



Republic of the Philippines  
Department of Education  
Negros Island Region  
SCHOOLS DIVISION OF SAGAY CITY

October 20, 2025

**DIVISION MEMORANDUM**

No. 660, 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: Asst. Schools Division Superintendent  
Chief Education Supervisors – CID and SGOD  
Public Schools District Supervisors  
Public Secondary and Elementary School Heads  
All Others Concerned

1. Enclosed is Regional Memorandum No. 489, s. 2025 and Memorandum DM-OUHROD, 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 your reference.
2. Immediate and wide dissemination of this Memorandum is desired.

**DANNIE CLARK M. UGUIL**

Assistant Schools Division Superintendent  
Officer-In-Charge  
Office of the Schools Division Superintendent



Enclosure :RM 489 s. 2025  
Reference : RM 489 s. 2025  
Allotment : N/A  
No. of Pages: \_\_\_\_\_

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

*FN: Junmarl Alconga/HRD/SGOD*



Republic of the Philippines  
**Department of Education**  
NEGROS ISLAND REGION

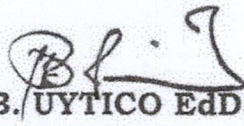
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**REGIONAL MEMORANDUM**  
No. 489, s. 2025

**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 Other Concerned

1. Attached is Memorandum DM-OUHROD-2025-22831 dated October 09, 2025 re: "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 Series of 2025" which is self-explanatory.
2. Immediate dissemination of and compliance with this Memorandum are desired.

  
**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Encl.: As stated  
Reference: As stated

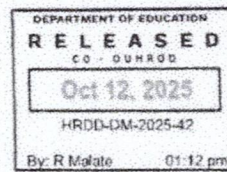
To be indicated in the Perpetual Index  
under the following subjects:

POLICY      CLASSROOM      PERFORMANCE      TEACHERS

ASD/PS/AGS/REGIONAL MEMO -dissemination- DM OUHROD 2025-2831-COs-PMES-Flexibility-schedule



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Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**  
**DM-OUHROD-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

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 <sup>st</sup> Full-Period CO	During the 1 <sup>st</sup> or 2 <sup>nd</sup> Quarter ( <i>before and after the issuance of DM 089, s. 2025</i> ), 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 [bhrod.hrdd@deped.gov.ph](mailto: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

