



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF PAMPANGA

February 11, 2026

DIVISION MEMORANDUM
No. 107, s. 2026

CONDUCT OF COMPETENCY MAPPING FOR HUMAN RESOURCE MERIT PROMOTION AND SELECTION BOARD (HRMPSB) SUB-COMMITTEES AND ASSESSORS ON INITIAL VALIDATION AND PPST-BASED ASSESSMENT

To: Assistant Schools Division Superintendents
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. In preparation for the Development of Resource Package for the Conduct of the Division Human Resource Merit Promotion and Selection Board (HRMPSB) Sub-Committees/Assessors Training: Enhancing Competencies on the Initial Validation and PPST Assessment, the Schools Division Office will conduct a competency mapping activity.
2. This activity aims to gather field-based inputs and experiences related to the conduct of Initial Validation, ECP Validation, reclassification, and PPST-based assessment of teacher applicants, particularly in light of the implementation of DepEd Order No. 20, s. 2024 titled *Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions* and DepEd Order No. 24, s. 2025 known as the *Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education*.
3. The participants in the accomplishment of the competency mapping form are the HRMPSB Sub-Committees and Assessors during the last year's conduct of the Expanded Career Progression (ECP) for Public School Teachers' validation and assessment.
4. The information to be gathered will be used solely for training design and resource package development, and not for evaluative or audit purposes. Responses will help identify common challenges and priority competency areas that are responsive and aligned with field realities that will inform the content, focus, and methodology of the upcoming HRMPSB Sub-Committees/Assessors Training.
5. There are no right or wrong answers. Participants are requested to reflect on their actual experiences in the field, common situations, recurring challenges, or typical experiences encountered during the assessment process and provide honest, practice-based responses to the guide questions organized under the identified Competency Domains.



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6. The competency mapping guide questions may be accessed through the link provided below. Deadline of accomplishment is on **February 16, 2026** until 5:00 in the afternoon.



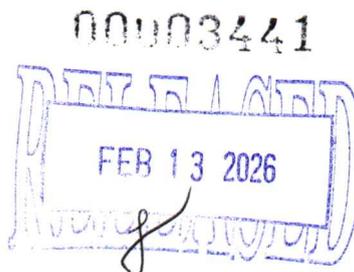
<https://forms.office.com/r/mRbt78RgBq>

7. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD, at email address: jayson.santos001@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.

8. Immediate dissemination of this Memorandum is desired.


ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

Encl.: As stated
HRDS/12-11-2026



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