



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

Office of the Schools Division Superintendent

July 8, 2026

DIVISION MEMORANDUM

SGOD-2026-777

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

Subject: **Official Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 2)**

1. This is in reference to Regional Memorandum HRDD- 2026-132 dated July 6, 2026 signed by Maria Ines C. Asuncion, Director IV, re: **Official Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 2)**.
2. Upon receipt of the official data from the Regional Office, the individual results—together with the corresponding competency levels of the examinees—shall be securely transmitted by this Office to the respective schools/ Offices concerned. To ensure the confidentiality of personal and professional data, the distribution of these results shall be done in strict compliance with the provisions of the Data Privacy Act.
3. Relevant details and information are provided in the enclosures.
4. Immediate dissemination of this Memorandum is desired.

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

For and in the absence of the
Schools Division Superintendent


PETER JASON C. SENARILLOS
Senior Education Program Specialist
Officer In-Charge

JepEd Schools Division of Digos City,
RECORDS SECTION
RELEASED
74-0976999
DATE: 09 JUL 2026 TIME: 10:38a
BY: 
Enclosed: As stated in
SGOD/jsa



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Republic of the Philippines
Department of Education
 DAVAO REGION



July 6, 2026

REGIONAL MEMORANDUM
 HRDD-2026-132

OFFICIAL RESULTS OF THE NATIONAL ASSESSMENT FOR
 SCHOOL HEADS FOR FISCAL YEAR 2025 (BATCH 2)

To: Assistant Regional Director
 Schools Division Superintendents

1. This has reference to DM No. 044 s. 2026 dated July 04, 2026 titled Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 2). For further details refer to the enclosures.
2. The results, together with the other relevant information, including the list of examinees and their corresponding competency levels, shall be will be transmitted to the Schools Division Offices for their reference, in compliance with the provision of the Data Privacy Act.
3. Immediate dissemination of this Memorandum is desired.

MARIA INES CLASUNCION
 Director IV

Encl.: As Stated.
 ROH2/ibd

DEPARTMENT OF EDUCATION RO:
 RECORDS SECTION
RELEASED

By: _____
 Date: _____ Time: 12:08, 2026



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Republic of the Philippines
Department of Education

JUL 04 2026

DepEd MEMORANDUM
No. 044, s. 2026

**RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS
FOR FISCAL YEAR 2025 (BATCH 2)**

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 the 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 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 taxonomy to ensure a structured and standards-based evaluation of school leadership competencies.

2. As the **primary mechanism** for assessing competency and readiness, the **NASH** serves as a **developmental assessment tool** designed to identify areas for improvement and support leadership growth. Its objectives include the following:

- a. Increase DepEd's pool of candidates to fill current and ongoing vacancies resulting from retirement, promotion, or other staffing needs;
- b. Provide opportunities for head teachers and assistant school principals 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 functions as heads of schools.

3. Pursuant to DepEd Memorandum No. 069, s. 2025, titled Administration of the National Assessment for School Heads for Fiscal Year (FY) 2025, and Human Resources and Organizational Development and Infrastructure (HRODI) Strand Memorandum No. DM-OUHROD-2025-3318 dated November 17, 2025, titled Updates and Instructions on the Administration of the FY 2025 National Assessment for School Heads (NASH) - Batch

2, the Department, through the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD), administered the FY 2025 NASH Batch 2 on May 17, 2026.

The assessment was conducted simultaneously at **65 assessment sites nationwide** through the DepEd Learning Management System (LMS) using a secure, locked-down testing environment. Of the 23,994 registered assessment takers included in the official list, 23,848 (99.39%) successfully completed the assessment.

4. Following this, the collected responses were processed and analyzed. Consistent with the methodology used in the FY 2025 NASH (Batch 1), **examinees' scores were determined through a quantitative analysis** 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 for 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 NASH takers, details of which are as follows:

Competency Level	Criteria	No. of Takers	Status
Meeting PPSSH standards in four domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least four (4) domains	6,180 (25.91%)	Prospective candidates for entry-level school principal positions, subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines.

COMPETENCY LEVEL	CRITERIA	NO. OF TAKERS	STATUS
Meeting PPSSH standards in three domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least three (3) domains	2,591 (10.86%)	Prospective candidates for entry-level school principal positions subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines. However, participation in a Targeted Development Program (TDP) facilitated by NEAP, addressing at least one identified area for improvement, is required within three months of appointment.
With Developmental Areas	With a score of 65 or higher in the overall rating but received above 65 in the specific ratings in fewer than three (3) domains or With a score of below 65 in the overall rating	15,077 (63.22%)	Must undertake Professional Development Interventions (PDI) facilitated by NEAP, focusing on the PPSSH Domain identified for Development. Must have completed the PDI and relevant Work Application Plan (WAP) duly certified by the Schools Division Superintendent (SDS) to be considered as prospective candidate to an entry-level School Principal I position, subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines.

6. The guidelines, procedures, and implementation details for the **TDP** for aspiring school heads who meet the three domains of the PPSSH, as well as the **PDI** for those with Development Areas, shall be issued separately by the NEAP. These shall include the scope, modality, duration, monitoring mechanisms, timelines, and other relevant provisions necessary to support the professional growth and competency development of aspiring school leaders.

To ensure effective implementation of the developmental intervention, the Human Resource Development (HRD) unit under the School Governance and Operations

Division (SGOD) of the Schools Division Office (SDO) shall monitor the participation, completion, and progress of the TDP and PDI participants within their respective divisions and provide the necessary technical assistance and documentation support.

7. The **Individual Certificate of Rating (ICOR)** for FY 2025 NASH Batch 2 participants shall be available through the DepEd LMS using the same account registered during the assessment.

To ensure the correct position title is reflected in the ICOR, participants should, upon logging in, go to their profile section and update the position field by selecting the appropriate title from the dropdown. Other profile details cannot be edited, as these are based on official data from the regions. If corrections are needed, concerned participants are requested to accomplish the online form via this link:

<https://unyard.com/NASHB2-concerns>.

8. The list of **Regional Top Performers** is provided in the enclosure, while the **master list of all the FY 2025 NASH Batch 2 takers per region** will be transmitted to their respective regional offices (ROs) through the BHROD-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.

9. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division** through email at bhrod.hrdd@deped.gov.ph.

10. Immediate dissemination of this Memorandum is desired.

By Authority of the Secretary:

WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development
and Infrastructure



Encl.:

As stated

References:

DepEd Order (No. 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

PROGRAMS
PROMOTION
QUALIFICATIONS
SCHOOLS
TEACHERS

FY 2025 National Assessment for SchoolHeads (NASH)
Official List of Batch 2 Takers and Results
Region 11 Summary per SDO

Schools Division Office	No. of Takers	Meeting PPSSH standards in 4	Meeting PPSSH standards in 3	With Developmental
Davao City	263	47	23	193
Davao De Oro	167	28	13	126
Davao Del Norte	73	5	6	62
Davao Del Sur	173	30	19	124
Davao Occidental	112	14	14	84
Davao Oriental	114	18	11	85
Digos City	24	7	3	14
Igacos	22	1	2	19
Mati City	54	11	6	37
Panabo City	70	8	14	48
Tagum City	32	5	5	22
Grand Total	1104	174	116	814