



Republic of the Philippines  
**Department of Education**  
REGION III  
SCHOOLS DIVISION OF ANGELES CITY

03 Feb 2026

**DIVISION MEMORANDUM**  
No.053 , s. 2026

**SELF-ASSESSMENT TOOL ON THE CAREER STAGE OF SCHOOL HEADS  
FOR DETERMINING PROFESSIONAL, LEADERSHIP, AND COMPETENCY  
DEVELOPMENT INTERVENTIONS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisor, School Governance and Operations Division  
Chief Education Supervisor, Curriculum Implementation Division  
All Public Elementary and Secondary Schools Heads

1. In line with the Department of Education's commitment to strengthening instructional leadership, continuous professional development, and effective school governance, this Office hereby issues the Self-Assessment Tool on the Career Stage of School Heads.
2. This self-assessment tool is designed to support reflective and evidence-informed professional practice among School Principals by enabling them to assess their leadership competencies and determine their current career stage in alignment with the Philippine Professional Standards for School Heads (PPSSH).
3. Specifically, the instrument aims to:
  - a. Facilitate systematic self-reflection on professional, leadership, and managerial competencies across key PPSSH domains;
  - b. Assist school heads in identifying strengths, priority development needs, and areas for professional growth;
  - c. Provide an evidence-informed basis for the design of career-stage-appropriate professional development, leadership training, and competency enhancement programs; and
  - d. Support strategic career progression, talent development, and succession planning within the education system.
4. All School Heads are encouraged to complete the Self-Assessment Tool on or before February 9, 2026.
5. The self-assessment shall be administered online through the link and qr code provided:



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Link	QR Code
<a href="https://forms.office.com/r/MiQEPwx1MR">https://forms.office.com/r/MiQEPwx1MR</a>	

6. Immediate and wide dissemination of and strict compliance with this Memorandum is earnestly desired.



**ENGR. EDGARD C. DOMINGO PhD, CESO V**  
Schools Division Superintendent 

*Encl.:*

*Reference:*

*To be indicated in the perpetual index  
under the following subjects:*

*SELF-ASSESSMENT TOOL*

*CAREER STAGES*

*NMM/EPS II-HRD/February 3, 2026*