



Republic of the Philippines
Department of Education
Region V
SCHOOLS DIVISION OF SORSOGON

December 22, 2025

DIVISION MEMORANDUM

No. 386, s. 2025

REITERATION OF REGIONAL DEPED MEMORANDUM DM-OUHROD-2025-3318 "UPDATES AND INSTRUCTIONS ON THE ADMINISTRATION OF THE FY 2025 NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) BATCH 2"

To: Assistant Schools Division Superintendent
CID and SGOD Chief
Education Program Supervisors
Public Schools District Supervisors
Elementary and Secondary School Heads
All others concerned

1. This Memorandum is issued to reiterate and emphasize full compliance with the provisions of DepEd Memorandum DM-OUHROD-2025-3318 dated November 17, 2025 and Regional Memorandum No. 01618, s. 2025 dated December 01, 2025, relative to the Administration of the FY National Assessment for School Heads (NASH) Batch 2.
2. The administration of the FY 2025 NASH Batch 2 shall be scheduled on **March 29, 2026**. For Fiscal Year 2025 NASH **Batch 2**, the following shall be conditionally accepted as eligible takers, to wit:
 - a. Individuals currently holding positions affected by the implementation of the Expanded Career Progression System **Head Teachers and Assistant Principals** (*whether or not they meet the QS for School Principal I*)
 - b. FY 2021 NQESH Category C
 - c. FY 2023 NQESH Category B and C
 - d. **Head Teachers and Assistant Principals** whose competency level is **With Development Areas** in FY 2025 NASH Batch 1
 - e. Other personnel who are qualified based on the new CSC-Approved QS

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. 10801, as amended (Teacher)



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Republic of the Philippines
Department of Education
Region V
SCHOOLS DIVISION OF SORSOGON

3. In preparation for the conduct of the aforesaid assessment, all quailed applicants abovementioned, are informed that the Registration/Creation of NASH Online Application System (OAS) Account is extended until **January 09, 2026**, while the Online Application/Submission of Documents is set until **January 30, 2026**. Applicants are advised to ensure the completeness, accuracy, and timely submission of all required documents within the said period.
4. The following guidelines relative to the administration of FY 2025 NASH Batch 2 may be accessed through this link: <https://tinyurl.com/NASH2Batch2Enclosure>:
 - Annex 1: Preparatory and Documentary Requirements
 - Annex 2: Online Submission, Evaluation and Validation of Documents
 - Annex 3: TWG Composition and Responsibilities
 - Annex 4: Assessment Site Requirements
 - Annex 5: Assessment Fee and Compensation
5. All concerned qualified applicants shall: (1) Ensure timely registration and application through the Online Application System; (2) Observe proper assessment protocols and data privacy requirements; (3) Coordinate closely with designated division focal persons; and (4) Submit all required reports and documentation within the prescribed timelines.
6. Immediate dissemination, guidance and strict compliance with this Memorandum is hereby expected.


JOSE L. DONCILLO, CESO V
Schools Division Superintendent



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Republic of the Philippines
Department of Education
REGION V - BICOL



01 Dec 2025

REGIONAL MEMORANDUM
No. 21618, s. 2025

ADMINISTRATION OF THE FY NATIONAL ASSESSMENT
FOR SCHOOL HEADS (NASH) – BATCH 2

To : Assistant Regional Director
Schools Division Superintendents
Chiefs of HRDD and Administrative Division, *this Office*
SGOD Chiefs and Division HRMOs
All Others Concerned

1. In line with the implementation of the FY 2025 National Assessment for School Heads (NASH) – Batch 2, consistent with DepEd Memorandum No. 69, s. 2025 titled “Administration of the National Assessment for School Heads (NASH) for Fiscal Year 2025” and in reference with the enclosed DepEd Memorandum DM-OUHROD-2025-3318, titled “Updates and Instructions on the Administration of the FY 2025 National Assessment for School Heads (NASH) - Batch 2”, this Office through the Human Resource Development Division – National Educators Academy of the Philippines in the region (HRDD-NEAP R) announces the following significant updates and instructions on FY 2025 NASH Batch 2:

a. The administration of the FY 2025 NASH Batch 2 shall be **rescheduled to March 29, 2026**. The adjustment is intended to provide this office and the Schools Division Offices with sufficient time for the evaluation of the applications and administrative preparations.

b. Activities prior to the conduct of the NASH are as follows:

DATE	ACTIVITY
December 08, 2025 – January 05, 2026 (5:00 PM)	Registration and Application through the Online Application System (OAS)
January 06 - 20, 2026	Evaluation and Validation of Documents
January 26, 2026 (5:00 PM)	End of Submission of requirements for those applicants tagged as RE-APPLY
January 30, 2026 (5:00 PM)	Last day of Payment of Assessment Fee
on or before February 03, 2026	Submission of Final List of Examinees by RO-HRMO to RO-HRDD
on or before February 06, 2026	Submission of the Final List of Examinees by RO-HRDD to BHRDD-HRDD



Address: Regional Center Site, Rawis, Legazpi City, 4500
Telephone Nos.: 0969 516 9555
Email Address: region5@deped.gov.ph
Website: <https://region5.deped.gov.ph/>



on or before February 06, 2026	Release of the Final List of Examinees and Examination Sites through a Regional Memorandum
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c. In preparation for the actual assessment, a **mock assessment** will be conducted on March 15, 2025, to give participants the opportunity to test their devices and become familiar with the assessment platform and procedures.

d. For this cycle, assessment fee amounting to **Php 720.00 shall be collected** to cover eligible expenses related to operations, logistical and administrative arrangements, orientations/capacity-building activities, and other requirements for the administration of FY 2025 NASH Batch 2.

e. The following guidelines relative to the administration of FY 2025 NASH Batch 2 may be accessed through this link: <https://tinyurl.com/NASH2Batch2Enclosure>:

- Annex 1 - Preparatory & Documentary Requirements
- Annex 2 - Online Submission, Evaluation & Validation of Documents
- Annex 3 - Technical Working Group (TWG) Composition & Responsibilities
- Annex 4 - Assessment Site Requirements
- Annex 5 - Assessment Fee & Compensation

f. Furthermore, it is clarified that the following NASH takers identified in Item 6 of DM No. 69, s. 2025 may participate in NASH Batch 2 regardless of whether they meet the Qualification Standards (QS) for the School Principal I:

- a. Head Teachers
- b. Assistant School Principals
- c. FY 2021 NQESH takers under category C
- d. FY 2023 NQESH takers under category B
- e. FY 2023 NQESH takers under category C


g. As stipulated in Item 6 of DM No. 97, s. 2025, Head Teachers and Assistant School Principals whose competency level is classified as “With Developmental Areas” may also opt to take the FY 2025 NASH – Batch 2.

h. On the other hand, other personnel who are interested to take the Batch 2 assessment, provision of Item 5 of DM No. 69, s. 2025 shall apply and reiterating that they shall meet the new CSC-Approved QS as detailed below:

Education	Experience	Training	Eligibility
Master’s degree in Education, or Educational Management, or Educational Leadership; or	5 years teaching experience and 1-year relevant experience in any of the following: learning area coordination,	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and	Republic Act (RA) No. 10801, as amended (Teacher)

Master's degree in relevant learning area with at least 9 units in Management	subject area supervision, school management and operations, instructional supervision	Operations, Instructional Leadership acquired within the last 5 years	
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- i. Personnel from the Central & Regional Office who are interested in taking the NASH must meet the QS and are advised to coordinate directly with the Schools Division Office (SDO) where they were previously assigned or have rendered service. This is to ensure that the application and document review follow the prescribed process.
3. This Office expresses gratitude to the Division HRMOs and Personnel Section of this Office as well as the ORD-ICTU for the initial profiling of prospective takers for FY 2025 NASH Batch 2 which will guide planning of operational parameters.
4. Consequently, the Regional Technical Working Group – Lead (RTWG-Lead) is requested **to conduct initial planning and ocular inspections** of the proposed assessment sites, noting the increase of possible takers as instructed in DepEd Memorandum DM-OUHROD-2025-3121 titled “Submission of Program Support Fund Utilization Report and Budget Proposal for Batch 2 FY 2025 National Assessment for School Heads (NASH)” sent to Regional Director, HRDD Chief and Regional NASH Coordinator.
5. **Division HRMOs, ITOs, and HRD SEPS** are requested to coordinate with Regional ITO and Regional NASH Coordinator and assist prospective takers in the **Registration and Application through the Online Application System (OAS)** scheduled on December 8, 2025, to January 5, 2026.
6. For further inquiries, please contact the NASH Regional Technical Working Group – Lead (RTWG-Lead) at hrdd.row@deped.gov.ph or neap.r5@deped.gov.ph.
7. Immediate dissemination of this Memorandum is desired.



GILBERT T. SADSAD

Regional Director

Encls: As Stated.

To be indicated in the Perpetual Index

under the following subjects:

NATIONAL ASSESSMENT FOR SCHOOL HEADS(NASH)



Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-3318

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
REGIONAL HRDD CHIEFS
REGIONAL NASH COORDINATORS
REGIONAL HRMOs
ALL OTHERS CONCERNED

FROM : **WILFREDO E. CABRAL** E-signed by
Undersecretary Wilfredo Cabral 10:36:11 PM
Human Resource and Organizational
Development and Infrastructure

SUBJECT : UPDATES AND INSTRUCTIONS ON THE ADMINISTRATION OF
THE FY 2025 NATIONAL ASSESSMENT FOR SCHOOL HEADS
(NASH) - BATCH 2

DATE : 17 November 2025

In reference to DepEd Memorandum (DM) No. 69, s. 2025, titled “Administration of the National Assessment for School Heads (NASH) for Fiscal Year 2025”, please be informed that the **administration of the FY 2025 NASH Batch 2 shall be rescheduled to March 29, 2026**. This adjustment is intended to provide Regional and Schools Division Offices with sufficient time for the evaluation of the applications and administrative preparations.

The schedule of activities prior to the conduct of the NASH are as follows:

DATE	ACTIVITY
December 08, 2025 – January 05, 2026 (5:00 PM)	Registration and Application through the Online Application System (OAS)
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on or before February 06, 2026	Submission of the Final List of Examinees to by RO-HRDD to BHROD-HRDD
on or before February 06, 2026	Release of the Final List of Examinees and Examination Sites through a Regional Memorandum



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Effectivity	03.23.23	Page	1 of 3



In preparation for the actual assessment, a **mock assessment** will be conducted on March 15, 2025 to give participants the opportunity to test their devices and become familiar with the assessment platform and procedures.

In this light, an assessment fee amounting to **Php 720.00 shall be collected** to cover eligible expenses related to operations, logistical and administrative arrangements, orientations/capacity-building activities, and other requirements for the administration of FY 2025 NASH Batch 2.

The following guidelines relative to the administration of FY 2025 NASH Batch 2 may be accessed through this link: <https://tinyurl.com/NASH2Batch2Enclosure>:

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As stipulated in Item 6 of DM No. 97, s. 2025, Head Teachers and Assistant School Principals whose competency level is classified as “With Developmental Areas” may also opt to take the FY 2025 NASH – Batch 2

On the other hand, other personnel who are interested to take the Batch 2 assessment, provision of Item 5 of DM No. 69, s. 2025 shall apply and reiterating that they shall meet the new CSC-Approved QS 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. 1080 ¹ , as amended (Teacher)

¹ Act Declaring the Bar and Board Examinations as Civil Service Examinations

Lastly, personnel from the Central & Regional Office who are interested in taking the NASH must meet the QS and are advised to coordinate directly with the Schools Division Office (SDO) where they were previously assigned or have rendered service. This is to ensure that the application and document review follow the prescribed process.

For further inquiries, all concerned may contact the Human Resource and Development Division through:

Email Address: bhrod.hrdd@deped.gov.ph

Facebook Group: <https://www.facebook.com/DepEdBHROD>

For immediate and widest dissemination.

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