



Republic of the Philippines  
**Department of Education**  
REGION VI – WESTERN VISAYAS  
SCHOOLS DIVISION OF AKLAN

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November 12, 2025

**DIVISION MEMORANDUM**

No. 613, s. 2025

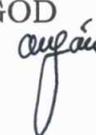
**FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM  
OBSERVATIONS FOR SCHOOL YEAR (SY) 2025-2026 UNDER  
THE MULTI-YEAR PMES FOR TEACHERS PURSUANT TO  
DEPED MEMORANDUM (DM) NO. 089, S. 2025**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Principals/Head Teacher In-Charge of the District  
Public Secondary and Integrated School Heads  
All Others Concerned

1. Attached is a copy of Regional Memorandum No. 1087, s. 2025 from dated October 9, 2025, from Wilfredo E. Cabral, Undersecretary for Human Resource and Organizational Development, regarding the 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, which is self-explanatory.
2. Immediate dissemination of this Memorandum is desired.

FOR THE SCHOOLS DIVISION SUPERINTENDENT:

**MICHAEL T. RAPIZ**

Chief Supervisor Education-SGOD  
In-charge of the Division 

DPP/dsc



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Republic of the Philippines  
**Department of Education**  
REGION VI-WESTERN VISAYAS

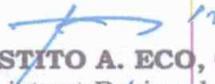
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REGIONAL MEMORANDUM  
No. 1087, s. 2025

**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**

To: Schools Division Superintendents  
All Others Concerned

1. Attached is DM-OUHROD-2025-2831 dated October 9, 2025, from Wilfredo E. Cabral, Undersecretary for Human Resource and Organizational Development, regarding the 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, which is self-explanatory.
2. Immediate dissemination of and compliance with this Memorandum are desired.

  
**CRISTITO A. ECO, CESO III**  
Assistant Regional Director  
Officer-In-Charge  
Office of the Regional Director

Encl.: As stated  
Reference: DM-OUHROD-2025-2831  
To be indicated in the Perpetual Index  
under the following subjects:

CLASSROOMS                      SCHOOLS                      TEACHERS

JRA/DTG/RM- FLEXIBILITY IN THE TIMELINE AND SCHEDULE ...  
033/October 17, 2025p



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Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION  
**RELEASED**  
CD 02HROD  
Oct 12, 2025  
HRDD-DM-2025-42  
By: R Malala 01:12



HRDD-DM-2025-42

**MEMORANDUM**  
**DM-OUHROD-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

Department of Education  
Regional Office VI  
Cebu, Iloilo City  
**RECEIVED**  
11-9-2025



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Effectivity	2021	Page	1 of 3



- 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 <sup>st</sup> Full-Period CO	During the 1 <sup>st</sup> or 2 <sup>nd</sup> Quarter (before and after the issuance of DM 039, s. 2025), up to the 3 <sup>rd</sup> Quarter of SY 2025-2026
2 <sup>nd</sup> Full-Period CO	During the 3 <sup>rd</sup> or 4 <sup>th</sup> 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**, 4<sup>th</sup> Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at [hrrod@deped.gov.ph](mailto:hrrod@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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Doc. Ref. Code	PAVMMF-018	Rev	00
Effectivity	09.20.21	Page	3 of 3

