



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

07 Oct 2025

DIVISION MEMORANDUM

No. 333 , s. 2025

**DIVISION TRAINING ON EXPANDED CAREER PROGRESSION (ECP)
SYSTEM FOR SCHOOL HEADS AND TEACHERS**

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

1. Pursuant to DepEd Order No. 24 s. 2025 and DepEd Order No. 19 s. 2025, this office shall conduct the **Division Training on Expanded Career Progression (ECP) System for School Heads and Teachers** on October 13-15, 2025; 8:00 am. to 5:00 pm at Hacienda Gracia Resort and Hotel, Lubao Pampanga.
2. The training aims to :
 - 2.1 explain the core components, objectives, and rationale of the Expanded Career Progression (ECP) for school leaders, demonstrating conceptual understanding;
 - 2.2 differentiate the career stages in the ECP framework and analyze the competencies, qualifications, and performance indicators expected at each stage;
 - 2.3 apply ECP principles in providing technical assistance, promotion processes, and professional development plans to support individual career growth of teachers
 - 2.4 design and implement mentoring, coaching, LAC Sessions and school -based capacity-building programs aligned with ECP standards to enhance teacher career advancement and
 - 2.5 advocate for and propose fair, transparent, and inclusive career advancement policies and practices for all teaching personnel.
3. In line with this, an online meeting of the Program Management Team, Technical Working Group and Resource Speakers shall be held on October 10, 2025; via MS Teams
4. The participants are all supervisors, school principals, assistant school principals and select head teachers. They are required to bring laptops and extension cords.



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

5. Participants are entitled to one (1) day Service Credit for teaching personnel Compensatory Time Off Credit for teaching related personnel for October 3, 2025 since it is declared as city local holiday.
6. Participants who are on leave or attending other DepEd mandated activities may send a replacement either Administrative Officer II or Head Teacher, and they should be properly endorsed to the HRD unit on or before October 9, 2025.
7. Meals and accommodation of the participants shall be charged to HRTD Funds. Transportation expenses shall be charged to the Division HRTD Funds for division personnel, while those of school-based participants shall be charged to School MOOE funds.
8. See Enclosures for reference and guidance.
 - a. List of Participants
 - b. List of Program Management Team
 - c. Program of Activities
9. This memo serves as travel order of the participants.
10. Immediate and wide dissemination and strict compliance of this Memorandum is earnestly desired.

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

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

TRAINING CAREER PROGRESSION
SCHOOL HEADS

AGG/SEPS/October 7, 2025



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

Enclosures to Division Memorandum No. 333 s. 2025

LIST OF PARTICIPANTS

Name	Office	Position
Schools Division Office (SDO) Supervisors		
1. AQUINO, ANASTACIA NIMFA P	CID	PSDS
2. CABRERA, REYNALDO D	CID	EPS- Kinder
3. DACANAY, RAMIL D	CID	EPS – Araling Panlipunan
4. DAVID, JEANNIEFFER R	CID	EPS- MAPEH
5. ESTRABILLO, GEMIMA A	CID	EPS- Science
6. GARCIA, HILDA N	CID	EPS- LRMDs
7. HERNANDEZ, CEZAR M	CID	PSDS
8. MAGTOTO, ANA MERLA D	CID	PSDs
9. NUNAG, EDGARDO S.	CID	EPS-ESP
10. QUINTO, LEONIDA K	CID	PSDS
SCHOOL PRINCIPALS, ASSISTANT SCHOOL PRINCIPALS AND SELECT HEAD TEACHERS		
1. Lucky Paul David	Abelardo G. Tinio ES	P -I
2. Alan B. Nacu	Air Force City ES	P -II
3. Catherine D. Maun	Alberto G. Pabalan ES	P -I
4. Imelda S. Gozun	Amsic Integrated School	P -II
5. Marjorie D. Lacson	Angeles City Science HS	P-II
6. Aiza G. Lugtu	Angeles City Senior High School	P-III
7. Victoria G. Torres	Anunas ES	P-III
8. Elizer Y. Calma	Apung Guidang Nepomuceno ES	P-I



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

9.Mary Ann Tenidor	Belen Homesite ES	P-I
10. Randy A. Rosales	Claro M. Recto ICT HS	P-I
11. Leonora Z. Agustin	Cuayan ES	P-I
12.Vilma B. Liao	Cutcut ES	P-II
13.Caryl Lissette A. Reyes	Cutud ES	P-II
14.Glenda N. Naguit	Don Ambrocio Integ. School	P-II
15.Ariel B. Tayag	Don Pepe Henson ES	P-I
16.Nerissa N. Valdez	Dr.Clemente N. Dayrit HS	P-I
17.Elmer T. Hiva	Dr. Clemente N. Dayrit Sr. ES	P-I
18.Marilyn B. Dingal	Enrica Sandico Integrated School	P-II
19.Niño C. Arceo	Epza Resettlement Elem.School	P-II
20. Ma. Luina G. Rivera	Gov. Rafael Lazatin Integ. School	P-II
21.Marianne D. Pineda	Gueco Balibago ES	P-II
22. Nenita Jorquia	Jose P. Dizon ES	P-IV
23.Nicolas H. Contreras	Leoncia Village Integrated School	P-I
24. Esperanza G. Nabong	Lourdes Northwest ES	P-III
25.Rita A. Dalusung	M. Nepomuceno Elem.School	P-II
26. Jayson A. Torres	Malabantias Integ. School	P-III
27.Ismael Delos Reyes	Marisol BLISS Integ.School	P-I
28.Ludivina D. Mallari	Mining Elem.School	P-II
29.Jeferson D. Karagdag	Northville Integrated School -JHS	P-II
30. Ray Jason Sanguyu	Northville Integrated School -Elem	P-I
31.Helen G. Juguillon	Pampang ES	P-IV
32.Rowena P. Khoo	Pineda Gutierrez ES	P-III



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

33.Maria Carolina C. Viray	Pulung Cacutud ES	P-II
34.Helen T. Cahulogan	Pulungbulu ES	P-II
35.Larry Jun R. Lobo	Rafael Lazatin Mem. HS	P-II
36.Neneth C. Tuazon	Salapungan Elem.School	P-I
37.Jennifer S. Quiazon	San Ignacio Elem. School	P-I
38.Almira S. Mendoza	Sapalibutad Elem.School	P-I
39.Frederick M. Simbulan	Sapangbato Elem.School	P-II
40.Abdon D. Aguilar	Sapangbato National High School	P-I
41.Benedick Daniel O. Yumul	Sapangbato National High School - SHS	P-I
42.Elvera P. Guina	Sitio Pader Elem.School	P-I
43.Rendon B. Coloma	Sitio Target Integrated School	P-I
44.Eliza P. Buan	Sta. Teresita Elem.School	P-IV
45.Cherry Y. Hipolito	Malabanias Integrated School	P-I
46.Allan R. Traquiña	Sto. Domingo Integrated School	P-II
47.Patrick Academia	Sto. Domingo Integrated School	P- I
48.Williamson G. Canlas	Sto. Rosario Elem. School	P-IV
49.Delio Z. Sannadan	Tacondo Elem.School	P-I
50. Yvette Rosario Annali S. Batul	Teodoro P. Tinio ES	P-I
51. Marietta R. De Leon	Virgen Delos Remedios ES	P-II
52.Rovic P. Gutierrez	Amsic Integrated School	ASP (OIC)
53.Ariel C. Guzman	Epza Elem. School	HT III
54.Lutgarda C. De Jesus	Angeles City National High School - SHS	ASP II
55.Narciso I. Ambrocio Jr	Angeles City National High School - SHS	ASP II



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

56. Arturo S. Dungca III	Angeles City National Trade School	ASP (OIC)
57. Jayson Guzman	Angeles City National Trade School-SHS	ASP II
58. Almaflor David	Angeles City Science High School-SHS	ASP II
59. Vilma T. Enciso	Angeles City National Trade School	ASP II
60. Carina L. Tayag	Angeles Elementary School	Head Teacher III
61. Ai Kathleen Sagario	Anunas Elementary School	Head Teacher III
62. Jay B. Anunciacion	Don Ambrocio Mendiola Integrated School	Head Teacher III
63. Ray Jason C. Sanguyu	Northville 15 Integrated School	P I
64. Nelson B. Bonaobra	Gov. Rafael L. Lazatin Integrated School-SHS	ASP II
65. Xerxis Nael F. Valencia	Gov. Rafael L. Lazatin Integrated School-JHS	HT I
66. Camille Fuertez	Gueco Balibago Elementary School	Head Teacher III
67. Reymille Zamora	AMSIC Integ. School	P I
68. Ronajos C. Gozun	Francisco G. Nepomunceno Mem. HS -SHS	AO II
69. Shirley N. Pineda	Francisco G. Nepomunceno Mem. HS	HT III
70. Janice Policarpio	Rafael Lazatin Memorial HS	ASP (OIC)
71. Mary Joyce Kabigting	Sta. Teresita Elem School	Head Teacher II
72. Patrick Academia	Sto. Domingo Integrated School-SHS	P I
73. Rizalyn y. Laczon	Sto. Rosario Elementary School	Head Teacher III



Republic of the Philippines
Department of Education
 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/ TECHNICAL WORKING GROUP		
1. Edgard C. Domingo PhD	OSDS	SDS
2. Edgar L. Manabat PhD	SGOD	Chief
3. Arcely G. Garcia	SGOD	HRD- SEPS
4. Noli M. Manalo	SGOD	HRD- EPS II
5. Carmelita D. Ramos	SGOD	Nurse
6. Jennyfer Dungca	SGOD	Nurse
7. Glenn P. Sarmiento	SGOD	SEPS- SMME
8. Elizabeth G. David	SGOD	EPS II- SMME
9. Janessa Aybz G. Manabat	SGOD	ADAS

Name	Office	Position
TRAINERS / Resource Speakers		
11. Rosalin S. Muli PhD, CESO VI	OSDS	Asst. Schools Div. Superintendent
10. Agnes G. Manabat PhD	CID	PSDS
12. Ma. Esperanza S. Malang	CID	EPS-Math
13. Amelita L. Pineda	CID	PSDS
14. Amando C. Yutuc PhD	CID	Chief
15. Maria Tara D. Clemente	CID	PSDS
16. Caroline S. Montes	OSDS	AO- IV



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

PROGRAM OF ACTIVITIES

Time	Topics
Day 1 - October 13, 2025	
7:00 am - 8:30 am	Breakfast Arrival of Participants
8:30 am to 9:30 am	A. OPENING PROGRAM B. Pre - Test
9:30 AM – 10:30 AM (1 hour and 30 mins)	<i>Overview of the Expanded Career Progression Policy</i> Rosalin s. Muli PhD, CESO VI Assistant Schools Division Superintendent
10:30 AM – 10:45 AM (15 min)	Health Break
10:45 AM – 12: 00 PM (1 hour and 30 mins)	<i>Overview of the Expanded Career Progression Policy</i> (D.O. 24,s.2025) Rosalin s. Muli PhD, CESO VI Assistant Schools Division Superintendent
12:15 PM – 1:15 PM (1 hour)	<i>Lunch Break</i>
1:15 PM – 2:45 PM (1 hour & 30 Mins)	Overview of the PPST and Its Indicators (COI and NCOI) (DM. 089 s. 2025) Maria Esperanza S. Malang, PhD EPS- Mathematics
2:45 PM – 3:00 PM (15 mins)	Health Break
3:00 PM - 4:30 PM (1 hr and 1 mins)	<i>Procedures and Requirements for Reclassification</i> <i>Initial Evaluation of QS and Performance Requirement</i> <i>Assessing Education, Training, and Experience (ETE), and Computing Points</i> <i>for Performance</i> Caroline S. Montes Administrative Officer IV- HRMO
4:30 PM – 5:00	<i>Announcement</i> <i>Evaluation of Day 1</i>
Day 2 October 14, 2025	
8:00 AM- 8:45 AM (45 mins)	<i>Management of Learning</i>
8:45 AM – 10:00 AM (2 hours)	<i>Demonstration of Classroom Observable Indicators (COIs)</i> Maria Tara D. Clemente PhD Public Schools District Supervisor



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

10:00 AM – 10:15AM (15 mins)	<i>Health Break</i>
10:15 AM – 12:00 PM (1 hour)	<i>Workshop - Classroom Observable Indicators (COIs)</i> Maria Tara D. Clemente PhD Public Schools District Supervisor
12:00 PM – 1:00 PM	<i>Lunch Break</i>
1:00 PM – 2:00 PM	<i>Demonstration of the Non-Classroom Observable Indicators (NCOI) - Proficient Teachers</i> Amelita D. Pineda Public Schools District Supervisor
2:00 PM – 3:00 PM (1 hour)	<i>Demonstration of the Non-Classroom Observable Indicators (NCOI) - Highly Proficient Teachers</i> Agnes G. Manabat EdD Public Schools District Supervisors
3:00 PM – 3:15 PM (15 mins)	<i>Health Break</i>
3 :15 PM – 4:15 PM	<i>Workshop - Non-Classroom Observable Indicators (NCOI)</i>
4:15 PM – 5:00 PM	<i>Announcement</i> <i>Evaluation of Day 2</i>
Day 3 October 15, 2025	
8:30 AM – 9:15 AM	<i>Management of Learning</i>
9:15 AM – 10:30 AM	<i>Behavioral Events Interview</i> Amando C. Yutuc PhD Chief- CID
10:30 AM – 10:45 AM	<i>Health Break</i>
10:45 AM- 12:00 PM	<i>Simulation Activities</i>
12:00 PM – 1:00 PM	<i>Lunch Break</i>
1:00 PM – 2:00 PM	<i>Post Test</i> <i>Evaluation of Day 3</i>
3:00 PM – 4:00 PM	<i>Closing Program</i>



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



(045) 901-

Jesus St., Brgy. Pulungbulu, Angeles City [20099498/angeles.city@dep.gov.ph](mailto:20099498@angeles.city@dep.gov.ph)