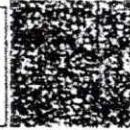




Repubika ng Pilipinas



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

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

WILFREDO E. CABRAL
Undersecretary for Human Resource 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

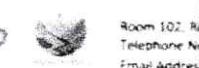
DATE

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	



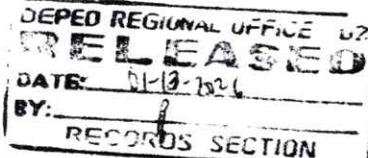
January 8, 2026

To: All Schools Division Superintendents

For information, dissemination, and appropriate action.



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



HRDD/RHC (cont)

MEMORANDUM		Date: <u>1/15/26</u>	Released (Records): <u>Green</u>			
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			
<p style="text-align: center;">ORLANDO E. MANUEL PhD., CESO V</p> <p style="text-align: center;">Schools Division Superintendent</p> <p style="text-align: right;">Signature: <u>Orlando E. Manuel</u></p>						
By:	<input type="checkbox"/> ASDS	<input type="checkbox"/> CID Chief	<input type="checkbox"/> SGOD Chief	<input type="checkbox"/> AO	<input type="checkbox"/> Atty.	Signature: <u>Orlando E. Manuel</u>



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



Republika ng Pilipinas

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

MEMORANDUM
DM-OUHRROD-2025-3247

DepEd Regional Office 1 o. 02



DOCS II No:
01082602

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



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	https://forms.gle/RXfhpsGcsYki5th9



Room 102, R1
Telephone No.
Email Address

January 8, 2026

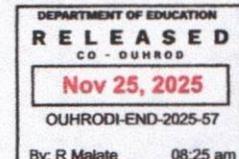
To: All Schools Division Superintendents

For information, dissemination, and appropriate action.

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



HRDD/RBC/cgu



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: 01/08/2025

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	https://forms.gle/RXfhpsgGcsYki5th9

Examining Teacher Well-being: The Role of Demographic Characteristics, Teacher Self-efficacy, Coping Strategies, and Stress Management	https://forms.gle/f1RQaiDFv4sdcor7A
Compassion Fatigue and Job Satisfaction: Investigating Mediating Role of Perceived Organizational Support	https://forms.gle/uags3L992kVkTHFQ8

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.

For your information and guidance.



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	2 of 2



Certificate No. PHP-GMS-22-01-0005