

Republic of the Philippines
Department of Education
 SCHOOLS DIVISION OF MARINDUQUE

Office of the Schools Division Superintendent

MEMORANDUM

SGOD-2025-178

TO: Assistant Schools Division Superintendent
 Chief Education Supervisors, CID/SGOD
 Public Schools District Supervisors
 Public Elementary, Secondary, and Integrated School Heads
 All Others Concerned

FROM: **LYNN G. MENDOZA, EdD**
 OIC, Schools Division Superintendent

SUBJECT: FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM OBSERVATIONS FOR SCHOOL YEAR 2025-2026 UNDER THE MULTI-YEAR PMES FOR TEACHERS PURSUANT TO DEPED MEMORANDUM NO. 089, S. 2025

DATE: October 20, 2025

- Attached is Memorandum HRDD-2025-137 from the Office of the Regional Director, Dr. Nicolas T. Capulong, CESO III dated October 13, 2025 which provides additional guidance and clarification on the classroom observation schedule, as the issuance of DepED Order No. 089, s. 2025 coincides with the conclusion of the second quarter of SY 2025-2026.
- The new timeline for the full-period classroom observations in SY 2025-2026 shall be as follows:

TASK/ACTIVITY	SCHEDULE
1 st Full-Period Classroom Observation	During the 1 st to the 3 rd quarter of SY 2025-2026
2 nd Full-Period Classroom Observation	During the 3 rd or 4 th quarter of SY 2025-2026

- Classroom observations conducted during the 1st and 2nd quarters prior to the issuance of DM No. 089, s. 2025 shall be considered as a 1st full-period classroom observation, provided that:
 - the classroom observation was conducted for a full-period session;
 - the observation notes form was duly accomplished and signed by the observer; and
 - the conduct of the classroom observation was agreed upon by the observer and the teacher.



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4. Classroom Observable Indicators (COIs) that were not demonstrated during the 1st full-period classroom observation conducted in the 1st and 2nd quarters prior to the issuance of DM No. 089, s. 2025 shall be included and demonstrated in the 2nd full-period classroom observation to be conducted in the 3rd or 4th quarters.
5. Meanwhile, COIs, scheduled in the 2nd full-period classroom observation, that were already demonstrated in the 1st full-period classroom observation prior to the issuance of DM No. 089, s. 2025 shall be considered validly observed and are not required to be re-demonstrated in the 2nd full-period classroom observation.
6. Indicators scheduled both in the 1st and 2nd full-period classroom observations such as 1.1.2, 1.4.2, and 1.5.2 shall be non-negotiable to be demonstrated in both classroom observation periods.
7. With the flexibility in the schedule of classroom observations, the Timeliness measure for the COIs for SY 2025-2026 shall not be included as a performance measure and, therefore, need not be rated.
8. For clarifications, please contact Mr. Kyle David V. Atienza, Senior Education Program Specialist – Human Resource Development Section, through kyledavid.atienza@deped.gov.ph.
9. Immediate dissemination of and strict compliance with the contents of this Memorandum are desired.

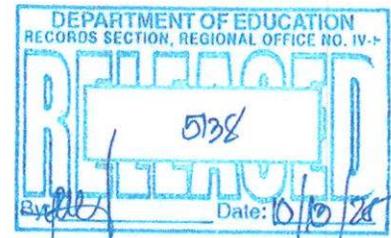
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Republic of the Philippines
Department of Education
MIMAROPA REGION



Office of the Regional Director

MEMORANDUM
HRDD-2025-137

TO : ASSISTANT REGIONAL DIRECTOR
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : NICOLAS T. CAPULONG, PhD, CESO III
Director IV
Regional Director

SUBJECT : FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF
CLASSROOM OBSERVATIONS FOR SCHOOL YEAR (SY) 2025-
2026 UNDER THE MULTI-YEAR PMES FOR TEACHERS
PURSUANT TO DEPED MEMORANDUM (DM) NO. 089, S. 2025

DATE : October 13, 2025

Per DepEd Memorandum DM-OUHROD-2025-2831 issued by Undersecretary Wilfredo E. Cabral, and pursuant to DepEd Memorandum No. 089, s. 2025 titled "Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from SY 2025-2026 to 2027-2028," this Memorandum provides additional guidance and clarification on the classroom observation schedule, as the issuance of DM No. 089, s. 2025 coincides with the end of the Second Quarter of SY 2025-2026.

For complete details of the flexibility in the timeline and schedule, please refer to the attached memorandum. For more information, please contact the Bureau of Human Resource and Organizational Development, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at bhrod.hrdd@deped.gov.ph or at telephone number (02) 8470-6630.

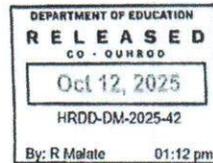
Immediate dissemination of this Memorandum is desired.

HRDD/hjcc



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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-QUHROD-2025-393

TO : **Undersecretaries**
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
All Others Concerned

FROM : **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development
E-signed by
Wilfredo Cabral
10/11/2025, 4:56:34 AM

SUBJECT : **FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM OBSERVATIONS FOR SCHOOL YEAR (SY) 2025-2026 UNDER THE MULTI-YEAR PMES FOR TEACHERS PURSUANT TO DEPED MEMORANDUM (DM) NO. 089, S. 2025**

DATE : 09 October 2025

Pursuant to DepEd Memorandum (DM) No. 089, s. 2025, titled *Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from School Years 2025-2026 to 2027-2028*, this Memorandum is issued to provide **additional guidance and clarification on provisions concerning the classroom observation schedule**, given that the release of DM No. 089, s. 2025 coincides with the conclusion of Second Quarter of SY 2025-2026.

A. Flexibility in the Schedule of Classroom Observation

Classroom observations conducted during the First Quarter and Second Quarter prior to the issuance of DM No. 089, 2025, shall be considered as first full-period classroom observation, provided that:

- a. The classroom observation was conducted for a full-period session;
- b. The Observation Notes Form was duly accomplished and signed by the Observer; and



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- c. The conduct of the classroom observation was agreed upon by the observer and the teacher.

Furthermore, the first full-period classroom observation may be conducted up to the Third Quarter.

The conduct of second full-period classroom observation shall still remain scheduled to be conducted in the Third Quarter or Fourth Quarter.

- *New Timeline for the Full-Period Classroom Observations in SY 2025-2026*

TASK/ACTIVITY	SCHEDULE
1 st Full-Period CO	During the 1 st or 2 nd Quarter (<i>before and after the issuance of DM 089, s. 2025</i>), up to the 3 rd Quarter of SY 2025-2026
2 nd Full-Period CO	During the 3 rd or 4 th Quarter of SY 2025-2026

B. Flexibility in the Demonstration of Classroom Observable Indicators (COIs)

Classroom Observable Indicators (COIs) that were not demonstrated during the first full-period classroom observation conducted in the First and Second Quarters prior to the issuance of DM No. 89, s. 2025, shall be included and demonstrated in the second full-period classroom observation to be conducted in the Third or Fourth Quarters.

Meanwhile, COIs, scheduled in the second full-period classroom observation, that were already demonstrated in the first full-period classroom observation prior to the issuance of DM No. 89, s. 2025, shall be considered validly observed, and teachers are not required to re-demonstrate them in the second full-period classroom observation.

However, teachers may opt to re-demonstrate these COIs during the second full-period classroom observation, at their discretion.

For Indicators scheduled both in the first and second full-period classroom observations, such as 1.1.2, 1.4.2, and 1.5.2, these shall be non-negotiable to be demonstrated in both classroom observation periods.

C. Measure of Timeliness for Classroom Observable Indicators (COIs) in the SY 2025-2026

With the flexibility in the schedule of classroom observations, the **Timeliness** measure for the COIs in the SY 2025–2026 shall not be included as performance measure and, therefore, need not be rated.



All provision in this Memorandum shall only be applicable for SY 2025-2026.

For more information, please contact the **Bureau of Human Resource and Organizational Development**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at bhrod.hrdd@deped.gov.ph or at telephone number (02) 8470-6630.

This directive takes immediate effect upon the issuance of this Memorandum.

Copy Furnished:

OFFICE OF THE SECRETARY



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