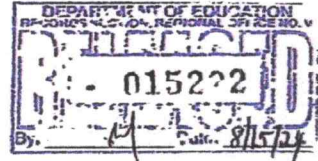




Republic of the Philippines
Department of Education
 REGION V - BICOL



14 Aug 2024

REGIONAL MEMORANDUM
 No. 00923, s. 2024

DISSEMINATION OF MEMORANDUM DM-OSEC-2024-018
(Reiteration of DepEd Memorandum No. 025, s. 2023 in Relation to the Appointment and Reclassification of School Heads in the Department)

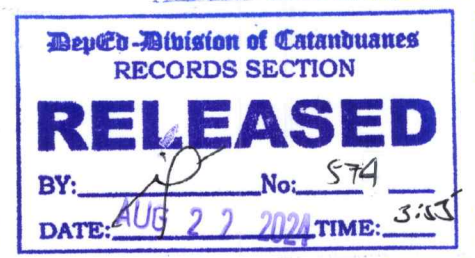
To : Assistant Regional Director
 Schools Division Superintendents
 All Others Concerned

- Attached is a copy of Memorandum DM-OSEC-2024-018 dated August 6, 2024, from Hon. Sonny Angara, Secretary of the Department of Education, reiterating DepEd Memorandum No. 025, s. 2023 relative to the appointment and reclassification of school heads in the department.
- In light of the contents of this memorandum, all Schools Division Superintendents are hereby explicitly instructed to strictly comply with and fully adhere to the detailed parameters and guidelines set by DM 025, s. 2023.
- For information, guidance, and strict compliance.

GILBERT T. SADSAD
 Regional Director



Republic of the Philippines
Department of Education
 REGION V - BICOL
 SCHOOLS DIVISION OFFICE OF CATANDUANES

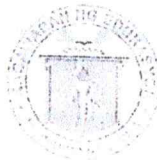


August 21, 2024

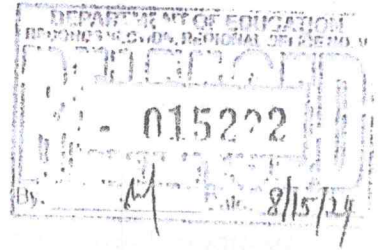
To: All SDO Personnel
 Public School Heads
 All Others Concerned

- Attached herewith is the reiteration of DepEd Memorandum No 025 s.2023. As stated in paragraph 4, only individuals who have successfully passed the National Qualifying Examination for School Heads (NQESH) or a Principal passer in the FY 2020 and prior years are eligible for appointment.
- For information and guidance of everyone.

EVA S. TOLENTINO
 Administrative Officer V
 Officer-in-Charge
 Office of the Schools Division Superintendent



Republic of the Philippines
Department of Education
 REGION V - BICOL



14 Aug 2024

REGIONAL MEMORANDUM
 No. 00923, s. 2024

DISSEMINATION OF MEMORANDUM DM-OSEC-2024-018
(Reiteration of DepEd Memorandum No. 025, s. 2023 in Relation to the Appointment and Reclassification of School Heads in the Department)

To : Assistant Regional Director
 Schools Division Superintendents
 All Others Concerned

1. Attached is a copy of Memorandum DM-OSEC-2024-018 dated August 6, 2024, from Hon. Sonny Angara, Secretary of the Department of Education, reiterating DepEd Memorandum No. 025, s. 2023 relative to the appointment and reclassification of school heads in the department.
2. In light of the contents of this memorandum, all Schools Division Superintendents are hereby explicitly instructed to strictly comply with and fully adhere to the detailed parameters and guidelines set by DM 025, s. 2023.
3. For information, guidance, and strict compliance.

GILBERT T. SADSAD
 Regional Director

AD/PS-mathb
 08/14/2024

From: Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@deped.gov.ph>
Sent: Tuesday, August 13, 2024 11:15 AM
To: DEPED I ILOCOS REGION; DEPED II CAGAYAN VALLEY; DEPED III CENTRAL LUZON; DEPED REGION IV-A CALABARZON; MIMAROPA REGION; DEPED V BICOL REGION; DepEd VI Western Visayas; DepEd Region VII Central Visayas; REGION VIII EASTERN VISAYAS; DEPED IX ZAMBOANGA PENINSULA; DEPED X NORTHERN MINDANAO; DEPED XI DAVAO REGION; DEPED XII SOCCSKSARGEN; DEPED REGION XIII CARAGA; DEPED CORDILLERA ADMINISTRATIVE REGION; DEPED NATIONAL CAPITAL REGION; Tolentino Aquino; Benjamin Paragas; May Eclar; Alberto Escobarte; Nicolas Capulong; Gilbert Sadsad; Ramir Uytico; Salustiano Jimenez; Evelyn Fetalvero; Ruth Fuentes; Arturo Bayocot; Allan Farnazo; Carlito Rocafort;
Cc: Asuncion Maria Ines; Estela Carino; Jocelyn Andaya; Joergette Razielle Regadio; Rachel Malate; SONIA SOBREMISANA; Sharon Ayala; Ralph Louis Quejada; Andrea Lim; Leona Victoria Teves; Rizza Buiza; Wilfredo Cabral; Bureau of Human Resources and Organizational Development Office of the Director; Human Resource Development Division; Office of the Secretary
Subject: [DM-OSEC-2024-018] REITERATION OF DEPED MEMORANDUM NO. 025, S. 2023 IN RELATION TO THE APPOINTMENT AND RECLASSIFICATION OF SCHOOL HEADS IN THE DEPARTMENT
Attachments: DM-OSEC-2024-018 REITERATION OF DM NO. 025, S. 2023.pdf

Dear **Regional Directors and Schools Division Superintendents,**

This is with reference to the appointment and reclassification to School Principal positions in the Department.

On 25 April 2023, **DepEd Memorandum No. 025, s. 2023** or the "Amendment to DepEd Memorandum No. 100, s. 2022 (Results of the Fiscal Year 2021 National Qualifying Examination for School Heads) and Clarification on the Use of NQESH or Principal's Test Results in Relation to DepEd Order No. 007, s. 2023 (Guidelines on Recruitment, Selection, and Appointment in the Department of Education)" was issued to clarify and emphasize the significance and use of NQESH results for purposes of appointment and deployment of school heads, pertinent portions of which reads, as follows:

2. ...NQESH is a measure of proficiency of the taker's competencies in becoming a school head based on the Philippine Professional Standards for School Heads. The principle of order of merit is deemed as a Dimension of Preparedness of aspiring principals.

4. **Only NQESH or Principal's Test passers from FY 2020 and prior years shall likewise be eligible for appointment.** It is clarified that while NQESH or Principal's Test results are used for scoring the Written Examination component during the assessment process and pointing system, **appointment shall still be based on the readiness of an aspiring principal to effectively perform the functions expected of a school head.** As such, Schools Division Superintendents (SDSs) are hereby directed to strictly adhere to the parameters stipulated in this Memorandum in the appointment and deployment to entry level school principal positions. This directive shall remain in effect until the relevant provisions of DO No. 007, s. 2023 are amended and/or further guidelines are issued."

Furthermore, DM-OUHROD-2023-0922, also provided clarification that the existing reclassification guidelines to School Heads, as stipulated under **DO 97, s. 2011** or the "Revised Guidelines on the Allocation and Reclassification of School Head Positions", shall remain in effect

Further guidelines are issued. On the said DO, applicants for reclassification to School Principal I and above positions are required to pass the National Qualifying Examination for Principals (NQEP) (formerly QEP and now called NQESH) to qualify for the reclassification.

Given all the facts, however, it has been called to our attention that there were several instances where non-NQESH passer applicants were still appointed to principal positions in the Department.

In view thereof, **Schools Division Superintendents (SDS)** are instructed to strictly comply and adhere to the parameters set by **DM 025, s. 2023**. Likewise, **Regional Directors (RDs)** are hereby instructed to closely monitor the appointments and reclassification of school heads of their respective divisions to ensure that all SDOs are compliant with the Memorandum. It shall be reminded that while the Civil Service Commission (CSC) only look into the Qualification Standards (QS) upon validation of appointments, internal and reasonable DepEd office rules and regulations on appointments shall not, in any manner, be disregarded or violated. Administrative disciplinary action and other legal remedies may be initiated against anyone found responsible for violating any provisions in this memorandum pursuant to Section 50, F., Rule 10 of 2017 Rules on Administrative Cases in the Civil Service.

For strict compliance.



Office of the Undersecretary for Human Resource
and Organizational Development (OUIROD)
Tel. No.: (02)8633-7206 | Telefax No.: (02) 8631-8494
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Ave., Pasig City 1600
www.deped.gov.ph

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Republic of the Philippines
Department of Education
 OFFICE OF THE SECRETARY

DEPARTMENT OF EDUCATION
 REGIONAL OFFICE V
 RECORDS SECTION, REGIONAL OFFICE V
 AUG 13 2024
 BY: [Signature] TIME: 11:09 AM

MEMORANDUM
 DM-OSEC-2024- 018

TO : REGIONAL DIRECTORS
 SCHOOLS DIVISION SUPERINTENDENTS
 All Other Concerned

DEPARTMENT OF EDUCATION
 REGIONAL OFFICE V
 PERSONNEL SECTION
RECEIVED
 BY: [Signature]
 DATE: AUG 2024 TIME: 9:22

FROM : **SONNY ANGARA**
 Secretary

SUBJECT : REITERATION OF DEPED MEMORANDUM NO. 025, S. 2023 IN
 RELATION TO THE APPOINTMENT AND RECLASSIFICATION OF
 SCHOOL HEADS IN THE DEPARTMENT

DATE : 06 August 2024

This is with reference to the appointment and reclassification to School Principal positions in the Department.

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 Telephone Nos.: (02) 633-7200; 633-7229; 697-2992; Fax No.: (02) 636-4876
 Website: <https://www.deped.gov.ph>

Doc. Ref. Code	PAWIM-F-026	Rev	00
Effectivity	09.20.21	Page	1 of 2



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For strict compliance.



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Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	2 of 2

