



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

No. 324, s. 2025

SEP 02 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 Perpetual Index
under the following subjects:

POLICY

PROGRAMS

ORIENTATION

ASD/PS/AGS/REGIONAL MEMO -dissemination- DM OUHROD 2025-2427-National Orientation-ECF



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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 sub-committees, 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@depd.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 AM	30 minutes	Opening Program <ul style="list-style-type: none"> National Anthem Opening Prayer Acknowledgement of Participants 	Program Management Team (PMT)
		Opening Message	Wilfredo E. Cabral <i>Undersecretary for Human Resource and Organizational Development</i>
9:00 – 9:10 AM	10 minutes	Statement of Purpose	Cecille A. Anyayahan <i>Project Development Officer V, BHROD-HRDD</i>
9:10 – 10:00 AM	50 minutes	Session I: Overview of the Expanded Career Progression for Teacher and School Heads	Ruby Chanda J. Crisostomo <i>Project Development Officer IV, BHROD-HRDD</i> <i>Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division</i>
10:00 – 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 <i>Project Development Officer III, BHROD-HRDD</i>
10:30 AM – 10:45 PM	15 minutes	HEALTH BREAK	
10:45 AM – 11:30 AM	45 minutes	Session III: Transitory Provisions	Ruby Chanda J. Crisostomo <i>Project Development Officer IV, BHROD-HRDD</i> <i>Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division</i>

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

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