



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

CID-2025- 0652

To : Asst. Schools Division Superintendent
 Chief Curriculum Implementation Division
 All Public School District Supervisors
 All Secondary Public School Heads
 All Elementary Public School Heads

Subject : **FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF CLASSROOM OBSERVATION FOR SY 2025 – 2026 UNDER DEPED MEMORANDUM NO. 089, S. 2025**

Date : October 16, 2025

Pursuant to Regional Memorandum HRDD-2025-261, re: *Information on the Flexibility in the Timeline and Schedule of Classroom Observation for School Year 2025–2026 under DepEd Memorandum No. 089, s. 2025*, this Office, through the Curriculum Implementation Division (CID), enjoins all school heads, both in the elementary and secondary levels, to adhere to the prescribed guidelines in the conduct of classroom observations for SY 2025–2026.

For further details on the aforementioned guidelines, please refer to the enclosures.

For your information and compliance.


JINKY B. FIRMAN PhD, CESO VI
 Schools Division Superintendent

RELEASED

OCT 16 2025

RECORDS SECTION SDO PANABO CITY
BY 

Enclosed: As stated
 CID/jey/ jbv

RECORDS



Republic of the Philippines
Department of Education
DAVAO REGION

120549

October 14, 2025

REGIONAL MEMORANDUM
HRDD-2025-261

INFORMATION ON THE FLEXIBILITY IN THE TIMELINE AND SCHEDULE OF
CLASSROOM OBSERVATION FOR SY 2025-2026 UNDER DEPED
MEMORANDUM NO. 089, S. 2025

To: Assistant Regional Director
Schools Division Superintendents

1. Herewith is DM-OUHROD-2025-2831 from the Bureau of Human Resource and Organizational Development on DM No. 089, s. 2025, providing additional guidance and clarification on provision concerning the classroom observation schedule.
2. For information relative to the schedules, refer to the enclosures.
3. Contact Bureau of Human Resource and Organizational Development through email at bhrod.hrdd@deped.gov.ph or (02) 8470-6630 for more information.
4. Immediate dissemination of this Memorandum is desired.

ALLAN G. TARNAZO
Director IV

Encl.: As stated
ROH5/mbt

DEPARTMENT OF EDUCATION ROI
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By: _____
Date: _____ Time: Oct. 15, 2025



DEPARTMENT OF EDUCATION
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CO-OUHRD
Oct 12, 2025
HRDD-DM-2025-42
By: R. Malate 01:12 pm



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT ROX

RECORDS SECTION

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13 OCT 2025

By: 1025120149

Date

Time

12:04

MEMORANDUM DM-OUHRD-2025-299

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

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:

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



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Effectivity	09.20.21	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 st Full-Period CO	During the 1 st or 2 nd Quarter (before and after the issuance of DM 089, s. 2025), 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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