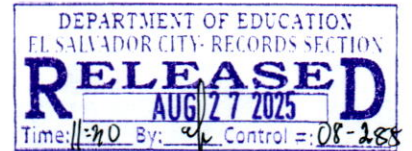




Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



**Office of the Schools
Division Superintendent**

25 August 2025

DIVISION MEMORANDUM
No. 285, s. 2025

**ADMINISTRATION OF THE NATIONAL ASSESSMENT FOR
SCHOOL HEADS (NASH)**

To: **SDO Validators**
Support Staff
All Elementary School Heads
All Secondary School Heads
All Others Concerned
This Division

1. With reference to RM 642, s.2025 *Re: Administration of the National Assessment for School Heads (NASH)*, this Office informs the field of the examination dates and list of takers and administrative support staff of the aforesaid exam:

a. Schedule (Batch 1)

DATE	ACTIVITY
Mock Examination (Batch 1)	August 31, 2025
Actual Examination (Batch 1)	September 7, 2025

b. Batch 1 Takers

NAME	DESIGNATION	STATION
MOLINA, ROLLY A.	Head Teacher I	Bolisong Elementary School
PAQUINOL, BOB T.	Head Teacher I	Cogon Elementary School
RAMOS, JESSICA MARIE B.	Head Teacher III	Sinaloc Elementary School
LOMONGO, NILO L.	Head Teacher III	El Salvador City National High School
PAGAYON, ROGER E.	Head Teacher IV	Amoros Elementary School
BENDIJO, SALVADOR II T.	Head Teacher I	Himaya National High School
BUMA-AT, RAPHY B.	Master Teacher I	Molugan National High School

c. Administrative Support Staff

Name	Designation	Role/Task
FELANIE MARIE A. LIM	HRMO-II	Validator
KAREN ROSE A. SERRANIA	SEPS-HRD	Room Facilitator
SHERRIE R. DUNOG	ITO	Technical Officer

2. Participating in the Administration of NASH for FY 2025 will grant examinees and support staff with service credits in accordance with DepEd Order 53, s.2003 or Compensatory Time-Off (CTO) as per CSC and DBM Circular No.2. s.2024 (whichever is applicable).
3. A special meeting and exam preparations will be conducted on August 28 at the Division Conference Room. Please bring your laptops for checking and installation.
4. Further, this Memorandum serves as the Official Authority to Travel of all identified participants relative to the dates specified above.
5. This activity shall adhere to the Equal Opportunity Principle (EOP) in observing all policies and protocol of the said activity. Hence, all actions shall be based solely on guidelines set with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
6. For dissemination, guidance, and strict compliance.


RANDOLPH B. TORTOLA
Schools Division Superintendent

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

SGOD/KRAS/hrd NASH 2025



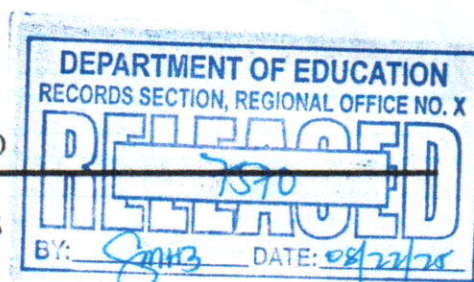
Republic of the Philippines
Department of Education
 REGION X - NORTHERN MINDANAO

88-137639

August 20, 2025

REGIONAL MEMORANDUM

No. 642, s. 2025



ADMINISTRATION OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH)
 FOR FISCAL YEAR 2025

To: Schools Division Superintendents
 All Others Concerned

1. Regarding **DepEd Memorandum No. 69, s. 2025**, titled **Administration of the National Assessment for School Heads (NASH) for Fiscal Year 2025**, this Office announces the schedule of activities as follows:

	Examination	Date	Target Takers
Batch 1	Mock Examination	August 31, 2025	Personnel who meet the amended CSC-Approved QS for Principal I, specifically: • Head Teachers • Assistant School Principals • Teacher-in-Charge
	Actual Examination	September 07, 2025	
Batch 2	Mock Examination	November 30, 2025	• Head Teachers and Assistant School Principals (regardless of whether they meet the QS for School Principal I) • FY 2021 NQESH Category C Takers • FY 2023 NQESH Category B and C Takers • Other personnel who are qualified based on the new CSC-Approved QS
	Actual Examination	December 7, 2025	

2. DepEd Region X has 508 official pre-determined examinees distributed to the 14 Schools Division Offices (SDOs).

3. Attached is the list of endorsed examinees per division and the administrative support staff during the mock and actual examination conduct for Batch 1 for reference.

4. The Regional Office (RO) has identified two examination sites that are geographically located and accessible; the location should not be a "dead spot" for internet connection, ensuring that examinees can access examination platform without connectivity issues for the official examinees. The examination sites are the following:

Examination Site	SDO	School	No. of Examinees
1	Cagayan de Oro City	West City Central Vamenta Boulevard, Masterson Ave., Cagayan de Oro City	300
2	Cagayan de Oro City	Cagayan de Oro National High School – SHS 8-22 ND Sts. Nazareth, Cagayan de Oro City	208
Total			508

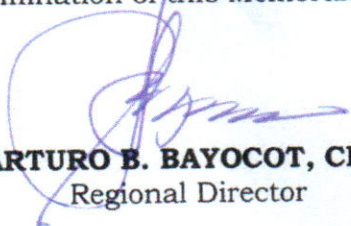
5. The travel expenses of the examinees and identified administrative support staff shall be charged against their local funds, subject to existing COA and accounting rules and regulations.

6. Participating in the Administration of the National Assessment for School Heads for Fiscal year 2025 will grant the examinees service credits in accordance with DepEd Order No. 53, s. 2003, which outlines the guidelines for granting vacation service credits to teachers. On the other hand, nonteaching and teaching-related personnel will receive Compensatory Time-Off (CTO) as per Civil Service and DBM Circular No. 2 s.2004, which addresses non-monetary remuneration for overtime services. The specified dates will cover the CTO for official nominees and RO/SDO personnel.

Batch	Date	Time	Activity
1	Saturday, August 30, 2025 Saturday, September 6, 2025	8:00 AM-5:00 PM	Travelling to Examination Site
2	Saturday, November 29, 2025 Saturday December 6, 2025		
1	Sunday, August 31, 2025 Sunday, September 7, 2025	8:00 AM-5:00 PM	Mock and Actual Examination and Travelling to Residence
2	Sunday, November 30, 2025 Sunday, December 7, 2025		

7. For more information, please see attachments or contact the Human Resource Development Division (HRDD), DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City, at neap.region10@deped.gov.ph.

8. This Office directs the immediate and wide dissemination of this Memorandum.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

ATCH.: As stated
To be indicated in the Perpetual Index
under the following subjects:

ASSESSMENT NASH

RE: Administration of the National Assessment for School Heads (NASH)
for Fiscal Year 2025

HRDD/rlov

Administration of the National Assessment for School Heads (NASH)
for Fiscal Year 2025

Regional Technical Working Group (RTWG) and Administrative Support Staff

Dr. Arturo B. Bayocot, CESO III – Regional Director
Chairperson, RTWG

Dr. Federico P. Martin, CESO V – Assistant Regional Director
Vice-Chair, RTWG

Dr. Enerio E. Ebisa, CESE – Chief Education Supervisor, HRDD
Regional Program Manager/Monitor

Dr. Rogelio C. Evangelista – Chief Education Supervisor, QAD
Monitor

Members

Atty. Shirley O. Chatto
Chief AO, ASD

Mary Ann D. Neri, CPA
Chief AO, FD

Anna Mae S. Atillo-Dresser
HRMO IV

Ranie Livero O. Villamin, EPS, HRDD
Regional NASH Coordinator

Gina F. Labitad, EPS HRDD
Site 1 Supervisor

Marivic D. Labitad, EPS QAD
Site 2 Supervisor

Room Facilitators (Regional/SDO EPSs & NEAP/HRD SEPS)

Room	Site 1	Room	Site 2
1	Esther Tabañag, CES	1	Ramon G. Abrera, Jr. EPS
2	Rebecca P. Postrano, EPS	2	Nick C. Pañares, EPS
3	Armand A. Agustin, EPS	3	Owen Niko G. Baylan, SEPS
4	Benvienido S. Tagolimot, EPS	4	Marie Emerald A. Cabigas, EPS
5	Arnel T. Genita, EPS	5	John Franklin Dresser, EPS
6	William C. Agomana, EPS	6	Romeo Balandra II, EPS Designate
7	Marino O. Dal, EPS	7	Laurencia O. Llagas, EPS
8	Reinante Noel N. Pelagio, EPS	8	Lita F. Base, EPS
9	Jesus V. Muring, EPS	9	Maria Fritzie D. Amigable, EPS
10	Annalyn Salcedo, EPS	10	Ana Belen S. Muring, EPS
11	Maria Salome Marisa M. Manlapig, EPS	11	Marilyn S. Cajeta, EPS
12	Josephine Regis, EPS	12	Jessie James O. Yapao, SEPS
13	Aimee R. Pareño, EPS	13	Rene Boy G. Roxas, SEPS
14	Woodrow Wilson B. Merida, SEPS	14	Carmila J. Lauzon, SEPS
15	Karen A. Opiala, SEPS		
16	Karen A. Serrania, SEPS		
17	Derrold Marl Aves, SEPS		
18	Julius Dela Rosa, SEPS		
19	Ruth Sabac, SEPS		
20	Genevieve Arellano, SEPS		

Dr. Renel Jay A. Quirit, CESE, Regional ITO
Regional IT Lead Manager

Dennis Carl Fuentes
Site 1 Technical Supervisor

Ralph Simon Mabulay
Site 2 Technical Supervisor

Technical Officers (SDO ITOs)

Site 1		Site 2	
Rooms 1-5	Freddiejun T. Delig, MisOr	Rooms 1-5	Julius B. Baldelovar Gingoog City
Rooms 6-10	James Sijo, CDO	Rooms 6-10	Florderick S. Velarde, LDN
Rooms 11-15	Sherrie Dungog, ElSal	Rooms 11-14	Cesar Bastida, Iligan City
Rooms 16-20	Moises Bacasma, Valencia		

Regional Office Support

Site 1	Site 2
Monella Mae C. Galos, EPS II	Jonel C. Lopez, ADAS III



Republic of the Philippines
Department of Education

AUG 11 2025

DepEd MEMORANDUM
No. **069**, s. 2025

**ADMINISTRATION OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS
FOR FISCAL YEAR 2025**

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

1. The Department of Education (DepEd) remains steadfast in its commitment to ensure that **every school is led by a competent and qualified principal**. In line with this goal and as part of ongoing strategic reforms to strengthen leadership development and ensure merit-based assessment, the National Qualifying Examination for School Heads (NQESH) has been refocused and renamed the National Assessment for School Heads (NASH).
2. The NASH now serves as a **developmental assessment tool to evaluate readiness and identify areas for improvement among aspiring school leaders**. It is intended to support their professional growth and prepare them for school leadership roles within the career progression framework.
3. The assessment shall cover conceptual and situational critical thinking questions aligned with the standards set 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* using the SOLO (Structure of the Observed Learning Outcome) taxonomy as an underpinning framework.
4. The administration of the NASH is anchored on and aligned with the following policies:
 - a. **Section 17(c) of the Implementing Rules and Regulations of Executive Order No. 174, s. 2022**, states that: Teachers holding the position of Master Teacher I, who are aspiring for a career in school administration under the Expanded Career Progression (ECP) system, may be promoted or reclassified within the School Administration (SA) Career Line, **provided the teacher must have passed the DepEd-administered school head assessment**.

DepEd Complex, Meralco Avenue, Pasig City 1600 ☎ 8633-7208/8633-7225/8632-1361 📠 8636-4876/8637-6209 🌐 www.deped.gov.ph



DepEd Region 10
DepEd Division Office - Region 10

b. **Section 7.4.3** of DepEd Department of Budget and Management Joint Circular No. 001, s. 2025, or the *Modified Position Classification and Compensation Scheme and System of Career Progression of Teachers and School Heads in the Public Basic Education System*, provides that: For School Principal Positions in the SA Career Line, the **passing of the school heads assessment or its equivalent shall be required**, subject to applicable guidelines set by DepEd.

c. **Item No. 27** of DO 021, s. 2024, which amends DO 007, s. 2023 (*Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*) emphasized that: **First appointments to School Principal positions, whether through natural vacancy or reclassification, shall require candidates to pass the DepEd-administered school head assessment**. As such, it shall be reiterated that only passers/eligible of the NQESH, Principal's Test, or other school head assessment(s) that may so be required in the future, shall be eligible for first appointment to School Principal positions.

5. Accordingly, DO 019, s. 2025, titled *Amended Qualification Standards for Teachers I-III, Master Teacher I-IV, and School Principal I-IV Positions, and the Qualification Standards for Newly Created Teacher IV-VII and Master Teacher V Positions*, which formally adopts Civil Service Commission (CSC) Resolution No. 2500471 dated May 28, 2025, provides the revised Qualification Standards (QS) for the School Principal I position, as detailed below:

Education	Experience	Training	Eligibility
Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management	5 years teaching experience and 1-year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	Republic Act (RA) No. 10807, as amended (Teacher)

6. For Fiscal Year (FY) 2025, the NASH will be conducted in two batches, as follows:

Examination	Date	Target Takers
BATCH 1	Mock Examination August 31, 2025	- Personnel who meet the amended CSC-Approved QS for Principal I, specifically: - Head Teachers - Assistant School Principals - Teachers-in-Charge
	Actual Examination September 07, 2025	

Act Declaring the Bar and Board Examinations as Civil Service Examinations

Handwritten signature and initials

Examination		Date	Target Takers
BATCH 2	Mock Examination	November 30, 2025	- Head Teachers and Assistant School Principals (regardless of whether they meet the QS for School Principal II) - FY 2021 NQESH Category C takers - FY 2023 NQESH Category B and C takers - Other personnel who are qualified based on the new CSC-Approved QS
	Actual Examination	December 7, 2025	

7. In line with the efforts of DepEd to achieve the 1:1 Principal-to-School ratio, a nationwide profiling of Head Teachers (HTs), Assistant School Principals (ASPs), and School Heads was conducted in February and March 2025 through the administration of the *Profiling of Prospective School Principals* survey. To determine the first batch of participants, **the following prioritization parameters were established:**

- Individuals currently holding positions affected by the implementation of the Expanded Career Progression System (e.g., Head Teachers and Assistant Principals) or incumbent school heads (Teacher-in-Charge);
- Individuals who meet the revised QS for the School Principal I position per DO No. 19, s. 2025; and
- Individuals who have not yet passed the NQESH/Principal's Test.

8. The **Batch 1 List of takers, including details and instructions on the evaluation and validation of takers and administration of NASH** can be accessed through this link/QR Code: https://bit.ly/DM_FY2025NASH_Enclosures



9. **Other eligible takers of FY 2025 NASH Batch 1**, who met all the parameters in Item No. 7 but are **not included in the list**, may submit the required documents following the same process stated in Item No. 8.

10. All documents will be subjected to the **evaluation by the Schools Division Office (SDO)'s Human Resource Management Officer (HRMO) and other authorized personnel assigned by the Schools Division Superintendent** based on **the set parameters identified in Item No. 7**. Should any of the applicants be found to have **not met all the set parameters**, the SDO shall disapprove their application to take the NASH.

11. Details of FY 2025 NASH Batch 2 shall be provided through a separate official issuance.



12. Official Results shall be released through a DepEd Memorandum, followed by the release of Certificates of Rating (COR) and the Individual Development Report (IDR) through the **DepEd Official Email address of the takers**

13. Given that the NASH is designed as a developmental tool, **aspiring school heads are strongly encouraged to actively participate in coaching and mentoring sessions with experienced and proficient school principals to support their professional growth and leadership readiness.** Through these sessions, candidates will gain valuable insights into how the competencies outlined in the **PPSSH** are demonstrated in practice. This approach not only enhances their understanding of the role but also provides them with practical guidance and reflection opportunities to prepare effectively for the assessment.

14. It is also important to emphasize that DepEd upholds the **credibility and integrity** of the assessment process. The Department is **not affiliated with any individual or institution offering monetary value in exchange for review of classes or claiming access to the content of the examination.** All applicants are **warned** against engaging with persons or organizations that misrepresent such affiliations. Any attempt to request or gain access to the test content—either directly or indirectly—or to offer bribes (in monetary form or otherwise) to officials at all the governance levels shall be subject to investigation and may result in appropriate **administrative action** in accordance with DO 49, s. 2006 (Revised Rules of Procedure of the Department of Education in Administrative Cases).

15. **In view of the foregoing, and in line with the Department's commitment to uphold the credibility and integrity of the assessment process,** all DepEd personnel who will be engaged—whether individually or through affiliation with an external organization/s—in the conduct of review sessions or preparatory classes are directed to **submit via email to the Bureau of Human Resource and Organizational Development-Human Resources Development Division (BHROD-HRDD)** a copy of their **duly approved permit to engage in the private practice of their profession outside official work hours.** The submission must clearly indicate the details of the engagement, including the **name of the organization, nature of involvement or role, and the specific duration or schedule of the activity.** The permit to practice profession outside official work hours complies with the following relevant policies and regulations:

- a. **Section 18, Rule XIII of CSC Memorandum Circular No. 15, s. 1999** – prohibiting government employees to engage in any private practice of profession without permit by the head of agency;
- b. **RA 6713** – stipulating that engagement in the private practice of profession by public officials and employees is a ground for administrative action, unless authorized by law or regulation, provided that such practice will not conflict or tend to conflict with official functions; and
- c. **Section F of DO 001, s. 2023** – outlining the signing authority for granting permission to practice one's profession outside official work hours.

Additional Provisions and Amendments to CSC Memorandum Circular No. 40, s. 1998:

• Code of Conduct and Ethical Standards for Public Officials and Employees in the Philippines

• Revised Designation of Undersecretaries and Assistant Secretaries to their Strands and Functional Areas

• Responsibilities and Revised Signing Authorities



DepEd Division Office - Marikina City
Department of Education
MARIKINA CITY

16. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resources Development Division**, 4th Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email address at bhrod.hrdd@deped.gov.ph.

17. Immediate dissemination of this Memorandum is desired.



SONNY ANGARA
Secretary

References:

DepEd Order (Nos. 019, s. 2025; 021, s. 2024; 001, s. 2023; 024 s. 2020; and 49, s. 2006)

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

- | | |
|---------------------|-----------------------|
| ASSESSMENT | QUALIFICATIONS |
| BUREAUS AND OFFICES | RULES AND REGULATIONS |
| OFFICIALS | SCHOOL HEADS |
| PRINCIPAL | SCHOOLS |
| PROGRAMS | TEACHER |
| PROMOTION | |

DepEd Marikina City
1279 - July 25, 2024

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