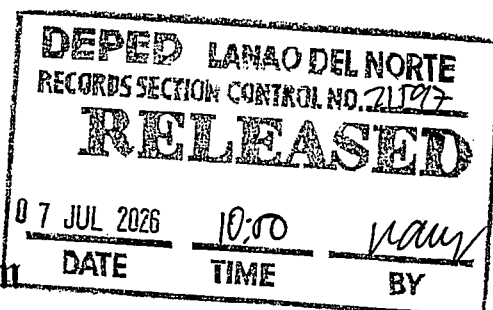




Republic of the Philippines
Department of Education

REGION X
SCHOOLS DIVISION OF LANA O DEL NORTE



July 6, 2026

DIVISION MEMORANDUM

No. 332, s. 2026

**DISSEMINATION OF DEPED MEMORANDUM NO. 044, S. 2026
(RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS FOR
FISCAL YEAR 2025-BATCH 2)**

To: Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division
Chief, Schools Governance and Operations Division
Public Elementary and Secondary School Heads
All Others Concerned

1. For the information and guidance of all concerned, this Office disseminates the attached DepEd Memorandum No. 044, s. 2026 dated July 4, 2026, titled "Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 2)."

2. The National Assessment for School Heads (NASH) is designed to evaluate the conceptual understanding and situational critical thinking skills of aspiring school leaders in the Department of Education (DepEd) schools. It aligns with the standards set by the Philippine Professional Standards for School Heads (PPSSH) and serves as a developmental assessment tool to identify areas for improvement and support leadership growth.

3. As outlined in the national directive, the assessment specifically aims to:

- Increase DepEd's pool of candidates to fill current and ongoing vacancies resulting from retirement, promotion, or other staffing needs;
- Provide opportunities for head teachers and assistant school principals affected by the implementation of the career progression for teachers to undergo the assessment;
- Gather baseline information on the competency and learning needs of aspiring school leaders to inform the design of targeted professional development programs by the National Educators Academy of the Philippines (NEAP); and
- Assess and identify the learning and professional development needs of potential school heads for them to effectively perform their functions.



Address: DepEd-Division of Lanao del Norte, Pigcarangan, Tubod, Lanao del Norte

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Effectivity	3.2.26	Page	1 of 7

4. School Heads as well as concerned personnel, are advised to review the specific attachments and lists regarding the official results and wait further instructions regarding subsequent professional development interventions or administrative next steps.

5. Immediate and wide dissemination of this Memorandum is hereby enjoined.

EDWIN R. MARIBOJOC, CESO V
Schools Division Superintendent

Encl: As stated
References:

DepEd Memorandum No. 044, s. 2026
DepEd Memorandum No. 069, s. 2025
DM-OUHROD-2025-3318

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

ASSESSMENT SCHOOL HEADS POLICY RESULTS

HRD/jri- DISSEMINATION OF DEPED MEMORANDUM NO. 044, S. 2026 (RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS FOR FISCAL YEAR 2025-BATCH 2)

July 6, 2026

NO.	Name of Takers	Competency level	Position
1	Egue Jalilah P.	Meeting PPSSH standards in 4 domains	Head Teacher I
2	Macud Ashleymah A.	Meeting PPSSH standards in 4 domains	Teacher III
3	Locsadata Johaira G.	Meeting PPSSH standards in 4 domains	Head Teacher I
4	Egue Naima L.	Meeting PPSSH standards in 4 domains	Head Teacher III
5	Bandiala Joy R.	Meeting PPSSH standards in 4 domains	Teacher III
6	Asum Sanima M.	Meeting PPSSH standards in 4 domains	Head Teacher I
7	Panggaga Raquimah G.	Meeting PPSSH standards in 4 domains	Teacher II
8	Casildo Ma Teresa A.	Meeting PPSSH standards in 4 domains	Master Teacher II
9	Dato Jamila M.	Meeting PPSSH standards in 4 domains	Teacher III
10	Paca Jariah A.	Meeting PPSSH standards in 4 domains	Head Teacher III
11	Abdulgani Entisar M.	Meeting PPSSH standards in 4 domains	Teacher III
12	Muto Camar U.	Meeting PPSSH standards in 4 domains	Master Teacher I
13	Sarip Sittie Naila S.	Meeting PPSSH standards in 4 domains	Teacher III
14	Usman Jahara A.	Meeting PPSSH standards in 4 domains	Teacher III
15	Pado Jasmine Fatma E.	Meeting PPSSH standards in 4 domains	Teacher III
16	Campong Norminda M.	Meeting PPSSH standards in 4 domains	Head Teacher III
17	Mayo Janisah M.	Meeting PPSSH standards in 4 domains	Head Teacher III
18	Mindalano Hailah S.	Meeting PPSSH standards in 4 domains	Master Teacher I
19	Macmac Sittie Ainah A.	Meeting PPSSH standards in 4 domains	Teacher III
20	Mananggolo Asniah M.	Meeting PPSSH standards in 4 domains	Teacher I
21	Nasroding Saima B.	Meeting PPSSH standards in 4 domains	Teacher III
22	Mag-Alasin Emily G.	Meeting PPSSH standards in 4 domains	Master Teacher II
23	Miyas Gideon J.	Meeting PPSSH standards in 4 domains	Head Teacher III
24	Soleta Carlos C.	Meeting PPSSH standards in 4 domains	Teacher I
25	Salahodin Jonaima C.	Meeting PPSSH standards in 4 domains	Teacher III
26	Malik Faidah A.	Meeting PPSSH standards in 4 domains	Head Teacher I
27	Gaos Shahanie A.	Meeting PPSSH standards in 4 domains	Master Teacher I
28	Mangadang Jonna B.	Meeting PPSSH standards in 4 domains	Teacher III
29	Dibaratun Jamila B.	Meeting PPSSH standards in 4 domains	Master Teacher I
30	Panotulan Jahara D.	Meeting PPSSH standards in 4 domains	Head Teacher III
31	Lomondot Nor-Ainnie C.	Meeting PPSSH standards in 4 domains	Head Teacher IV
32	Barlisan Donnel Jan M.	Meeting PPSSH standards in 4 domains	Teacher III
33	Usman Norjehan Ayesha A.	Meeting PPSSH standards in 4 domains	Teacher I
34	Lerasan Jomarthly J.	Meeting PPSSH standards in 4 domains	Teacher III
35	Mamantuc Junaina E.	Meeting PPSSH standards in 4 domains	Teacher III
36	Amor Pamelah R.	Meeting PPSSH standards in 4 domains	Master Teacher I
37	Villacorta Gladys N.	Meeting PPSSH standards in 4 domains	Head Teacher I
38	Alviola Beverley G.	Meeting PPSSH standards in 4 domains	Master Teacher II
39	Sarangani Camila S.	Meeting PPSSH standards in 4 domains	Teacher III
40	Ambol Rohaidah U.	Meeting PPSSH standards in 4 domains	Head Teacher III
41	Radiab Nabelah T.	Meeting PPSSH standards in 4 domains	Teacher III
42	Clam Zyvil S.	Meeting PPSSH standards in 4 domains	Teacher III
43	Nasser Aiman D.	Meeting PPSSH standards in 4 domains	Teacher III

44	Mamintong Jasmine C.	Meeting PPSSH standards in 4 domains	Teacher III
45	Tarusan Sodais T.	Meeting PPSSH standards in 4 domains	Master Teacher I
46	Dibaratun Johaina B.	Meeting PPSSH standards in 4 domains	Teacher III
47	Mohammad Tarhata S.	Meeting PPSSH standards in 4 domains	Teacher III
48	Pido Norhaifah D.	Meeting PPSSH standards in 4 domains	Master Teacher I
49	Apale Marlon Paul C.	Meeting PPSSH standards in 4 domains	Teacher III
50	Lorejo Cheryl B.	Meeting PPSSH standards in 4 domains	Teacher III
51	Abdulpatak Mosrifah M.	Meeting PPSSH standards in 4 domains	Teacher III
52	Usman Hosain S.	Meeting PPSSH standards in 4 domains	Teacher III
53	Canonigo Loida M.	Meeting PPSSH standards in 4 domains	Master Teacher I
54	Basinillo Rolindo B.	Meeting PPSSH standards in 4 domains	Teacher III
55	Sanggacala Abdela P.	Meeting PPSSH standards in 4 domains	Master Teacher I
56	Abalo Cecelia A.	Meeting PPSSH standards in 4 domains	Teacher III
57	Dabon Junrey C.	Meeting PPSSH standards in 4 domains	Teacher III
58	Tomarompong Maisara D.	Meeting PPSSH standards in 4 domains	Head Teacher III
59	Mamantuc Mohammad Elias T.	Meeting PPSSH standards in 4 domains	Head Teacher I
60	Villanosa Jimmy R.	Meeting PPSSH standards in 4 domains	Teacher II
61	Talo Eugene A.	Meeting PPSSH standards in 4 domains	Teacher III
62	Parami Grace B.	Meeting PPSSH standards in 4 domains	Teacher III
63	Ali Aisah C.	Meeting PPSSH standards in 4 domains	Teacher III

NO.	Name of Takers	Competency level	Position
1	Acmad Hapsa M.	Meeting PPSSH standards in 3 domains	Head Teacher III
2	Jaque Aisah Mae L.	Meeting PPSSH standards in 3 domains	Teacher III
3	Mahusay Josiebel M.	Meeting PPSSH standards in 3 domains	Teacher I
4	Ebo Cherry Joy V.	Meeting PPSSH standards in 3 domains	Master Teacher I
5	Sangulingan Hidjara S.	Meeting PPSSH standards in 3 domains	Head Teacher III
6	Cauntongan Akizah B.	Meeting PPSSH standards in 3 domains	Teacher III
7	Calibo Alma L.	Meeting PPSSH standards in 3 domains	Head Teacher III
8	Tomboc David Paul B.	Meeting PPSSH standards in 3 domains	Head Teacher I
9	Rinandang Sahara T.	Meeting PPSSH standards in 3 domains	Teacher I
10	Geralla Marvin S.	Meeting PPSSH standards in 3 domains	Head Teacher II
11	Paglinawan Shirley M.	Meeting PPSSH standards in 3 domains	Teacher III
12	Yanoc Meldrid E.	Meeting PPSSH standards in 3 domains	Head Teacher III
13	Ouano Gil C.	Meeting PPSSH standards in 3 domains	Master Teacher II
14	Duhig Casimira D.	Meeting PPSSH standards in 3 domains	Teacher III
15	Mahinay Glenn D.	Meeting PPSSH standards in 3 domains	Master Teacher I
16	Maunga Angelie P.	Meeting PPSSH standards in 3 domains	Head Teacher I
17	Balas Namrolain M.	Meeting PPSSH standards in 3 domains	Head Teacher II
18	Arecaña Mercelle Marie T.	Meeting PPSSH standards in 3 domains	Head Teacher III
19	Panontongan Norhatah P.	Meeting PPSSH standards in 3 domains	Teacher III
20	Demapitan Darryl L.	Meeting PPSSH standards in 3 domains	Teacher II
21	Mawi Sailani D.	Meeting PPSSH standards in 3 domains	Master Teacher I
22	Mamay Katimuan B.	Meeting PPSSH standards in 3 domains	Head Teacher III
23	Bato Hanifah M.	Meeting PPSSH standards in 3 domains	Teacher III

NO.	Name of Takers	Competency level	Position
1	Villaflores Nive M.	With Developmental Areas	Head Teacher III
2	Undac Sapurah S.	With Developmental Areas	Head Teacher IV
3	Nasroding Jamimah A.	With Developmental Areas	Head Teacher III
4	Taruc Edward A.	With Developmental Areas	Master Teacher I
5	Umpar Johaira P.	With Developmental Areas	Teacher II
6	Manabat Maribeth A.	With Developmental Areas	Teacher III
7	Edris Adelaida A.	With Developmental Areas	Master Teacher I
8	Jiamel Benito D.	With Developmental Areas	Head Teacher I
9	Pagompatan Jamaliala O.	With Developmental Areas	Teacher III
10	Romuros Jonaira A.	With Developmental Areas	Teacher II
11	Macalanggan Norhanah M.	With Developmental Areas	Teacher III
12	Mamarinta Nor-Amily A.	With Developmental Areas	Teacher III
13	Mangoranda Hannah Joehayrrah M.	With Developmental Areas	Teacher III
14	Llaca Rowel R.	With Developmental Areas	Master Teacher II
15	Limpao Norminda M.	With Developmental Areas	Head Teacher III
16	Manual Rakhiva A.	With Developmental Areas	Teacher III
17	Joanne Tolentino S.	With Developmental Areas	Master Teacher I
18	Pascan Fatimah P.	With Developmental Areas	Teacher III
19	Diambang Eleanor M.	With Developmental Areas	Teacher III
20	Dansal Aisah M.	With Developmental Areas	Head Teacher I
21	Paca Sohaima G.	With Developmental Areas	Teacher III
22	Mulok Naciba L.	With Developmental Areas	Teacher I
23	Panganting Mohamad A.	With Developmental Areas	Teacher I
24	Apat Adones M.	With Developmental Areas	Teacher III
25	Ates Bienvenido Jr B.	With Developmental Areas	Teacher III
26	Usman Sonaya M.	With Developmental Areas	Head Teacher III
27	Palagawad Johairah Y.	With Developmental Areas	Teacher III
28	Disocor Anisa G.	With Developmental Areas	Head Teacher II
29	Ali Remona T.	With Developmental Areas	Teacher III
30	Magpili Celmar P.	With Developmental Areas	Head Teacher III
31	Disomangcop Saidah Y.	With Developmental Areas	Teacher III
32	Gubat Salimah M.	With Developmental Areas	Master Teacher I
33	Didaagun Sittie Naura L.	With Developmental Areas	Head Teacher I
34	Simba-An Jonalika B.	With Developmental Areas	Teacher III
35	Cornel Rose Karen A.	With Developmental Areas	Head Teacher I
36	Tataan Esnaira A.	With Developmental Areas	Teacher III
37	Abarquez Rene C.	With Developmental Areas	Head Teacher I
38	Baunto Norhata M.	With Developmental Areas	Teacher III
39	Erfe Nisalyn C.	With Developmental Areas	Head Teacher III
40	Mackno Moniefah B.	With Developmental Areas	Teacher III
41	Adap Elizaida S.	With Developmental Areas	Head Teacher I
42	Omar Naima A.	With Developmental Areas	Teacher II
43	Tataan Jamelah P.	With Developmental Areas	Master Teacher I
44	Moele Genalyn L.	With Developmental Areas	Teacher III
45	Dimasindel Beliante M.	With Developmental Areas	Master Teacher I

46	Pacalna Hasna M.	With Developmental Areas	Teacher III
47	Masbod Asnailien S.	With Developmental Areas	Head Teacher III
48	Basalo Brian Rey D.	With Developmental Areas	Teacher II
49	Mimbala Aisa M.	With Developmental Areas	Teacher I
50	Tawantawan Omaida D.	With Developmental Areas	Teacher III
51	Tymico Mary Joy R.	With Developmental Areas	Teacher III
52	Mapandi Nasrima S.	With Developmental Areas	Teacher III
53	Mawi Jamilah A.	With Developmental Areas	Teacher III
54	Mangandingan Mufidah M.	With Developmental Areas	Head Teacher III
55	Virtudazo Geraldine T.	With Developmental Areas	Teacher III
56	Palagawad Jamela C.	With Developmental Areas	Master Teacher II
57	Dimapinto Potri M.	With Developmental Areas	Head Teacher I
58	Andaquis Roxanne S.	With Developmental Areas	Teacher III
59	Musa Sanaira M.	With Developmental Areas	Head Teacher I
60	Eran Jenet T.	With Developmental Areas	Teacher I
61	Patarlas Vilma B.	With Developmental Areas	Others
62	Abregana Angelito A.	With Developmental Areas	Teacher III
63	Longakit Berjet O.	With Developmental Areas	Teacher II
64	Macapaar Shareef D.	With Developmental Areas	Master Teacher I
65	Ali Clarice M.	With Developmental Areas	Master Teacher I
66	Cabugatan Candao B.	With Developmental Areas	Head Teacher III
67	Garces Chrislin Lily Mhore E.	With Developmental Areas	Teacher III
68	Boca Lito .	With Developmental Areas	Teacher III
69	Jandugan Alma Lee J.	With Developmental Areas	Master Teacher I
70	Durato Jubert S.	With Developmental Areas	Teacher III
71	Bongaros Alicasan P.	With Developmental Areas	Teacher III
72	Musa Emma D.	With Developmental Areas	Head Teacher I
73	Velono Amoryl T.	With Developmental Areas	Teacher III
74	Ombawa Elianor M.	With Developmental Areas	Master Teacher II
75	Lumiguis Yasmin A.	With Developmental Areas	Head Teacher II
76	Generalao Belen E.	With Developmental Areas	Teacher III
77	Batocala Ashmien G.	With Developmental Areas	Teacher II
78	Aragon Jahannie R.	With Developmental Areas	Teacher III
79	Macarambon Normilah M.	With Developmental Areas	Teacher III
80	Mama Nasripah C.	With Developmental Areas	Teacher III
81	Dumagay Samira T.	With Developmental Areas	Teacher III
82	Mao Asniah A.	With Developmental Areas	Teacher III
83	Patorio Jonnie A.	With Developmental Areas	Master Teacher II
84	Yosores Marjorie B.	With Developmental Areas	Master Teacher I
85	Macapaar Maryam Jameelah M.	With Developmental Areas	Teacher III
86	Daud Wilma G.	With Developmental Areas	Teacher III
87	Santurani Hasmin L.	With Developmental Areas	Teacher III
88	Duron Magnolia C.	With Developmental Areas	Teacher III
89	Ampaso Amerah O.	With Developmental Areas	Head Teacher III
90	Doria Alexander .	With Developmental Areas	Head Teacher I
91	Panganting Baimona M.	With Developmental Areas	Head Teacher I

92	Marcha Mary Flor D.	With Developmental Areas	Teacher III
93	Masbud Almaida G.	With Developmental Areas	Teacher III
94	Dimacaling Rohaima D.	With Developmental Areas	Teacher III
95	Usman Nashiba M.	With Developmental Areas	Teacher I
96	Barrera Fern Ann O.	With Developmental Areas	Head Teacher III
97	Asis Jamila M.	With Developmental Areas	Teacher III
98	Samporna Jasmin L.	With Developmental Areas	Teacher III
99	Dimatanday Omera A.	With Developmental Areas	Head Teacher I
100	Macauzor Ramla P.	With Developmental Areas	Teacher III
101	Labe Aisa G.	With Developmental Areas	Head Teacher I
102	Ampang Rohaida P.	With Developmental Areas	Teacher III
103	Maruhom Anisa A.	With Developmental Areas	Head Teacher III
104	Hadji Sirad Raihana A.	With Developmental Areas	Teacher III
105	Abdullah Sanai A.	With Developmental Areas	Teacher I
106	Lumocso Elly S.	With Developmental Areas	Teacher I
107	Dolauta Edna M.	With Developmental Areas	Master Teacher I
108	Culanculan Elyn N.	With Developmental Areas	Teacher III
109	Dida-Agun Amera A.	With Developmental Areas	Head Teacher I
110	Solaiman Salamah M.	With Developmental Areas	Teacher III
111	Lambas Annalyn M.	With Developmental Areas	Head Teacher III
112	Mapantas Hynie M.	With Developmental Areas	Head Teacher III
113	Janog Jonathan P.	With Developmental Areas	Head Teacher III
114	Musacala Hapsana M.	With Developmental Areas	Teacher III
115	Ibrahim Ac mida R.	With Developmental Areas	Head Teacher I
116	Maghanoy Nena Lyn A.	With Developmental Areas	Teacher III
117	Ombawa Norphia M.	With Developmental Areas	Head Teacher I
118	Mindalano Samia A.	With Developmental Areas	Teacher I
119	Permites Joan O.	With Developmental Areas	Teacher I
120	Sundad Imelda N.	With Developmental Areas	Head Teacher III
121	Yurong Teresita C.	With Developmental Areas	Head Teacher I
122	Alinog Hedjara R.	With Developmental Areas	Teacher I
123	Radiab Hanifah T.	With Developmental Areas	Head Teacher III
124	Tanggote Diamond P.	With Developmental Areas	Master Teacher I
125	Maca-Agal Suaib M.	With Developmental Areas	Head Teacher III
126	Lomantong Norjanah D.	With Developmental Areas	Teacher I
127	Escocia Elizabeth L.	With Developmental Areas	Head Teacher II
128	Omar Maimona D.	With Developmental Areas	Teacher III
129	Monara Noraima H.	With Developmental Areas	Teacher III



REGIONAL TOP PERFORMERS

FY 2025 Batch 2



Region X (Northern Mindanao)

Schools Division	Examinee Code	Name
Bukidnon	2025B-12-2564623	Bacus Rosemarie R.
Bukidnon	2025B-12-5769552	Salcedo Gerardo C.
Gingoog	2025B-12-4591181	Camasin Concepcion C.
Lanao Del Norte	2025B-12-6638835	Asum Sanima M.
Lanao Del Norte	2025B-12-8029830	Bandiala Joy R.
Lanao Del Norte	2025B-12-8216385	Egue Jalilah P.
Lanao Del Norte	2025B-12-4406754	Egue Naima L.
Lanao Del Norte	2025B-12-2988519	Locsadata Johaira G.
Lanao Del Norte	2025B-12-4309570	Macud Ashleyamah A.
Misamis Occidental	2025B-12-8981968	Tomo Grace L.
Tangub City	2025B-12-3453906	Cuasito Gladys Ann E.
Tangub City	2025B-12-4874223	Malalis Joseph H.



Republic of the Philippines
Department of Education

JUL 04 2026

DepEd MEMORANDUM

No. **044**, s. 2026

**RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS
FOR FISCAL YEAR 2025 (BATCH 2)**

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 the 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 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 taxonomy to ensure a structured and standards-based evaluation of school leadership competencies.

2. As the **primary mechanism** for assessing competency and readiness, the **NASH** serves as a **developmental assessment tool** designed to identify areas for improvement and support leadership growth. Its objectives include the following:

- a. Increase DepEd's pool of candidates to fill current and ongoing vacancies resulting from retirement, promotion, or other staffing needs;
- b. Provide opportunities for head teachers and assistant school principals 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 functions as heads of schools.

3. Pursuant to DepEd Memorandum No. 069, s. 2025, titled Administration of the National Assessment for School Heads for Fiscal Year (FY) 2025, and Human Resources and Organizational Development and Infrastructure (HRODI) Strand Memorandum No. DM-OUHROD-2025-3318 dated November 17, 2025, titled Updates and Instructions on the Administration of the FY 2025 National Assessment for School Heads (NASH) - Batch

2, the Department, through the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD), administered the FY 2025 NASH Batch 2 on May 17, 2026.

The assessment was conducted simultaneously at **65 assessment sites nationwide** through the DepEd Learning Management System (LMS) using a secure, locked-down testing environment. Of the 23,994 registered assessment takers included in the official list, 23,848 (99.39%) successfully completed the assessment.

4. Following this, the collected responses were processed and analyzed. Consistent with the methodology used in the FY 2025 NASH (Batch 1), **examinees' scores were determined through a quantitative analysis** 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 for 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 NASH takers, details of which are as follows:

Competency Level	Criteria	No. of Takers	Status
Meeting PPSSH standards in four domains	With a score of 65 or higher in the overall rating and in the specific ratings of <i>at least four (4)</i> domains	6,180 (25.91%)	Prospective candidates for entry-level school principal positions, subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines.

COMPETENCY LEVEL	CRITERIA	NO. OF TAKERS	STATUS
Meeting PPSSH standards in three domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least three (3) domains	2,591 (10.86%)	Prospective candidates for entry-level school principal positions subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines. However, participation in a Targeted Development Program (TDP) facilitated by NEAP, addressing at least one identified area for improvement, <i>is required within three months of appointment.</i>
With Developmental Areas	With a score of 65 or higher in the overall rating but received above 65 in the specific ratings in fewer than three (3) domains or With a score of below 65 in the overall rating	15,077 (63.22%)	Must undertake Professional Development Interventions (PDI) facilitated by NEAP, focusing on the PPSSH Domain identified for Development. Must have completed the PDI and relevant Work Application Plan (WAP) duly certified by the Schools Division Superintendent (SDS) to be considered as prospective candidate to an entry-level School Principal I position, subject to assessment and evaluation against the prescribed qualification standards and applicable DepEd hiring guidelines.

6. The guidelines, procedures, and implementation details for the **TDP** for aspiring school heads who meet the three domains of the PPSSH, as well as the **PDI** for those with Development Areas, shall be issued separately by the NEAP. These shall include the scope, modality, duration, monitoring mechanisms, timelines, and other relevant provisions necessary to support the professional growth and competency development of aspiring school leaders.

To ensure effective implementation of the developmental intervention, the Human Resource Development (HRD) unit under the School Governance and Operations

Division (SGOD) of the Schools Division Office (SDO) shall monitor the participation, completion, and progress of the TDP and PDI participants within their respective divisions and provide the necessary technical assistance and documentation support.

7. The **Individual Certificate of Rating (ICOR)** for FY 2025 NASH Batch 2 participants shall be available through the DepEd LMS using the same account registered during the assessment.

To ensure the correct position title is reflected in the ICOR, participants should, upon logging in, go to their profile section and update the position field by selecting the appropriate title from the dropdown. Other profile details cannot be edited, as these are based on official data from the regions. If corrections are needed, concerned participants are requested to accomplish the online form via this link:

<http://tinyurl.com/NASHB2concerns>.

8. The list of **Regional Top Performers** is provided in the enclosure, while the **master list of all the FY 2025 NASH Batch 2 takers per region** will be transmitted to their respective regional offices (ROs) through the BHROD-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.

9. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division** through email at bhrod.hrdd@deped.gov.ph.

10. Immediate dissemination of this Memorandum is desired.

By Authority of the Secretary:

[Signature]

WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development
and Infrastructure

[Stamp]



Encl.:

As stated

References:

DepEd Order (No. 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

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PROMOTION

QUALIFICATIONS

SCHOOLS

TEACHERS