

### Republic of the Philippines

# Department of Education

NEGROS ISLAND REGION

REGIONAL MEMORANDUM

SEP 0 2 2025

No. 324 , s. 2025

## NATIONAL ORIENTATION ON THE IMPLEMENTATION OF THE EXPANDED CAREER PROGRESSION SYSTEM FOR TEACHERS AND SCHOOL HEADS

To:

Schools Division Superintendents

All Other Concerned

- 1. Attached is Memorandum DM-OUHROD-2025-2427 dated August 29, 2025 re: "National Orientation on the Implementation of the Expanded Career Progression System for Teachers and School Heads" 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 <u>Perpetual Index</u> under the following subjects:

POLICY

**PROGRAMS** 

ORIENTATION

ASD/PS/AGS/REGIONAL MEMO -dessimination- DM OUHROD 2025-2427-National Orientaton-ECP







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### Republika ng Pilipinas

# Department of Education

# OFFICE OF THE UNDERSECRETARY HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

#### MEMORANDUM DM-OUHROD-2025-2427

TO

REGIONAL DIRECTORS

SCHOOLS DIVISION SUPERINTENDENTS

ALL OTHERS CONCERNED

FROM

WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development

SUBJECT

NATIONAL ORIENTATION ON THE IMPLEMENTATION OF

THE EXPANDED CAREER PROGRESSION SYSTEM FOR

TEACHERS AND SCHOOL HEADS

DATE

August 29, 2025

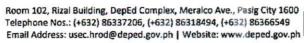
In line with the issuance DepEd Order No. 024, s. 2025 titled, 'Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education,' the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division (BHROD-HRDD), will hold a National Orientation on September 02, 2025 from 8:30 A.M. to 1:00 P.M., via MS Teams and Facebook Live. The orientation specifically aims to:

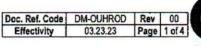
- orient all concerned personnel on the salient provisions of the DO 024, s. 2025, pursuant to Executive Order No. 174, s. 2022, its Implementing Rules and Regulations (IRR), and DBM-DepEd Joint Circular No. 01, s. 2025;
- ensure uniform understanding of transitory provisions, qualification standards, modified staffing standards, and reclassification processes under the Expanded Career Progression System; and
- provide a platform for dialogue and clarification of policy and implementation concerns.

With this, all Regional Directors and Schools Division Superintendents are directed to ensure the full and uninterrupted participation of all regional and division **Human Resource Management Officers (HRMOs)**, as well as all members of the **Human Resource Merit Promotion and Selection Board (HRMPSB)** and its subcommittees, in the orientation. Their attendance is essential to ensure consistent interpretation, proper implementation, and effective cascading of the Expanded . Career Progression System across all governance levels.









Attendance of school personnel—such as teachers and school heads—shall be **optional** to prevent any class disruption. However, those without scheduled classes are encouraged to attend to gain a deeper understanding of the policy.

To maintain platform stability, minimize technical issues, and ensure wider reach, the orientation will be livestreamed on the official **DepEd Philippines Facebook page** [https://www.facebook.com/DepartmentOfEducation.PH]

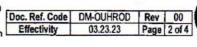
For more information and further clarifications, you may contact the **BHROD-HRDD** through **Mr. Raymond C. Oplado** at telephone no. (02) 8470-6630 or email address at bhrod.hrdd@deped.gov.ph.

For your information and guidance.

Thank you.







### ANNEX A - INDICATIVE PROGRAM OF ACTIVITIES

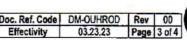
### NATIONAL ORIENTATION ON THE EXPANDED CAREER PROGRESSION SYSTEM

September 2, 2025 | 8:30 AM - 1:00 PM Microsoft Teams & Facebook Live

| TIME                   | DURATION   | ACTIVITY/SESSION   | PERSON IN-CHARGE  |
|------------------------|------------|--|---|
| 8:30 – 9:00<br>AM      | 30 minutes | National Anthem     Opening Prayer     Acknowledgement of Participants   | Program Management<br>Team (PMT)  |
|                        |            | Opening Message  | Wilfredo E. Cabral Undersecretary for Human Resource and Organizational Development   |
| 9:00 – 9:10<br>AM      | 10 minutes | Statement of Purpose   | Cecille A. Anyayahan Project Development Officer V, BHROD-HRDD  |
| 9:10 –<br>10:00 AM     | 50 minutes | Session I: Overview of the Expanded Career Progression for Teacher and School Heads  | Ruby Chanda J. Crisostomo Project Development Officer IV, BHROD-HRDD Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division |
| 10:00<br>10:30 AM      | 30 minutes | Session II:  Modified Staffing Standards for Master Teacher and School Principal Positions, pursuant to DBM-DepEd Joint Circular No. 01, s. 2025 | Raymond C. Oplado Project Development Officer III, BHROD-HRDD   |
| 10:30 AM -<br>10:45 PM | 15 minutes | HEALTH BREAK   |   |
| 10:45 AM -<br>11:30 AM | 45 minutes | Session III:<br>Transitory Provisions  | Ruby Chanda J. Crisostomo Project Development Officer IV, BHROD-HRDD Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division |







|   | 11:30 -<br>12:00 NN    | 30 minutes | Session IV: Guidelines on the Reclassification to Teaching Positions                 | Raymond Oplado & Lizette Anne Carpio Project Development Officer III, BHROD-HRDD |
|---|------------------------|------------|--|--|
| - | 12:00 NN -<br>12:30 PM | 30 minutes | Session V:<br>Guidelines on the<br>Reclassification to School<br>Principal Positions | Carla Jane E. Gob Project Development Officer III, BHROD-HRDD                    |
|   | 12:30 PM -<br>12:50 PM | 20 minutes | Question and Answer<br>Session   | BHROD-HRDD   |
|   |                        |            | Closing Program:  • Ways Forward   | Cecille A. Anyayahan Project Development Officer V, BHROD-HRDD                   |
|   | 12:50 –<br>1:00 PM     | 10 minutes | Closing Remarks  | Project Development Officer  V  Concurrent Officer-in- Charge, Office of the     |
| - |                        |            |  | Director III<br>Bureau of Human Resource<br>and Organizational<br>Development    |
|   |                        |            | Evaluation   | Program Management<br>Team   |

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