



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

REGIONAL MEMORANDUM

NOV 14 2025

No. 633, s. 2025

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

TO: Schools Division Superintendents
All Other Concerned

1. 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.
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
POLICY
TRAINING PROGRAMS
TEACHERS

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



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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

SUBJECT : ONLINE CHECKPOINT MEETING ON 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 Order 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 may join through the link: <https://tinyurl.com/CHECKPOINTMEETINGECP2025>

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

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 <i>Undersecretary for Human Resource and Organizational Development</i>
8:30 – 8:40 AM	10 minutes	Statement of Purpose	Cecille A. Anyayahan <i>Project Development Officer V, BHROD-HRDD</i>
8:40 – 9:30 AM	50 minutes	Session I: <i>Salient Features of DepEd Order No. 34, s. 2025</i>	Raymond C. Oplado <i>Project Development Officer III, BHROD-HRDD</i>
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 <i>Project Development Officer III, BHROD-HRDD</i>
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 <i>Project Development Officer III, BHROD-HRDD</i>
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 <i>Project Development Officer V, BHROD-HRDD</i>
		Closing Remarks	Dexter N. Pante <i>Project Development Officer V</i>

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

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