



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

07 Oct 2025

DIVISION MEMORANDUM
No. 327 , s. 2025

**DIVISION TRAINING ON STRATEGIC CAREER PATH PROGRAM FOR PROFESSIONAL
DEVELOPMENT OF PROFICIENT TEACHERS (TEACHER III)
PTR -2024-10384 (10.5 CPD units)**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. Please be informed on the conduct of **Division Training on Strategic Career Path Program for Professional Development of Proficient Teachers (Teacher III)** PTR - 2024-557-10384 with 10.50 CPD units on **October 28-30 2025**; 8:00 am to 5:00 pm at the Gabaldon Building Pulungbulu, Angeles City.
2. The training aims to:
 - 2.1 explain the key features and structure of DepEd Order No. 29, s. 2022, including the stages, criteria, and pathways of the Expanded Career Progression System (ECPS).
 - 2.2 differentiate the professional roles, competencies, and expectations for each career stage (Beginning, Proficient, Highly Proficient, and Distinguished) as described in the Philippine Professional Standards for Teachers (PPST).
 - 2.3 conduct a self-assessment using PPST indicators to identify individual strengths and priority areas for professional growth.
 - 2.4 craft SMART career goals that are specific, measurable, attainable, relevant, and time-bound, aligned with their current and target career stages.
3. In line with this, an online meeting of the Program Management Team, Technical Working Group and Resource Speakers shall be held on **October 16, 2025; 3:00 pm. via Microsoft Teams**
3. The participants are newly hired teachers SY 2025-2026. They are required to bring laptops and extension cords.





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

4. The participants are entitled to receive three (3) days service credit for teaching personnel and compensatory time off credit for teaching related and non-teaching personnel.
5. Meals and materials of the participants shall be charged to HRTD Funds subject to auditing rules and regulations and accounting procedures.
6. See Enclosures for reference and guidance.
 - a. List of Participants
 - b. List of Program Management Team
 - c. Program of Activities
7. This memorandum serves as travel order of the participants.
7. Immediate and wide dissemination and strict compliance of this Memorandum is earnestly desired.

Engr. EDGARD C. DOMINGO PhD, CESO V
Schools Division Superintendent 

Encl: As stated
Ref: As stated
To be indicated in the Perpetual Index
under the following subjects:

CAREER PROGRAM
PROFICIENT TEACHERS

AGG/SEPS/October 7, 2025

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Name	Office	Position
PARTICIPANTS		
ELSA R. GONZALES	Abelardo G. Tinio ES	Teacher III
Karen C. Espeleta	Air Force City Elementary School	Teacher III
MARY-ANN A. CARBONEL	Alberto G. Pabalan Elementary School	TEACHER III
Edwin G. David	Angeles City Nat'l. Trade School	TEACHER III
Mark P. Calma	Angeles City Nat'l. Trade School	Teacher III
Dayao, Runor E	Angeles City NHS	T-3
Romina C. Quilla	Angeles City Science HS	SST-III
Mary Ann D. Miranda	Angeles City Science HS	Teacher III
Ronald M. Cortez	Angeles City Senior High School	Teacher III
Michelle P. Antonio	Angeles City National High School	T-II
JOHN PAUL O. QUITO	Angeles ES	TEACHER III
Aldrin S. Rafael	Anunas Elementary School	Teacher III
Ruth S. Satuito	Apung Guidang Nepomuceno Elementary School	Teacher 1
Beverly T. Mangune	Bonifacio V. Romero HS	Teacher III
Myleen C. Samia	Cuayan Elementary School	Teacher III
Eva G. Wage	Cutcut Elementary School	Teacher 3
Rachel Joy L. San Luis	Don Ambrocio Mendiola Integrated School	Teacher III
Jebie Carla G. Celeste	Don Ambrocio Mendiola Integrated School	Teacher III
FRAULEIN MAE D.	DR. CLEMENTE N. DAYRIT SR.	SST1

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BALIGAD	MEMORIAL HIGH SCHOOL	
RAQUEL R. BANGIT	EPZA Resettlement ES	Teacher III
AISON T GUECO	Francisco G. Nepomuceno Mem. HS	T III
Rosemarie D. Garcia	Francisco G. Nepomuceno Mem. HS	SST-I
Sara Jessica L. Carillo	Gov. Rafael L. Lazatin IS	Teacher III
Crissabel G. Pineda	Gov. Rafael L. Lazatin IS	Teacher I
Jhuvy Ann B. Peña	Gueco Balibago ES	Teacher 1
Jenny R. Bondoc	Jose P. Dizon ES	Teacher III
Renz Wilson R. Bulanadi	Leoncia Village Integrated School	Teacher 1
ALMA R. DE GUZMAN	Lourdes Northwest ES	TEACHER III
Gazelle R. Galola	M. Nepomuceno Elementary School	Teacher III
Jelyn D. Sarmiento	Northville 15 Integrated school	Teacher III
IMEE P. NUNAG	Northville 15 Integrated school	TEACHER III
Rhio C. Valerio	Pulungbulo ES	Teacher III
Anna Minette D. Ayuyao	Rafael L. Lazatin Mem. HS	SST-II
Ednar R. Corpuz	Rafael L. Lazatin Mem. HS	Teacher III
Mary Joie A. Sunga	Salapungan ES	Teacher I
Arah M. Cruz	Sapangbato National High School	Teacher I
Art David L. Quiambao	Sto. Rosario ES	Teacher III
LUZMIN B. LOPEZ	Tacondo ES	TEACHER III
Jasper B. David	Virgen Delos Remedios Elementary School	Teacher III



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REGION III
SCHOOLS DIVISION OFFICE OF ANGELES CITY

LIST OF PROGRAM MANAGEMENT TEAM, RESOURCE SPEAKERS AND TECHNICAL WORKING GROUP

Name	Office	Position
PROGRAM MANAGEMENT TEAM		
1. Edgar L. Manabat PhD	SGOD	Chief
2. Arcely G. Garcia	SGOD	HRD- SEPS
3. Noli M. Manalo	SGOD	HRD- EPS II
4. Glenn P. Sarmiento	SGOD	SEPS- SMME
5. Clarisa A. Lagman	SGOD	PDO
6. Marilou Q. Castro	SGOD	Planning Officer

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Technical Working Group

1. Edna S. Canlas
2. Riggie S. Gozun
3. Anna Marie Carmen M. Romero
4. Percival Y. Capitulo PhD



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

Name	Office	Position
Resource Speakers		
1.Lorna D. Lacsina	Jose P. Dizon Elem.School	Master Teacher II
2.Maria Tara D. Clemente	CID	Public Schools District Supervisor
3.Caroline S. Montes	OSDS	AO- IV
4. Arcely G. Garcia	SGOD	Senior Education Program Specialist

PROGRAM OF ACTIVITIES

Time	Topics
Day 1	
8:30 am to 9:30 am	OPENING PROGRAM
9:30 AM – 10:30 AM (1 hour and 30 mins)	Overview of the Expanded Career Progression Policy Elmer S. Dayrit Principal IV – Angeles City National Trade School
10:30 AM – 10:45 AM (15 min)	Health Break
10:45 AM – 12: 15 PM (1 hour and 30 mins)	Overview of the PPST and its Indicators (COI and NCOI) Richard U. Ayson Principal IV – Angeles Elem. School
12:15 PM – 1:15 PM (1 hour)	Lunch Break
1:15 PM – 2:45 PM (1 hour & 30 Mins)	Procedures and Requirements for Reclassification Initial Evaluation of QS and Performance Requirements Caroline S. Montes AO IV- HRMO
2:45 PM – 4:15 PM (1 hour and 30 mins)	Assessing Education, Training, and Experience (ETE), and Computing Points for Performance Caroline S. Montes AO IV- HRMO



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

4:15 PM – 5:00	Announcement Evaluation of Day 1
Day 2	
8:00 AM- 8:45 AM (45 mins)	Management of Learning
8:45 AM – 10:45 AM (2 hours)	Assessing the Demonstration of the Classroom Observable Indicators (COI) Lorna D. Lacsina Master Teacher II Jose P. Dizon Elem. School
10:45 AM – 11:00 AM (15 mins)	Health Break
11:00 AM – 12:30 PM (1 hour)	Assessing the Demonstration of the Non- Classroom Observable Indicators (NCOI) Lorna D. Lacsina Master Teacher II Jose P. Dizon Elem. School
12:30 PM – 1:30 PM	Lunch Break
1:30 PM – 3:00 PM (1 hour)	Workshop
3:00 PM – 3:15 PM (15 mins)	Health Break
3 :15 PM – 4:15 PM	Presentation of Output
4:15 PM – 5:00 PM	Announcement Evaluation of Day 2
Day 3	
8:30 AM – 9:15 AM	Management of Learning
9:15 AM – 10:30 AM	Workplace Application Plan Developing a Personal Professional Improvement Plan Arcely G. Garcia SEPS- HRD
10:30 AM – 10:45 AM	Health Break
10:45 AM- 12:00 PM	Presentation of Outputs
12:00 PM – 1:00 PM	Lunch Break
1:00 PM – 2:00 PM	Post Test Evaluation of Day 3
3:00 PM – 4:00 PM	Closing Program



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REGION III
SCHOOLS DIVISION OFFICE OF ANGELES CITY

