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Republic of the Philippines
Department of Education
REGION I
SCHOOLS DIVISION OF VIGAN CITY

DIVISION MEMORANDUM

No. 017, s.2025

**DISSEMINATION OF GUIDELINES ON THE MULTI-YEAR PERFORMANCE
MANAGEMENT AND EVALUATION SYSTEM FOR TEACHERS
FROM SCHOOL YEARS 2025-2026 TO 2027-2028**

TO: Assistant Schools Division Superintendent
Public Elementary, Secondary and Integrated School Heads
All Others Concerned

1. In reference to Regional Memorandum No. 1396, s. 2025, titled "*Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from School Years 2025-2026 to 2027-2028*," this Office disseminates the said guidelines for the information and guidance of all concerned.
2. The Guidelines aims to streamline and simplify performance evaluation, ensuring uniformity and consistency across all schools in this division.
3. In connection to this, all school heads and raters are advised to familiarize themselves with the DepEd Memorandum No. 089, s. 2025 and its implementing guidelines, which can be accessed through this link: <https://tinyurl.com/DepEdMemo892025>.
4. The implementation of the guidelines shall commence in the First Quarter of School Year 2025-2026. However, flexibility in the timeline and scheduling of classroom observations shall be allowed due to the coinciding release of the memorandum with the Second Quarter of the current school year.
5. Classroom observations conducted during the First and Second Quarters of SY 2025-2026 prior to the issuance of the Regional Memorandum may be considered as the first full-period classroom observation, provided that:
 - The observation was conducted for a full-period session;
 - The Observation Notes Form was duly accomplished and signed by the observer; and
 - The conduct of the classroom observation was mutually agreed upon by both observer and teacher.
6. Attached is the Regional Memorandum No. 1396, s. 2025 for further reference.
7. For concerns or queries, please contact the Human Resource Development Division at hrdd.region1@deped.gov.ph.
8. Immediate dissemination of this Memorandum is desired.

Encl. As stated
Reference: Regional Memorandum No. 1396, s. 2025 **24 OCT 2025**

To be indicated in the Perpetual Index under the following subject:
EMPLOYEES PERFORMANCE

SGOD/HRD/pgt/DM_PMES20252028
October 23, 2025



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Republic of the Philippines
Department of Education
REGION I



REGIONAL MEMORANDUM

No. 1396 s. 2025

**GUIDELINES ON THE MULTI-YEAR PERFORMANCE MANAGEMENT AND
EVALUATION SYSTEM FOR TEACHERS FROM SCHOOL YEARS
2025-2026 TO 2027-2028**

To: Schools Division Superintendents
All Concerned Personnel

1. This Office, through the Human Resource Development Division (HRDD), disseminates the DepEd Memorandum 089, s. 2025, titled Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from School Years 2025-2026 to 2027-2028, which may be accessed through the following link: <https://tinyurl.com/DepEdMemo892025>.
2. The Memorandum establishes comprehensive guidelines for assessing and improving teacher performance over school years, thereby addressing the need for continuity and consistency in teachers' performance management and evaluation, pursuant to the PPST, while streamlining and simplifying the process and requirements involved. This Memorandum also marks the commencement of a new three-year cycle of teacher performance assessment, covering all 37 indicators under the PPST.
3. This Memorandum covers all teachers in public elementary and secondary schools, as well as community learning centers, including Alternative Learning Systems, Madrasah, Special Needs Education, and Special Science Teachers. It serves as a guide for the ratees, raters, approving authorities, and other stakeholders in managing and evaluating teachers' performance pursuant to the PPST.
4. The implementation of these guidelines shall begin in the first quarter of SY 2025-2026. However, since the release of this Memorandum coincides with the conclusion of Second Quarter of SY 2025-2026, flexibility shall be observed in the timeline and scheduling of classroom observations for the current school year.
5. Classroom observations conducted during the First Quarter and Second Quarter prior to the issuance of this Memorandum, 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

- c. The conduct of the classroom observation was agreed upon by the observer and the teacher.
6. Furthermore, the first full-period classroom observation may be conducted up to the Third Quarter of SY 2025-2026, while the second full-period classroom observation shall remain scheduled for conduct within the Third Quarter or Fourth Quarter of SY 2025-2026.
7. 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 this Memorandum shall be included and demonstrated in the second full-period classroom observation to be conducted in the Third and Fourth Quarters.
8. 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 this Memorandum 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.
9. For indicators scheduled both in the first and second full-period classroom observations, such as 1.1.2, 1.14.2, and 1.5.2, these shall be non-negotiable to be demonstrated in both classroom observation periods.
10. 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.
11. For concerns or queries, please contact the **Human Resource Development Division** at hrdd.region1@deped.gov.ph.
12. Immediate dissemination of this Memorandum is desired.



TOLENTINO G. AQUINO
Director IV

Encl.: As stated
Reference: As stated
To be indicated in the Perpetual Index
Under the following subjects:

EMPLOYEES

PERFORMANCE

HRDD/rrm/RM_PMES2025-2028
October 14, 2025



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