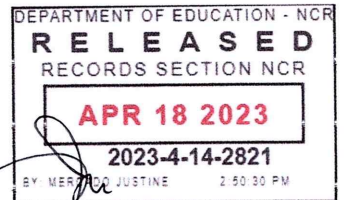




Republic of the Philippines  
**Department of Education**  
NATIONAL CAPITAL REGION



**MEMORANDUM**

No. NCR 284 s. 2023

**TO** : Schools Division Superintendents

**FROM** : ~~WILFRIDO M. CABRAL~~, CESO III  
Regional Director

**SUBJECT** : **APPOINTMENT OF PRINCIPAL I POSITION IN  
RELATION TO THE PROVISIONS OF DEPED  
ORDER NO 7, S. 2023**

**DATE** : APRIL 17, 2023

1. Enclosed is a copy of Memorandum DM-OUHROD-2023-0490 on the above captioned action on the appointments of School Principal I positions, wherein All Schools Division Superintendents are instructed to hold in abeyance the appointment of said position until Deped Memorandum clarifying the said concern is issue, for information and guidance.
2. For immediate dissemination and compliance.



Address: Misamis St., Bago Bantay, Quezon City  
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Doc. Ref. Code	RO-ORD-F006	Rev	00
Effectivity	01.26.23	Page	1 of 1



Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY


HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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**MEMORANDUM**

**DM-OUHROD-2023-0490**

**TO : REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS**

**FROM :**   
**REVSEE A. ESCOBEDO**  
*Undersecretary for Operations  
Officer-in-Charge, Office of the Undersecretary  
for Human Resource and Organizational Development*

**SUBJECT : APPOINTMENT OF PRINCIPAL I POSITION IN RELATION TO  
THE PROVISION OF DEPED ORDER 007, s. 2023**

**DATE :** 12 April 2023

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With the issuance of DepEd Order (DO) No. 007, s. 2023, "*Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*," several issues and concerns have emerged from the field, including the requirement on the National Qualifying Examination for School Heads (NQESH) for appointment to entry level school principal positions. Section 8(a) of Enclosure No. 3 of DO 007, s. 2023 states that:

*"For the purpose of hiring and appointment to **entry-level school principal positions**<sup>1</sup>, the applicant's score in the Principal's Test / National Qualifying Examination for School Heads (NQESH) or a similar standardized examination nationally administered by DepEd shall be the basis for scoring the component on Written Examination (10 points).*

*The applicant's inability to take the principal's test shall not be considered grounds for disqualification. No test result shall only mean no score under the Written Examination component."*

This has resulted to a misconception that the NQESH is no longer a requirement in the appointment to entry level school principal positions. In addition, the said provision necessitates a clarification on its relationship with DM No. 100, s. 2022 titled

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<sup>1</sup> Entry-level school principal positions include School Principal I (SP 1), Special School Principal I (SSP 1) in Elementary, Junior High School, and Senior High School levels, including Assistant School Principal II (ASP 2).

Results of the Fiscal Year 2021 National Qualifying Examination for School Heads which describes the qualification status of test takers depending on their rating, as follows:

Category	No. of Examinees	Status
Category A	2,203 (36.93%)	<b>ELIGIBLE</b> to the next stage for Principal 1 positions (such as interview and paper screening).
Category B	2,096 (35.10%)	<b>MAY TAKE the next NQESH</b> in 2023 after the provision of coaching and mentoring sessions with an experienced/outstanding Principal. They <b>shall be prioritized</b> to be designated as Officer-in-Charge/Teacher-in-Charge in case of deficiency of eligible Principal I applicants.
Category C	1,667 (28%)	<b>MUST UNDERTAKE a School Heads Development Program (SHDP)</b> through NEAP or authorized external service providers before they are allowed to retake the NQESH in 2024.

Further, it is also necessary to reiterate the significance of NQESH as the existing mechanism in assessing the proficiency of the takers' competencies in becoming a school head based on the Philippine Professional Standards for School Heads (PPSSH) and that it is deemed as a **Dimension of Preparedness** of aspiring principals.

In view of the reasons above, **all Schools Division Superintendents are instructed to hold in abeyance the appointment of School Principal I position until a DepEd Memorandum clarifying this concern is issued.**

For guidance and strict compliance.