



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF CALBAYOG
P2, Hamorawon, Calbayog City, Western Samar

October 15, 2025

DIVISION MEMORANDUM
No. 514, s. 2025

**ORIENTATION ON THE EXPANDED CAREER PROGRESSION (ECP)
SYSTEM FOR ASSESSORS**

TO: Assistant Schools Division
Superintendent
Chief Education Supervisors
Education Program
Supervisors
Public Schools District
Supervisors Unit/Section
Heads
Public Elementary and Secondary School Heads
All Others Concerned

1. In reference to DepEd Order No. 024, s. 2025, "Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education and DepEd Order No. 034, s. 2025, Amendments and Clarifications to DepEd Order No. 24, s. 2025", this Office hereby announces the conduct of the Expanded Career Progression (ECP) Assessors' Orientation on October 20, 2025, at 1:00 PM, at the SDO Conference Hall.
2. This orientation aims to:
 - clarify the policy guidelines for consistency, and uphold fairness and adherence to merit and competency-based principles;
 - discuss documentary requirements, strengthen guidance on qualification standards (QS) and performance criteria; and
 - Enhance the reclassification and assessment process to ensure equitable opportunities for all qualified teachers and school heads.
3. All assessors listed in Annex A are required to attend the orientation to ensure a thorough understanding of the policy structure and professional growth opportunities for teachers and school heads. No proxies are allowed.



Address: P2 Brgy. Hamorawon, Calbayog City, Samar
Website: <https://calbayogcity.deped.gov.ph>
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4. The attached document, Annex A, contains the list of Sub-Committee Members assigned as ECP assessors for Classroom Observable Indicators (COI) and Non-Classroom Observable Indicators (NCOI).
5. Immediate dissemination of and strict compliance with this Memorandum are desired.



For:
MARGARITO A. CADAYONA, JR. PhD, CESO VI

Schools Division Superintendent

80 * 077 S. 2025



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ANNEX 1.0

Chairperson	Jun-Nilou D. Dulfo			
Members	Avelina P. Tupa, EdD			
	School Head or Chief of Division were the vacancy exist			
	Grace S. Pagunsan			
	Jennifer C. Alvarez			
	Sunshine Marjorie Ventures			
Secretariat	Asther Bachar			
	Rosalia Rivera			
	Hannah Gensis			
SUB-COMMITTEE FOR CLASSROOM OBSERVABLE INDICATORS (COI) AND NON-CLASSROOM OBSERVABLE INDICATORS (NCOI)				
COI & NCOI IN-CHAR	DR. RENATO S. CAGOMOC	CID Chief		
Processors				
Calbayog 1	Ricky S. Cano	Noemi Castante	Dr. Liza San Pedro	Nimfa Doroja
Calbayog 2	Lourdes L. Matan	Benedicto Merales	Dr. Myrna Pecayo	Dr. Jaime Sagayap
Calbayog 3	Noel E. Sagayap	Dr. Geraldine Sumbise	Rolando Lacbo	Blesildo Orquin
Calbayog 4	Arnold A. Jaraba	Ma. Teresa Simon	Dr. Rinalyn Beso	Dr. Fernando Medrina
Calbayog 5	Dr. Joy B. Saldana	Ester Siozon	Ma. Luz Murillo	Lindy Lou Ayong
Calbayog 6	Corie Senolos	Elbert Ongcal	Emelie O. Tarrayo	Michael Pernia
Oquendo 1	Joshua Sherwin T. Lim	Alma Caber	Romeo Castante	Dr. Bonifacio Pondang
Oquendo 2	Mercedita S. Garcia	Jose Abon	Luz T. Uy	Nova S. Gaspan
Oquendo 3	Nelson R. Bello	Reynaldo Bernales	Christopher Salino	Dr. Jaime Sagayap
Tinambacan 1	Dr. Josephine Gallardo	Nora G. Capetillo	Nelca Cababat	Dioleriano Y. Cacait
Tinambacan 2	Dr. Nelson R. Bello	Annabelle Yangzon	Dr. Milaner Oyo-a	Norman Sagayap
Tinambacan 3	Erwin L. Purcia	Teresa Villa	Dr. Virginia Millares	Dr. Lorna Ogawa