



Republic of the Philippines
Department of Education
CARAGA REGION



April 19, 2023

REGIONAL MEMORANDUM

No. 0288, s. 2023

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Concerned
This Region

DISSEMINATION OF MEMORANDUM DM-OUHROD-2023-0490, RE: APPOINTMENT OF
PRINCIPAL I POSITION IN RELATION TO THE PROVISION OF DEPED
ORDER NO. 007, s. 2023

1. Attached is a copy of the DepEd Memorandum DM-OUHROD-2023-0490 entitled **Appointment of Principal I position in relation to the Provision of DepEd Order No. 007, s. 2023**, raising concerns on Section 8(a) of Enclosure No. 3 on the abovementioned Department Order which seems to be in conflict with the requirement on passing the National Qualifying Examination for School Heads (NQESH).
2. All Schools Division Superintendents are therefore instructed to hold in abeyance the appointment of School Principal I position until a DepEd Memorandum clarifying this concern is issued.
3. For information, guidance and compliance.

for: [Signature]
MA. GEMMA MERCADO LEDESMA
Regional Director

Encls.:NONE

Reference: Memorandum DM-OUHROD-2023-0490
dated April 12, 2023

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

APPOINTMENT

GUIDELINES

MEMORANDUM

ORDER

ASD/jbr
04/19/2023



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2023-04-04733

Doc. Ref. Code	RO-ASD-F107	Rev	00
Effectivity	02.01.23	Page	1 of 1



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2023-0490

TO : **REGIONAL DIRECTORS**
SCHOOLS DIVISION SUPERINTENDENTS

FROM : 
REVSEE A. ESCOBEDO
Undersecretary for Operations
Officer-in-Charge, Office of the Undersecretary
for Human Resource and Organizational Development

SUBJECT : **APPOINTMENT OF PRINCIPAL I POSITION IN RELATION TO**
THE PROVISION OF DEPED ORDER 007, s. 2023

DATE : 12 April 2023

With the issuance of DepEd Order (DO) No. 007, s. 2023, "Guidelines on the Recruitment, Selection, and Appointment in the Department of Education," several issues and concerns have emerged from the field, including the requirement on the National Qualifying Examination for School Heads (NQESH) for appointment to entry level school principal positions. Section 8(a) of Enclosure No. 3 of DO 007, s. 2023 states that:

*"For the purpose of hiring and appointment to **entry-level school principal positions**¹, the applicant's score in the Principal's Test / National Qualifying Examination for School Heads (NQESH) or a similar standardized examination nationally administered by DepEd shall be the basis for scoring the component on Written Examination (10 points).*

The applicant's inability to take the principal's test shall not be considered grounds for disqualification. No test result shall only mean no score under the Written Examination component."

This has resulted to a misconception that the NQESH is no longer a requirement in the appointment to entry level school principal positions. In addition, the said provision necessitates a clarification on its relationship with DM No. 100, s. 2022 titled

¹ Entry-level school principal positions include School Principal I (SP I), Special School Principal I (SSP I) in Elementary, Junior High School, and Senior High School levels, including Assistant School Principal II (ASP 2).

Results of the Fiscal Year 2021 National Qualifying Examination for School Heads which describes the qualification status of test takers depending on their rating, as follows:

Category	No. of Examinees	Status
Category A	2,203 (36.93%)	ELIGIBLE to the next stage for Principal I positions (such as interview and paper screening).
Category B	2,096 (35.10%)	MAY TAKE the next NQESH in 2023 after the provision of coaching and mentoring sessions with an experienced/outstanding Principal. They shall be prioritized to be designated as Officer-in-Charge/Teacher-in-Charge in case of deficiency of eligible Principal I applicants.
Category C	1,667 (28%)	MUST UNDERTAKE a School Heads Development Program (SHDP) through NEAP or authorized external service providers before they are allowed to retake the NQESH in 2024.

Further, it is also necessary to reiterate the significance of NQESH as the existing mechanism in assessing the proficiency of the takers' competencies in becoming a school head based on the Philippine Professional Standards for School Heads (PPSSH) and that it is deemed as a **Dimension of Preparedness** of aspiring principals.

In view of the reasons above, **all Schools Division Superintendents are instructed to hold in abeyance the appointment of School Principal I position until a DepEd Memorandum clarifying this concern is issued.**

For guidance and strict compliance.