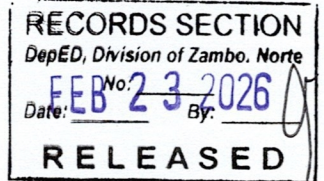




Republic of the Philippines  
**Department of Education**

REGION IX  
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE



**Office of the Schools Division Superintendent**

February 20, 2026

Division Memorandum  
No. 108, s. 2026

**REITERATION OF DEPED NO. 049, S. 2022 AMENDMENTS TO DEPED ORDER NO. 047, S. 2022 (Promotion of Professionalism in the Implementation and Delivery of Education Programs and Services)**

TO: Assistant Schools Division Superintendents  
Chief Education Supervisors, CID and SGOD  
Education Program Supervisors  
Public Schools District Supervisors  
School Heads, Public Elementary and Secondary Schools  
Teaching and Non-Teaching Personnel

1. Considering the recent concerns raised regarding the use of the social media platform by teachers and personnel, this Office reiterates the importance of upholding professionalism at all times. All employees are reminded to observe professional conduct in all areas of work and practice—including employment and personnel relations—and to exercise responsible and ethical use of social media.

2. Attention is invited to par. 3 of the DepEd Order No. 49, s. 2022:

*“Employees and officials must consider the legal restrictions imposed by existing statutes, rules, and DepEd Orders in the use of social media. Whether it be for personal use of the DepEd official or employee, or as an essential or an incidental tool in carrying out their mandate, social media rules should be complied with. As such, employees and officials of the DepEd:*

- a. *Shall exercise caution when sharing posts or other contents and should not participate in the spreading of rumors or false information;*
- b. *Shall not unduly post online attacks against fellow DepEd employees and must utilize legal and human resource mediation procedures; and,*
- c. *Shall not disparage DepEd and must always be mindful of the reputation and honor of the organization.”*

3. In addition, to further promote safety and integrity within the schools and educational environment, all personnel are inhibited to:

- a. include learners in any vlogs, recordings or social media content, unless there is a signed parents’ consent on their involvement; and,



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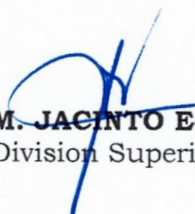
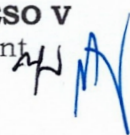


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- b. recording videos or taking photos intended for personal social media content during class or office hours, especially while in uniform and within school or office premises.
4. Non-compliance may result in appropriate administrative actions in accordance with DepEd policies and regulations.
5. This Memorandum is issued for information, compliance and widest dissemination.

  
**MAJARANI M. JACINTO EdD, CESO V**  
Schools Division Superintendent 

Encl: As stated

Reference: DepEd Order No. 049, s. 2022

DepEd Order No. 40, s. 2012

DepEd Order No. 83, s. 2003

To be indicated in the Perpetual Index

Under the following subjects:

PERSONNEL

PROFESSIONALISM

*HRD/nret/DM-Reiteration on Professionalism of DepEd Personnel*  
DM\_\_\_/ 02202026



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