



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

July 13, 2026

DIVISION MEMORANDUM
No. **304** s. 2026

**QUALIFICATION OF NATIONAL ASSESSMENT FOR SCHOOL HEADS
(NASH)/NQESH PASSERS FOR RECLASSIFICATION UNDER THE EXPANDED
CAREER PROGRESSION (ECP)**

To: Assistant Schools Division Superintendents
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
HRMPSB Members
Secondary/Elementary Principals/OICs
All NASH/NQESH Passers (with School)
All Others Concerned

1. This is to inform all NASH and NQESH passers (with school) that, having met the required competencies and standards are qualified for reclassification under the Expanded Career Progression (ECP), subject to existing rules and guidelines.
2. In line with this, all qualified NASH/NQESH passers shall undergo the ranking process to determine eligibility and placement for reclassification.
3. The qualification standards for the position based on DO 19.s.2025 and DO 34.s.2025 are as follows:

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
School Principal I	19	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	RA 1080, as amended (Teacher)



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@depd.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

4. The evaluation of documents shall be based on DepEd Order No.7.s.2023.
5. All concerned are advised to prepare and submit the following documentary requirements to the Records Unit on or before July 20, 2026 and monitor official announcements from this Office for further instructions. No additional documents shall be accepted after the set deadline.
 - a. Letter of intent addressed to the SDS containing the following information:
 - i. Statement of Purpose/Expression of interest;
 - ii. Position applied for;
 - b. Duly accomplished PDS (CS Form 212, Revised 2025) with Work Experience Sheet;
 - c. Photocopy of valid and updated PRC License/ID;
 - d. Certificate of Competency Level issued by Authorized body (if applicable);²²
 - e. Photocopy of scholastic/academic record (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
 - f. Photocopy of duly signed Service Record;
 - g. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/ courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;
 - h. Certificate of Rating (COR) in the School Head Assessment (National Qualifying Examination for School Heads (NQESH) or Principal's Test or other school head assessment as may be administered by DepEd);
 - i. Photocopy of latest appointment;
 - j. Photocopy of the Performance Rating with **at least Very Satisfactory** rating in the last rating period covering one (1) complete performance rating period in the current position prior to the deadline of submission;
 - k. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012), using the attached form (Annex C-2); and
 - l. Other documents as may be required by the HRMPSB for the Comparative Assessment, including but not limited to:
 - i. Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan
Website: <https://bulacandeped.com>
Email: bulacan@depd.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

6. SDO Bulacan provides equal employment opportunity to all qualified applicants for the position who meet the Qualification Standards (QS) regardless of their gender, age, civil status, disability religion, ethnicity or political affiliations
7. Expenses incurred in this activity shall be charged against Division MOOE subject to the usual budgeting and auditing procedures.
8. Wide dissemination of this Memorandum is highly desired.



CECILIA E. VALDERAMA, PhD, CESO VI
Schools Division Superintendent



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

Enclosure to the Division Memorandum No. 741s. 2025

Schedule of Activities

Date	Activity	Personnel In-Charge
July 20, 2026	Submission of documents listed in Item No. 5 to the Records Unit	Applicants
July 21, 2026	Initial Evaluation of documents based on DepEd Order No. 7, s. 2023, 19.s2025 and 24,s.2025	HRMPSB
July 23, 2026	Emailing of qualified applicants	HRMPSB Secretariat
July 27, 2026	Assessment of documents based on DepEd Order Nos. 7, s. 2023, 19.s 2025 and 24,s.2025	HRMPSB
July 27, 2026	Submission of CAReeR to the SDS	HRMPSB Secretariat



Address: Provincial Capitol Compound, Brgy. Guinhawa,
City of Malolos, Bulacan

Website: <https://bulacandeped.com>

Email: bulacan@deped.gov.ph