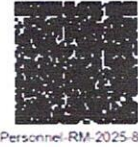


Republic of the Philippines  
Department of Education  
REGION IV-A CALABARZON



14 November 2025

Regional Memorandum  
No. 862, s. 2025

**ONLINE CHECKPOINT MEETING ON THE IMPLEMENTATION  
OF THE EXPANDED CAREER PROGRESSION (ECP) SYSTEM**

To **Schools Division Superintendents  
All Others Concerned**

1. Enclosed is a copy of MEMORANDUM DM-OUHROD-2025-3167 dated November 7, 2025 signed by **USec. WILFREDO E. CABRAL**, Undersecretary, Human Resource and Organizational Development, DepEd Central Office, Meralco Ave., Pasig City, titled **"Online Checkpoint Meeting on the Implementation of the Expanded Career Progression (ECP) System,"** which is self-explanatory.
2. In view thereof, the BHROD-HRDD will conduct an online checkpoint meeting on November 20, 2025 from 8:00 a.m. to 12:00 noon via MS Teams.
3. Intended participants may join through the link: <https://tinyurl.com/CHECKPOINTMEETINGECP2025>.
4. For more information and further clarifications, you may contact the BHROD-HRDD through Mr. Raymond C. Oplado at (02) 8470-6630 or via email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).
5. For information and guidance.

  
**ATTY. ALBERTO T. ESCOBARTE, CESO II**  
Regional Director

Incl.: As stated

  
08C/ROA/P1



Address: Gate 2, Karangalan Village, Cainta, Rizal  
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ORD-UM01-2025-838

Republika ng Pilipinas


# Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

## MEMORANDUM

DM-OUHROD-2025- 3167

TO : REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS  
ALL OTHERS CONCERNED

FROM :   
WILFREDO E. CABRAL  
Undersecretary  
Human Resource and Organizational Development

SUBJECT : ONLINE CHECKPOINT MEETING ON THE  
IMPLEMENTATION OF THE EXPANDED CAREER  
PROGRESSION (ECP) SYSTEM

DATE : November 07, 2025

In line with the issuance of DepEd Order No. 024, s. 2025 titled, 'Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education,' and its subsequent amendment under DepEd No. 034, s. 2025, titled "Amendments and Clarifications to DepEd Order No. 024, s. 2025," the Bureau of Human Resource and Organizational Development, through the Human Resource Development Division (BHROD-HRDD), will conduct an **online checkpoint meeting** on **November 20, 2025** from **8:00 A.M. to 12:00 P.M.** via **MS Teams**.

This activity primarily serves as a platform for alignment and dialogue with Regional and Division Human Resource Management Officers (HRMOs) and Teacher Credentials Evaluators (TCEs) to gather feedback, review implementation progress and address key issues concerning the ECP System. Specifically, it aims to:

- **Provide Clarity** on the salient provisions of the DepEd Order Nos. 024 and 034, s. 2025, Frequently Asked Questions, ECP Toolkit pursuant to Executive Order No. 174, s. 2022, its Implementing Rules and Regulations (IRR), and DBM-DepEd Joint Circular No. 01, s. 2025.
- **Provide operational guidance and strengthen** the capacity of HRMOs and TCEs to effectively manage, monitor, and support the implementation of the ECP system in their respective levels; and
- **Provide a venue for feedback and consultation** to identify challenges, share good practices, and align strategies for smooth implementation of the ECP system.



In this regard, all Regional Directors and Schools Division Superintendents are hereby directed to allow an interrupted participation of all division and regional HRMOs and TCEs on the abovementioned meeting.

Their participation and insights are essential to guarantee effective and consistent implementation of the ECP System across all governance levels. Intended participants may join through the link: <https://tinyurl.com/CHECKPOINTMEETINGECP2025>

For more information and further clarifications, you may contact the **BHROD-HRDD** through **Mr. Raymond C. Oplado** at telephone no. (02) 8470-6630 or email address at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

For your information and guidance.

Thank you.

## ANNEX A – INDICATIVE PROGRAM OF ACTIVITIES

### ONLINE CHECKPOINT MEETING WITH REGIONAL AND DIVISION HRMOs AND TCEs ON THE IMPLEMENTATION OF EXPANDED CAREER PROGRESSION SYSTEM

November 20, 2025 | 8:00 AM – 12:00 PM

Microsoft Teams

TIME	DURATION	ACTIVITY/SESSION	PERSON IN-CHARGE
8:00 – 8:30 AM	30 minutes	<b>Opening Program</b> <ul style="list-style-type: none"> <li>National Anthem</li> <li>Opening Prayer</li> <li>Acknowledgement of Participants</li> </ul>	Program Management Team (PMT)
		Opening Message	<b>Wilfredo E. Cabral</b> <i>Undersecretary for Human Resource and Organizational Development</i>
8:30 – 8:40 AM	10 minutes	Statement of Purpose	<b>Cecille A. Anyayahan</b> <i>Project Development Officer V, BHROD-HRDD</i>
8:40 – 9:30 AM	50 minutes	<b>Session I:</b> <i>Salient Features of DepEd Order No. 34, s. 2025</i>	<b>Raymond C. Oplado</b> <i>Project Development Officer III, BHROD-HRDD</i>
9:30 – 10:00 AM	30 minutes	<b>Session II:</b> Frequently Asked Questions (FAQs) and Toolkit on the Expanded Career Progression System for Public School Teachers based on DepEd Order No. 024, s. 2025	<b>Marikka P. Mampusti</b> <i>Project Development Officer III, BHROD-HRDD</i>
10:00 – 10:15 PM	15 minutes	<b>HEALTH BREAK</b>	
10:15 AM – 10:45 AM	30 minutes	<b>Session III:</b> Monitoring Tools and Updates on Reclassification	<b>Raymond C. Oplado</b> <i>Project Development Officer III, BHROD-HRDD</i>
10:45 – 11:35 AM	50 minutes	<b>Discussion on Implementation Feedback and Consultation</b>	<b>BHROD-HRDD</b>
11:35 – 12:00 NN	25 minutes	<b>Closing Program:</b> <ul style="list-style-type: none"> <li>Ways Forward</li> </ul>	<b>Cecille A. Anyayahan</b> <i>Project Development Officer V, BHROD-HRDD</i>
		<ul style="list-style-type: none"> <li>Closing Remarks</li> </ul>	<b>Dexter N. Pante</b> <i>Project Development Officer V</i>

			Officer-in-Charge, Office of the Director III Bureau of Human Resource and Organizational Development
		• Evaluation	Program Management Team (PMT)

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