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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-293

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

- 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.

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