



Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
SCHOOLS DIVISION OF BOHOL

**Office of the Schools
Division Superintendent**


October 20, 2025

DIVISION MEMORANDUM
NO. 725, 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
Division Chief Supervisors
Education Program Supervisors
Acting/ Public Schools District Supervisors
Elementary and Secondary Schools Heads
All Others Concerned*

1. This Office disseminates the Regional Memorandum No. 1048, s. 2025, titled **“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”** for information and guidance of all concerned.
2. Immediate dissemination and compliance with this Memorandum are hereby directed.


FAY C. LUAREZ EdD, PhD-TM, CESO VI
Schools Division Superintendent



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS



Office of the Regional Director

REGIONAL MEMORANDUM

No. **1048**, s. 2025

15 OCT 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
Assistant Schools Division Superintendents
All Others Concerned

1. Attached is DM-OUHROD-2025-2831 from Undersecretary Dr. Wilfredo E. Cabral 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.
2. This Memorandum is issued to provide additional guidance and clarification on provisions concerning the classroom observation schedule, considering that the release of DM No. 089, s. 2025 coincides with the conclusion of the Second Quarter of SY 2025-2026.
3. It contains provisions on the following:
 - 3.1 Flexibility in the schedule of classroom observation;
 - 3.2 Flexibility in the demonstration of Classroom Observable Indicators (COIs);
 - 3.3 Measure of timeliness for Classroom Observable Indicators (COIs) in the SY 2025-2026.
4. Immediate dissemination and compliance with this Memorandum are hereby directed.

SALUSTIANO T. JIMENEZ JD, EdD, CESO III
Director IV
Regional Director

STJ/FYA/CLMD/EBEJ/bca

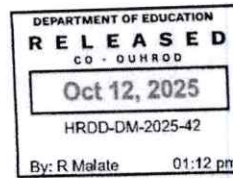


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DepEd Tayo Region VII

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Republika ng Pilipinas
Department of Education

**OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT**

**MEMORANDUM
DM-OUHROD-2025-2931**

**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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Doc. Ref. Code	PAWIM-F-018	Rev	00
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 (<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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Doc. Ref. Code	PAWIM-F-018	Rev	00
Effectivity	09.20.21	Page	3 of 3

