



Republic of the Philippines
Department of Education

REGION IV- A CALABARZON
CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

25 November 2025

DIVISION MEMORANDUM
No. **838** s. 2025

**REITERATION ON 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**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Heads, Public Elementary and Secondary Schools
Heads, Unit/Section
All Others Concerned

1. In reference to **DepEd Memorandum No. OUHROD-2025-2831**, titled **Flexibility in the Timeline and Schedule of Classroom Observations for School Year (SY) 2025-2026 under the Multi-Year Performance Management and Evaluation System (PMES) for Teachers** pursuant to **DepEd Memorandum (DM) No. 089, s. 2025**, this Office reiterates the provision on flexibility in the timeline and schedule of classroom observations for **School Year (SY) 2025-2026**.
2. In line with the implementation of the multi-year PMES, school heads and raters are reminded that the conduct of classroom observations shall be guided by the principles of flexibility, contextualization, and consideration of school circumstances. Adjustment in timeliness may be made to ensure the integrity, fairness, and developmental purpose of observation process.
3. The concerned School Governance and Operations Division (SGOD) Personnel and Office of the Schools Division Superintendent-Personnel Section are advised to monitor the implementation and ensure that all teachers are given support and guidance during the observation cycle. Observations may be scheduled in alignment with the school's academic calendar. Provided that all required observation reports are submitted within the agreed performance review.
4. KUMUSTAYABAS Teams should provide technical assistance and validation support to the SDOs in the implementation and monitoring of classroom observations under the Multi-Year PMES.
5. Attached is Regional Memorandum (RM) 849, s. 2025, for your reference.
6. Immediate dissemination of and strict compliance to this Memorandum is desired.

For:

CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

By:


EDWIN R. RODRIGUEZ, Ed.D.
Chief Education Supervisor-CID
Officer-in-Charge

Encl.: As stated

References: DepEd Memorandum No. OUHROD-2025-2831

DepEd Memorandum (DM) No. 089, s. 2025

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

PERFORMANCE MANAGEMENT

SGOD-reiteration on 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
SGOGSE73-003949/November 25, 2025



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



11 November 2025


Regional Memorandum
No. 849, s. 2025



**REITERATION ON 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**

**To: Schools Division Superintendents
Assistant Schools Division Superintendents
Chiefs, CID and SGOD
Public Schools District Supervisors and School Heads**

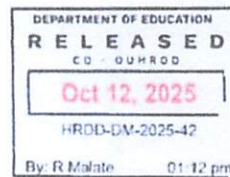
1. In reference to DepEd Memorandum No. OUHROD-2025-2831, titled "Flexibility in the Timeline and Schedule of Classroom Observations for School Year (SY) 2025-2026 under the Multi-year Performance Management and Evaluation System (PMES) for Teachers pursuant to DepEd Memorandum (DM) No. 089, s. 2025," this Office reiterates the provision on flexibility in the timeline and schedule of classroom observations for School Year (SY) 2025-2026.
2. In line with the implementation of the Multi-Year PMES, school heads and raters are reminded that the conduct of classroom observations shall be guided by the principles of flexibility, contextualization, and consideration of school circumstances. Adjustments in timeliness may be made to ensure the integrity, fairness, and developmental purpose of observation process.
3. School Division Offices (SDOs) are advised to monitor the implementation and ensure that all teachers are given adequate support and guidance during the observation cycle. Observations may be scheduled in alignment with the school's academic calendar. Provided that all required observation reports are submitted within the agreed performance review period.
4. The Regional and Division Field Technical Assistance Composite Team shall provide technical assistance and validation support to the SDOs in the implementation and monitoring of classroom observations under the Multi-Year PMES.
5. Please refer to the DepEd Memorandum for information and reference.

6. Immediate dissemination of and strict compliance with this Memorandum is directed.


ATTY. ALBERTO T. ESCOBARTE, CESO II

 Regional Director 

05/ROQ7

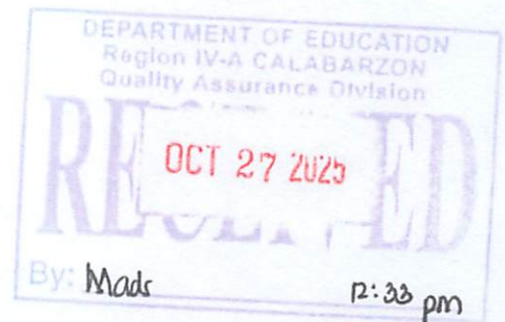


Republika ng Pilipinas
Department of Education

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:

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

- 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.

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OFFICE OF THE SECRETARY