



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

DIVISION MEMORANDUM

No. **478** s. 2025

CALL FOR APPLICATION FOR THE RECLASSIFICATION OF TEACHER II TO VII, MASTER TEACHER II to V AND SCHOOL PRINCIPAL I to IV POSITIONS IN THE ELEMENTARY, JUNIOR AND SENIOR HIGH SCHOOL LEVELS

To: Assistant Schools Division Superintendent
Education Program Supervisors
Public Schools District Supervisors
HRMPSB Members
Secondary/Elementary Principals/OICs
All Others Concerned

1. In line with Division Memorandum No. 466, s. 2025 titled Evaluation and Assessment of Documents for the Reclassification of Teachers in the Elementary, Junior and Senior High School Levels, and DepEd Order No. 24, s. 2025 titled Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education, this Office announces the call for the application for the reclassification of Teacher II to VII, Master Teacher II to V and School Principal I – IV positions in the elementary, Junior High School and Senior High School levels, this Schools Division, SHALL BE HELD ON THE SCHEDULE hereto attached.
2. This activity aims to provide pool of qualified applicants for the reclassification of Teacher, Master Teacher and School Principal positions.
3. Attached to this memorandum are the following Enclosures:
 - Enclosure No. 1 – Schedule of Activities
 - Enclosure No. 2 – Qualification Standards (DO No. 19, s. 2025)
 - 2.a Performance Requirements for Teaching Positions
 - Enclosure No. 3 – List of Documentary Requirements
(Notarized Notary Public or Schol Principal)
 - Enclosure No. 4 - HRMPSB Composition
 - a. Division HRMPSB
 - b. Sub-Committees
 - b.1. Elementary
 - b.2. Secondary
 - Enclosure No. 5 - Memorandum OUHROD-2025-2505
 - Enclosure No. 6.a – Reclassification Form for Teaching Position (RFTP)
 - 6.b - Reclassification Form for School Principal Positions (RFSPP)



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Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

4. SDO Bulacan provides equal employment opportunity to all qualified applicants for the position who meet the Qualification Standards (QS) regardless of their gender, age, civil status, disability religion, ethnicity or of political affiliations.
5. Further, the Comparative Assessment Result for Expanded Reclassification (CAREER) for a particular position shall be valid until exhausted. All remaining candidates in the CAREER who meet the 50 cut-off score but may not be accommodated for reclassification for the current year due to limited funding shall be prioritized for reclassification in the next fiscal year. (Item 45 of DepEd Order No. 24, s. 2025)
- 6.a Assessors are chosen according for the qualification as stipulated in DO 24, s. 2025 including School Heads and Master Teachers.
- 6.b. In the Secondary, Assistant School Principals/Head Teachers shall likewise may be designated assessor provided that they have met the following:
 - a. That they will assess those lower of their rank and
 - b. Has conducted classroom observation, provided feedback, and rated/validated IPCRF.
 - c. Obtained at least Very Satisfactory rating in the passed three years
 - d. Has essential knowledge, skills and attitudes based on DO 24, s. 2025 are met.
7. For reclassification for School Administration for Principal I, additional requirement as NQESH/NASH or its equivalent should be satisfied based from DepEd Memorandum 069, s. 2025 and Section 17(c) of the IRR of EO No. 174, s. 2022 before appointment.
8. For Qualification Standards of applicants who will transfer from Career Stage 1 to the next, Performance Requirement shall be at least Very Satisfactory in all domains. (Item III of No. 14 of Enclosure No. 2 of the DepEd Order No. 24, S. 2025)
9. Clarifications, queries and concerns may be directed through <https://forms.office.com/r/WOqzWsrbdm>



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10. Wide dissemination of this Memorandum is highly desired.



CECILIA E. VALDERAMA, PhD
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent

September 23, 2025
HRMPSB



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

Enclosure No. 1 of Division Memorandum No. ~~478~~⁴⁷⁸s. 2025

SCHEDULE OF ACTIVITIES

Date	Activity	Personnel In-Charge
For Teachers II to VII		
September 25, 2025 (1:00 pm)	Orientation of Sub-committees and Assessors	HRMPSB/Secretariat Capitol Gymnasium (KB)
September 29, 2025	Deadline of submission and receipt of application documents and Reclassification Form For Teaching Position (RFTP)	HRMPSB Sub-Committee Secretariat Elementary (District) Secondary (School)
September 30 to October 13, 2025	a. Initial evaluation of the qualifications of the applicant documents and performance requirements (DO Nos. 19, s. 2025 and 24, s. 2025) b. Notice of Disqualification for those who failed to meet the QS c. Demonstration Teaching/Classroom Observation (COIs) d. Assessment of Portfolio Annotation and BEI (NCOIs)	HRMPSB Sub-Committees <ul style="list-style-type: none">• Elementary by District• Secondary by School
October 14-16, 2025	a. Submission of CAREER (District and School) to SDO b. Validation/Deliberation of CAREER	a. HRMPSB Sub-Committee Secretariat to Division HRMPSB b. Division HRMPSB
For Master Teachers II to V		
September 25, 2025 (1:00 pm)	Orientation of Sub-committees and Assessors	HRMPSB/Secretariat Capitol Gymnasium (KB)
October 06, 2025	Deadline of submission and receipt of application documents	Division Records Unit



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

October 07 – 09, 2025	Evaluation of Experience, Education, Training, Performance Rating (ETEP) of the applicant documents (DO Nos. 19, s. 2025 and 24, s. 2025)	a. HRMPSB & Dr. Perlita G. Pagdanganan and select Assessors for the Performance Requirements
October 10, 2025	Emailing of qualified applicants	HRMPSB Secretariat
October 13-16, 2025	a. Demonstration Teaching/Classroom Observation (COIs) b. Assessment of Portfolio Annotation and BEI (NCOIs)	a. Designated Assessors b. Designated Assessors
October 17, 2025	Submission of CAReER (Master Teacher) to the SDS	HRMPSB Secretariat
For School Principals I to IV		
October 06, 2025	Deadline of submission and receipt of application documents	Division Records Unit
October 10, 2025	Evaluation of the qualifications of the applicant documents (DO Nos, 07, 2023 and 24, s. 2025)	HRMPSB HRMO
October 14, 2025	Emailing of qualified applicants	HRMPSB Secretariat
October 16, 2025	Assessment of documents based on DepEd Order Nos. 7, s. 2023 and 24, s. 2025	HRMPSB
October 17, 2025	Submission of CAReER (School Principal) to the SDS	HRMPSB Secretariat

**School Administration Group:
SCHOOL PRINCIPAL POSITIONS**

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
School Principal I	19	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management	5 years teaching experience and 1 year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	RA 1080, as amended (Teacher)
School Principal II	20	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 12 units in Management	5 years teaching experience and 2 years experience in school management and operations	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	RA 1080, as amended (Teacher)
School Principal III	21	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management	5 years teaching experience and 3 years experience in school management and operations	40 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	RA 1080, as amended (Teacher)

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 Supervising Human Resource Specialist
 Commission Secretariat and Liaison Office

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
School Principal IV	22	Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 18 units in Management	5 years teaching experience and 4 years experience in school management and operations	40 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years	RA 1080, as amended (Teacher)

Teaching Group:

TEACHER: ELEMENTARY AND SECONDARY LEVEL

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Elementary)	11	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	None required	None Required	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher I (Secondary)					RA 1080, as amended (Teacher-Secondary)
Teacher II (Elementary)	12	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	1 year teaching experience	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher II (Secondary)					RA 1080, as amended (Teacher-Secondary)
Teacher III (Elementary)	13	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	2 years teaching experience	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher III (Secondary)					RA 1080, as amended (Teacher-Secondary)

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher IV (Elementary)	14	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	3 years teaching experience	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher IV (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080, as amended (Teacher-Secondary)
Teacher V (Elementary)	15	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	3 years teaching experience	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher V (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080, as amended (Teacher-Secondary)

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher VI (Elementary)	16	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	4 years teaching experience	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher VI (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080, as amended (Teacher-Secondary)
Teacher VII (Elementary)	17	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	4 years teaching experience	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/Secondary)
Teacher VII (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080, as amended (Teacher-Secondary)

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Master Teacher I (Elementary)	18	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	5 years teaching experience	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher- Elementary/ Secondary)
Master Teacher I (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	RA 1080, as amended (Teacher- Secondary)
Master Teacher II (Elementary)	19	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher- Elementary/ Secondary)
Master Teacher II (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage III	RA 1080, as amended (Teacher- Secondary)

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				(Highly Proficient Teacher)	
Master Teacher III (Elementary)	20	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher III (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080, as amended (Teacher-Secondary)
Master Teacher IV (Elementary)	21	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher IV (Secondary)				or	RA 1080, as amended (Teacher-Secondary)

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161

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	
Master Teacher V (Elementary)	22	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher-Elementary/ Secondary)
Master Teacher V (Secondary)				or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080, as amended (Teacher-Secondary)

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Academic Track and Core Subjects

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Academic	11	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or	None required	None required	RA 1080 , as amended (Teacher-Secondary) for permanent

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Track and Core Subjects)		any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject plus 18 professional units in Education			appointments
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 15 units of specialization in the relevant strand/subject			None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Teacher II (Senior High School Teacher II - Academic Track and Core Subjects)	12	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject plus 18 units of professional units in Education	1 year experience in teaching or industry work in relevant strand/subject	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject			None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Teacher III (Senior High School Teacher III - Academic Track and Core Subjects)	13	Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 12 units towards Master's	2 years experience in teaching or industry work in relevant strand/subject	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		degree in relevant strand/subject plus 18 units of professional units in Education		Specialization acquired within the last 5 years	
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher IV (Senior High School Teacher IV - Academic Track and Core Subjects)	14	Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 18 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education	3 years experience in teaching or industry work in relevant strand/subject	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher V (Senior High School Teacher V - Academic Track and Core Subjects)	15	Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 24 units towards Master's degree in relevant	3 years experience in teaching or industry work in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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 Commission on Superintendents and School Administrators



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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		strand/subject plus 18 units of professional units in Education		acquired within the last 5 years;	
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 24 units towards Master's degree in the relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher VI (Senior High School Teacher VI - Academic Track and Core Subjects)	16	Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 30 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education	4 years experience in teaching or industry work in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 30 units towards Master's degree in the relevant strand/subject			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher VII (Senior High School Teacher VII - Academic Track and Core Subjects)	17	Bachelor's degree with a major in the relevant strands/subject plus 18 professional units in Education; or any Bachelor's degree with at least 36 units	4 years experience in teaching or industry work in relevant strand/subject	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy,	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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Supervising Human Resource Specialist
Commission Service Area 001

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		towards Master's degree in relevant strand/subject plus 18 units of professional units in Education		Subject Specialization, Instructional Supervision acquired within the last 5 years;	
		Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 36 units towards Master's degree in the relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Master Teacher I (Senior High School Master Teacher I - Academic Track and Core Subjects)	18	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching or industry work in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage III (Highly	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				Proficient Teacher)	
Master Teacher II (Senior High School Master Teacher II - Academic Track and Core Subjects)	19	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master Teacher III - Academic Track and Core Subjects)	20	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching in relevant strand/subject and 2 years experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant strand/subject			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	date of first hiring
Master Teacher IV (Senior High School Master Teacher IV - Academic Track and Core Subjects)	21	Master's degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching in relevant strand/subject and 3 years experience in instructional supervision and technical assistance to teachers	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant strand/subject		or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher V (Senior High School Master Teacher V -	22	Master's Degree in relevant strand/subject plus 18 professional units in Education	5 years experience in teaching in relevant strand/subject	24 hours of training in any of or a cumulative of the following:	RA 1080 , as amended (Teacher-Secondary) for permanent

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Academic Track and Core Subjects)			and 4 years experience in instructional supervision and technical assistance to teachers	Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years;	appointments
		Master's degree in relevant strand/subject		or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Arts and Design Track

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Arts and Design Track)	11	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus	None required	None required	RA 1080 , as amended (Teacher- Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education			
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher II (Senior High School Teacher II - Arts and Design Track)	12	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	1 year relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	8 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Teacher III (Senior High School Teacher III - Arts and Design Track)	13	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	2 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5</i>

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			<i>years after the date of first hiring</i>
Teacher IV (Senior High School Teacher IV - Arts and Design Track)	14	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or			None required for provisional ¹ and contractual appointments ¹ <i>must pass the LET within 5 years after the date of first hiring</i>

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DepEd - Division Office - Marikina

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			
Teacher V (Senior High School Teacher V - Arts and Design Track)	15	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher VI (Senior High School Teacher VI - Arts and Design Track)	16	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher VII (Senior High School Teacher VII - Arts and Design Track)	17	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or	4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior	32 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields, and 18 professional units in Education	Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/subject acquired within the last 5 years;	
		Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/Certificate of Completion in any of the relevant fields		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher I (Senior High School Master Teacher I - Arts and Design Track)	18	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Fashion Design, Photography, or other allied fields	Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Master Teacher II (Senior High School Master Teacher II - Arts and Design Track)	19	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or	RA 1080, as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Fashion Design, Photography, or other allied fields and 1 year experience in instructional supervision and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master Teacher III - Arts and Design Track)	20	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Fashion Design, Photography, or other allied fields; and 2 years experience in instructional supervision and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Master Teacher IV (Senior High School Master Teacher IV - Arts and Design Track)	21	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or	RA 1080, as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Fashion Design, Photography, or other allied fields and 3 years experience in instructional supervision and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Master Teacher V (Senior High School Master Teacher V - Arts and Design Track)	22	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature,	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or	RA 1080, as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Fashion Design, Photography, or other allied fields and 4 years relevant experience in instructional supervision, and technical assistance to teachers	Photography, or other allied courses under relevant strand/subject and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Sports Track

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Sports Track)	11	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18	None required	None required	RA 1080, as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		professional units in Education			
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher II (Senior High School Teacher II - Sports Track)	12	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	1 year experience in teaching or industry work in the relevant field(s) under Sports Track	8 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher III (Senior High School Teacher III - Sports Track)	13	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or	2 years experience in teaching or industry work in the relevant	16 hours of training in Curriculum and Instruction of relevant field(s) under	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	field(s) under Sports Track	Sports Track acquired within the last 5 years	
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher IV (Senior High School Teacher IV - Sports Track)	14	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	3 years experience in teaching or industry work in the relevant field(s) under Sports Track	16 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher V (Senior High School Teacher V - Sports Track)	15	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	3 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Teacher VI (Senior High School Teacher VI - Sports Track)	16	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	4 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or			None required for provisional ¹ and contractual appointments

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track		(Proficient Teacher)	<i>¹must pass the LET within 5 years after the date of first hiring</i>
Teacher VII (Senior High School Teacher VII - Sports Track)	17	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education	4 years experience in teaching or industry work in the relevant field(s) under Sports Track	32 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years;	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Master Teacher I (Senior High School Master Teacher I - Sports Track)	18	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching or industry work in the relevant field(s) under Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the Sports Track		and 8 hours of training in Instructional Supervision acquired within the last 5	None required for provisional ¹ and contractual appointments <i>¹must pass the</i>

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	LET within 5 years after the date of first hiring
Master Teacher II (Senior High School Master Teacher II - Sports Track)	19	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master	20	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports	24 hours of training in Curriculum and Instruction of relevant	RA 1080, as amended (Teacher-Secondary) for permanent

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher III - Sports Track)			Track and 2 years experience in instructional supervision and technical assistance to teachers	field(s) under Sports Track and 8 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher)	appointments
		Master's degree in relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher IV (Senior High School Master Teacher IV - Sports Track)	21	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports Track and 3	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP- requisite professional development program for Career Stage	RA 1080 , as amended (Teacher- Secondary) for permanent appointments
		Master's degree in relevant field(s) under the Sports Track	years experience in instructional supervision and technical assistance to teachers		None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				IV (Distinguished Teacher)	
Master Teacher V (Senior High School Master Teacher V - Sports Track)	22	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	5 years experience in teaching in the relevant field(s) under Sports Track and 4 years experience in instructional supervision and technical assistance to teachers	24 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the Sports Track			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>

Teaching Group:

TEACHER: SENIOR HIGH SCHOOL (SHS)

Track: Technical Vocational (TVL) Track

POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Teacher I (Senior High School Teacher I - Technical Vocational Track (TVL))	11	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of	None required	National Certificate (NC) II in relevant technical-vocational course(s) in	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		technical-vocational course(s) in the area of specialization plus 18 professional units in Education		the area of specialization	
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization			None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Teacher II (Senior High School Teacher II - Technical Vocational Track (TVL))	12	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	1 year experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization			None required for provisional ¹ and contractual appointments <i>'must pass the LET within 5 years after the date of first hiring</i>
Teacher III (Senior High School Teacher III - Technical Vocational Track (TVL))	13	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational	2 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-	RA 1080 , as amended (Teacher-Secondary) for permanent appointments

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Commission Secretariat and Liaison Office

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		course(s) in the area of specialization plus 18 professional units in Education		vocational course(s) in the area of specialization	
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Teacher IV (Senior High School Teacher IV - Technical Vocational Track (TVL))	14	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	3 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Teacher V (Senior High School Teacher V - Technical Vocational Track (TVL))	15	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of	3 years and 6 months experience in teaching or industry experience in relevant	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant	RA 1080, as amended (Teacher-Secondary) for permanent appointments

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KRISTAL JOY C. GUMBOC
Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
		technical-vocational course(s) in the area of specialization plus 18 professional units in Education	strand/area of specialization	technical-vocational course(s) in the area of specialization;	
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher VI (Senior High School Teacher VI - Technical Vocational Track (TVL))	16	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	4 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Teacher VII (Senior High School Teacher VII - Technical	17	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or	4 years and 6 months experience in teaching or industry	National Certificate (NC) II and Trainer's Methodology	RA 1080 , as amended (Teacher-Secondary) for

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

161

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Vocational Track (TVL))		any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education	experience in relevant strand/area of specialization	Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	permanent appointments
		Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization		or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Master Teacher I (Senior High School Master Teacher I - Technical Vocational Track (TVL))	18	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization		or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>

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Supervising Human Resources Specialist
Commission Secretariat and Liaison Office
Civil Service Commission

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
Master Teacher II (Senior High School Master Teacher II - Technical Vocational Track (TVL))	19	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization;	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization	and 1 year experience in instructional supervision and technical assistance to teachers	or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
Master Teacher III (Senior High School Master Teacher III - Technical Vocational Track (TVL))	20	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization;	RA 1080, as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization	and 2 years experience in instructional supervision and technical assistance to teachers	or Completion of NEAP-requisite professional development	None required for provisional ¹ and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

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POSITION	SG	EDUCATION	EXPERIENCE	TRAINING	ELIGIBILITY
				program for Career Stage IV (Distinguished Teacher)	
Master Teacher IV (Senior High School Master Teacher IV - Technical Vocational Track (TVL))	21	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization and 3 years experience in instructional supervision and technical assistance to teachers	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the date of first hiring</i>
Master Teacher V (Senior High School Master Teacher V - Technical Vocational Track (TVL))	22	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	5 years experience in teaching or industry experience in relevant strand/area of specialization and 4 years relevant experience in instructional supervision, and technical	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization; or	RA 1080 , as amended (Teacher-Secondary) for permanent appointments
		Master's degree in relevant field(s) under the strand/area of specialization			None required for provisional ¹ and contractual appointments <i>¹must pass the LET within 5 years after the</i>

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Supervising Human Resource Specialist
Commission Secretariat and Liaison Office

166

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[Signature]

The CSC **RESOLVES FURTHER** that the abovementioned QS shall be the bases of the CSC in attesting appointments and in evaluating other human resource actions for the subject position in the DepEd.

Quezon City.


ATTY RYAN ALVIN R. ACOSTA
 Commissioner

Original signed by: Ryan Alvin R. Acosta
 Date: 2017-04-11
 0042-42-10101

Attested By:

HRPSO/QSSD/SGA/MMR/RGM
Reso – DepEd Unique Positions

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KRISTAL JOY C. GUMRAC
Supervising Human Resource Specialist
Commission Secretariat and Liaison Office
P/101, NEL, 5/F, ECHL, #2500



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

Enclosure No. 2.a of Division Memorandum No. 47^{ds}. 2025

Position Applied For	PPST Career Stage	Classroom Observable Indicators	Non-Classroom Observable Indicators
Teacher II	Career Stage I (Beginning towards Proficient)	At least 6 Proficient COIs at Very Satisfactory	At least 4 Proficient NCOIs at Very Satisfactory
Teacher III		At least 12 Proficient COIs at Very Satisfactory	At least 8 Proficient NCOIs at Very Satisfactory
Teacher IV	Career Stage II (Proficient)	21 Proficient COIs at Very Satisfactory	16 Proficient NCOIs at Very Satisfactory
Teacher V		At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding
Teacher VI		At least 12 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Very Satisfactory; and 4 Proficient NCOIs at Outstanding
Teacher VII		At least 18 Proficient COIs at Outstanding	At least 6 Proficient NCOIs at Very Satisfactory; and 6 Proficient NCOIs at Outstanding
Master Teacher I	Career Stage III (Highly Proficient)	21 Proficient COIs at Outstanding	8 Proficient NCOIs at Very Satisfactory; and 8 Proficient NCOIs at Outstanding
Master Teacher II		At least 10 Highly Proficient COIs at Outstanding	At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III	Career Stage IV (Distinguished)	21 Highly Proficient COIs at Outstanding	8 Highly Proficient NCOIs at Very Satisfactory; and 8 Highly Proficient NCOIs at Outstanding
Master Teacher IV		At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory; and 5 Distinguished NCOIs at Outstanding
Master Teacher V		21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory; and 8 Distinguished NCOIs at Outstanding

CHECKLIST OF REQUIREMENTS

Name of Applicant: _____
 Position Applied For: _____
 Office: _____
 Contact Number: _____
 Religion: _____
 Ethnicity: _____
 Person with Disability: Yes () No ()
 Solo Parent: Yes () No ()

Application Code: _____

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant, Check if submitted)	Verification (To be filled-out by the HRMO/ HR Office/ sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the SDS containing the following information: i. Statement of Purpose/ Expression of interest ii. Position applied for			
b. Duly accomplished PDS with Work Experience Sheet (CS Form 212, Revised 2025)			
d. Photocopy of valid and updated PRC License/ID			
e. Certificate of Competency Level issued by Authorized body (if applicable)			
f. Photocopy of scholastic/academic record (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available)			
g. Photocopy of duly signed Service Record			
h. Photocopy of latest appointment			
i. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/ courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any			
j. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) IIII, Trainers Methodology Certificate (TMC) (for SHS applicants in the Technical-Vocational-Livelihood (TVL) track only);			
k. Photocopy of the required Performance Rating(s) with at least Very Satisfactory rating (For teaching positions: The applicant shall submit at most three (3) performance ratings depending on the performance requirements. The latest performance rating shall cover one (1) year complete performance rating period in the current position)			
l. Certificate of Rating (COR) in the School Head Assessment (National Qualifying Examination for School Heads (NQESH) or Principal's Test) (for School Principal positions only);			
m. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012)			
n. Other documents as may be required by the HRMPSE <i>For Teaching: portfolio for the assessment of identified PPST non-classroom observable indicators</i> <i>For School Principal: Means of Verification (MOV's) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment</i>			

Attested:

Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (electronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (where the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

ENCLOSURE NO. 4. OM NO. 478 S. 2025
B. SUB-COMMITTEE (Teacher II to VII)

b.1 Sub-Committee for Elementary

Chairperson	Public Schools District Supervisor
Members	School Principal where the vacancy exists One (1) School Principal One (1) Master Teacher Representative of accredited employee's union/association belonging to the teaching group Designated Assessors
Secretariat	Administrative Officer II or Administrative Assistant II

b.2 Sub-Committee for Secondary

Chairperson	School Principal
Members	One (1) School Principal One (1) Master Teacher Faculty President Representative of accredited employee's union/association belonging to the teaching group Designated Assessors
Secretariat	Administrative Officer II or Administrative Assistant II



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

HRMPSB COMPOSITION

A. DIVISION HRMPSB (Master Teacher & School Principal)


Chairperson	MARIA CELINA L. VEGA, CESO VI Assistant Schools Division Superintendent
Members	CECILIA S. CUSTODIO, PhD CID Chief School Principal where the vacancy exists VICTORIA O. MADRIGAL Administrative Officer V LORADEL B. PASCO OIC, Office of the Administrative Officer IV (HRMO) RAINELDA M. BLANCO, PhD SGOD Chief (for School Principal position) Representative of accredited employee's union/association belonging to the teaching group Designated Assessors
Secretariat	Select HR Personnel



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

MEMORANDUM
DM-OUHROD-2025-1505

TO : **REGIONAL DIRECTORS**
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : 
WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development

SUBJECT : **COMMENCEMENT OF RECLASSIFICATION OF TEACHING**
AND SCHOOL PRINCIPAL POSITIONS PURSUANT TO
DEPED ORDER NO. 024, s. 2025

DATE : September 8, 2025

I. Background

Under the Fiscal Year (FY) 2025 General Appropriations Act (GAA), a total budget of **6,148,433,000.00** is appropriated to cover the Reclassification of Teaching and School Head Positions in the Department of Education (DepEd), which is expected to be utilized within the year.

In view of the above and the recent issuance of **DepEd Order No. 024, s. 2025** or the *Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education*, pursuant to **Executive Order (EO) No. 174, s. 2022** and its subsequent issuances,¹ this Office hereby directs all concerned Schools Division Offices (SDOs) to **commence the reclassification of teaching and school principal positions**, in strict compliance with the mechanisms, procedures, and standards prescribed under DepEd Order No. 024, s. 2025.

¹ **Implementing Rules and Regulations (IRR)** of Executive Order No. 174, s. 2022

DBM-DepEd Joint Circular No. 01, s. 2025 on the 'Modified Classification and Compensation Scheme and System of Career Progression of Teachers and School Heads in the Public Basic Education System'

DepEd Order No. 019, s. 2025 - Amended Qualification Standards for Teacher I-III, Master Teacher I-IV, and School Principal I-IV Positions, and the Qualification Standards for Newly Created Teacher IV-VII and Master Teacher V Positions

II. Prioritization

Consistent with one of the President's notable commitments and reform agenda during the 2024 State of the Nation Address (SONA)—that **“no teacher should retire at Teacher I,”** and pursuant to **Title V. Sections 23 and 24** of the Implementing Rules and Regulations (IRR) of Executive Order (EO) No. 174 and **Section 8.5.2** of DBM-DepEd Joint Circular No. 01, s. 2025, priority in the promotion whether through reclassification or natural vacancy shall be given to the following qualified incumbents, subject to necessary assessments, applicable staffing standards, and availability of funds:

- i. **Retirable Teacher I** incumbents—both mandatory and optional in the next five (5) years²; and
- ii. **Head Teachers (HT) and Assistant School Principals (ASP)** who are affected by the implementation of the Expanded Career Progression.

Notwithstanding the prioritization of abovementioned incumbents, **other qualified teaching and school principal incumbents** shall not be precluded from applying for reclassification of positions, subject to necessary assessments, applicable staffing standards, and availability of funds.

III. Reclassification of Position

Pursuant to **Section 21 and 22** of **Enclosure No. 1 to DO 024, s. 2025**, and consistent with the merit-and competency-based career advancement, all incumbent teachers and school heads vying for promotion through reclassification of position, including those with priority (i.e., Retirable Teacher I, HTs, and ASPs), shall be required to undergo assessment, in accordance with the applicable guidelines:

- Enclosure No. 2 to DO 024, s. 2025: *‘Guidelines on the Reclassification to Teaching Positions’*
- Enclosure No. 3 to DO 024, s. 2025: *‘Guidelines on the Reclassification to School Principal Positions’*.

Pursuant to **Item G** of **Enclosures 2 and 3 to DO 024, s. 2025**, the SDO, upon the completion of the required assessment, shall endorse all the required documents to the Regional Office **on or before October 30, 2025** for evaluation and approval, if found in order, and for onward submission to the Department of Budget and Management (DBM) - Regional Office on or before **November 30, 2025**, for further evaluation and issuance of Notices of Organization, Staffing and Classification Action (NOSCA).

To ensure timely compliance with the foregoing timelines, ROs and/or SDOs may set earlier deadlines for the submission of applications, insofar as practicable, taking into account the anticipated volume of applications and current workforce capacity to evaluate and process the applications.

² Section 13-13 (A) of Republic Act No. 8291 - The Government Service Insurance System Act of 1997

Mandatory Retirement: retirement shall be compulsory for an employee at **sixty-five (65) years of age** with at least fifteen (15) years of service

Optional Retirement: at least **sixty (60) years of age** and has rendered at least fifteen (15) years of service

Immediately upon Issuance of the NOSCA, the concerned SDO shall prepare and process the corresponding appointment papers salary adjustments, in accordance with applicable provisions of the CSC ORAOHRA³; and issue the same to all teachers and school heads concerned not later than **March 30 of the succeeding year**, or as may be determined by both DBM and DepEd in cases of emergency and unprecedented situations.

Pursuant to **Item F, Section 48 of DO 024, s. 2025**, queries and/or clarifications of the applicants pertaining to the process and result of the comparative assessment shall be lodged to the HRMPSB within five (5) calendar days from the date of posting of the CAReER; and shall be responded to, in writing, by the HRMPSB within three (3) to seven (7) calendar days upon receipt of the query and/or clarification. Notwithstanding the existence of a query and/or clarification including any pending resolution pertaining to such, the process of appointment shall proceed without delay.

All other provisions on appointment stipulated in Part V(E) Appointment of the DepEd Merit Selection Plan and applicable rules and regulations as provided in the ORAOHRA shall strictly be adhered to.

IV. Career Progression Tool Kit

In line with the Department's goal to strengthen the advocacy and communication mechanisms and to further guide all the HRMPSB Members, HRMOs, and other key stakeholders in the entire process of the reclassification of position, the Department, through the BHROD, hereby provides the Career Progression Tool Kit, accessible through this link: <https://tinyurl.com/CareerProgToolKit>

This tool kit includes List of Frequently Asked Questions (FAQs) with answers, Legal Bases, Orientation and capacity building Materials.

V. Monitoring

For monitoring purposes, all ROs and SDOs are requested to update the reclassification tool of reclassified teaching and school principal positions using this template: <https://tinyurl.com/ReclassificationStatus>.



For more information and further clarifications, you may contact the **BHROD-HRDD** through **Mr. Raymond C. Oplado** at telephone no. (02) 8470-6630 or email address at bhrod.hrdd@deped.gov.ph.

For your immediate dissemination and compliance.

Copy Furnished:

Office of the Secretary

³ **CSC Resolution 2500358:** 2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA)



Republika ng Pilipinas
Department of Education

RECLASSIFICATION FORM FOR TEACHING POSITIONS (RFTP)

Name: _____ Current Position: _____
 Position Applied: _____ Item Number of Current Position: _____
 Station/School: _____ SG/Annual Salary: _____

Level: _____ Kindergarten _____ Junior High School
 _____ Elementary _____ Senior High School

I. QUALIFICATION STANDARDS

Elements	QS of the Position	QS of the Applicant	Remarks
Education	To be filled-out by the HRMO	To be filled-out by the HRMO	
Training			
Experience			
Eligibility			

Note: Indicate the QS of the Position Applied for based on the CSC-Approved QS

II. PERFORMANCE REQUIREMENTS

- Copy of duly approved IPCRF for the school year immediately preceeding the application.
- The applicant must meet the following performance requirements depending on the position applied for.

Position Applied	Performance Requirements
Teacher II	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
Teacher III	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory
Teacher IV	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory
Teacher V	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding
Teacher VI	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
Teacher VII	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

Summary of the Achievement of PPST Indicators

*Put a (/) mark if the applicant meets the required PPST indicators; if not, put an (X) mark in both the "O" and "VS" columns.

No.	Domain/Strand/Indicators	O	VS
	Domain 1. Content Knowledge and Pedagogy		
1	1.1.2 Apply knowledge of content within and across curriculum teaching areas.		
2	1.2.2 Use research-based knowledge and principles of teaching and learning to enhance professional practice.		
3	1.3.2 Ensure the positive use of ICT to facilitate the teaching and learning process.		
4	1.4.2 Use a range of teaching strategies that enhance learner achievement in literacy and numeracy skills.		
5	1.5.2 Apply a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills.		
6	1.6.2 Display proficient use of Mother Tongue, Filipino and English to facilitate teaching and learning.		
7	1.7.2 Use effective verbal and non-verbal classroom communication strategies to support learner understanding, participation, engagement and achievement		

	Domain 2. Learning Environment		
8	2.1.2 Establish safe and secure learning environments to enhance learning through the consistent implementation of policies, guidelines and procedures.		
9	2.2.2 Maintain learning environments that promote fairness, respect and care to encourage learning.		
10	2.3.2 Manage classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.		
11	2.4.2 Maintain supportive learning environments that nurture and inspire learners to participate, cooperate and collaborate in continued learning.		
12	2.5.2 Apply a range of successful strategies that maintain learning environments that motivate learners to work productively by assuming responsibility for their own learning.		
13	2.6.2 Manage learner behavior constructively by applying positive and non-violent discipline to ensure learning-focused environments.		
	Domain 3. Diversity of Learners		
14	3.1.2 Use differentiated, developmentally appropriate learning experiences to address learners' gender, needs, strengths, interests and experiences.		
15	3.2.2 Establish a learner-centered culture by using teaching strategies that respond to learners' linguistic, cultural, socio-economic and religious backgrounds.		
16	3.3.2 Design, adapt and implement teaching strategies that are responsive to learners with disabilities, giftedness and talents.		
17	3.4.2 Plan and deliver teaching strategies that are responsive to the special educational needs of learners in difficult circumstances, including: geographic isolation; chronic illness; displacement due to armed conflict, urban resettlement or disasters; child abuse and child labor practices.		
18	3.5.2 Adapt and use culturally appropriate teaching strategies to address the needs of learners from indigenous groups.		
	Domain 4. Curriculum and Planning		
19	4.1.2 Plan, manage and implement developmentally sequenced teaching and learning processes to meet curriculum requirements and varied teaching contexts.		
20	4.2.2 Set achievable and appropriate learning outcomes that are aligned with learning competencies.		
21	4.3.2 Adapt and implement learning programs that ensure relevance and responsiveness to the needs of all learners.		
22	4.4.2 Participate in collegial discussions that use teacher and learner feedback to enrich teaching practice.		
23	4.5.2 Select, develop, organize and use appropriate teaching and learning resources, including ICT, to address learning goals.		
	Domain 5. Assessment and Reporting		
24	5.1.2. Design, select, organize and use diagnostic, formative, and summative assessment strategies consistent with curriculum requirements		
25	5.2.2 Monitor and evaluate learner progress and achievement using learner attainment data.		
26	5.3.2 Use strategies for providing timely, accurate and constructive feedback to improve learner performance.		
27	5.4.2 Communicate promptly and clearly the learners' needs, progress and achievement to key stakeholders, including parents/guardians.		
28	5.5.2 Utilize assessment data to inform the modification of teaching and learning practices and programs.		

	Domain 6. Community Linkages and Professional Engagement		
29	6.1.2 Maintain learning environments that are responsive to community contexts.		
30	6.2.2 Build relationships with parents/guardians and the wider school community to facilitate involvement in the educative process.		
31	6.3.2 Review regularly personal teaching practice using existing laws and regulations that apply to the teaching profession and the responsibilities specified in the Code of Ethics for Professional Teachers.		
32	6.4.2 Comply with and implement school policies and procedures consistently to foster harmonious relationships with learners, parents, and other stakeholders.		
	Domain 7. Personal Growth and Professional Development		
33	7.1.2 Apply a personal philosophy of teaching that is learner-centered.		
34	7.2.2 Adopt practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect and integrity.		
35	7.3.2 Participate in professional networks to share knowledge and to enhance practice.		
36	7.4.2 Develop a personal professional improvement plan based on reflection of one's practice and ongoing professional learning.		
37	7.5.2 Set professional development goals based on the Philippine Professional Standards for Teachers.		
Total Number of O and VS			

III. COMPARATIVE ASSESSMENT RESULT

Education	Training	Experience	Performance	Classroom Observable Indicators	Non-Classroom Observable Indicators	Total Score

Conforme:

Attested by:

Teacher Applicant

HRMPSB Chair

IV. DEPED SCHOOLS DIVISION OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Administrative Officer IV (HRMO)

Certified Correct

Administrative Officer V (Admin Services)

Recommending Approval:

Schools Division Superintendent

V. DEPED REGIONAL OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Teachers Credential Evaluator

Certified Correct:

Chief, Administrative Division

Approved:

Regional Director



RECLASSIFICATION FORM FOR TEACHING POSITIONS (RFTP)

Name: _____ Current Position: _____

Position Applied: _____ Item Number of Current Position: _____

Station/School _____ SG/Annual Salary: _____

Level: _____ Kindergarten _____ Junior High School
Elementary _____ Senior High School

Elements	QS of the Position	QS of the Applicant	Remarks
Education	<i>To be filled-out by the HRMO</i>	<i>To be filled-out by the HRMO</i>	
Training			
Experience			
Eligibility			
Competency			

II. PERFORMANCE REQUIREMENTS

1. Copy of duly approved IPCRF for the school year immediately preceeding the application.
2. The applicant must meet the following performance requirements depending on the position applied for.

Position Applied	Performance Requirements
Master Teacher I	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
Master Teacher II	At least 10 Highly Proficient COIs at Outstanding; and At least 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding

*Put a (/) mark if the applicant meets the required PPST indicators; if not, put an (X) mark in both the "O" and "VS" columns.

Domain/Strand/Indicators		O	VS
No.	Domain 1. Content Knowledge and Pedagogy		
1	1.1.3 Model effective applications of content knowledge within and across curriculum teaching areas.		
2	1.2.3 Collaborate with colleagues in the conduct and application of research to enrich knowledge of content and pedagogy.		
3	1.3.3 Promote effective strategies in the positive use of ICT to facilitate the teaching and learning process.		
4	1.4.3 Evaluate with colleagues the effectiveness of teaching strategies that promote learner achievement in literacy and numeracy.		
5	1.5.3 Develop and apply effective teaching strategies to promote critical and creative thinking, as well as other higher-order thinking skills.		
6	1.6.3 Model and support colleagues in the proficient use of Mother Tongue, Filipino and English to improve teaching and learning, as well as to develop the learners' pride of their language, heritage and culture.		
7	1.7.3 Display a wide range of effective verbal and non-verbal classroom communication strategies to support learner understanding, participation, engagement and achievement.		

	Domain 2. Learning Environment		
8	2.1.3 Exhibit effective strategies that ensure safe and secure learning environments to enhance learning through the consistent implementation of policies, guidelines and procedures.		
9	2.2.3 Exhibit effective practices to foster learning environments that promote fairness, respect and care to encourage learning.		
10	2.3.3 Work with colleagues to model and share effective techniques in the management of classroom structure to engage learners, individually or in groups, in meaningful exploration, discovery and hands-on activities within a range of physical learning environments.		
11	2.4.3 Work with colleagues to share successful strategies that sustain supportive learning environments that nurture and inspire learners to participate, cooperate and collaborate in continued learning.		
12	2.5.3 Model successful strategies and support colleagues in promoting learning environments that effectively motivate learners to work productively by assuming responsibility for their own learning.		
13	2.6.3 Exhibit effective and constructive behavior management skills by applying positive and non-violent discipline to ensure learning focused environments.		
	Domain 3. Diversity of Learners		
14	3.1.3 Work with colleagues to share differentiated, developmentally appropriate opportunities to address learners' differences in gender, needs, strengths, interests and experiences.		
15	3.2.3 Exhibit a learner-centered culture that promotes success by using effective teaching strategies that respond to learners' linguistic, cultural, socio economic and religious backgrounds		
16	3.3.3 Assist colleagues to design, adapt and implement teaching strategies that are responsive to learners with disabilities, giftedness and talents.		
17	3.4.3 Evaluate with colleagues teaching strategies that are responsive to the special educational needs of learners in difficult circumstances, including: geographic isolation; chronic illness; displacement due to armed conflict, urban resettlement or disasters; child abuse and child labor practices.		
18	3.5.3 Develop and apply teaching strategies to address effectively the needs of learners from indigenous groups.		
	Domain 4. Curriculum and Planning		
19	4.1.3 Develop and apply effective strategies in the planning and management of developmentally sequenced teaching and learning processes to meet curriculum requirements and varied teaching contexts.		
20	4.2.3 Model to colleagues the setting of achievable and challenging learning outcomes that are aligned with learning competencies to cultivate a culture of excellence for all learners.		
21	4.3.3 Work collaboratively with colleagues to evaluate the design of learning programs that develop the knowledge and skills of learners at different ability levels.		
22	4.4.3 Review with colleagues, teacher and learner feedback to plan, facilitate, and enrich teaching practice.		
23	4.5.3 Advise and guide colleagues in the selection, organization, development and use of appropriate teaching and learning resources, including ICT, to address specific learning goals.		

	Domain 5. Assessment and Reporting		
24	5.1.3 Work collaboratively with colleagues to review the design, selection, organization and use of a range of effective diagnostic, formative and summative assessment strategies consistent with curriculum requirements.		
25	5.2.3 Interpret collaboratively monitoring and evaluation strategies of attainment data to support learner progress and achievement.		
26	5.3.3 Use effective strategies for providing timely, accurate and constructive feedback to encourage learners to reflect on and improve their own learning.		
27	5.4.3 Apply skills in the effective communication of learner needs, progress and achievement to key stakeholders, including parents/guardians.		
28	5.5.3 Work collaboratively with colleagues to analyze and utilize assessment data to modify practices and programs to further support learner progress and achievement.		
	Domain 6. Community Linkages and Professional Engagement		
29	6.1.3 Reflect on and evaluate learning environments that are responsive to community contexts.		
30	6.2.3 Guide colleagues to strengthen relationships with parents/guardians and the wider school community to maximize their involvement in the educative process.		
31	6.3.3 Discuss with colleagues teaching and learning practices that apply existing codes, laws and regulations applicable to the teaching profession, and the responsibilities specified in the Code of Ethics for Professional Teachers.		
32	6.4.3 Exhibit commitment to and support teachers in the implementation of school policies and procedures to foster harmonious relationships with learners, parents and other stakeholders.		
	Domain 7. Personal Growth and Professional Development		
33	7.1.3 Manifest a learner-centered teaching philosophy in various aspects of practice and support colleagues in enhancing their own learner-centered teaching philosophy.		
34	7.2.3 Identify and utilize personal professional strengths to uphold the dignity of teaching as a profession to help build a positive teaching and learning culture within the school.		
35	7.3.3 Contribute actively to professional networks within and between schools to improve knowledge and to enhance practice.		
36	7.4.3 Initiate professional reflections and promote learning opportunities with colleagues to improve practice.		
37	7.5.3 Reflect on the Philippine Professional Standards for Teachers to plan personal professional development goals and assist colleagues in planning and achieving their own goals.		
Total Number of O and VS			

III. COMPARATIVE ASSESSMENT RESULTS

Education	Training	Experience	Performance	Classroom Observable Indicators	Non-Classroom Observable Indicators	Total Score

Conforme:

Attested by:

Teacher Applicant

HRMPSB Chair

IV. DEPED SCHOOLS DIVISION OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Administrative Officer IV (HRMO)

Certified Correct

Administrative Officer V (Admin Services)

Recommending Approval:

Schools Division Superintendent**V. DEPED REGIONAL OFFICE ACTION**

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Teachers Credential Evaluator

Certified Correct:

Chief, Administrative Division

Approved:

Regional Director



Republika ng Pilipinas
Department of Education

RECLASSIFICATION FORM FOR TEACHING POSITIONS (RFTP)

Name:	_____	Current Position:	_____
Position Applied:	_____	Item Number of Current Position:	_____
Station/School	_____	SG/Annual Salary:	_____
Level:	_____	_____	_____
	Kindergarten		Junior High School
	Elementary		Senior High School

I. QUALIFICATION STANDARDS

Elements	QS of the Position	QS of the Applicant	Remarks
Education			
Training			
Experience			
Eligibility			
Competency			

Note: Indicate the QS of the Position Applied for based on the CSC-Approved QS

II. PERFORMANCE REQUIREMENTS

1. Copy of duly approved IPCRF for the school year immediately preceeding the application.
2. The applicant must meet the following performance requirements depending on the position applied for.

Position Applied	Performance Requirements
Master Teacher IV	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
Master Teacher V	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

Summary of the Achievement of PPST Indicators

*Put a (/) mark if the applicant meets the required PPST indicators; if not, put an (X) mark in both the "O" and "VS" columns.

Domain/Strand/Indicators		O	VS
No.	Domain 1. Content Knowledge and Pedagogy		
1	1.1.4 Model exemplary practice to improve the applications of content knowledge within and across curriculum teaching areas.		
2	1.2.4 Lead colleagues in the advancement of the art and science of teaching based on their comprehensive knowledge of research and pedagogy.		
3	1.3.4 Mentor colleagues in the implementation of policies to ensure the positive use of ICT within or beyond the school.		
4	1.4.4 Model a comprehensive selection of effective teaching strategies that promote learner achievement in literacy and numeracy.		
5	1.5.4 Lead colleagues in reviewing, modifying and expanding their range of teaching strategies that promote critical and creative thinking, as well as other higher-order thinking skills.		
6	1.6.4 Show exemplary skills in and advocate the use of Mother Tongue, Filipino and English in teaching and learning to facilitate the learners' language, cognitive and academic development and to foster pride of their language, heritage and culture.		
7	1.7.4 Exhibit exemplary practice in the use of effective verbal and on-verbal classroom communication strategies to support learner understanding, participation, engagement and achievement in different learning contexts.		

	Domain 2. Learning Environment		
8	2.1.4 Apply comprehensive knowledge of, and act as a resource person for, policies, guidelines and procedures that relate to the implementation of safe and secure learning environments for learners.		
9	2.2.4 Advocate and facilitate the use of effective practices to foster learning environments that promote fairness, respect and care to encourage learning.		
10	2.3.4 Model exemplary practices in the management of classroom structure and activities, and lead colleagues at the whole-school level to review and evaluate their practices.		
11	2.4.4 Facilitate processes to review the effectiveness of the school's learning environment to nurture and inspire learner participation.		
12	2.5.4 Lead and empower colleagues in promoting learning environments that effectively motivate learners to achieve quality outcomes by assuming responsibility for their own learning.		
13	2.6.4 Provide leadership in applying a wide range of strategies in the implementation of positive and non-violent discipline policies/procedures to ensure learning-focused environments.		
	Domain 3. Diversity of Learners		
14	3.1.4 Lead colleagues to evaluate differentiated strategies to enrich teaching practices that address learners' differences in gender, needs, strengths, interests and experiences.		
15	3.2.4 Model exemplary teaching practices that recognize and affirm diverse linguistic, cultural, socio economic and religious backgrounds to promote learner success.		
16	3.3.4 Lead colleagues in designing, adapting and implementing teaching strategies that are responsive to learners with disabilities, giftedness and talents.		
17	3.4.4 Model a range of high level skills responsive to the special educational needs of learners in difficult circumstances, including: geographic isolation; chronic illness; displacement due to armed conflict, urban resettlement or disasters; child abuse and child labor practices.		
18	3.5.4 Show comprehensive skills in delivering culturally appropriate teaching strategies to address effectively the needs of learners from indigenous groups.		
	Domain 4. Curriculum and Planning		
19	4.1.4 Model exemplary practice and lead colleagues in enhancing current practices in the planning and management of developmentally sequenced teaching and learning processes.		
20	4.2.4 Exhibit high-level skills and lead in setting achievable and challenging learning outcomes that are aligned with learning competencies towards the cultivation of a culture of excellence for all.		
21	4.3.4 Provide advice on the design and implementation of relevant and responsive learning programs that develop the knowledge and skills of learners at different ability levels.		
22	4.4.4 Lead colleagues in professional discussions to plan and implement strategies that enrich teaching practice.		
23	4.5.4 Model exemplary skills and lead colleagues in the development and evaluation of teaching and learning resources, including ICT, for use within and beyond the school.		

	Domain 5. Assessment and Reporting		
24	5.1.4 Lead initiatives in the evaluation of assessment policies and guidelines that relate to the design, selection, organization and use of effective diagnostic, formative and summative assessment strategies consistent with curriculum requirements.		
25	5.2.4 Provide advice on and mentor colleagues in the effective analysis and use of learner attainment data.		
26	5.3.4 Exhibit exemplary skills and lead initiatives to support colleagues in applying strategies that effectively provide timely, accurate and constructive feedback to learners to improve learning achievement.		
27	5.4.4 Share with colleagues a wide range of strategies that ensure effective communication of learner needs, progress and achievement to key stakeholders, including parents/guardians.		
28	5.5.4 Lead colleagues to explore, design and implement effective practices and programs using information derived from assessment data.		
	Domain 6. Community Linkages and Professional Engagement		
29	6.1.4 Model exemplary practice and empower colleagues to establish and maintain effective learning environments that are responsive to community contexts.		
30	6.2.4 Lead in consolidating networks that strengthen relationships with parents/guardians and the wider school community to maximize their involvement in the educative process.		
31	6.3.4 Lead colleagues in the regular review of existing codes, laws and regulations that apply to the teaching profession, and the responsibilities as specified in the Code of Ethics for Professional Teachers.		
32	6.4.4 Evaluate existing school policies and procedures to make them more responsive to the needs of the learners, parents and other stakeholders.		
	Domain 7. Personal Growth and Professional Development		
33	7.1.4 Model a learner-centered teaching philosophy through teaching practices that stimulate colleagues to engage in further professional learning.		
34	7.2.4 Act as a role model and advocate for upholding the dignity of teaching as a profession to build a positive teaching and learning culture within and beyond the school.		
35	7.3.4 Take a leadership role in supporting colleagues' engagement with professional networks within and across schools to advance knowledge and practice in identified areas of need.		
36	7.4.4. Demonstrate leadership within and across school contexts in critically evaluating practice and setting clearly defined targets for professional development.		
37	7.5.4 Lead reforms in enhancing professional development programs based on an in-depth knowledge and understanding of the Philippine Professional Standards for Teachers.		
Total Number of O and VS			

III. COMPARATIVE ASSESSMENT RESULTS

Education	Training	Experience	Performance	Classroom Observable Indicators	Non-Classroom Observable Indicators	Total Score

Conforme:

Attested by:

Teacher Applicant

HRMPSB Chair

IV. DEPED SCHOOLS DIVISION OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Administrative Officer IV (HRMO)

Certified Correct

Administrative Officer V (Admin Services)

Recommending Approval:

Schools Division Superintendent

V. DEPED REGIONAL OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Teachers Credential Evaluator

Certified Correct:

Chief, Administrative Division

Approved:

Regional Director

DBM-DepEd JC 01, s.2025_Form No. 2-B



Republika ng Pilipinas
Department of Education

RECLASSIFICATION FORM FOR SCHOOL PRINCIPAL POSITIONS (RFSPP)

Name: _____ Current Position: _____
 Position Applied: _____ Item Number of _____
 Station/School: _____ Current Position: _____
 SG/Annual Salary: _____
 Level: _____ Kindergarten _____ Junior High School
 _____ Elementary _____ Senior High School

I. QUALIFICATION STANDARDS

Elements	QS of the Position	QS of the Applicant	Remarks
Education	To be filled-out by the HRMO	To be filled-out by the HRMO	
Training			
Experience			
Eligibility			

Note: Indicate the QS of the Position Applied for based on the CSC-Approved QS

II. SCHOOL HEADS ASSESSMENT (or its equivalent)

☐ Eligible Score _____
☐ Not Eligible

III. PERFORMANCE RATING:

Must be at least **Very Satisfactory**

Attach certified true copy of School's Office Performance Commitment and Review (OPCR) Form or Individual Performance Commitment and Review (IPCR) form, (which ever is applicable) in the last rating period

IV. COMPARATIVE ASSESSMENT RESULT

Education	Training	Experience	Performance	Outstanding Accomplishments	Application of Education	Application of L&D	Potential	Total Score

Conforme:

Attested by:

Applicant

HRMPSB Chair

V. DEPED SCHOOLS DIVISION OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Administrative Officer IV (HRMO)

Certified Correct

Administrative Officer V (Admin Services)

Recommending Approval:

VI. DEPED REGIONAL OFFICE ACTION

Reclassification of Position				Date Processed	Remarks
From	Salary Grade	To	Salary Grade		

Evaluated by:

Teachers Credential Evaluator

Certified Correct:

Chief, Administrative Division

Approved:

Regional Director