

MEMORANDUM Date: 11/15/2026 Released (Records): *Quen*

To: <input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads
<input type="checkbox"/> Private Schools	<input type="checkbox"/> Others:
For: <input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Dissemination
<input checked="" type="checkbox"/> Guidance	<input type="checkbox"/> Strict Compliance

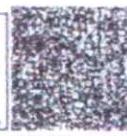
**ORLANDO E. MANUEL PhD., CESO V**  
Schools Division Superintendent  
Signature: *ATB*

By:  ASDS  CID Chief  SGOD Chief  AO  Atty. Signature: *ATB*



Republika ng Pilipinas

DEPARTMENT OF EDUCATION  
RELEASED  
ON 11/15/2026  
Nov 25, 2026  
OUHROD-END-2025-87  
By: R. Magat 08:25 am  
OUHROD-END-2025-87



DepEd Regional Office 3, Cebu



Created by Records  
Date Created: 03/22/2024 10:12

**Department of Education**  
OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**  
DM-OUHROD-2025-3247

TO : **REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS  
ELEMENTARY AND SCHOOL HEADS  
ALL OTHERS CONCERNED**

FROM :

**WILFREDO E. CABRAL**

*E-signed by  
Wilfredo Cabral  
2025-3-11 5:58 PM*  
Undersecretary for Human Resource and Organizational  
Development

**DR. MALCOLM S. GARMA**  
Undersecretary for Operations

SUBJECT : **CONDUCT OF DATA GATHERING ACTIVITIES BY THE  
RESEARCH CENTER FOR SOCIAL SCIENCES AND  
EDUCATION, UNIVERSITY OF SANTO TOMAS**

DATE : 18 November 2025

The researchers from the Psychological Studies Research Interest Group of the Research Center for Social Sciences and Education (RCSSED) of the University of Santo Tomas are currently undertaking a series of studies focusing on well-being and psychological functioning of Filipino public school teachers. These studies aim to contribute a deeper, evidence-based understanding of the challenges and strengths that shape the professional and emotional lives of public-school teachers.

In line with this, all DepEd **teaching personnel** are invited to participate in the data-gathering activities by accomplishing the online survey forms starting November 24. For reference, below are the studies and the corresponding survey questionnaire links:

Research Title	Link
Understanding the Links between Stress, Gratitude, and Job Satisfaction in Filipino Public School Teachers	<a href="http://www.surveymonkey.com/r/...">http://www.surveymonkey.com/r/...</a>

January 8, 2026

To: All Schools Division Superintendents

For information, dissemination, and appropriate action.

*Signature*

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

HRDD/RBC/egu





DEPARTMENT OF EDUCATION  
RELEASED  
CO-OUHROD  
Nov 25, 2025  
OUHRODI-END-2025-57  
By: R. Malate 08:25 am



Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DepEd Regional Office I o. 02



DOCS II No  
0108260-2

Created by: Records  
Date Created: 01/08/2025



### MEMORANDUM

DM-OUHROD-2025-3247

TO : **REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS  
ELEMENTARY AND SCHOOL HEADS  
ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**  
Undersecretary for Human Resource and Organizational Development

**DR. MALCOLM S. GARMA**  
Undersecretary for Operations

SUBJECT : **CONDUCT OF DATA GATHERING ACTIVITIES BY THE RESEARCH CENTER FOR SOCIAL SCIENCES AND EDUCATION, UNIVERSITY OF SANTO TOMAS**

DATE : 18 November 2025

The researchers from the Psychological Studies Research Interest Group of the Research Center for Social Sciences and Education (RCSSED) of the University of Santo Tomas are currently undertaking a series of studies focusing on well-being and psychological functioning of Filipino public school teachers. These studies aim to contribute a deeper, evidence-based understanding of the challenges and strengths that shape the professional and emotional lives of public-school teachers.

In line with this, all DepEd **teaching personnel** are invited to participate in the data-gathering activities by accomplishing the online survey forms starting November 24. For reference, below are the studies and the corresponding survey questionnaire links:

Research Title	Link
Understanding the Links between Stress, Gratitude, and Job Satisfaction in Filipino Public-School Teachers	<a href="https://forms.gle/RXfLpsgGcsYk5th9">https://forms.gle/RXfLpsgGcsYk5th9</a>



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600  
Telephone Nos.: (+632) 86337206, (+632) 86318494  
Email Address: [usec.hrod@deped.gov.ph](mailto:usec.hrod@deped.gov.ph) | Website: [www.deped.gov.ph](http://www.deped.gov.ph)

Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	1 of 2



Examining Teacher Well-being: The Role of Demographic Characteristics, Teacher Self-efficacy, Coping Strategies, and Stress Management	<a href="https://forms.gle/f1RQaiDFv4sdcor7A">https://forms.gle/f1RQaiDFv4sdcor7A</a>
Compassion Fatigue and Job Satisfaction: Investigating Mediating Role of Perceived Organizational Support	<a href="https://forms.gle/uags3L992kVrTHFQ8">https://forms.gle/uags3L992kVrTHFQ8</a>

Participation in the study is voluntary and open to all teaching personnel of the Department. Deadline for completing the surveys is until **January 12, 2026**.

Please note that by completing any of the abovementioned survey forms, you provide your consent to participate. All responses collected responses will be treated with utmost confidentiality and will be used solely for research purposes. Your identity and responses will not be disclosed without explicit permission.

For further inquiries or concerns, kindly contact the **Ma. Criselda T. Pacquing, PhD, RPsy, RPm** through email [mtpacquing@ust.edu.ph](mailto:mtpacquing@ust.edu.ph).

For your information and guidance.