



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



27 October 2025

Regional Memorandum
No. 813, s. 2025

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

To **All Schools Division Superintendents**

1. With reference to DM No. 097, s. 2025, titled **Results of the National Assessment for Fiscal Year 2025 (Batch 1)**, this Office, through the Human Resource Development Division (HRDD), releases **master list** of the FY 2025 NASH Batch 1 takers per Schools Division Office (SDO). The master list will be emailed to the Schools Division Superintendents (SDSs) email address, with a copy furnished to the SDO NASH focal persons. Strict compliance with and adherence to data privacy laws, rules, and regulations is mandatory in disseminating this information to the concerned NASH Batch 1 takers.
2. This Office draws attention to paragraphs **5, 6 and 7 of DM No. 097, s. 2025**, for SDOs to utilize in providing technical assistance to their prospective candidates. Please see attached the mentioned DepEd Memorandum.
3. This Office also congratulates the Regional Top Performers of the SDOs for conscientious efforts in extending help and providing technical assistance to their respective NASH Takers.
4. Immediate and wide dissemination of this Memorandum is earnestly desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

06/ROH3-H1



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.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 With a score of below 65 in the overall rating	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. 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:

2



- 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.hrdd@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 IVA - CALABARZON

Schools Division	Examinee Code	Name
Batangas	2025A-04-0558	PATUPAT, GLENN CUSTODIO
Batangas	2025A-04-0476	JAVIER, ROSELIE BALMES
Dasmariñas City	2025A-04-0086	PINEDA, PRUDENCIO II DE LOS SANTOS
Dasmariñas City	2025A-04-0022	CALIMAG, RUDOLF CANCERAN
Dasmariñas City	2025A-04-0059	LAYUGAN, ELIZA BARRETTO
Dasmariñas City	2025A-04-0108	TANEO, ANECITA DIEGO
Batangas	2025A-04-0506	MAGNAYE, LERMA CANTOS
Dasmariñas City	2025A-04-0106	SOL, JOAN SILLA
Batangas	2025A-04-0498	MACALALAD, MARY ANN SAGARAL
Batangas	2025A-04-0409	CLEOFE, EDEN ENDAYA
Dasmariñas City	2025A-04-0098	SACAY, ADELA PAILAGO
Dasmariñas City	2025A-04-0090	RAMOS, ARACELI ARELLANO
Tanauan City	2025A-04-0379	BRIONES, VILMA MALIJAN
Imus City	2025A-04-0032	DANCEL, DARL FERHEN MANALO
Quezon	2025A-04-0848	MAGNAYE, JAYSON ALVAREZ
San Pablo City	2025A-04-0188	DIMAANO, JOHN ROLDAN CALALO
Tanauan City	2025A-04-0370	BELEN, JASMINE TOLENTINO
Quezon	2025A-04-0823	GOMEZ, BABETH DE RAMOS
Laguna	2025A-04-0322	VILLANUEVA, ROMNEILEE MORENO
Calamba City	2025A-04-0240	MANAIG, DING SHERYL ANNE ZOTOMAYOR
Dasmariñas City	2025A-04-0104	SEÑA, MARIA LOURDES MANON-OG
Calamba City	2025A-04-0214	GAYLA, LORNA VILLAGONZALO
Quezon	2025A-04-0945	VILLARE, ARVIN ASIA
Batangas	2025A-04-0491	LUGATOC, LIBERTY VILLANUEVA
Calamba City	2025A-04-0204	FERNANDO, HEIDEE GALIZA
Batangas	2025A-04-0424	DE MESA, MELINDA DE CHAVEZ
Dasmariñas City	2025A-04-0083	PENALES, MARIAN SUBARBA
Imus City	2025A-04-0062	LOMEDA, MARIA ELENA DONES
Rizal	2025A-04-0646	CENIZA, ALBERT JOSEPH GIRON
Quezon	2025A-04-0900	RABY, REY MARK ROBLES
Rizal	2025A-04-0662	FLORES, RYZZA LYN SOLARES
Calamba City	2025A-04-0246	MAQUEDA, EVALYN CULUBONG
Quezon	2025A-04-0798	DEL ROSARIO, ERWIN PEREZ
Rizal	2025A-04-0713	SAN PABLO, MA. CRISTINA MESIAS
Quezon	2025A-04-0782	CERIA, ANNA KATHRINA CANTOS
Cavite	2025A-04-0056	LABIANO, MELINDA
Quezon	2025A-04-0834	ISAGUNDE, JETHRON JUNTREAL
Cavite	2025A-04-0079	OBAR, CONRADO JR. DIMAPILIS
San Pedro City	2025A-04-0121	ABAS, NIA MANZANARES
Lipa City	2025A-04-0535	MISSION, MAGNOLIA SILVA
Cabuyao City	2025A-04-0185	DERRACO, MARIA CRISTINA OGOY



REGIONAL TOP PERFORMERS FY 2025 Batch 1

REGION IVA - CALABARZON

Schools Division	Examinee Code	Name
Cavite	2025A-04-0037	DEYMOS, EMMA BERTIS
Quezon	2025A-04-0761	BUMANGLAG, ROBERTA RAE COLOMA
Lucena City	2025A-04-0873	OESTAR, JENNIFER MAGBOO
Quezon	2025A-04-0796	DEJAN, CARLO BRIOSO
Batangas City	2025A-04-0534	MILLAR, GIEZL CUETO
Batangas	2025A-04-0336	ACAR, LEA LABANON
Lucena City	2025A-04-0762	BUSTAMANTE, SHERIN DALAWAMPO
Lucena City	2025A-04-0756	BERNABE, MARCK ANDRO ESTORAS
Calamba City	2025A-04-0262	NAPIZA, ALLAN JAY DE LIMA
Lipa City	2025A-04-0425	DE SILVA, NYMPHA MASILANG
Quezon	2025A-04-0881	PANOSO, JENETTE MURILLO
Batangas	2025A-04-0465	HARINA, CEDRIC LARA
Lipa City	2025A-04-0344	ANGELES, JOSEPH AGUILAR
Tayabas City	2025A-04-0876	OLANDES, BABY LYN TOLENTINO
General Trias	2025A-04-0096	RONQUILLO, JANICE B.
Binan City	2025A-04-0224	JAQUE, GREG PRECHING
Tanauan City	2025A-04-0557	PARRA, GINA ZABAL
Quezon	2025A-04-0926	TANIEGRA, FRANZEN MANALANG
Batangas City	2025A-04-0449	FIDEL, MHADELYN CLARETE
Laguna	2025A-04-0156	CASTILLA, CHUCK LANGAS
Cavite	2025A-04-0061	LLAGAS, WENDELYN REYES
Calamba City	2025A-04-0215	GECOLEA, CINCY MERLY BELARO
Lipa City	2025A-04-0405	CATAPANG, JULIE PALICPIC
Batangas	2025A-04-0603	VIDAL, LEONIDES MENDOZA
Rizal	2025A-04-0721	TERAÑA, ERIZZA DELA ROSA
Rizal	2025A-04-0613	ALTAREJOS, JUANITO ROBLES
Binan City	2025A-04-0280	PELINO, ESTELA SALGADO
Calamba City	2025A-04-0193	DUEÑOS, MARIO JR CASIPIT
Quezon	2025A-04-0846	MADRIGAL, WILHELMINA TENA
Batangas	2025A-04-0519	MANIBO, APOLINARIO BAUTISTA
Quezon	2025A-04-0745	ARELLANO, JAYSON APOIN
Quezon	2025A-04-0847	MAGADIA, METUSHELLA LAMPUS
Rizal	2025A-04-0698	PENDON, JUVY-MAY
Rizal	2025A-04-0624	BACHICHA, JULIUS PANTALEON
Laguna	2025A-04-0270	PAGALANAN, ALICIA SILVA
Tayabas City	2025A-04-0728	ABARICIA, GIRLIE GREGANA
Rizal	2025A-04-0709	SACRAMENTO, CHRISTIAN JAMES ANITO
Quezon	2025A-04-0889	PERMEJO, MICHAEL MANALO
Quezon	2025A-04-0748	AYALA, CZARIZA MARIEL MOJARES
Sta Rosa City	2025A-04-0293	RANCES, LIDA MARANAN
Calamba City	2025A-04-0222	HERNANDEZ, HEARTHY FERIAS



REGIONAL TOP PERFORMERS FY 2025 Batch 1

REGION IVA - CALABARZON

Schools Division	Examinee Code	Name
Tayabas City	2025A-04-0776	CAPISTRANO, ALDWIN VILLANUEVA
Batangas	2025A-04-0461	GUPO, LEA GUNDAY
Quezon	2025A-04-0759	BUENO, ZALDY ORDIALES
Lipa City	2025A-04-0349	ARANDA, CHERRY L REYES
Batangas	2025A-04-0496	LUNA, GRACE MANGUIAT
Batangas	2025A-04-0598	TUMBAGA, RONA ANZALDO
Batangas	2025A-04-0366	BASIT, JERICO ROVEL MENDOZA
Sto. Tomas City	2025A-04-0509	MAGPANTAY, MARY JANE P
Cavite City	2025A-04-0093	REYES, DENNIES EMELO
Rizal	2025A-04-0720	TEODORO, JERICK DE LEON
Laguna	2025A-04-0164	CORTEZANO, RONALD R.
Lipa City	2025A-04-0531	MERCADO, RONIE LLANES
Batangas	2025A-04-0543	OCAMPO, KAYCEE LAMANO
Quezon	2025A-04-0812	FOLLERO, MARY JOY CAMPILLOS
Laguna	2025A-04-0236	MACALOS, ROSALIE DE JESUS
Quezon	2025A-04-0746	ASILO, GERWIN MARASIGAN
Quezon	2025A-04-0916	SALAS, JERWIN DOBLIN
San Pedro City	2025A-04-0220	GUMABAY, RUSELA CUREG
Batangas	2025A-04-0400	CARURUCAN, ELENA CASTILLO
Batangas	2025A-04-0431	DERAIN, SUSARA MARZO
Antipolo City	2025A-04-0679	LOZANO, REYNALDO JR. PAMOR
Batangas	2025A-04-0333	ABREU, JOEL DE TORRES
General Trias	2025A-04-0051	GARCIA, SHIRLEY GUERRERO
Batangas	2025A-04-0440	ELAMPARO, DONATA BORBON
Quezon	2025A-04-0784	CORONACION, ANNIE ANGUELO
Cavite	2025A-04-0112	TRINIDAD, ANALESA VICEDO

[Handwritten signature]