



Republic of the Philippines
Department of Education
REGION II – CAGAYAN VALLEY

10225039

October 22, 2025

REGIONAL MEMORANDUM

No. **510**, s. 2025

MASTERLIST OF NASH BATCH 1 TAKERS AND RESULTS

To: Schools Division Superintendents
All Others Concerned

1. Pursuant to DepEd Memorandum No. 97, s. 2025, titled “Results of the National Assessment for School Heads (NASH) for Fiscal Year 2025 – Batch 1,” this Office, through the Human Resource Development Division (HRDD), hereby issues the Masterlist of Batch 1 Takers and Results, which can be accessed through the link or QR code below for ready reference:

Link	QR Code
https://tinyurl.com/bdfyvdrk	

2. The SGOD Chief or designated NASH Focal Person is directed to request access and download the said masterlist, ensuring that only the data pertaining to the respective Schools Division Office (SDO) is extracted and utilized.

3. The issuance of a memorandum containing the said list shall be at the discretion of each SDO, in accordance with internal protocols and communication procedures, and in strict compliance with applicable data privacy laws, rules, and regulations.

4. For information and guidance.

BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director

For the Regional Director:

ATTY. JOSE MARIO M. MACARILAY
Chief Administrative Officer
Administrative Services Division



Encl: As stated

Reference: DM 97, s. 2025
HRDD/RBC/jsfl



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Website: region2.deped.gov.ph

MEMORANDUM		Date: <u>10/25/25</u>	Released (Records): <u>Quen</u>
To:	☒ PSDS/DICs	☒ Elem/Sec School Heads	
	☒ Private Schools	☒ Others:	
For:	☒ Information	☒ Dissemination	
	☒ Guidance	☐ Strict Compliance	
ORLANDO E. MANUEL PhD., CESO V Schools Division Superintendent			
By:	☒ ASDS	☐ CID Chief	☐ SGOD Chief
	☐ AO	☐ Atty.	Signature: <u>[Signature]</u>



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HRDD/RBC/jsf



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Republic of the Philippines
Department of Education

OCT 21 2025

DepEd MEMORANDUM
No. **097**, s. 2025

**RESULTS OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS
FOR FISCAL YEAR 2025 (BATCH 1)**

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 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 (DO) 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 (SOLO) taxonomy to ensure a structured and standards-based evaluation of school leadership competencies.

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

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

3. With reference to DepEd Memorandum No. 069, s. 2025 titled Administration of the National Assessment for School Heads for Fiscal Year (FY) 2025, DepEd, through the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD), successfully facilitated the administration of

Batch 1 of the **FY 2025 NASH** on September 14, 2025, using the DepEd Learning Management System (LMS) as the online platform across 42 assessment sites nationwide. Out of 11,385 takers, 11,308 (99.32%) were able to complete the assessment.

4. Following the successful administration of the FY2025 NASH, the responses were evaluated and analyzed. **In determining the scores of the FY2025 NASH takers, a quantitative analysis** was conducted 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 of 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 FY2025 NASH Batch 1 takers, details as follows:

COMPETENCY LEVEL	CRITERIA	NO. OF TAKERS	STATUS
Meeting PPSSH standards in 4 domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least 4 domains	2,899 (25.6%)	Prospective candidates to entry-level school principal position subject to assessment and evaluation of the prescribed qualification standards.
Meeting PPSSH standards in 3 domains	With a score of 65 or higher in the overall rating and in the specific ratings of at least 3 domains	1,509 (13.3%)	Prospective candidates to entry-level school principal position subject to assessment and evaluation of the prescribed qualification standards but must participate in a targeted development program addressing at least one area identified for improvement within three months upon appointment.

With Developmental Areas	With a score of 65 or higher in the overall rating but received above 65 in specific rating in fewer than 3 domains With a score of below 65 in the overall rating	6,900 (61.0%)	Must undertake Professional Development Interventions (PDI) facilitated by NEAP or an authorized external service provider, focusing on the PPSSH Domain identified for Development. Must have completed the PDI and relevant Work Application Plan duly certified by the schools division superintendent (SDS) to be considered as a prospective candidate for an entry-level School Principal I position, subject to assessment and evaluation of the prescribed qualification standards.
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6. Relative to the provision in **item 34.c of DO 24, s. 2025** titled Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education, which regards incumbent HTs and ASPs as on-stream candidates for the School Administration Career Line under the Expanded Career Progression System during the three-year transition period, HTs and ASPs whose competency level is **With Developmental Areas may opt to take** the FY 2025 NASH-Batch 2.

7. The Human Resource Development unit under the School Governance and Operations Division of the schools division office (SDO) shall actively monitor and ensure the progress of prospective candidates as follows:

- a. **Competency level meeting three domains of the PPSSH.** They shall be given online courses through an eLearning platform to be provided by the Central Office. Upon completion of the online course, each candidate is required to submit relevant outputs—such as action plans, school improvement initiatives, or instructional leadership activities—that directly address their identified area for improvement. These outputs shall be reviewed and evaluated by the SDS to assess the effectiveness of the intervention and provide appropriate feedback. Detailed guidelines will be issued through a separate memorandum; and
- b. **Competency Level with Development Areas.** The guidelines and implementation details of the **PDI** based on their competency level shall be issued separately by NEAP, through its Professional Development Division (PDD).

8. Upon the release of this memorandum, all FY 2025 NASH Batch 1 takers will be able to access their **Individual Certificate of Rating (ICR)** through the **DepEd-LMS** using the account they registered with during the assessment. To ensure accurate ICR data, takers are advised to update the following details in the DepEd-LMS:

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9. Meanwhile, the **Individual Development Report (IDR)** of all FY 2025 NASH Batch 1 takers will be sent directly to their official DepEd email address. The IDR provides a summary of the taker's strengths, areas for improvement, and recommended developmental interventions. Thus, NASH takers who fall under the competency levels of **Meeting PPSSH standards in three domains** and **With Developmental Areas** are advised to refer to their IDR for guidance on the required developmental interventions.

11. For more information, please contact the **Bureau of Human Resource and Organizational Development-Human Resource Development Division**, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City, through email at bhrod.hrdd@deped.gov.ph.

By Authority of the Secretary:



Undersecretary
Human Resource and Organizational
Development

OFFICIALS
PROMOTION
QUALIFICATIONS
SCHOOLS



REGIONAL TOP PERFORMERS

FY 2025 Batch 1

Region II - Cagayan Valley

Schools Division	Examinee Code	Name
Cagayan	2025 A-02-0026	ALLAM, JAYSON TAMAYAO
Cagayan	2025 A-02-0033	BACULL, MARITES DOCTOR
Cagayan	2025 A-02-0183	TUNGPAIAN, ROMEO JR JAVIER
Cagayan	2025 A-02-0163	SABIDRA, SHERYL CABLING
Cagayan	2025 A-02-0024	ALCAYDE, MARIBETH GAOIRAN
Cagayan	2025 A-02-0023	AGUSTINES, PRICIOUS TABULA
Cagayan	2025 A-02-0142	PARAGAS, JENNYVIE LUIS
Cagayan	2025 A-02-0070	DICHOSON, ISIDRO BALARES
Cagayan	2025 A-02-0155	RAMOS, MISHIE PASCUAL
Cagayan	2025 A-02-0065	DE GUZMAN, GINAELYN ADRUNGAN
Cagayan City	2025 A-02-0500	MAURICIO, ISMAEL COLARREAR
City of Ilagan	2025 A-02-0205	LAGUA, ROMEO JR. SALAGAN
Isabela	2025 A-02-0261	GUACIO, SHARMAINE GERALDINE MANUEL
Isabela	2025 A-02-0475	LALAI, ANTHONY NODADO
Isabela	2025 A-02-0327	BACTIO, GERALDINE SUTIO
Isabela	2025 A-02-0400	LAGGUL, FERDINAND JR CUREG
Isabela	2025 A-02-0244	BATTUNG, R-JAY GUINGAB
Isabela	2025 A-02-0231	ALLAM, MARICHEL MARTINEZ
Isabela	2025 A-02-0264	GUZMAN, ROLAN CALIGUIRAN
Isabela	2025 A-02-0266	HIRARIO, JENALYN LAGGUL
Isabela	2025 A-02-0457	RECOCO, FRANCISCO JR. AGUINALDO
Isabela	2025 A-02-0445	PASCUAL, JESTONI ADIUS
Isabela	2025 A-02-0486	YABES, ROBERTO DE GUZMAN
Isabela	2025 A-02-0378	GABRIEL, JOEY RUMBAAO
Isabela	2025 A-02-0370	DOTON, PINKY URBANO
Isabela	2025 A-02-0403	LAMPA, MARVIN MORALES
Isabela	2025 A-02-0260	GALAPON, ROLAND SUGUTIAN
Isabela	2025 A-02-0441	PAJMA, MARY ANN COLOBONG
Isabela	2025 A-02-0367	DIG, ROVELYN RUMA
Nueva Vizcaya	2025 A-02-0530	QUIBEN, RACQUEL DAGAN
Nueva Vizcaya	2025 A-02-0535	TOVERA, RACHIELE ANN SARIE
Quirino	2025 A-02-0542	ARIEN, JENALYN CURAMING
Quirino	2025 A-02-0567	MIRANDA, RODEL OGUTIE
Quirino	2025 A-02-0543	ARUCAN, VERNICA BALIA
Quirino	2025 A-02-0544	BASILIO, GABRIEL QUEMA
Quirino	2025 A-02-0563	MANANTIAN, MARITES GAITUD
Quirino	2025 A-02-0574	TABUNO, EVELYN DUNUAN
Quirino	2025 A-02-0541	AIDON, DIEGO UMINGLE
Quirino	2025 A-02-0576	TANUTIO, JOY BATARA
Quirino	2025 A-02-0564	MANGACAL, SHARON SERQUINA
Santiago City	2025 A-02-0582	CASTRO, GLADYS BALTAZAR
Santiago City	2025 A-02-0580	AGPALO, CONSTANTINO II TABOR
Santiago City	2025 A-02-0586	LANNU, MACIVER GAMAY
Cagayan	2025 A-02-0113	MACOCO, DITHIN JR VIZCORRO
Isabela	2025 A-02-0237	BAGAIN, JOHN RALPH TUMALUAN
Isabela	2025 A-02-0314	AGCAOILL, JERRE AMBROCIO
Quirino	2025 A-02-0535	FRANCISCO, HUMER AMADOR
Quirino	2025 A-02-0554	FIARDE, SALVI GUMARU
Cagayan	2025 A-02-0189	VERAZON, MARUNA DAHILIG
Cagayan	2025 A-02-0042	BAUTISTA, VENUS VILLEGAS
Isabela	2025 A-02-0277	MANUEL, GILBERT JR CORPUZ
Santiago City	2025 A-02-0585	IGNACIO, ANALIZA PRIMERO
Cagayan	2025 A-02-0088	GUIMAY, PEDRO BALORAN

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REGIONAL TOP PERFORMERS FY 2025 Batch 1

Region II - Cagayan Valley

Schools Division	Examinee Code	Name
Cauayan City	2025 A-02-0502	SAGASAG, ROBERT VILLANUEVA
Quirino	2025 A-02-0559	GUILHERMO, FREDERICK MARIANO
Cagayan	2025 A-02-0078	FAGELA, ALMA SAIONIA
Cauayan City	2025 A-02-0503	VILLEGAS, ROMANA BITE
Isabela	2025 A-02-0324	ARTELLANO, COSME JR. GASPAR
Quirino	2025 A-02-0579	ZONIO, ARMANDO OSIO
Isabela	2025 A-02-0298	SEFERRA, CATHERINE PARTIBLE
Isabela	2025 A-02-0279	MARTIN, LEONILA FIGURACION
Cagayan	2025 A-02-0171	SIO TOMAS, ROWENA TUGUIB
Cauayan City	2025 A-02-0488	AQUINO, ANNIE MAY AGCAOILI
Nueva Vizcaya	2025 A-02-0507	ASUNCION, JADE DUPITAS
Cagayan	2025 A-02-0172	SIO TOMAS, WINSTON RUIZ
Isabela	2025 A-02-0339	BULAN, KRISTIE MAE JOYCE MAMACAG
Quirino	2025 A-02-0556	GABRILO, ROCHLYN CASARINO
Cagayan	2025 A-02-0014	ABILLA JR., FIFEN MATAS
Isabela	2025 A-02-0287	PANGAN JR., FEDERICO DUQUE
Nueva Vizcaya	2025 A-02-0512	CABILANG-FAOTACO, SHERILENE BAN-AG
Quirino	2025 A-02-0553	DUMANGENG, LOLITA PUGUON
Isabela	2025 A-02-0263	GINEZ, EDMUND REMIGIO
Cauayan City	2025 A-02-0487	ANDRES, HAZEL JEAN LUNA
Cagayan	2025 A-02-0041	BALTA, REY JUAN LABAJO
Nueva Vizcaya	2025 A-02-0505	ANDAO, DOLORES CARDENAS
Cagayan	2025 A-02-0077	EUGENIO, MARIA CABBANGAN
Isabela	2025 A-02-0313	AGAS, MARIA TE EVALLA
Quirino	2025 A-02-0560	JAVIER, CHERRIE LOU QUESADA
Isabela	2025 A-02-0427	MONTANO, NYMPHA VILLANUEVA
Quirino	2025 A-02-0547	CABE, AARON PAUL BLANCO
Isabela	2025 A-02-0387	GRAGASIN, SHIRLEY AFAGA
Isabela	2025 A-02-0317	AGUSTIN, GAYLORD SANTIAGODO
Santiago City	2025 A-02-0589	RAMOS, JULIUS FERNANDEZ
Nueva Vizcaya	2025 A-02-0515	DUSTA, FRIDELYN ASIS
Cagayan	2025 A-02-0128	MOLINA, HERMINIGILDO OCHOA
Isabela	2025 A-02-0389	GUILHERMO, RODOLFO BURAGA
Quirino	2025 A-02-0565	MAXIMO, NORVEN RAMOS
Cagayan	2025 A-02-0048	BUEÑO, SUSAN MARCOS
Nueva Vizcaya	2025 A-02-0537	UTAGON, NELIA DUPINGAY
Isabela	2025 A-02-0233	ANGOL LUAN, JOAN FAGUAM
Nueva Vizcaya	2025 A-02-0539	VICENTE, RUBELYN AQUINO
Nueva Vizcaya	2025 A-02-0534	LABOR, HELEN GRACE JORDAN
Cagayan	2025 A-02-0081	PISTA, LILIANE BACSA
Isabela	2025 A-02-0473	TORRES, EDWIN TANGALIN
Cagayan	2025 A-02-0169	SERRANO, EVELYN EVANGELISTA
Nueva Vizcaya	2025 A-02-0518	FRONDA, YOLANDA DE GUZMAN
Nueva Vizcaya	2025 A-02-0533	SAMBRANO, GENEROSO RILLORAZA
Cagayan	2025 A-02-0121	MATALANG, BUGIE PIZARRO
Cagayan	2025 A-02-0097	LADDARAN, IMELDA MANERA
Cagayan	2025 A-02-0089	FAGUIN, JOH BATULUA
Cauayan City	2025 A-02-0497	GANDELA, OLIVIA GASPAR
Isabela	2025 A-02-0312	ADVINCULA, KHASSAN RAMOS

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