

DepEd ICT Unit

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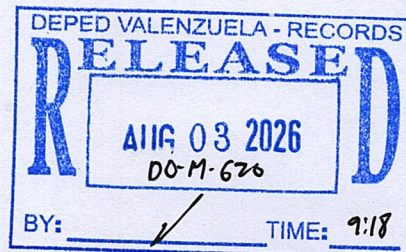


Republic of the Philippines

Department of Education

NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF CITY OF VALENZUELA



Office of the Schools Division
Superintendent

DIVISION MEMORANDUM

No. 0623 s. 2026

**REQUEST FOR FEEDBACK AND INPUTS ON THE REVIEW OF
EXISTING HIRING AND PROMOTIONAL GUIDELINES IN THE
DEPARTMENT OF EDUCATION**

To: OIC – Assistant Schools Division Superintendent
Chief Education Supervisors - CID and SGOD
Education Program Supervisors and Public Schools District Supervisors
Division Unit Heads
Public Elementary and Secondary School Heads/OICs
Teaching and Non-Teaching Personnel
All Others Concerned

1. Attached is Memorandum DM-OUHRODI-2026-2677 titled *Request for Feedback and Inputs on the review of existing Hiring and Promotional Guidelines in the Department of Education* dated July 24, 2026, from Mr. WILFREDO E. CABRAL, Undersecretary, Human Resource and Organizational Development and Infrastructure, Department of Education, the content of which is self-explanatory, for information and for appropriate action of all concerned.

2. Immediate dissemination and strict compliance with this Memorandum are desired.

NOEL D. BACANO
Schools Division Superintendent

Encl.: As stated

References: As stated

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

HIRING PROMOTIONS

KC -REQUEST FOR FEEDBACK AND INPUTS ON THE REVIEW OF EXISTING HIRING AND PROMOTIONAL GUIDELINES IN THE DEPARTMENT OF EDUCATION
_____/July 29, 2026



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Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHRODI-2026-2677

TO : **UNDERSECRETARIES
ASSISTANT SECRETARIES
BUREAU AND SERVICE DIRECTORS
REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
HUMAN RESOURCE MANAGEMENT OFFICERS
TEACHERS AND SCHOOL LEADERS
ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development and Infrastructure

SUBJECT : **REQUEST FOR FEEDBACK AND INPUTS ON THE REVIEW OF
EXISTING HIRING AND PROMOTIONAL GUIDELINES IN THE
DEPARTMENT OF EDUCATION**

DATE : July 24, 2026

In view of the enactment of **Republic Act No. 12288**, otherwise known as the "Career Progression System for Public School Teachers and School Leaders Act," and the issuance of the Civil Service Commission (CSC) Memorandum Circular (MC) No. 8, s. 2025 otherwise known as the *2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA)*, the Department, through the Bureau of Human Resource and Organizational Development (BHROD), shall undertake a comprehensive review of its existing hiring¹ and promotional² policies and guidelines. This initiative aims to ensure their alignment with current legal issuances, compliance with applicable civil service rules and regulations, and responsiveness to evolving human resource systems, policies, and practices.

To support this policy review, this Office shall gather feedback, recommendations, and other relevant inputs on issues, concerns, challenges, and good practices encountered during the implementation of existing policies. The insights and data gathered shall

¹ DepEd Order No. 19, s. 2022 - The Department of Education Merit and Selection Plan; DepEd Order No. 007, s. 2023 - Guidelines on the Recruitment, Selection, and Appointment in the Department of Education; DepEd Order No. 021, s. 2024 - Amendment to DepEd Order No. 007, s. 2025

² DepEd Order No. 020, s. 2024 - Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Position; DepEd Order No. 024, s. 2025 - Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education; DepEd Order No. 034, s. 2025 - Amendments and Clarifications to DepEd Order No. 024, s. 2025

serve as key inputs in the conduct of policy writeshops, consultations, and validation activities toward the refinement and amendment of said policies.

In this regard, the Department respectfully invites the identified personnel and other concerned stakeholders to provide their comments and proposed amendments to the provisions of the following guidelines and policies. Their valuable insights will support the review, enhancement, and alignment of existing hiring and promotion policies, ensuring that these remain relevant, effective, transparent, and responsive to organizational needs and evolving standards:

Policy	Target Respondents	Link
Promotional Guidelines • DepEd Order No. 024, s. 2025 - Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education • DepEd Order No. 034, s. 2025 - Amendments and Clarifications to DepEd Order No. 024, s. 2025 • DepEd Order No. 20, s. 2024, Guidelines on Recruitment, Selection, and Appointment to Higher Teaching Positions	RSA/ECP Champions: • Regional Director** • Assistant Regional Director** • Schools Division Superintendent** • Assistant Schools Division Superintendent** Implementers: • Human Resource Management Officers (HRMOs)** • Teacher Credentials Evaluator (TCE)** • Members of Human Resource Merit Promotion and Selection Board (HRMPSB) and sub-committees**	 https://tinyurl.com/DepEdPromotionSurvey
Hiring Guidelines • DepEd Order No. 19, s. 2022 - The Department of Education Merit and Selection Plan • DepEd Order No. 007, s. 2023 - Guidelines on the Recruitment, Selection, and Appointment in the Department of Education • DepEd Order No. 021, s. 2024 - Amendment to DepEd Order No. 007, s. 2025	Policy Recipients: • Teachers (Teacher I to MT V) * • School Leaders (Head Teachers, Assistant School Principals, School Principals, and TICs) * • Non-Teaching and Related Teaching Personnel* • Other Concerned Personnel, external applicants, and Stakeholders*	 https://tinyurl.com/DepEdRSPSurvey

****Required *Optional**

Please be advised that the online feedback form shall accept responses only until **August 7, 2026**. All identified personnel and stakeholders are encouraged to submit their feedback, comments, and recommendations within the prescribed period to facilitate the timely consolidation and evaluation of inputs. Only responses received on or before the deadline shall be considered in the review, refinement, and alignment of existing hiring and promotion guidelines. After the deadline, the form shall be automatically closed, and no further submissions shall be accepted.

For the complete set of policy references, you may access the official documents for your guidance and reference in accomplishing the form through this link:

<https://tinyurl.com/PolicyReferences2026>

For more information and further clarifications, you may contact BHROD-HRDD through **Ms. Carla Jane E. Gob** or **Mr. Raymond C. Oplado** at bhrod.hrdd@deped.gov.ph.

For your information and guidance.

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Office of the Secretary



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