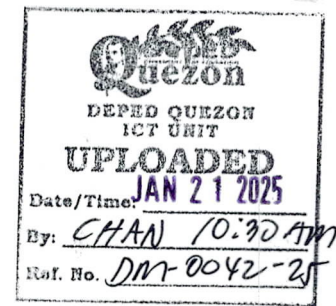




Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE



16 January 2025

DIVISION MEMORANDUM
 DM No. 0042, s. 2025

**PROFESSIONAL SHADOWING, IMMERSION, AND PROFESSIONAL DEVELOPMENT
 FOR THE FY 2021 NQESH CATEGORY B QUALIFIERS**

To: OIC-Assistant Schools Division Superintendent
 Division Chiefs
 Public Schools District Supervisors
 Secondary and Elementary School Heads
 All Others Concerned

- In compliance with **DepEd Memorandum No. 059, s. 2024**, titled, Results of the Fiscal Year 2023 National Qualifying Examination for School Heads and Fiscal Year 2021 NQESH Category B Evaluation and Certification, this Office shall conduct the Professional Shadowing, Immersion and Professional Development Intervention to the FY 2021 NQESH Category B Qualifiers with 60% Rating (Closely approximating certification and evaluation criteria), and those with 55% Rating (Approximating certification and evaluation criteria).
- This activity will be held from January 28 - February 25, 2025, or upon completion of the 100-hour requirement for those with 60% Rating, and the 120-hour requirement for those with 55% Rating.
- Those with 50% Rating (Needing Intervention) will undergo the School Heads Development Program (SHDP), which will be held in the second quarter of 2025 by the Schools Division Office.
- The professional shadowing and immersion include the following activities and output:

Activity	Timeline	Output
Planning the Shadowing based on PPSSH Domains	Day 1	Schedule of activities Agreements
Orientation on the Job Roles, Key Responsibilities, and Tasks of the School Heads	Day 2	Notes/Journal

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Collaboration with Coaching And Mentoring (Job Immersion)	Day 3 onwards	Weekly Accomplishment Report Journal/Reflection Paper PMCF of the IPCRF
Performance Review and Evaluation (Based on PMCF)	Last Day	

- The Public Schools District Supervisors (PSDS) are expected to provide job shadowing activities by ensuring that the schedule of activities is followed, and provides coaching and mentoring sessions.
- The NQESH Category B may nominate a coach or mentor within the district/school he or she is in and whom he or she is comfortable working and whose competence and integrity are beyond question. Attached is the list of FY 2021 NQESH Qualifiers.
- Upon completion of the required hours for professional shadowing and immersion, each mentee is expected to submit their individual portfolio as per the attached template, not later than February 28, 2025. This shall be the basis of the Division Office, through SGOD-HRDS for the issuance of the Certificate of Completion that will serve as their certificate of eligibility. The template for the portfolio and certificate may be downloaded from depedquezon.com.ph/link/NQESHtemplate2025.
- For those **needing intervention**, their certificate shall be given upon completion of their Work Application Plan (WAP).
- To ensure that the activity will be implemented within the target schedule, and for clarity of the process, a virtual meeting with the Public School District Supervisors and NQESH Qualifiers will be held on January 27, 2025, 2:00 p.m., via Zoom. The meeting login credentials are the following:
 Meeting ID: 858 1147 9736
 Passcode: 123456
- Allowable expenses that may be incurred in the conduct of activities may be charged against school MOOE/local funds, subject to the usual accounting and auditing rules and regulations.

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11. Widest and immediate dissemination of this Memorandum is desired.


ROMMEL C. BAUTISTA, CESO V
Schools Division Superintendent

hrdsgod01/16/2025

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Enclosure to DM No. 0042, s. 2025

FY 2021 NQESH CATEGORY B QUALIFIERS

NO.	NAME	DISTRICT	SCHOOL
1	Dexter B. Rocero	Gumaca East	Bantad Villafuerte ES
2	Wilda O. Exconde	Mulanay I	Anonang ES
3	Lorena U. Taray	Gumaca East	Panikihan ES
4	Reinalyn A. Rellion	Gen Nakar I	Mabagkoy ES
5	Christian Erick S. Junio	Gen. Nakar I	Makalya ES
6	Jose Lani Leonardo R. Muhi	San Narciso I	Rizal ES
7	Mildred A. Tapado	Jomalig	Bukal ES
8	Marven A. Porte	Gen Nakar II	Sablang ES
9	Nora P. Manlogon	Perez	Perez NHS
10	Imelda M. Gonzales	Sariaya East	Morong ES
11	Jonathan T. Canales	Burdeos	Palasan NHS
12	Yvonne T. Acorda	Infanta	Binulasa Integrated School
13	Jonalyn H. Morcilla	Polillo	Bucao ES
14	Analyn Rogel	Catanauan II	San Isidro CS
15	Ruel B. Loveria	Catanauan II	Doongan Ilaya NHS
16	Lorena G. Veran	Lopez east	Cogorin ES
17	Jocelyn Cezar	Guinayangan North	Don Guillermo ES
18	Romelyn A. Olviga	Calauag West	Anas ES

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19	Rosie C. Porte	Gen Nakar II	Canaway ES
20	Arnaldo Condonar Devera	Mauban District	MSEMSAT
21	Ludyvil V. Saniel	Unisan	Poctol ES
22	Josephine H. Escobar	Tagkawayan I	Cabuguang ES
23	Reginaldo G. Urtal	Mauban South	Cagsiay III Annex
24	Elizabeth Gutierrez	Pagilao I	Bigo ES
25	Jasmin R. Saniel	Atimonan	Atimonan National Comprehensive High School
26	Belygean A. Aveno	General Nakar I	General Nakar Central School
27	Melvin D. Leonardo	Calauag West	Dominlog ES
28	Marissa B. Fontanilla	Dolores	Don Severo Felismino ES
29	Josefa T. De Mesa	Tagkawayan II	Mansilay ES
30	Lucede D. Ursolino	Patnanungan	Tapol ES
31	John John P. Rocha	General Luna	
32	Minda E. Alviso	Sariaya West	Sto Cristo ES
33	Jeanette O. Hufrancia	Patnanungan	Katakian ES
34	Maria Elena Quioge Carolina	Calauag West	Atulayan ES
35	Ilonah Jean C. Fenis	Catanauan I	Anusan ES
36	Florida B. Manalo	Catanauan I	Alejandro P. Liao NHS
37	Jeric C. Morales	Macalelon	P. Herrera ES
38	Reynalyn V. De Gala	Catanauan II	Sta. Maria ES
39	Arnelie P. Atacador	Candelaria East	Kinatihan 1 ES

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40	Vilma M. Cleope	Guinayangan North	Sta Cruz NHS
41	Rafael E. Moreno	Calauag west	Villa San Isidro NHS
42	Salvacion M. Lopez	Lopez east	Banabahin ES
43	Gilbert R. Saniel	San Francisco II	Gregorio Edano Sr. ES
44	Victorina P. Satarain	Padre Burgos	Villa Paz ES
45	Rochelle B. Bautista	Calauag West	Lagay ES
46	Catherine Aguilar Mendoza	Gen Nakar 2	Paaralang Sekundarya ng Umiray
47	Gerardo V. Sanggalang	Sariaya West	Janagdong 2 ES
48	Jose V. Aranilla	Padre Burgos	Hinguiwin NHS
49	Melanie U. Flores	Atimonan I	Atimonan
50	Jiezele Kate N. Rengel	Burdeos	Bonifacio NHS
51	Ariel G. Oyardo	Gumaca East	Anonangin ES
52	Ricardo E. Saavedra Jr.	Atimonan I	Ponon ES
53	Donard O. Cabangon	Calauag West	Calauag NHS
54	Rosella R. Calubayan	Mauban North	SWA ES
55	Claire G. Tabaong	Candelaria East	Dr. Panfilo NHS
56	Maria Louella P. Disilio	Candelaria East	Sta Catalina NHS
57	Paula G. Alejandro	Pagbilao I	Mapagong-Alupaye ES
58	Rosie R. Oligo	Real	Maragondon ES
59	Ana Marie A. Ofalda	Atimonan II	San Andres Bundok ES
60	Wenzel I. Aclan	Atimonan I	Atimonan NCHS
61	Emilia D. Villaverde	Guinayangan North	Don Guillermo Eleazar ES

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62	Irene J. Ricamora	Buenavista I	Batabat ES
63	Rhodora V. Camara	Guinayangan North	Sisi ES
64	Regina Soreda Herico	Calauag West	Lungib ES
65	Isabel P. Rogel	Catanauan II	San Vicente Kanluran NHS
66	Richard A. Cochangco	Calauag West	Pandanán ES
67	Maria Rosani L. Munoz	San Narciso II	Guinhalinan ES
68	Nomer Rellion Francia	Gen Nakar II	Masanga ES
69	Leizl R. Villanueva	Patnanungan	Guinaygayan
70	Dina Q. Banaban	San Narciso I	Gregorio Reyes NHS
71	Vilma R. Oxales	Lopez West	Talolong ES
72	Bernadette B. Ronquillo	Lopez West	Dao NHS
73	Clarissa M. Pascual	Macalelon	Tubigan ES
74	Roselle A. Magkawas	Tiaong II	Cabatang ES
75	Ma. Cristina P. Dar	Mauban South	Cagsiay I NHS
76	Menching L.Samson	Gumaca East	Panikihan
77	Carolina A. Marjes	Guinayangan North	Sta Cruz NHS
78	Wilhelmina T. Madrigal	Catanuan II	Macpac ES
79	Leonilo G. Magtalas	Tiaong I	Tamisian ES
80	Aden E. Velan	San Francisco II	Madagoldol IS
81	Oriel De Los Angeles Dapo	Tagkawayan 2	Mansilay NHS
82	Marcos P. Lopez	Tagkawayan 2	Tagkawayan NHS
83	Amado C. Camacho	Mauan South	Sta Lucia ES

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84	Marissa D. Garcia	Candelaria East	Sta Catalina Central School
85	Francy Fabellon	Mulanay II	Matataja ES
86	Nancy A. Parco	Atimonan II	Rizal ES
87	Joselito A. Quitariano	Mulanay I	Bondoc Peninsula Agricultural HS
88	Erenio . Lulon	Buenavista 2	
89	Aurea M. Oseno	Mulanay I	Magsaysay NHS
90	Mildred Sasot Villamayor	Mauban North	Mauban North ES
91	Rosalie M. Asi	Guinayangan South	Capuluan Tulon ES
92	Daniel D. Grecio	Tagkawayan II	San Vicente ES
93	Mary Jean A. Peloello	Quezon	Gumubat ES
94	Mildred Caceran	Mulanay I	Ajos NHS
95	Editha B. Montenegro	San Francisco I	Loawan ES
96	Bernadette B. Ronquillo	Lopez West	Dao NHS

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Republic of the Philippines
Department of Education

OCT 18 2024

DepEd MEMORANDUM
No. 059, s. 2024

**RESULTS OF THE FISCAL YEAR 2023 NATIONAL QUALIFYING EXAMINATION
FOR SCHOOL HEADS AND FISCAL YEAR 2021 NQESH CATEGORY B
EVALUATION AND CERTIFICATION**

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

1. The Department of Education (DepEd), through the Bureau of Human Resource and Organizational Development (BHROD), successfully administered the **Fiscal Year (FY) 2023 National Qualifying Examination for School Heads (NQESH)** through an online modality in 75 examination sites nationwide on May 26 and June 2, 2024. Out of 22,000 examinees, there were 21,803 (99.10%) who were able to complete the examination.
2. Further, the BHROD in partnership with the National Educators Academy of the Philippines (NEAP), successfully conducted the **Evaluation and Certification of FY 2021 NQESH Category B** to implement the provision of DepEd Memorandum No. 013, s. 2024 titled Administration of the Fiscal Year 2023 National Qualifying Examination for School Heads, in six clustered venues on September 27–28, 2024. Out of the 2,096 examinees under Category B, 1,960 completed the evaluation and certification process.
3. The NQESH, as the primary mechanism to ensure and assess the competency and quality of aspiring school leaders in DepEd schools, aims to achieve the following:
 - a. Increase the Department's pool of qualified aspiring principals to fill in existing and continuous vacancies due to retirement, promotion, or vacancies;
 - b. Opportunity for the head teachers affected by the implementation of the career progression for teachers, to take the examination;
 - c. Continuous baseline assessment of all aspiring school leaders' competency and learning needs as an input on the design for closely targeted professional development interventions/programs of NEAP; and
 - d. Assess and identify learning and professional development needs of potential school heads for them to effectively perform their function as head of a school.

4. The NQESH consists of 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 No. 024, s. 2020 or the National Adoption and Implementation of the Philippine Professional Standards for School Heads, using the Structure of the Observed Learning Outcome (SOLO) taxonomy as an underpinning framework.

5. **In determining the scores of the NQESH examinees**, the responses were quantitatively analyzed using a Binary Model with a multi-level scoring approach, detailed below:

- a. **Item Level:** Each response was evaluated as either correct or incorrect, providing clear, objective data and minimizing subjectivity;
- b. **Indicator Level:** The total number of correct responses for each indicator was calculated, standardized using z-statistics to ensure comparability, and then transformed to a scale of 1 to 100 for easy interpretation and comparison;
- c. **Domain Level:** Scores were determined by calculating a weighted average of the z-scores of all indicators within each domain, with weights based on 100 divided by the total number of indicators. The total weighted average was then transformed to a 1 to 100 scale; and
- d. **NQESH Overall Score:** Derived by calculating a weighted average of the z-scores of all domains, normalized to a 1 to 100 scale.

This comprehensive approach ensures that the **overall score is easy to interpret and provides a thorough assessment of each examinee's performance both at the indicator and domain levels.**

6. In determining the achievement categories, the NQESH Overall Score and the Domain Scores were considered and identified as follows:

Qualification	Description	No. of Examinees	Qualification Status
A	Overall score is 65 and above, and at least 4 of the Domains are 65 and above.	5,753 (26.39%)	Eligible for appointment to entry-level school principal position.
B	Overall score is 65 and above, and at least 3 Domains are 65 and above.	3,553 (16.30%)	May retake the next NQESH.
C	Overall score is 64 and below or Overall score is 65 and above but only 2 Domains are 65 and above	12,497 (57.32%)	

7. The FY 2021 NQESH Category B Evaluation and Certification process includes sessions on school leadership and PPSSH competencies, sharing and debriefing of the coaching and mentoring session attended, and a post-learning written assessment. The following criteria were considered in determining the rating of the qualifiers:

a. Examinee Profile (40%)

- Number of years in current Plantilla Position
- Number of years in current Designation
- Performance Rating in SYs 2021–2022 and 2022–2023
- Coaching and Mentoring Assessment Reflections

b. NQESH Post Learning Written Assessment (60%)

8. **The Descriptive Rating for CAT B Examinees** are identified as follows

Rating	No. of Qualifiers	Descriptive Rating	Qualification Status
65%	310 (16.26%)	Passed Certification and Evaluation Criteria	Eligible for appointment to entry-level school principal position.
60%	563 (29.54%)	Closely approximating Certification and Evaluation Criteria	May apply for promotion to a school administration position subject to evaluative and eligibility assessment and professional shadowing and immersion.
55%	693 (36.36%)	Approximating Certification and Evaluation Criteria	May apply for promotion to a school administration position, but should undergo further continuing Professional Development Interventions with Work Application Plan (WAP).
45-50%	394 (20.67%)	Needing Intervention	

9. Following the issuance of this Memorandum, a **QR-coded Individual Certificate of Rating of FY 2023 Examinees** will be sent **directly to the examinees via their DepEd email address** used during the examination. Additionally, an **Individual Development Report**, highlighting the examinee’s strengths and areas for improvement with recommended interventions will be emailed separately. Please note that the file will be accessible for three years. On the other hand, the **Certificate of Rating of the 2021 Category B qualifiers** will also be sent directly to them, via their DepEd address used during the profiling.

10. Further, the consolidated rating of all takers in each region will be released to their respective regional offices through the Quality Assurance Division (QAD) and Human Resource Development Division (HRDD).

11. The Regional List of the FY 2023 NQESH Top Performers, FY 2023 Examinees under Qualification A and FY 2021 Category B Qualifiers is shown in the enclosure.

12. 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.

13. Immediate dissemination of this Memorandum is desired.




SONNY ANGARA
Secretary 

Encl.:
As stated

References:

DepEd Order (No. 024, s. 2020)

DepEd Memorandum Nos. 014 and 013, s. 2024; and 025, s. 2023

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

ASSESSMENT
BASIC EDUCATION
BUREAUS AND OFFICES
CRITERIA
EXAMINATIONS
OFFICIALS
PROMOTION
QUALIFICATIONS
SCHOOLS
TEACHERS