

Republika ng Pilipinas

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**  
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.

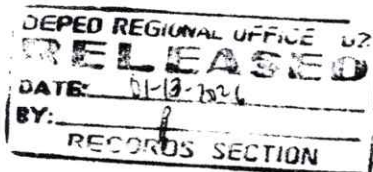
In line with this, all DepEd teaching personnel are invited to participate in the data-gathering activities by accomplishing the online survey forms starting November 24. For reference, below are the studies and the corresponding survey questionnaire links:

Research Title	Link
Understanding the Links between Stress, Gratitude, and Job Satisfaction in Filipino Public-School Teachers	

January 8, 2026

To: All Schools Division Superintendents

For information, dissemination, and appropriate action.



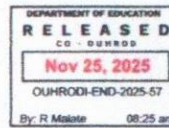
HRDD/RBC/cgu

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

MEMORANDUM	Date: 1/15/26	Released (Records): <i>Given</i>
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 type="checkbox"/> Guidance	<input type="checkbox"/> Strict Compliance
<b>ORLANDO E. MANUEL PhD., CESO V</b> Schools Division Superintendent		
By:	<input type="checkbox"/> ASDS <input type="checkbox"/> CID Chief <input type="checkbox"/> SGOD Chief <input type="checkbox"/> AO <input type="checkbox"/> Atty	Signature: <i>[Signature]</i>



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



DepEd Regional Office 1 a. 02



DOCS II No.  
010826002

Created by: Records  
Date Created: 01/08/2026

**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, 3:11:58 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 (RCSSSED) 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/RXfhpsgGcsYki5th9">https://forms.gle/RXfhpsgGcsYki5th9</a>



Room 102, Rm  
Telephone No.  
Email Address:

To: All Schools Division Superintendents

For information, dissemination, and appropriate action.

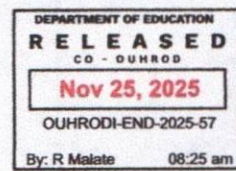
*[Signature]*  
**BENJAMIN D. PARAGAS PhD, CESO III**  
Director IV/ Regional Director

HRDD/RBC/cgu



January 8, 2026





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

DepEd Regional Office No. 02  
DOCS II No: 010826012  
Created by: Records  
Date Created: 01/08/2026

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 11/24/2025, 3:11:58 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 (RCSSSED) 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/RXfhpsgGcsYki5th9">https://forms.gle/RXfhpsgGcsYki5th9</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 | Website: 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/uags3L992kVkTHFQ8">https://forms.gle/uags3L992kVkTHFQ8</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.