

Republic of the Philippines

Department of Education

NEGROS ISLAND REGION

REGIONAL MEMORANDUM

NOV 1 4 2025

No. **633** , s. 2025

ONLINE CHECKPOINT MEETING ON THE IMPLEMENTATION OF THE **EXPANDED CAREER PROGRESSION (ECP) SYSTEM**

Schools Division Superintendents TO: All Other Concerned

- Attached is Memorandum DM-OUHROD-2025-3167 dated November 07, 2025 re: "Online Checkpoint Meeting on the Implementation of the Expanded Career Progression (ECP) System" which is self-explanatory.
- 2. Attention is particularly invited to Annex A-Indicative Program of Activities of the said Memorandum.
- Immediate dissemination of and compliance with this Memorandum are 3. desired.

Regional Director

Encl.: As stated

Reference: As stated

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

> BUREAUS AND OFFICES POLICY TRAINING PROGRAMS **TEACHERS**

ASD/PS/AGS/REGIONAL MEMO -Dessimination-Memorandum-Online Checkpoint Meeting on the Implementation of the Expanded Career Progression System







Email Address: nir@deped.gov.ph Website:https://tinyurl.com/nir-gov-ph



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM DM-OUHROD-2025-3167

TO

REGIONAL DIRECTORS

SCHOOLS DIVISION SUPERINTENDENTS

ALL OTHERS CONCERNED

FROM

WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development

ONLINE

SUBJECT

CHECKPOINT

MEETING

THE

IMPLEMENTATION OF THE EXPANDED CAREER

PROGRESSION (ECP) SYSTEM

DATE

November 07, 2025

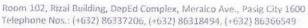
In line with the issuance of DepEd Order No. 024, s. 2025 titled, 'Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education,' and its subsequent amendment under DepEd No. 034, s. 2025, titled "Amendments and Clarifications to DepEd Order No. 024, s. 2025," the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division (BHROD-HRDD), will conduct an online checkpoint meeting on November 20, 2025 from 8:00 A.M. to 12:00 P.M. via MS Teams.

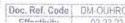
This activity primarily serves as a platform for alignment and dialogue with Regional and Division Human Resource Management Officers (HRMOs) and Teacher Credentials Evaluators (TCEs) to gather feedback, review implementation progress and address key issues concerning the ECP System. Specifically, it aims to:

- Provide Clarity on the salient provisions of the DepEd Order Nos. 024 and 034, s. 2025, Frequently Asked Questions, ECP Toolkit pursuant to Executive Order No. 174, s. 2022, its Implementing Rules and Regulations (IRR), and DBM-DepEd Joint Circular No. 01, s. 2025.
- Provide operational guidance and strengthen the capacity of HRMOs and TCEs to effectively manage, monitor, and support the implementation of the ECP system in their respective levels; and
- Provide a venue for feedback and consultation to identify challenges, share good practices, and align strategies for smooth implementation of the ECP system.











In this regard, all Regional Directors and Schools Division Superintendents are hereby directed to allow an interrupted participation of all division and regional HRMOs and TCEs on the abovementioned meeting.

Their participation and insights are essential to guarantee effective and consistent implementation of the ECP System across all governance levels. Intended participants through may the link: join

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@doped.gov.ph.

For your information and guidance.

Thank you.







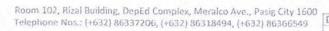
ANNEX A - INDICATIVE PROGRAM OF ACTIVITIES

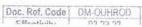
ONLINE CHECKPOINT MEETING WITH REGIONAL AND DIVISION HRMOS AND TCES ON THE IMPLEMENTATION OF EXPANDED CAREER PROGRESSION SYSTEM

November 20, 2025 | 8:00 AM - 12:00 PM Microsoft Teams

TIME	DURATION	ACTIVITY/SESSION	PERSON IN-CHARGE
8:00 - 8:30 AM	30 minutes	 Opening Program National Anthem Opening Prayer Acknowledgement of Participants 	Program Management Team (PMT)
		Opening Message	Wilfredo E. Cabral Undersecretary for Human Resource and Organizational Development
8:30 - 8:40 AM	10 minutes	Statement of Purpose	Cecille A. Anyayahan Project Development Officer V, BHROD-HRDD
8:40 - 9:30 AM	50 minutes	Session I: Salient Features of DepEd Order No. 34, s. 2025	Raymond C. Oplado Project Development Officer III, BHROD-HRDD
9:30 - 10:00 AM	30 minutes	Session II: Frequently Asked Questions (FAQs) and Toolkit on the Expanded Career Progression System for Public School Teachers based on DepEd Order No. 024, s. 2025	Marikka P. Mampusti Project Development Officer III, BHROD-HRDD
10:00 - 10:15 PM	15 minutes	HEALTH BREAK	
10:15 AM - 10:45 AM	30 minutes	Session III: Monitoring Tools and Updates on Reclassification	Raymond C. Oplado Project Development Officer III, BHROD-HRDD
10:45 – 11:35 AM	50 minutes	Discussion on Implementation Feedback and Consultation	BHROD-HRDD
11:35 – 12:00 NN	25 minutes	Closing Program: • Ways Forward	Cecille A. Anyayahan Project Development Officer V, BHROD-HRDD
		 Closing Remarks 	Dexter N. Pante Project Development Officer V









		Officer-in-Charge, Office of the Director III Bureau of Human Resource and Organizational Development
	• Evaluation	Program Management Team (PMT)



