Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

NOV 0 3 2026

REGIONAL MEMORANDUM
No. 1262, s. 2026

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

TO: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-4098 dated October 23, 2026, from the Office of the Undersecretary for Human Resource and Organizational Development and Infrastructure re: "Conduct of National Assessors' Training-Workshop on Strengthening Consistency in the Implementation of the Expanded Career Progression (ECP) System," which is self-explanatory.

2. The following participants are advised to complete the online registration at least three (3) days prior to the scheduled activity through the following link for Batch 2 – Visayas Cluster: https://tinyurl.com/ECPAssessors2026Batch2.

POSITION	NAME	AREA
Assistant Schools Division Superintendent (ASDS)	Romel Victor A. Villahermosa	Negros Oriental
Curriculum Implementation Division (CID) Chief	Carmelita A. Alcala	Negros Oriental
School Principal	Cheryl J. Tondo	Negros Occidental (NOHS)
COI Assessor	Juna T. Flores	Negros Occidental (NOHS)
NCOI Assessor	Arvin T. Ladion	Negros Oriental (NOHS)
Division HRMO	Kenneth Daniel C. Romay	Negros Occidental (SDO La Carlota City)

Address: Batinguel, Dumaguete City, 6200
Telephone Nos:
Email Address: nir@deped.gov.ph
Website:https://tinyurl.com/nir-gov-ph

Regional HRMO	Adorni G. Sanchez	Regional Office
Division Budget Officer	Hydeliza I. Paculba	Siquijor
Regional Budget Officer	Manuel C. Sayson	Regional Office
Teacher Credentials Evaluator	Alberto S. Jaranilla III	Regional Office
CP – National Technical Working Group (CP-NTWG) Members		
Education Program Supervisor	Joey Ian C. Singson	Regional Office
Supervising Administrative Officer	Atty. Jasper Tadeo I. Tuala	Regional Office
Administrative Officer IV	Angielee O. Gumata	SDO Himamaylan

3. 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 WORKSHOP
TRAINING

ASD/PS/LAS/REGIONAL MEMO-Dissemination-DM-OUHRODI-2026-Conduct of National Assessors' Training-Workshop-ECP System

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 *November 10-12, 2026*	Regions I, II, III, IV-A, IV-B, NCR, and CAR	**https://tinyurl.com/ECPAssessors2026Batch1**
Batch 2 Visayas Cluster *November 17-19, 2026*	Regions V, VI, VII, VIII, IX, NIR	**https://tinyurl.com/ECPAssessors2026Batch2**
Batch 3 Mindanao Cluster *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 Inclusive Dates	Batch 1 - November 10-12, 2026 Batch 2 - November 17-19, 2026 Batch 3 - November 24-26, 2026
Time/s Duration (in hours)	Day 1 and 3 - 1:00 PM to 5:00 PM; For Day 2 - 8:00 AM to 5:00 PM 18 hours
Participants	Members of Career Progression - National Technical Working Group (CP-NTWG); Selected Participants; BHROD Team
Venue	Batch 1 - Within Metro Manila Batch 2 - Within Cebu 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; b. **Cultivate** a uniform understanding of ECP policies and assessment standards; and 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* • *Session 1: Overview of the ECP and End-to-end Process of Reclassification of Positions* • *Session 2: Policy Updates and Implementation Gap* • *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* • *Session 5: ETE and Performance Computation* • *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* • *Session 8: Behavioral Events Interview* • *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* • *Ways Forward and Closing Remarks*		HRDD Facilitators Participants