



Republic of the Philippines
Department of Education
Region VI – Western Visayas
DIVISION OF AKLAN

November 16, 2020


DIVISION MEMORANDUM

No. 265 s. 2020

**DISSEMINATION OF DEPED ORDER NO. 025, S. 2020, TITLED
“NATIONAL ADOPTION AND IMPLEMENTATION OF THE PHILIPPINE
PROFESSIONAL STANDARDS FOR SUPERVISORS”**

To: Chief Education Supervisors
Education Program Supervisors
Senior/Education Program Specialists
Public Schools District Supervisors
School Heads of Public Elementary, Secondary
and Integrated Schools
All Others Concerned

1. Please find attached DepEd Order No. 025, s. 2020 dated September 07, 2020 signed by Secretary Leonor Magtolis Briones, titled **“National Adoption and Implementation of the Philippine Professional Standards for Supervisors (PPSS)”**.
2. This policy institutionalizes the PPSS as a public statement of professional accountability for supervisors to reflect on and assess their own practice as they aspire for and pursue professional development.
3. Immediate dissemination of this Memorandum is desired.


MIGUEL MAC D. APOSIN EdD, CESO V
Schools Division Superintendent

/LLP

Enclosures: as stated



Republic of the Philippines
Department of Education

07 SEP 2020

DepEd ORDER
No. **025**, s. 2020

**NATIONAL ADOPTION AND IMPLEMENTATION OF THE PHILIPPINE
PROFESSIONAL STANDARDS FOR SUPERVISORS**

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division Superintendents
Public and Private Elementary and Secondary School Heads
Others Concerned

1. In line with the commitment of the Department of Education (DepEd) to support supervisors in the regional or division to better perform their roles, including the improvement of teacher and school head quality, and, through this, learner achievement, the Department issues this Order titled **National Adoption and Implementation of the Philippine Professional Standards for Supervisors (PPSS)**.

2. The DepEd recognizes the roles of supervisors in improving the quality of basic education in the Philippines. It upholds that quality student learning is contingent upon quality teachers who are supported by quality school leaders. It also recognizes the importance of professional standards in the continuing professional development and advancement of supervisors based on the principles of career-long learning.

3. This policy supports the implementation of the Republic Act No. 10533 otherwise known as the Enhanced Basic Education Act of 2013, the implementation of the Philippine Professional Standards for Teachers established through DepEd Order (DO) No. 42, s. 2017, the transformation of the National Educators Academy of the Philippines pursuant to DO 011, s. 2019, and the implementation of the Philippine Professional Standards for School Heads (PPSSH). Moreover, this policy institutionalizes the PPSS as a public statement of professional accountability for supervisors to reflect on and assess their own practice as they aspire for and pursue professional development.

4. The development and validation work of the PPSS, led by the Bureau of Human Resource and Organizational Development (BHROD) and the National Educators Academy of the Philippines (NEAP), in collaboration with the Philippine National Research Center for Teacher Quality (RCTQ), has ensured that this set of standards is K to 12 aligned, internationally comparable, and responsive to the career aspirations of supervisors.

5. The PPSS aims to:
 - a. set out clear expectations of supervisors along well-defined career stages of professional development from beginning to exemplary practice;
 - b. engage supervisors to actively embrace a continuing effort to attain high levels of proficiency; and
 - c. provide support for professional learning and development, help identify development needs and facilitate uniform assessment of performance.
6. All DepEd Orders and other related issuances, rules and regulations and provisions which are inconsistent with this Order are repealed, rescinded or modified accordingly.
7. Immediate dissemination of and strict compliance with this Order is directed.


LEONOR MAGTOLIS BRIONES
Secretary

Encls:
As stated

References:
DepEd Order: (Nos. 42, s. 2017 and 011, s. 2019)

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

BASIC EDUCATION
OFFICIALS
POLICY
PROGRAMS
SCHOOLS



DEPED-OSEC-435191

NATIONAL ADOPTION AND IMPLEMENTATION OF THE PHILIPPINE PROFESSIONAL STANDARDS FOR SUPERVISORS

I. Rationale

1. The K to 12 Basic Education Program provides for the development of holistic learners equipped with 21st century skills, and core values of being *Maka-Diyos, Makatao, Makakalikasan* and *Makabansa*, who could contribute to nation building.
2. In consonance with this, the Department of Education (DepEd) renews its focus on making decisive gains in upgrading education quality by strengthening the quality of its teachers through the national adoption and implementation of the Philippine Professional Standards for Teachers (PPST) through DepEd Order (DO) No. 42, s. 2017.
3. Teacher quality is vital in raising learner achievement. However, teachers alone cannot bring about substantive changes without effective leadership. Supervisors play a key role in upgrading education quality at the regional, division, or school levels, including the improvement of teacher and school head quality, and through this, learner achievement.
4. The **Philippine Professional Standards for Supervisors (PPSS)** clearly articulates a developmental continuum of professional practice that supports supervisors in the conduct of their roles in the regions, divisions, schools and learning centers, and provides clear guidance for career progression.
5. The PPSS addresses the overlaps and duplications among the diverse supervisory functions at the regional and division levels, thereby streamlining and supporting the attainment of the overall mandate of each governance level, and the DepEd as a whole.

II. Scope of the Policy

6. This DepEd Order directs the adoption and implementation of the Philippine Professional Standards for Supervisors in the Department.
7. The supervisory positions relevant to the PPSS are:
 - a. Chief Education Supervisors and Education Program Supervisors in the Regional Offices; and
 - b. Chief Education Supervisors, Education Program Supervisors and Public School District Supervisors in Schools Division Offices.



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DEPED-OSEC-435191

III. Definition of Terms

8. For the purposes of this policy, the following terms are defined:
 - a. **Domain** – A broad conceptual sphere of school leadership practices defined by specific strands in the set of Philippine Professional Standards for Supervisors
 - b. **Indicator** – Concrete, observable and measurable supervisor behavior/ practice covered in every strand in the Philippine Professional Standards for Supervisors
 - c. **Professional Standards** – Professional practice expected of quality professionals to achieve at every stage of their career
 - d. **Strand** – A specific dimension of practice under a domain in the Professional Standards
 - e. **Supervisors** – Chief Education Supervisors and Education Program Supervisors in Regional and Schools Division Offices, and Public School District Supervisors in Schools Division Offices

IV. Policy Statement

9. The Department hereby institutionalizes a set of professional standards for supervisors, which articulates the professional practice expected of a quality supervisor. The PPSS shall be one of the foundations of relevant human resource systems, policies, guidelines and mechanisms, including the recruitment, selection and placement, performance appraisal, rewards and recognition and talent management of supervisors, and the basis for all their professional development programs. Through the PPSS, DepEd commits to:
 - a. support supervisors in the performance of their mandates and roles in the regions, divisions and/or schools, including the improvement of teacher and school head quality, and, eventually, learner achievement;
 - b. promote the continuing professional development and advancement of supervisors based on the principles of career-long learning; and
 - c. help supervisors reflect on and assess their own practice as they aspire for and pursue professional development.

V. The PPSS Framework

10. The PPSS is anchored on the principles of learner-centeredness, lifelong learning, and inclusivity.
11. The PPSS defines professional standards that constitute a quality supervisor in the regions and divisions. It shall serve as a public statement of professional accountability of supervisors. It sets out what supervisors are expected to know, be able to do, and value as they progress in their profession. It provides for a common language for high-impact leadership expected of supervisors to guide individual professional reflections, as well as professional discussions among educational leaders and other stakeholders, and to inform the provision of professional learning and development for supervisors.



12. The PPSS Framework shows a broad sphere of supervisory practices in four domains:
 - a. Supporting Curriculum Management and Implementation;
 - b. Strengthening Shared Accountability;
 - c. Fostering a Culture of Continuous Improvement; and
 - d. Developing Self and Others.

13. The PPSS Framework (Figure 1) depicts the link between regional and division supervisors, and the link between division supervisors and school heads. The four domains constitute a broad conceptual sphere of leadership practices for all supervisors. The placement of learners at the center of the framework emphasizes the coordinated and interconnected roles of supervisors, school heads and teachers for the improvement of learner achievement.

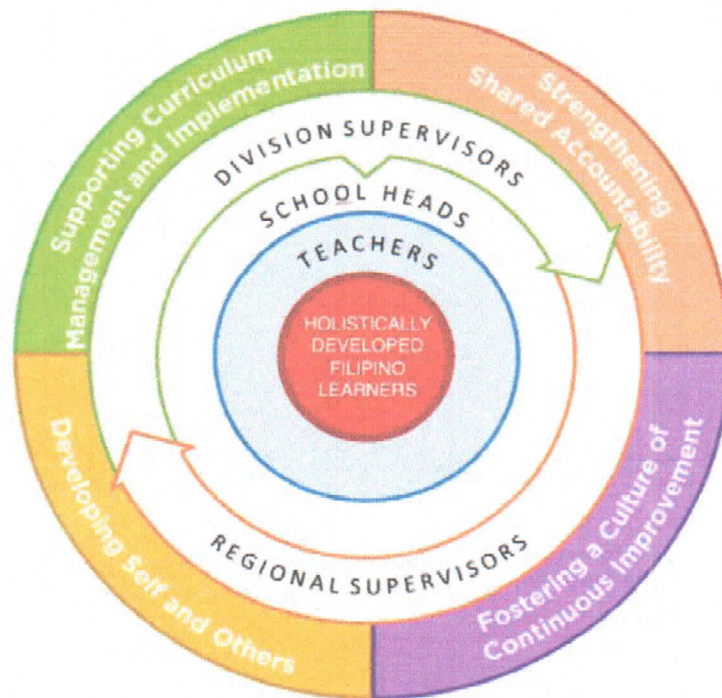


Figure 1. The PPSS Framework

VI. Procedures

14. The Bureau of Human Resource and Organizational Development (BHROD) shall review and ensure that relevant human resource systems, policies, guidelines, and processes, including the recruitment, selection and placement, performance appraisal, rewards and recognition, and talent management of supervisors, are anchored on the professional standards as defined in the PPSS.

15. The National Educators Academy of the Philippines (NEAP) shall ensure that the design of all professional development interventions and programs for supervisors,



whether developed and implemented by internal or external partners, is anchored on the professional standards.

16. The BHROD and NEAP shall promote and ensure wide dissemination of the professional standards in DepEd through the conduct of orientations and capability-building activities in all governance levels.
17. The Regional Offices through the NEAP in the Regions shall facilitate and organize the conduct of orientations and capability-building activities on PPSS in all Schools Division Offices within their jurisdictions. In addition, they shall supervise, monitor, and evaluate the Schools Division Offices as they cascade the PPSS within their respective jurisdictions.
18. Reporting of the conduct of orientations and capability-building activities on PPSS and other related activities shall be submitted by the Regional Offices to the Office of the Secretary through the BHROD and NEAP.

VII. Monitoring and Evaluation

19. The BHROD shall monitor and evaluate the achievement of the professional standards among supervisors through the adoption and implementation of the PPSS in human resource systems, policies, guidelines and mechanisms.
20. The NEAP shall monitor and evaluate the achievement of professional standards through the implementation of all professional development interventions and programs for supervisors, whether developed and implemented by internal or external partners.
21. Ultimately, the BHROD shall ensure that supervisors in the Department embody the professional standards as defined in the PPSS.

VIII. Effectivity

22. This DepEd Order shall take effect immediately after its publication in the Official Gazette or in two newspapers of general circulation, and registration with the Office of the National Administrative Register (ONAR) at the University of the Philippines (UP) Law Center, UP Diliman, Quezon City.

IX. Transitory Provisions

23. Notwithstanding the issuance of this DepEd Order, existing policies shall govern the Department's human resource systems, mechanisms, rules and regulations until implementing guidelines anchored on the PPSS are issued.

X. Reference

Government of the Philippines. Department of Education. 2017. *DepEd Order No. 42, s. 2017. National Adoption and Implementation of the Philippine Professional Standards for Teachers*. Pasig City.

