			
1 participant from BHROD – Office of the Director			
1 participant from BHROD-School Effectiveness Division (SED)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			

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	- Preliminaries - Session 1: Presentation of Monitoring and Evaluation Analysis - Session 2: Policy Updates and New Provisions under RA No. 12288 and the 2025 ORAOHRA - Session 3: Presentation of Results of the Writeshop (Major Policy Changes) - Session 4: Presentation of Instructions and Mechanics of Validation Templates - Validation proper (General Guidelines)	Program Objectives and Directions, ECP Updates; Groupings of pax; Consolidated Comments and Recommendations	HRDD Organizing Committee, Facilitators Participants
PM	- Continuation of validation (General Guidelines) - Session 5: Plenary Discussion - Presentation of Output		
DAY 2: October 21, Wednesday			
AM	Validation proper (Enclosure No 1 of DO 20 and Enclosure 2 of DO 024 and Annexes)	Validated Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	Session 6: Plenary Discussion - Presentation of Output		
DAY 3: October 8, Thursday			
AM	Validation proper (Enclosure 3 of DO 024 and Annexes)	Validated Draft DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	- Session 7: Plenary Discussion - Presentation of Output - Synthesis of Sessions - Ways Forward and Closing Remarks		HRDD Facilitators Participants

Annex C.1

LIST OF PARTICIPANTS

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

Finalization Writeshop for the DepEd Order on the Implementation of RA12288

October 26-28, 2026

Baguio Teachers Camp, Baguio City

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	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
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7	Angelo D. Uy	Public Schools District Supervisor	SDO Dasmariñas City, RO IV-A
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18	Atty. Calick Arrieta	Assistant Schools Division Superintendent	SDO Leyte
19	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			
1 participant from BHROD-School Effectiveness Division (SED)			
5 Program Managers and Secretariat from BHROD-Human Resource Development Division			

Annex C.2

Activity Title Finalization Writeshop for the DepEd Order on the Implementation of RA12288

Schedule

Inclusive Dates October 26 - 28, 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; BHROD Team

Venue

Baguio Teachers Camp

Objectives

1. Finalize the draft guidelines on the implementation of Republic Act No. 12288;
2. Ensure that all identified implementation gaps and issues will be addressed; and
3. Ensure that the final draft guidelines reflect organizational realities and promote effective and consistent implementation.

INDICATIVE PROGRAM OF ACTIVITIES:

TIM E	ACTIVITY	EXPECTED OUTPUTS	IN-CHARGE
DAY 1: October 26, Monday (First Meal: Lunch)			
AM	Registration, Ingress and Check-in of Participants		HRDD Organizing Committee, Facilitators Participants
PM	- Preliminaries - Session 1: Presentation of Major Changes and Key Amendments; Presentation of Instructions and Mechanics for Finalization - Session 2: Presentation and Polishing of the Validated Draft DepEd Order on the Implementation of RA 12288 (General Guidelines)	Program Objectives and Directions, ECP Updates; Groupings of pax; Consolidated Comments and Recommendations	
DAY 2: October 27, Tuesday			
AM	Session 3: Presentation and Polishing of the Validated Draft DepEd Order on the Implementation of RA 12288 (Enclosure No 1 of DO 20 and Enclosure 2 of DO 024 and Annexes)	Finalized DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	Continuation of Session 3		
DAY 3: October 28, Wednesday			
AM	Session 4: Presentation and Polishing of the Validated Draft DepEd Order on the Implementation of RA 12288 (Enclosure 3 of DO 024 and Annexes)	Finalized DO on the Implementation of RA 12288; Consolidated Comments and Recommendations; Additional Feedback from plenary	HRDD Facilitators Participants
PM	- Continuation of Session 4 - Synthesis of Sessions - Ways Forward and Closing Remarks		HRDD Facilitators Participants