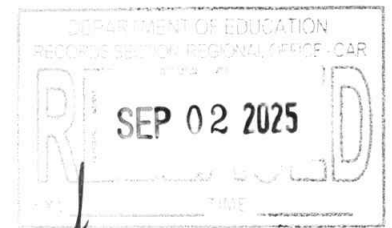




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



01 September 2025

REGIONAL MEMORANDUM
No. **635.2025**

**DISSEMINATION OF DM-OUHROD-2025-2427 "NATIONAL ORIENTATION ON
THE IMPLEMENTATION OF THE EXPANDED CAREER PROGRESSION
SYSTEM FOR TEACHERS AND SCHOOL HEADS"**

To: Assistant Regional Director
Schools Division Superintendents
All Divisions
All Others Concerned

1. This Regional Memorandum is issued to disseminate **DM-OUHROD-2025-2427**, titled **"National Orientation on the Implementation of the Expanded Career Progression System for Teachers and School Heads."**
2. The said orientation will be conducted on **September 02, 2025 from 8:30 A.M. to 1:00 P.M.**, via livestream on the official DepEd Philippines Facebook page at <https://www.facebook.com/DepartmentOfEducation.PH>
3. To ensure consistent interpretation, proper implementation, and effective cascading of the Expanded Career Progression System across all governance levels, all **Regional and Division Human Resource Management Officers (HRMOs)**, as well as all **members of the HRMP SB** and its **sub-committees**, are required to attend the livestreamed orientation **uninterrupted** for full comprehension and meaningful participation.
4. For information, guidance and compliance.


ESTELA P. LEON-CARIÑO EdD, CESO III
Director IV/ Regional Director 

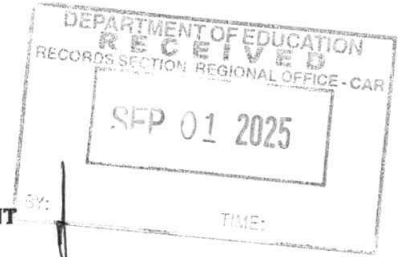
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DM-OUHROD-2025-2427



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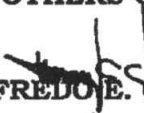
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



MEMORANDUM
DM-OUHROD-2025-2427

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

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

SUBJECT : NATIONAL ORIENTATION ON THE IMPLEMENTATION OF
THE EXPANDED CAREER PROGRESSION SYSTEM FOR
TEACHERS AND SCHOOL HEADS

DATE : August 29, 2025

In line with the issuance 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**,' the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division (BHROD-HRDD), will hold a **National Orientation on September 02, 2025 from 8:30 A.M. to 1:00 P.M.**, via **MS Teams** and **Facebook Live**. The orientation specifically aims to:

- orient all concerned personnel on the salient provisions of the DO 024, s. 2025, pursuant to Executive Order No. 174, s. 2022, its Implementing Rules and Regulations (IRR), and DBM-DepEd Joint Circular No. 01, s. 2025;
- ensure uniform understanding of transitory provisions, qualification standards, modified staffing standards, and reclassification processes under the Expanded Career Progression System; and
- provide a platform for dialogue and clarification of policy and implementation concerns.

With this, all Regional Directors and Schools Division Superintendents are directed to ensure the full and uninterrupted participation of all regional and division **Human Resource Management Officers (HRMOs)**, as well as all members of the **Human Resource Merit Promotion and Selection Board (HRMPSB)** and its sub-committees, in the orientation. Their attendance is essential to ensure consistent interpretation, proper implementation, and effective cascading of the Expanded Career Progression System across all governance levels.



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Attendance of school personnel—such as teachers and school heads—shall be **optional** to prevent any class disruption. However, those without scheduled classes are encouraged to attend to gain a deeper understanding of the policy.

To maintain platform stability, minimize technical issues, and ensure wider reach, the orientation will be livestreamed on the official **DepEd Philippines Facebook page** [<https://www.facebook.com/DepartmentOfEducation.PH>]

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.



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ANNEX A – INDICATIVE PROGRAM OF ACTIVITIES

NATIONAL ORIENTATION ON THE EXPANDED CAREER PROGRESSION SYSTEM

September 2, 2025 | 8:30 AM – 1:00 PM

Microsoft Teams & Facebook Live

TIME	DURATION	ACTIVITY/SESSION	PERSON IN-CHARGE
8:30 – 9:00 AM	30 minutes	Opening Program <ul style="list-style-type: none"> 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>
9:00 – 9:10 AM	10 minutes	Statement of Purpose	Cecille A. Anyayahan <i>Project Development Officer V, BHROD-HRDD</i>
9:10 – 10:00 AM	50 minutes	Session I: Overview of the Expanded Career Progression for Teacher and School Heads	Ruby Chanda J. Crisostomo <i>Project Development Officer IV, BHROD-HRDD</i> <i>Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division</i>
10:00 – 10:30 AM	30 minutes	Session II: Modified Staffing Standards for Master Teacher and School Principal Positions, pursuant to DBM-DepEd Joint Circular No. 01, s. 2025	Raymond C. Oplado <i>Project Development Officer III, BHROD-HRDD</i>
10:30 AM – 10:45 PM	15 minutes	HEALTH BREAK	
10:45 AM – 11:30 AM	45 minutes	Session III: Transitory Provisions	Ruby Chanda J. Crisostomo <i>Project Development Officer IV, BHROD-HRDD</i> <i>Officer-in-Charge, Bureau of Human Resource and Organizational Development-Organizational Effectiveness Division</i>

11:30 – 12:00 NN	30 minutes	Session IV: Guidelines on the Reclassification to Teaching Positions	Raymond Oplado & Lizette Anne Carpio <i>Project Development Officer III, BHROD-HRDD</i>
12:00 NN – 12:30 PM	30 minutes	Session V: Guidelines on the Reclassification to School Principal Positions	Carla Jane E. Gob <i>Project Development Officer III, BHROD-HRDD</i>
12:30 PM – 12:50 PM	20 minutes	Question and Answer Session	BHROD-HRDD
12:50 – 1:00 PM	10 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 Concurrent Officer-in- Charge, Office of the Director III Bureau of Human Resource and Organizational Development</i>
		• Evaluation	Program Management Team

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