



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

3 Mar 2026

**DIVISION MEMORANDUM**

No. 116, s. 2026

**INITIAL EVALUATION RESULT FOR MASTER TEACHER I AND MASTER TEACHER II APPLICANTS FOR ELEMENTARY AND SENIOR HIGH SCHOOL LEVELS**

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

1. Relative to the Division Memorandum No. 10 s. 2026, "Recruitment, Screening and Selection for Higher Teaching Positions, this is to inform the field of the Initial Evaluation Result (IER) for Master Teacher II and Master Teacher I applicants in the Elementary, and Senior High School levels.

2. The IER shall contain among other, the basic information of the applicant's actual qualifications based on submitted credentials. A copy of the IER shall be posted in at least three (3) conspicuous physical places, concealing the applicant's personal information in accordance to RA No 10173. The only information that shall be made public are the application codes, qualifications of the applicants in terms of Education, Training, Experience, Eligibility and Competency (if applicable), and remark on whether Qualified or Disqualified.

3. Queries and/or clarifications of the applicants pertaining to the result of the initial evaluation shall be lodged to the HRMO within five (5) calendar days from the date of posting of the IER.

4. The qualified applicants shall proceed to the actual Classroom Observation/ demonstration teaching and Non-classroom Observation through narratives and reflection. Each applicant shall be given an opportunity to ask questions and seek clarifications on the results of their individual assessment and acknowledge their individual results by affixing their signature on the Initial Evaluation Sheet (IES).

5. Qualified applicants are requested to bring their Detailed Lesson Plan for Classroom Observation and RPMS Portfolio for the assessment of Non-Classroom Observable Indicators. Below is the schedule of activities:



Jesus St., Brgy. Pulungbulu, Angeles City 2009  
[045\) 901-9498/angeles.city@deped.gov.ph](mailto:angeles.city@deped.gov.ph)



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LEVEL	ACTIVITIES	DATE AND TIME	VENUE
Elementary	1. Actual classroom observation	Feb. 6, 2026 9:00 am	GBES
Senior High School	2. Portfolio assessment 3. BEI	Feb. 6, 2026 9:00 am	MIS SHS

6. The Division Sub-Committee / Assessors shall assist the Division HRMPSB in the assessment of Classroom Observable Indicators (COIs) and Non-Classroom Observable Indicators (NCOIs).

LEVEL	DIVISION SUB-COMMITTEE	
	NAME	POSITION
Elementary	Agnes G. Manabat, EdD	PSDS
	Maria Tara D. Clemente, EdD	PSDS
	Amelita L. Pineda	PSDS
Senior High School	Rochella C. David	EPS - Filipino
	Eugene V. Lacsina	Head Teacher VI
	Janet P. Lingat	Head Teacher III

7. This memorandum shall serve as the Travel Order of the Sub-committee.
8. Immediate dissemination of this Memorandum is desired.



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

Incls. As stated

Reference: DO No. 20, s. 2024

To be indicated in the Perpetual Index under the following subjects:

EMPLOYMENT      RECRUITMENT      SELECTION      APPOINTMENT

CLM/AO4/March 3, 2026



Jesus St., Brgy. Pulungbuhu, Angeles City 2009  
(045) 901-9498/angeles.city@deped.gov.ph

**INITIAL EVALUATION RESULT (IAR)**

Position: **MASTER TEACHER I (ELEMENTARY)**

Salary Grade and Monthly Salary: **18 / P. 53,819.00**

Qualification Standards:

Education: Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area

Training: 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)

Experience: 5 years teaching experience

Eligibility: RA 1080, as amended (Teacher- Elementary/Secondary)

No.	Application Code	Education	Training			Experience		Eligibility	Remarks	
			Title	Hrs.	Details	Year	QS (Qualified or Disqualified)		Performance (Met or Not Met)	
1	2026-MTCHR1-AC-E01	MAED ; 84 Doctorate Units	Masterclass on Transformative Leadership and Instructional Supervision; Foundations on Transformational Leadership; Strengthening Remediation: Effective Strategies for the ABAL Program, Guidelines for Classroom Assessment, Preparation of TOS and Teacher-Made Tests	112 hrs. with trainings on instructional supervision	Teacher	13 yrs. and 7 months	LET	QUALIFIED	MET	
2	2026-MTCHR1-AC-E02	BEED; MA IN SPED; 9 Doctorate units	Innovate Instructional Supervision; Echoing Best Practices and Addressing Challenges in Instructional Supervision; Regional Training of School Leaders on the Revised K to 12 Curriculum; ; Regional Training of teachers and School Leaders on Literacy Remediation Program	144 hrs. with trainings on instructional supervision	Teaching Experience	11 yrs. and 7 months	LET	QUALIFIED	MET	
3	2026-MTCHR1-AC-E03	Doctor of Philosophy in Educ. Mgmt.	Mastering Differentiated Supervision for Instructional Excellence; Confluence of Education Leaders; CIAEL; Division Training on Literacy Remediation Program	128 hrs. with trainings on instructional supervision	Teaching Experience	11 yrs. and 7 months	LET	QUALIFIED	MET	
4	2026-MTCHR1-AC-E04	BEED - English; MAED	Division Training on Revised K-12 Curriculum; Strategic Planning; School based Seminar outet Construction; Inset Project DEVELOP; and other trainings on pedagogy and curriculum	108 hrs.; no 8 hrs. training on instructional supervision	Teacher	11 yrs. 11 mos.	LET	DISQUALIFIED	MET	
5	2026-MTCHR1-AC-E05	BEED -English; MAED	Division Training on Revised k-12 Curriculum; School based Training of Teachers on the MATATAG Curriculum; Basic Action research; Differentiated Instruction; Strategies and Producing Localized Instructional Materials and other trainings on curriculum and pedagogy	112 hrs.; no 8 hrs. training on instructional supervision	Teacher	9 yrs. 5 mos.	LET	DISQUALIFIED	MET	
6	2026-MTCHR1-AC-E06	BEED; MAED	Change the Current; INSET on Writing Action Research; teaching with Technology; Webinar on Project Create, and other trainings on curriculum and pedagogy	112 hrs.; no 8 hrs. training on instructional supervision	Teacher	14 yrs. 7 mos.	LET	DISQUALIFIED	NOT MET	

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTE**  
Administrative Officer IV

**INITIAL EVALUATION RESULT (IER)**

Position: **MASTER TEACHER II**  
 Salary Grade and Monthly Salary: **19 / P 92,153.00**  
 Qualification Standards:

Education: Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area  
 Training: 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-  
 Experience: 5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers  
 Eligibility: RA 1080, as amended (Teacher- Elementary/Secondary)

No.	Application Code	Education	Training		Experience			Remarks	
			Title	Hours	Details	Years	Eligibility	CS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-MTCHR2-AC-B01	BEED; MA IN SPED; 9 Doctorate units	Division Training on Digital teaching and Learning to Innovate Instructional Supervision; Solving Best Practices and Addressing Challenges in Instructional Supervision; Regional Training of School Leaders on the Revised K to 12 Curriculum; Regional Training of teachers and School Leaders on Literacy Remediation Program	144 hrs. with trainings on instructional supervision	Teaching Experience	11 yrs. and 7 months	LET	QUALIFIED	MET
2	2026-MTCHR2-AC-B02	Doctor of Philosophy in Educ. Mgmt.	Mastering Differentiated Supervision for Instructional Excellence; Conference of Education Leaders, CLANEL; Division Training on Literacy Remediation Program	128 hrs. with trainings on instructional supervision	Teaching Experience	11 yrs. and 7 months	LET	QUALIFIED	MET
3	2026-MTCHR2-AC-B03	MAED ; 27 Doctorate Units	Impact Innovators Challenge; Conference for Master Teachers, SPED/Faculty Solutions; Division Training for APAL Reading; and other trainings on curriculum and pedagogy	251 hrs. ; no. 8 hrs training on instructional supervision	Teacher	6 yrs. 8 mos.	LET	DISQUALIFIED	NOT MET

Prepared and Certified correct by:

**Isabel CAROLINE L. MONTEZ**  
 Administrative Officer IV

Date: \_\_\_\_\_

**INITIAL EVALUATION RESULT (IBR)**

Position: **Master Teacher I (IBR)**  
 Salary Grade and Monthly Salary: **18 / P 63,818.00**  
 Qualification Standard:

<b>Education:</b>	Academic Track & Core Subjects: Master's degree in relevant strand/subject plus 18 professional units in education or Master's degree in relevant strand/subject Technical Vocational Track: Master's degree in relevant field/area of specialization plus 18 professional units in Education or Master's degree in relevant field/area of specialization Sports Track: Master's degree in relevant field/area of specialization plus 18 professional units in Education or Master's degree in relevant field/area of specialization
<b>Training:</b>	Academic Track & Core Subjects: 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 6 hours of training in instructional supervision acquired within the last 3 years; or Completion of NBAP-requisite professional development program for Career Stage III (Highly Proficient Teacher) Technical Vocational Track: 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 6 hours of training in instructional supervision acquired within the last 3 years; or Completion of NBAP-requisite professional development program for Career Stage III (Highly Proficient Teacher) Sports Track: 24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 6 hours of training in instructional supervision acquired within the last 3 years; or Completion of NBAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)
<b>Experiences:</b>	Academic Track & Core Subjects: 5 years experience in teaching or industry work in the relevant strand/subject Technical Vocational Track: 5 years experience in teaching or industry work in the relevant strand/area of specialization Sports Track: 5 years experience in teaching or industry work in the relevant field/area of specialization
<b>Eligibility:</b>	RA 1080, as amended (Teacher-Secondary) For Provisional: None required for provisional and contractual appointments I must pass the LET within 5 years after the date of first hiring.

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		On (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-MTCHR1-AC-SH81	SEED-TLE; MAED; PHD	TMC I; NC III Housekeeping; NC II P&B	112 hrs.	Teacher (DO Angeles); CCA	12 yrs. 6 mos.	LET	QUALIFIED	NOT MET
2	2026-MTCHR1-AC-SH82	SEED - PHYSICAL SCIENCE; MAED	Capacity Building on Data Analytics; Operation Planning; LAC Session;	43 hrs.; no 8 hrs. training on instructional supervision	Teacher	5 yrs. 3 mos.	LET	DISQUALIFIED	MET
3	2026-MTCHR1-AC-SH83	SEED - FILIPINO-MAED; 51 Doctorate Units	Training on the Strengthened Senior HS Curriculum; Empowering Schools through Multisector; Research made Easy; Empowering Minds, Embracing Wellness	160 hrs.; no 8 hrs. training on instructional supervision	Teacher	7 yrs. 9 mos.	LET	DISQUALIFIED	NOT MET
4	2026-MTCHR-AC-SH84	SEED- MARPH; MAED PE	Streamlined Guidelines on Basic Research, Action Research and Innovation; Change the Current;	40 hrs.; no 8 hrs. training on instructional supervision	Teacher	7 yrs.	LET	DISQUALIFIED	MET
5	2026-MTCHR1-AC-SH85	SEBA Marketing + 18 Prof. Ed Units; MEA	Emerging Technologies in Education Virtual Conferences; Empowering SHS Leaders; High Impact Teaching in the Digital Era	41 hrs.; no 8 hrs. training on instructional supervision	Teacher	6 yrs.	LET	DISQUALIFIED	MET
6	2026-MTCHR1-AC-SH86	SEED-FILIPINO; MAED	International Training on Instructional Supervision, School Leadership and Supervisory Management; National Training on Instructional Supervision; Principles, Strategies and Practices; Revisiting Classroom Assessment; Training on Elevated and empowered Education	168 hrs. trainings with instructional supervision	Teacher DO AC; School Principal (Jose C. Feliciano College Foundation); Instructor II (Mabalacat City College)	18 yrs.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**Ms. CAROLINE L. KORTER**  
 Administrative Officer IV

**INITIAL EVALUATION RESULT (IER)**

Position: **Master Teacher II (BPE)**  
 Salary Grade and Monthly Salary: **19 / P 59,163.00**  
 Qualification Standards:

<b>Education:</b>	Academic Track & Core Subjects: Master's degree in relevant strand/subject plus 18 professional units in education or Master's degree in relevant strand/subject Technical/Vocational Track: Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education or Master's degree in relevant strand/area of specialization Sports Track: Master's degree in relevant field(s) under Sports Track plus 18 professional units in Education or Master's degree in relevant field(s) under the Sports Track
<b>Training:</b>	Academic Track & Core Subjects: 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 II (Highly Proficient Teacher) Technical/Vocational Track/National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in the 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) Sports Track: 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)
<b>Experience:</b>	Academic Track & Core Subjects: 5 years experience in teaching in the relevant strand/subject and 1 year experience in instructional supervision and technical assistance to teachers Technical/Vocational Track: 5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers Sports Track: 5 years experience in teaching or industry work in the relevant field(s) under Sports Track and 1 year experience in instructional supervision and technical assistance to teachers
<b>Eligibility:</b>	BA 1080, as extended (Teacher - Secondary) For Provisional: None required for provisional; and contractual appointments must pass the LET within 5 years after the date of first hiring

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		OS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-MTCHR2-AC-SHS1	BSED-MATH; MAED-MATH	Enhancing Prof. Competence Through Continuous Learning; GESU and SEL for Secondary Master Teachers and Head Teachers; Conference for Master Teachers; School Based Strat. Planning and other trainings on pedagogy and curriculum	352 hrs.; no 8 hrs. training on instructional supervision	Teacher	12 yrs. 8 mos.	LET	DISQUALIFIED	MEET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**  
 Administrative Officer IV

Date: \_\_\_\_\_