



Republic of the Philippines  
**Department of Education**  
REGION XI  
SCHOOLS DIVISION OF DAVAO ORIENTAL

Office of the Schools Division Superintendent

JUN 27 2025

DIVISION MEMORANDUM  
No. 060 s. 2025

**CALL FOR AND ACCEPTANCE OF APPLICATION FOR HIGHER TEACHING AND  
SCHOOL PRINCIPAL POSITIONS**

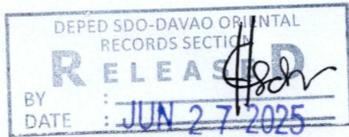
To : Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Section/Unit Heads  
Elementary and Secondary School Heads  
All Others Concerned

1. With reference to all applicable existing and subsequent guidelines, this Division through the Human Resource Merit Promotion and Selection Board (HRMPSB) announces the call for and acceptance of application for higher teaching positions particularly Teacher II-VII, Special Education Teacher I-III, Master Teacher I-V, and School Principal I-IV.
2. As an advocate of equal opportunity principle, this division encourages all teachers, school heads, and non-teacher applicants, whether internal or external, regardless of gender, civil status, disability, religion, ethnicity, or political affiliation, that meets the minimum qualification standards (QS) stipulated in the enclosures to apply.
3. Applications shall be submitted online through the Management Information System (MIS) of the Division, accessible at **[mis.depeddavor.com](https://mis.depeddavor.com)**. Detailed instructions on the application process, including the preparation and submission of required documents, are provided in the enclosures. All required documents must be uploaded to the system on or before **July 11, 2025**. The system will no longer accept submissions after this deadline. Incomplete submissions – particularly those missing documents critical to meeting the required Qualification Standards (QS) – may result in the non-assignment of a rating or possible disqualification. Only applications for higher teaching positions meeting the needed performance requirements shall be included in the comparative assessment.
4. Qualified teachers (elementary, junior high school, and senior high school), school heads, and non-teacher applicants are required to apply even if there is no current vacancy in their respective stations. The division will not issue another call for applications or accept new applications for promotion to higher teaching or school principal positions for the remainder of this school year, unless all current applicants have been accommodated.



Address: Government Center, Dahican, Mati City  
Contact No.: (087) 388-3372  
Email Address: [davao.oriental@deped.gov.ph](mailto:davao.oriental@deped.gov.ph)  
Official Website: <https://depeddavor.com/>

5. The Comparative Assessment Result-Registry of Qualified Applicants (CAR-RQA) generated through this call for applications shall serve as the basis for promotion and/or reclassification to higher teaching and school principal positions.
6. Widest dissemination of this memorandum is highly enjoined.
7. For guidance.



2:30 P.M

  
**DR. JOSEPHINE L. FADUL**  
Schools Division Superintendent  


*Enclosure: As stated.*

*OSDS/dr*



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**Official Website:** <https://depeddavor.com/>

## LIST OF DOCUMENTS TO BE SUBMITTED

1. Letter of intent signifying the positions to be applied for addressed to:  
**Dr. Josephine L. Fadul**  
Schools Division Superintendent  
Schools Division of Davao Oriental  
Government Center, Dahican, City of Mati, Davao Oriental
2. Duly accomplished and notarized 2017 revised CS Form 212 (Personal Data Sheet) and Work Experience Sheet (noted by the immediate superior)
3. Copy of valid and unexpired PRC License
4. Copy of Transcript of Records and Certification, Authentication (including post-graduate studies), and Verification (CAV) from the Commission on Higher Education of the latter
5. Copy of all certificate of trainings attended within the last five years (shall be consistent with the one enumerated in the CS Form 212 and arranged according to its recency with **July 11, 2025**, as the endline date, however, only trainings attended immediately after the last promotion shall be counted for ranking purposes
6. Copy of service record for government employees or certificate of employment duly supported by contract/letter of appointment for external non-government employees (applicable also for non-teacher applicants with relevant experience from private practice)
7. Copy of performance ratings (IPCRF for government employees) for the last three (3) performance cycle for applicants of higher teaching positions or performance rating (I/OPCRF) for the last performance cycle for applicants of school principal positions, if applicable
8. Notarized Omnibus Certification on the Authenticity and Veracity (CAV) of the documents submitted with Data Privacy Consent found in Annex C-1 of DepEd Order No. 20, s. 2024



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**Official Website:** <https://depeddavor.com/>



**MANAGEMENT**  
INFORMATION SYSTEM



# APPLICANT'S GUIDE

mis.depeddavor.com/log\_in



Username / Email:

Password :

Show Password

Sign In

Forgot Password?

Do you already have an account? If not, please [create](#) one.

Access the Deped Davor Website

Click "create"

## APPLICANT'S PROFILE

### DECLARATION AND ATTESTATION:

DepEd Davao Oriental abides and strictly enforces the provisions of RA 10173 or the Data Privacy Act of 2012. By selecting the checkbox below and clicking "submit" you give your consent to the following: 1. Allow DepEd Davao Oriental to collect, process and keep your personal information for lawful purposes; 2. DepEd Davao Oriental cannot disclose your personal information to any third party. It can, however, share said information with its functional divisions, sections, units, and schools for employment purposes. You confirm that you are well-informed of the purposes of this effort and have agreed to the above-cited information.

*confirm that I have read and understood the above information and agree to its every detail.*

Prefix	First Name	Middle Name	Last Name	EXTENSION
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="Jr, Sr"/>
Email Address	Contact Number	Birth Date	Age	
<input type="text"/>	<input type="text"/>	<input type="text" value="mm/dd/yyyy"/>	<input type="text"/>	
Province	City/Municipality	Barangay	Purok	
<input type="text" value="Select Province"/>	<input type="text" value="Select City/Municipality"/>	<input type="text" value="Select Barangay"/>	<input type="text" value="Purok"/>	
Specialization : <i>"Note: required for JHS and SHS"</i>	Track : <i>"Note: required for Senior High School Only"</i>			
<input type="text"/>	<input type="text"/>			
Enter the text shown below:				
<input type="text" value="kj7qfT"/>				
<input type="text"/>				

Register

Complete all fields before submitting your registration.



Username / Email:

Your\_Username

Password :

Your\_Password|

Show Password

Sign In

**Forgot Password?**

Do you already have an account? If not, please [create](#) one.

Login using the  
username and password  
sent to your email.



NAVIGATION

- Dashboard
- My Profile
- Training Needs
- Individual Development
- Service Record
- Payroll
- Leave
- Request
- Recruitment
- Authority to Travel
- To Do
- Calendar
- Notes

Make sure all fields in the red box are correct.

Citizenship

Filipino

Select

Official Information

Current Position ICT – ADMIN AIDE I  
ICT – ADMIN AIDE I

Current Designation  
Accountant I

SG No.  
12

Step No.

Item No.  
sampal-sa-iyo-mahal-ko

Department/School

School ID (if assigned in school)

Station Code

Date Hired  
11 / 05 / 2024

Last Appointment  
11 / 05 / 2024

Expected Ret. Year  
2053

Direct Superior

Superior Position

UMID

PhilHealth No.

GSIS

PAGIBIG

SSS No.

TIN

LBP Account No.

Employment Status

Civil Service Eligibility

CS Eligibility Level

Current Status  
Active

Employee Group 1

Employee Group 2

To apply for job opportunities or vacancies, just click 'Recruitment' → 'Job Vacancies'.

NAVIGATION

- Dashboard
- Recruitment**
- Job Vacancies
- My Application
- Retained request
- Application History
- Change Password
- System Feedback Form



IRENEO OJENDRAS CRODUA JR

Applicant No.: 202300863

Edit Profile

About

Family

OFFICIAL INFORMATION

Job Title

Department

GSIS BP No.

Position

Expected Ret. Year

PAG-IBIG No.

All items listed within the red border are jobs, but not all are vacant. To identify the vacant ones, look for the blue icon in the 'Action' column.

- Dashboard
- My Profile
- Training Needs
- Individual Development
- Service Record
- Payroll
- Leave
- Request
- Recruitment
  - Job Vacancies
  - My Application
  - Application History
- Authority to Travel
- To Do

**JOB VACANCIES**

Show 10 entries Search:

Job Title	Emp. Type	Date Posted	Office/Bureau/Service/Unit where the vacancy exists	Attachment	Action
Higher Teaching Positions	Permanent Position	2025-06-27	Division of Davao Oriental		
Principal Position	Permanent Position	2025-06-27	Division of Davao Oriental		

Showing 1 to 2 of 2 entries

Previous 1 Next

Hi! I'm the 'blue icon'—click me to view or apply for a vacant position.

APPLICATION DETAILS 

Position Applied Administrative Assistant II

District School Division Office

Preferred School School Division Office

Status Rated

Action Click CONFIRM if you agree with the results otherwise click WITH QUERY and input your query  
(Note: you can only submit query ONCE therefore make sure to read again before clicking SUBMIT)

CONFIRM

WITH QUERY

You can also edit your information by clicking the pin button.

APPLICANT'S INFORMATION 

~~BENALDO, JOEL AGUSILA~~

2025101

MOLAVE 2, BATOBATO, SAN ISIDRO, DAVAO ORIENTAL

SAN ISIDRO, DAVAO ORIENTAL

Male

joel.benaldo.1991@gmail.com

APPENDICES

Annex C - Checklist of Requirement duly notarized



Letter of Intent



Personal Data Sheet



Remove Attachment

Click the icon to attach a file.

EDUCATION (5)

TOR & CAV - College / Graduate Studies



Remove Attachment

Rating

0

TRAININGS AND SEMINARS (5)

Training/Seminar Certificates



Remove Attachment

Rating

5

WORK EXPERIENCE (20)

Work Experiences (Attachments)



Remove Attachment

Rating

0

ELIGIBILITY

Eligibility (Attachment)



Remove Attachment

PERFORMANCE RATING (20)

IPCRF for Non-Teaching (Attachments)



Remove Attachment

Rating

18.66

OUTSTANDING ACCOMPLISHMENTS (10)

MOV'S (Attachments)



Rating

0

APPLICATION OF EDUCATION (10)

MOV'S (Attachments)



Rating

0

APPLICATION OF LEARNING & DEVELOPMENT (10)



Search



JOEL AGUSILA BENALDO

### PERSONAL DATA SHEET



Select PDF File\*

Browse...

No file selected.

Submit

Click "Browse" to attach a file.

Annex C - Checklist of Requirem

Letter of Intent



Personal Data Sheet



Remove Attachment

### EDUCATION (5)

TOR & CAV - College / Graduate Studies



Remove Attachment

Rating 0

### TRAININGS AND SEMINARS (5)

Training/Seminar Certificates



Remove Attachment

Rating 5

### WORK EXPERIENCE (20)



Search



JOEL AGUSILA BENALDO

## PERSONAL DATA SHEET



Select PDF File\*

Browse...

1738823...101.pdf

File Upload



← → ▾ ↑

Desktop



Search Desktop



Organize ▾

New folder



Home

Gallery

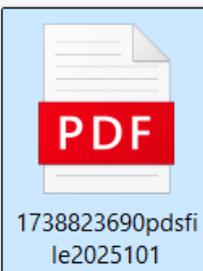
Ireneo - Depart

Desktop

Downloads

Documents

Pictures



1738823690pdsfile2025101



acc name



acc names



activity



add\_Observers\_Final



additional for profile



ANA LOU O. BUCAG, JOSEPHINE G. LASTR



applicant summary



applicant summary



Application form

File name: 1738823690pdsfile2025101

All Files

Open

Cancel

Annex C - Checklist of Requirement duly notarized

Letter of Intent

Personal Data Sheet

TOR & CAV - College / Graduate Studies

Rating

Training/Seminar Certificates



Remove Attachment



Search



JOEL AGUSILA BEN

## PERSONAL DATA SHEET



Select PDF File\*

Browse...

1738823...101.pdf

Submit

Click 'Submit' after selecting a file.

Annex C - Checklist of Requirement duly notarized



Letter of Intent



Personal Data Sheet



Remove Attachment

### EDUCATION (5)

TOR & CAV - College / Graduate Studies



Remove Attachment

Rating

0

### TRAININGS AND SEMINARS (5)

Training/Seminar Certificates



Remove Attachment

## ✔ Applicant Final Review Checklist

Please double-check the following before submitting your application:

### 📌 Personal Information

- Full Name is correct and matches your official ID.
- Birthdate, age, and gender are accurate.
- Contact number and email address are working and correct.
- Home address is complete and up-to-date.

### 📌 Educational Background

- School names, year graduated, and honors/awards (if any) are correctly filled.
- Supporting documents (Diploma, TOR, Certificates) are attached if required.

### 📌 Work Experience (if applicable)

- Job titles, company names, and inclusive dates are accurate.
- Job responsibilities and accomplishments are clearly stated.

## 📌 Attachments

- Scanned documents are clear and readable.
- All required attachments are uploaded (e.g. valid ID, diploma, resume, certificates).
- File formats are correct (PDF) and within size limits of 2MB.
- No duplicate or incorrect files are attached.

### 📌 Other Requirements

- Signature or e-signature is provided (if required).
- All mandatory fields are filled — no blank sections.

### **For Currently Employed:**

Username: Employee Number

### **For Newly Applicant:**

Click Create an Account/Register

### **For Queries on the MIS:**

Contact Messenger Account: DepEd DivOr ICT Section

 Final Note:

- Double-check everything before clicking Submit.
- When you're done uploading, try to view your file. If you can view it, that's an indication that your file was successfully uploaded. **If NOT, you need to upload it again.**
- Incomplete or incorrect information may result in disqualification or delays in processing your application.
- You may edit your application as long as the job position is still open. You can refer to the memo for the job position's closing date.

**QUALIFICATION STANDARDS FOR SPECIAL EDUCATION TEACHER POSITIONS**

<b>Position</b>	<b>Education</b>	<b>Training</b>	<b>Experience</b>	<b>Eligibility</b>
Special Education Teacher I (SPET I)	Bachelor's Degree in Education with specialization in Special Education; or Bachelor's Degree in Education with 18 units MA-SPED	None required	None required	RA 1080 (Teacher)
Special Education Teacher II (SPET II)	Bachelor's Degree in Education with specialization in Special Education; or Bachelor's Degree in Education with 18 units MA-SPED	4 hours of relevant training	1 year as Special Education Teacher	RA 1080 (Teacher)
Special Education Teacher III (SPET III)	Bachelor's Degree in Education with specialization in Special Education; or Bachelor's Degree in Education with 18 units MA-SPED	4 hours of relevant training	2 years as Special Education Teacher	RA 1080 (Teacher)

### Basis and Pre-requisites for Classification of Teaching Positions (Elementary and Junior High School)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage I: Beginning	Teacher I	SG-11	Teacher II	SG-12	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
	Teacher I Teacher II	SG-11 SG-12	Teacher III	SG-13	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory
Career Stage II: Proficient	Teacher I Teacher II Teacher III	SG-11 SG-12 SG-13	Teacher IV	SG-14	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory

### Basis and Pre-requisites for Classification of Teaching Positions (Elementary and Junior High School)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage II: Proficient	Teacher II Teacher III Teacher IV	SG-12 SG-13 SG-14	Teacher V	SG-15	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding
	Teacher III Teacher IV Teacher V	SG-13 SG-14 SG-15	Teacher VI	SG-16	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	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  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding

**Basis and Pre-requisites for Classification of Teaching Positions  
(Elementary and Junior High School)**

	Teacher IV Teacher V Teacher VI	SG-14 SG-15 SG-16	Teacher VII	SG-17	Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education	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;  or  Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding
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### Basis and Pre-requisites for Classification of Teaching Positions (Elementary and Junior High School)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage III: Highly Proficient	Teacher V Teacher VI Teacher VII	SG-15 SG-16 SG-17	Master Teacher I	SG-18	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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;  or  Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years teaching experience	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
	Master Teacher I	SG-18	Master Teacher II	SG-19	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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;  or  Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding; and 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

### Basis and Pre-requisites for Classification of Teaching Positions (Elementary and Junior High School)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher I	SG-18	Master Teacher III	SG-20	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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;	5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers	Elementary: RA 1080 (Teacher-Elementary/Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
	Master Teacher II	SG-19				or			
	Master Teacher III	SG-20	Master Teacher IV	SG-21	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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;	5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers	Elementary: RA 1080 (Teacher-Elementary/Secondary)	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
						or	Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	Secondary: RA 1080 (Teacher-Secondary)	

### Basis and Pre-requisites for Classification of Teaching Positions (Elementary and Junior High School)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher III	SG-20	Master Teacher V	SG-22	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	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;  or  Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers	Elementary: RA 1080 (Teacher-Elementary/Secondary)  Secondary: RA 1080 (Teacher-Secondary)	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

**Basis and Pre-requisites for Classification of Teaching Positions  
(Senior High School – Academic Track and Core Subjects)**

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage I: Beginning	Teacher I	SG-11	Teacher II	SG-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	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
	Teacher I Teacher II	SG-11 SG-12	Teacher III	SG-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 degree in relevant strand/subject plus 18 units of professional units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory
Career Stage II: Proficient	Teacher I Teacher II Teacher III	SG-11 SG-12 SG-13	Teacher IV	SG-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	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;  or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage II: Proficient	Teacher II Teacher III Teacher IV	SG-12 SG-13 SG-14	Teacher V	SG-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 strand/subject plus 18 units of professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years;  or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding
	Teacher III Teacher IV Teacher V	SG-13 SG-14 SG-15	Teacher VI	SG-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	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  or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
	Teacher IV Teacher V Teacher VI	SG-14 SG-15 SG-16	Teacher VII	SG-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 towards Master's degree in relevant strand/subject plus 18 units of professional units in Education	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;  or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage III: Highly Proficient	Teacher V Teacher VI Teacher VII	SG-15 SG-16 SG-17	Master Teacher I	SG-18	Master's degree in relevant strand/subject plus 18 professional units in Education	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;  or  Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry work in relevant strand/subject	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
	Master Teacher I	SG-18	Master Teacher II	SG-19	Master's degree in relevant strand/subject plus 18 professional units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization <b>and</b> 8 hours of training in Instructional Supervision acquired within the last 5 years;  <b>or</b>  Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching in relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding; and 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher I	SG-18	Master Teacher III	SG-20	Master's degree in relevant strand/subject plus 18 professional units in Education	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;	5 years experience in teaching in relevant strand/subject and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
	Master Teacher II	SG-19				or			
	Master Teacher III	SG-20	Master Teacher IV	SG-21	Master's degree in relevant strand/subject plus 18 professional units in Education	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;	5 years experience in teaching in relevant strand/subject and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
						or			
						Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)			
						Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)			

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher III	SG-20	Master Teacher V	SG-22	Master's Degree in relevant strand/subject plus 18 professional units in Education	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;  or  Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching in relevant strand/subject and 4 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

**Basis and Pre-requisites for Classification of Teaching Positions  
(Senior High School – Arts and Design Track)**

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage I: Beginning	Teacher I	SG-11	Teacher II	SG-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	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	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	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
	Teacher I Teacher II	SG-11 SG-12	Teacher III	SG-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	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	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	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory

Career Stage II: Proficient	Teacher I Teacher II Teacher III	SG-11 SG-12 SG-13	Teacher IV	SG-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	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)	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	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory
	Teacher II Teacher III Teacher IV	SG-12 SG-13 SG-14	Teacher V	SG-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	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)	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	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding

Career Stage II: Proficient	Teacher III Teacher IV Teacher V	SG-13 SG-14 SG-15	Teacher VI	SG-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	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)	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	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
	Teacher IV Teacher V Teacher VI	SG-14 SG-15 SG-16	Teacher VII	SG-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 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	32 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)	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	RA 1080 (Teacher-Secondary)	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage III: Highly Proficient	Teacher V Teacher VI Teacher VII	SG-15 SG-16 SG-17	Master Teacher I	SG-18	<p>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</p>	<p>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 and 8 hours of training in Instructional Supervision acquired within the last 5 years;</p> <p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)</p>	<p>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, Fashion Design, Photography, or other allied fields</p>	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
	Master Teacher I	SG-18	Master Teacher II	SG-19	<p>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</p>	<p>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 and 8 hours of training in Instructional Supervision acquired within the last 5 years;</p> <p>or</p> <p>Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)</p>	<p>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, Fashion Design, Photography, or other allied fields and 1 year experience in instructional supervision and technical assistance to teachers</p>	RA 1080 (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding; and 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher I	SG-18	Master Teacher III	SG-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	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 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)	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, Fashion Design, Photography, or other allied fields; and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
	Master Teacher II	SG-19							
	Master Teacher III	SG-20	Master Teacher IV	SG-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	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 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)	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, Fashion Design, Photography, or other allied fields and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher III	SG-20	Master Teacher V	SG-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	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 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)	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, Fashion Design, Photography, or other allied fields and 4 years relevant experience in instructional supervision, and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

### Basis and Pre-requisites for Classification of Teaching Positions (Senior High School – Sports Track)

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage I: Beginning	Teacher I	SG-11	Teacher II	SG-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	8 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	1 year experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
	Teacher I Teacher II	SG-11 SG-12	Teacher III	SG-13	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	16 hours of training in Curriculum and Instruction of relevant field(s) under Sports Track acquired within the last 5 years	2 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory
Career Stage II: Proficient	Teacher I Teacher II Teacher III	SG-11 SG-12 SG-13	Teacher IV	SG-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	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)	3 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage II: Proficient	Teacher II Teacher III Teacher IV	SG-12 SG-13 SG-14	Teacher V	SG-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	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)	3 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding
	Teacher III Teacher IV Teacher V	SG-13 SG-14 SG-15	Teacher VI	SG-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	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)	4 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding
	Teacher IV Teacher V Teacher VI	SG-14 SG-15 SG-16	Teacher VII	SG-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	32 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)	4 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage III: Highly Proficient	Teacher V Teacher VI Teacher VII	SG-15 SG-16 SG-17	Master Teacher I	SG-18	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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)	5 years experience in teaching or industry work relevant field(s) under Sports Track	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding
	Master Teacher I	SG-18	Master Teacher II	SG-19	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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)	5 years experience in teaching in relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding; and 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher I	SG-18	Master Teacher III	SG-20	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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 IV (Distinguished Teacher)	5 years experience in teaching in relevant field(s) under Sports Track and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
	Master Teacher II	SG-19	Master Teacher III	SG-20	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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 IV (Distinguished Teacher)	5 years experience in teaching in relevant field(s) under Sports Track and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding
	Master Teacher III	SG-20	Master Teacher IV	SG-21	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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)	5 years experience in teaching in relevant field(s) under Sports Track and 3 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher III	SG-20	Master Teacher V	SG-22	Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education	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)	5 years experience in teaching in relevant field(s) under Sports Track and 4 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

**Basis and Pre-requisites for Classification of Teaching Positions  
(Senior High School – Technical Vocational (TVL) Track)**

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage I: Beginning	Teacher I	SG-11	Teacher II	SG-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	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	1 year experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Very Satisfactory; and At least 4 Proficient NCOIs at Very Satisfactory
	Teacher I Teacher II	SG-11 SG-12	Teacher III	SG-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 course(s) in the area of specialization plus 18 professional units in Education	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	2 years experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Very Satisfactory; and At least 8 Proficient NCOIs at Very Satisfactory
Career Stage II: Proficient	Teacher I Teacher II Teacher III	SG-11 SG-12 SG-13	Teacher IV	SG-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	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 II (Proficient Teacher)	3 years experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Very Satisfactory; and 16 Proficient NCOIs at Very Satisfactory

PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage II: Proficient	Teacher II Teacher III Teacher IV	SG-12 SG-13 SG-14	Teacher V	SG-15	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	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 II (Proficient Teacher)	3 years and 6 months experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	At least 6 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Outstanding
	Teacher III Teacher IV Teacher V	SG-13 SG-14 SG-15	Teacher VI	SG-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	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 II (Proficient Teacher)	4 years experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	At least 12 Proficient COIs at Outstanding; and At least 4 Proficient NCOIs at Very Satisfactory and 4 Proficient NCOIs at Outstanding

	Teacher IV Teacher V Teacher VI	SG-14 SG-15 SG-16	Teacher VII	SG-17	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	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 II (Proficient Teacher)	4 years and 6 months experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	At least 18 Proficient COIs at Outstanding; and At least 6 Proficient NCOIs at Very Satisfactory and 6 Proficient NCOIs at Outstanding
PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage III: Highly Proficient	Teacher V Teacher VI Teacher VII	SG-15 SG-16 SG-17	Master Teacher I	SG-18	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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 III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization	RA 1080 (Teacher-Secondary)	21 Proficient COIs at Outstanding; and 8 Proficient NCOIs at Very Satisfactory and 8 Proficient NCOIs at Outstanding

	Master Teacher I	SG-18	Master Teacher II	SG-19	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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 III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization; and 1 year experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	At least 10 Highly Proficient COIs at Outstanding; and 5 Highly Proficient NCOIs at Very Satisfactory and 5 Highly Proficient NCOIs at Outstanding
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PPST Career Stage	Reclassification of Position			Qualification Standards				Performance Requirements	
	FROM		TO	Education	Training	Experience	Eligibility		
Career Stage IV: Distinguished	Master Teacher I	SG-18	Master Teacher III	SG-20	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 2 years experience in instructional supervision and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Highly Proficient COIs at Outstanding; and 8 Highly Proficient NCOIs at Very Satisfactory and 8 Highly Proficient NCOIs at Outstanding

	Master Teacher III	SG-20	Master Teacher IV	SG-21	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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)	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	RA 1080 (Teacher-Secondary)	At least 10 Distinguished COIs at Outstanding; and 5 Distinguished NCOIs at Very Satisfactory and 5 Distinguished NCOIs at Outstanding
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PPST Career Stage	Reclassification of Position				Qualification Standards				Performance Requirements
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV: Distinguished	Master Teacher III	SG-20	Master Teacher V	SG-22	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education	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)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 4 years relevant experience in instructional supervision, and technical assistance to teachers	RA 1080 (Teacher-Secondary)	21 Distinguished COIs at Outstanding; and 8 Distinguished NCOIs at Very Satisfactory and 8 Distinguished NCOIs at Outstanding

**Basis and Pre-requisites for Classification of School Principal Positions  
(Elementary, Junior High School, and Senior High School)**

PPSSH Career Stage	Reclassification of Position		Qualification Standards				School Head Assessment		
	FROM	TO	Education	Training	Experience	Eligibility			
Career Stage II	Master Teacher I	SG-18	School Principal I	SG-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	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	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	RA 1080 (Teacher)	Principals' Test or National Qualifying Examination for School Heads (NQESH) Passer; or its equivalent
	Master Teacher II	SG-19							
	Assistant School Principal I*	SG-18							
	Assistant School Principal II*	SG-19							
	Head Teacher I*	SG-14							
	Head Teacher II*	SG-15							
	Head Teacher III*	SG-16							
	Head Teacher IV*	SG-17							
	Head Teacher V*	SG-18							
	Head Teacher VI*	SG-19							

\*Reclassification of Head Teacher and Assistant School Principal positions to School Principal positions shall only be allowed within the 3-year transition period (Sec. 24 of EO 174 IRR)

**Basis and Pre-requisites for Classification of School Principal Positions  
(Elementary, Junior High School, and Senior High School)**

PPSSH Career Stage	Reclassification of Position			Qualification Standards				Qualifying Examination	
	FROM		TO	Education	Training	Experience	Eligibility		
Career Stage II	Master Teacher II	SG-19	School Principal II	SG-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	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	5 years teaching experience and 2 years experience in school management and operations	RA 1080 (Teacher)	Principals' Test or National Qualifying Examination for School Heads (NQESH) Passer; or its equivalent
	Master Teacher III	SG-20							
	School Principal I	SG-19							
	Assistant School Principal III*	SG-19							
Career Stage III	Master Teacher II	SG-19	School Principal III	SG-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	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	5 years teaching experience and 3 years experience in school management and operations	RA 1080 (Teacher)	Principals' Test or National Qualifying Examination for School Heads (NQESH) Passer; or its equivalent
	Master Teacher III	SG-20							
	Master Teacher IV	SG-21							
	School Principal I	SG-19							
	School Principal II	SG-20							

\*Reclassification of Head Teacher and Assistant School Principal positions to School Principal positions shall only be allowed within the 3-year transition period (Sec. 24 of EO 174 IRR)

**Basis and Pre-requisites for Classification of School Principal Positions  
(Elementary, Junior High School, and Senior High School)**

PPSSH Career Stage	Reclassification of Position				Qualification Standards				Qualifying Examination
	FROM		TO		Education	Training	Experience	Eligibility	
Career Stage IV	Master Teacher IV; School Principal III  Or Master Teacher V	SG-21   SG-22	School Principal IV	SG-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	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	5 years teaching experience and 4 years experience in school management and operations	RA 1080 (Teacher)	Principals' Test or National Qualifying Examination for School Heads (NQESH) Passer; or its equivalent

*\*Reclassification of Head Teacher and Assistant School Principal positions to School Principal positions shall only be allowed within the 3-year transition period (Sec. 24 of EO 174 IRR)*