



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

Office of the Schools Division Superintendent

October 27, 2025

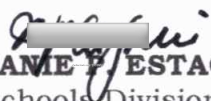
DIVISION MEMORANDUM

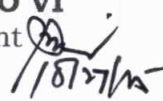
SGOD-2025- 704

To : Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
Public School Heads
Public School Teachers

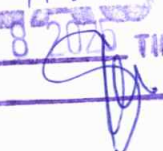
Subject: **RESULTS OF THE FY 2025 NATIONAL ASSESSMENT OF SCHOOL HEAD BATCH 1**

1. This is in reference to Regional Memorandum No. 015, s. 2025 dated October 23, 2025, signed by Allan G. Farnazo, Regional Director, re: **Results of the FY 2025 National Assessment of School Heads Batch 1**. Refer to the enclosures for complete details and information.
2. For inquiries, contact bhrod.hrdd@deped.gov.ph.
3. Immediate dissemination of this memorandum is desired.


MELANIE F. ESTACIO, PhD, CESO VI
Schools Division Superintendent


10/27/25

Enclosed: As stated.
SGOD/jsa

DepEd Schools Division of Digos City
RECORDS SECTION
RECEIVED
DATE: OCT 28 2025 TIME: 10:06 AM
BY: 



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170
| (082)553-8375

RECORDS

121174



Republic of the Philippines
Department of Education
DAVAO REGION



October 23, 2025

REGIONAL MEMORANDUM
NO. 015, s. 2025

RESULTS OF THE FY 2025 NATIONAL ASSESSMENT OF SCHOOL HEADS
BATCH 1

To: Assistant Regional Director
Schools Division Superintendents
Chiefs of Functional Divisions

1. Herewith is Memorandum No. 97, s. 2025 from the Human Resource and Organizational Development (BHROD) on the Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 1). Refer to the enclosures for complete details and information.
2. For inquiries, contact bhrod.hrdd@deped.gov.ph.
3. Immediate dissemination of this Memorandum is desired.

ALLAN G. FARNAZO
Director IV

Encl.: As stated
ROHS/mbt

References:
DepEd Order No. 24, s. 2020
DepEd Memorandum No. 69, s. 2025

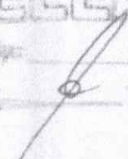
To be indicated in the Perpetual Index
Under the following subjects:

ASSESSMENT
BASIC EDUCATION
BUREAUS AND OFFICES
CRITERIA

OFFICIALS
PROMOTION
QUALIFICATIONS
SCHOOLS

DEPARTMENT OF EDUCATION - DAVAO
RECORDS SECTION

RELEASED

By:  Time: Oct. 24, 2025



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph





Republic of the Philippines
Department of Education

OCT 21 2025

DepEd MEMORANDUM
No. **097**, s. 2025

**RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS
FOR FISCAL YEAR 2025 (BATCH 1)**

To: Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public and Private Elementary and Secondary School Heads
Attached Agencies
All Others Concerned

1. The **National Assessment for School Heads (NASH)** is designed to evaluate the conceptual understanding and situational critical thinking skills of aspiring school leaders in Department of Education (DepEd) schools, aligned with the standards set forth by the Philippine Professional Standards for School Heads (PPSSH), as stipulated in DepEd Order (DO) No. 024, s. 2020, or the National Adoption and Implementation of the Philippine Professional Standards for School Heads. The assessment framework is guided by the Structure of the Observed Learning Outcome (SOLO) taxonomy to ensure a structured and standards-based evaluation of school leadership competencies.
2. As the **primary mechanism** for assessing competency and readiness, NASH serves as a **developmental assessment tool** designed to identify areas for improvement and support leadership growth. Its objectives include the following:
 - a. Increase the Department's pool of candidates to fill current and ongoing vacancies resulting from retirement, promotion, or other staffing needs;
 - b. Provide opportunities for head teachers (HTs) and assistant school principals (ASPs) affected by the implementation of the career progression for teachers to undergo the assessment;
 - c. Gather baseline information on the competency and learning needs of aspiring school leaders, which shall inform the design and implementation of targeted professional development programs by the National Educators Academy of the Philippines (NEAP); and
 - d. Assess and identify the learning and professional development needs of potential school heads for them to effectively perform their function as heads of schools.
3. With reference to DepEd Memorandum No. 069, s. 2025 titled Administration of the National Assessment for School Heads for Fiscal Year (FY) 2025, DepEd, through the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD), successfully facilitated the administration of

Batch 1 of the **FY 2025 NASH** on September 14, 2025, using the DepEd Learning Management System (LMS) as the online platform across 42 assessment sites nationwide. Out of 11,385 takers, 11,308 (99.32%) were able to complete the assessment.

4. Following the successful administration of the FY2025 NASH, the responses were evaluated and analyzed. **In determining the scores of the FY2025 NASH takers, a quantitative analysis** was conducted using the **Ordinal Partial Credit Model**, which applied a **multi-level scoring approach**. The scoring methodology is presented below:

- a. **Item Level:** Each response was scored on a 0-3 scale, where 0 = incorrect and 3 = most correct. This scale reflects varying levels of performance, ensuring that partial understanding and higher-quality answers are both recognized;
- b. **Indicator Level:** The total score for each indicator was calculated, standardized using z-statistics to ensure comparability, and subsequently converted to a scale of 1-100 for easy interpretation and comparison;
- c. **Domain Level:** Scores were obtained by calculating a weighted average of the z-scores of all indicators within each domain, with weights determined by dividing 100 by the total number of indicators. The total weighted average was then transformed to a 1 to 100 scale; and
- d. **NASH Overall Score:** Derived by calculating a weighted average of the z-scores of all domains, normalized to a 1 to 100 scale.

This approach ensures that the **overall score is readily interpretable and affords a thorough evaluation of each examinee's performance across both the indicator and domain levels.**

5. The Overall Score and the Domain Scores were considered in determining the Competency Level of the FY2025 NASH Batch 1 takers, details as follows:

COMPETENCY LEVEL	CRITERIA	NO. OF TAKERS	STATUS
Meeting PPSSH standards in 4 domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least 4 domains	2,899 (25.6%)	Prospective candidates to entry-level school principal position subject to assessment and evaluation of the prescribed qualification standards.
Meeting PPSSH standards in 3 domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least 3 domains	1,509 (13.3%)	Prospective candidates to entry-level school principal position subject to assessment and evaluation of the prescribed qualification standards but must participate in a targeted development program addressing at least one area identified for improvement within three months upon appointment.

With Developmental Areas	With a score of 65 or higher in the overall rating but received above 65 in specific rating in fewer than 3 domains	6,900 (61.0%)	Must undertake Professional Development Interventions (PDI) facilitated by NEAP or an authorized external service provider, focusing on the PPSSH Domain identified for Development.
	With a score of below 65 in the overall rating		Must have completed the PDI and relevant Work Application Plan duly certified by the schools division superintendent (SDS) to be considered as a prospective candidate for an entry-level School Principal I position, subject to assessment and evaluation of the prescribed qualification standards.

6. Relative to the provision in **item 34.c of DO 24, s. 2025** titled Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education, which regards incumbent HTs and ASPs as on-stream candidates for the School Administration Career Line under the Expanded Career Progression System during the three-year transition period, HTs and ASPs whose competency level is **With Developmental Areas may opt to take** the FY 2025 NASH-Batch 2.

7. The Human Resource Development unit under the School Governance and Operations Division of the schools division office (SDO) shall actively monitor and ensure the progress of prospective candidates as follows:

- a. **Competency level meeting three domains of the PPSSH.** They shall be given online courses through an eLearning platform to be provided by the Central Office. Upon completion of the online course, each candidate is required to submit relevant outputs—such as action plans, school improvement initiatives, or instructional leadership activities—that directly address their identified area for improvement. These outputs shall be reviewed and evaluated by the SDS to assess the effectiveness of the intervention and provide appropriate feedback. Detailed guidelines will be issued through a separate memorandum; and
- b. **Competency Level with Development Areas.** The guidelines and implementation details of the **PDI** based on their competency level shall be issued separately by NEAP, through its Professional Development Division (PDD).

8. Upon the release of this memorandum, all FY 2025 NASH Batch 1 takers will be able to access their **Individual Certificate of Rating (ICR)** through the **DepEd-LMS** using the account they registered with during the assessment. To ensure accurate ICR data, takers are advised to update the following details in the DepEd-LMS:



- a. **User Role** - Change to **NASH Taker**.
- b. **Schools Division Office** - Select the correct SDO from the dropdown list; and
- c. **NASH Examinee Number** - Enter the Examinee Code/Number provided by your respective region.

9. Meanwhile, the **Individual Development Report (IDR)** of all FY 2025 NASH Batch 1 takers will be sent directly to their official DepEd email address. The IDR provides a summary of the taker's strengths, areas for improvement, and recommended developmental interventions. Thus, NASH takers who fall under the competency levels of **Meeting PPSSH standards in three domains** and **With Developmental Areas** are advised to refer to their IDR for guidance on the required developmental interventions.

10. The list of **Regional Top Performers** is provided in the enclosure, while the **master list of all the FY 2025 NASH Batch 1 takers per region** will be transmitted to their respective regional offices (ROs) through the HRDD. The issuance of a memorandum containing the said list shall be at the discretion of each RO, in accordance with their internal protocols and communication procedures, and subject to applicable data privacy laws, rules, and regulations.

11. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division**, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at bhrod.hrd@deped.gov.ph.

12. Immediate dissemination of this Memorandum is desired.

By Authority of the Secretary:



WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational
Development

References:

DepEd Order (Nos. 024, s. 2025 and 024, s. 2020)
DepEd Memorandum No. 069, s. 2025

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

ASSESSMENT
BASIC EDUCATION
BUREAUS AND OFFICES
CRITERIA

OFFICIALS
PROMOTION
QUALIFICATIONS
SCHOOLS



REGIONAL TOP PERFORMERS

FY 2025 Batch 1

REGION XI - DAVAO

Schools Division	Examinee Code	Name
Davao City	2025A-11-0075	BETE, JED INTONG
Davao City	2025A-11-0071	BENALET, CARL EDWARD CASTRINOBO
Davao Oriental	2025A-11-0086	BUCAG, ANA LOU OMBAGOAN
Panabo City	2025A-11-0380	PAMUGAS, EDGARDO III DELOS SANTOS
Tagum City	2025A-11-0125	CATIGARA, LUZVIMINDA CORPUZ
Davao Del Sur	2025A-11-0197	FERNANDEZ, CHONA DIGAMO
Davao De Oro	2025A-11-0193	ESTRADA, CYRIL GUARIN
Davao Oriental	2025A-11-0469	TABALBA, MERLO VERINO
Davao Del Sur	2025A-11-0153	DAYA, FRANCIS MAYE ORTIZ
Davao De Oro	2025A-11-0308	MAHINAY, GRETCHEN MARIE VALERIO
Davao City	2025A-11-0090	BUSANO, JEZELL JANE ADLAWAN
Davao Del Norte	2025A-11-0210	GENOVIA, GUIA LIMOS
Panabo City	2025A-11-0055	BALATERO, MARIA FE TULAYAN
Mati City	2025A-11-0114	CANONIO, HAROLD CABILAR
Island Garden City Of S	2025A-11-0241	IBOT, SHERNEL A.
Davao City	2025A-11-0377	PALERMO, RUSTOM ESQUIBEL
Davao Oriental	2025A-11-0386	PINALAS, REINA WENICA MATANGCAS
Davao Oriental	2025A-11-0277	LEONES, RONICK JHUN MANGARON
Davao Del Norte	2025A-11-0154	DAYAGANON, LYNELLE JOY TEJADA
Davao Oriental	2025A-11-0395	PEQUIRO, RYAN NIODA
Davao De Oro	2025A-11-0013	ALGABRE, ELSA LLANTO
Davao Del Norte	2025A-11-0057	BALDONADO, DEXTER DE CELIS
Davao Del Norte	2025A-11-0136	CORTES, JULIE ANN LAGURIN
Davao City	2025A-11-0476	TAMPUS, MA. GLORIA MUANA

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