



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

24 Mar 2026

**DIVISION MEMORANDUM**

No. 150, s. 2026

**INITIAL EVALUATION RESULT FOR TEACHER II AND TEACHER III APPLICANTS  
FOR ELEMENTARY, JUNIOR HIGH SCHOOL 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 Teacher II and Teacher III applicants in the Elementary, Junior High School 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. Each applicant is requested to submit their Detailed Lesson Plan for the last quarter and RPMS Portfolio with Portfolio Annotation Form (PAF) on/before **March 31, 2026**.
5. The Division Sub-Committee / Assessors shall assist the Division HRMPSB in the assessment of Classroom Observable Indicators (COIs) and Non-Classroom Observable Indicators (NCOIs).
6. 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 24, 2026

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher III - ELEMENTARY**

Salary Grade and Monthly Salary: **13 / P 36,125.00**

Qualification Standards:

Education:	Bachelor's degree in Education; <b>or</b> Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Training:	<b>16 hours</b> of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Experience	<b>2 years</b> teaching experience
Eligibility	RA 1080, as amended (Teacher Elementary/Secondary)

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH3-AC-ELEM-001	BEED ; MAED (45 units)	Division Training for ARAL Reading Tutors (Batch 3) ; Division Training of Grade 2,3, 5 & 8 Teachers on the revised K to 12 Curriculum	128 hrs.	Teacher (DO Angeles)	2 yrs. & 5 mos.	LET	QUALIFIED	MET
2	2026-TCH3-AC-ELEM-002	BEED	Division Training of Grade 2,3, 5 & 8 Teachers on the revised K to 12 Curriculum ; Master of Disaster Training of Trainers for the 2024 TI Building Stronger Communities Project	120 hrs.	Teacher (DO Angeles)	23 yrs.	LET	QUALIFIED	MET
3	2026-TCH3-AC-ELEM-003	BEED - SPED + MAED in Early Childhood Education ( 30 units)	ARAL Series: Master Class on Math Remediation Strategies ; "Reinforcing Educational Values". With the Theme Puso, Talino at Serbisyo: Nurturing Filipino Values in the Teaching profession	144 hrs.	Teacher (DO Angeles)	6 yrs. & 9 mos.	LET	QUALIFIED	MET
4	2026-TCH3-AC-ELEM-004	BEED	In-Service Training on Basic Action Research ; School Based Training of Teachers on the MATATAG Curriculum ; In-Service Training on Differential Instruction, Strategies and Producing Localized Instructional Materials	128 hrs.	Teacher (DO Angeles)	6 yrs. & 2 mos.	LET	QUALIFIED	MET

5	2026-TCH3-AC-ELEM-005	BEED	School Based Training of Teachers on the MATATAG Curriculum ; United for a VAW-Free Philippines: Breaking the Cycle, Building a Future Free from Fear	43 hrs.	Teacher (DO Angeles)	5 yrs. & 11 mos.	LET	QUALIFIED	MET
6	2026-TCH3-AC-ELEM-006	BEED ; MAED (36 units)	Learning Action Cell (LAC) with the topic,"Empowering Teachers Through Understanding the Expanded Career Progression System (ECPS)" ; School-Based Orientation on "Academic Recovery and Accessible Learning (ARAL) Program	144 hrs.	Teacher (DO Angeles)	7 yrs.	LET	QUALIFIED	MET
7	2026-TCH3-AC-ELEM-007	BEED	School Based Training of Teachers on the MATATAG Curriculum ; Regional Training on Braille Reading and Writing Batch 2 ; Division Seminar on Systematic and Comprehensive Professional Development Program from Beginning Teachers (Batch 2)	128 hrs.	Teacher (DO Angeles)	3 yrs. & 4 mos.	LET	QUALIFIED	MET
8	2026-TCH3-AC-ELEM-008	BEED ; MAED (36 units)	National Training on Action Research for Administrators, Teachers, Non-Teaching Personnel and LPTs : Division Training of the School Trainers on the MATATAG Curriculum - Batch 2	168 hrs.	Teacher (DO Angeles)	8 yrs. & 7 mos.	LET	QUALIFIED	MET
9	2026-TCH3-AC-ELEM-009	BEED ; MAED (39 units) No TOR	ARAL Series: Master Class on Reading Remediation Strategies ; Division Training on Induction Program for Beginning Teachers with reference to Division Memorandum No. 391, s. 2024	112 hrs.	Teacher (DO Angeles)	2 yrs. & 4 mos.	LET	QUALIFIED	MET
10	2026-TCH3-AC-ELEM-010	BEED + MAED (CAR)	Division Training On Literacy Remediation Program ; Seminar Workshop on Reading Remediation for Primary Grades: Preparation and Implementation of Instructional Materials	88 hrs.	Teacher (DO Angeles)	2 yrs. & 2 mos.	LET	QUALIFIED	MET
11	2026-TCH3-AC-ELEM-011	BEED ; (MAED) 36 units, only 24 units in TOR & Cert.	School-Based Strategic Planning for SY 2024-2025 ; "Uplift the Teaching Profession Forward We Go"	32 hrs.	Teacher (DO Angeles)	3 yrs. & 2 mos.	LET	QUALIFIED	MET

12	2026-TCH3-AC-ELEM-012	BSED - English	School-Based Seminar Workshop on Early Language Literacy and Numeracy (ELLN) Focusing on the Science of Reading ; Crafting Effective K-6 Localized Instructional Materials: Hands-on Training Workshop for Educators	96 hrs.	Teacher (DO Angeles)	9 yrs. & 5 mos.	LET	QUALIFIED	MET
13	2026-TCH3-AC-ELEM-013	BEED	Learning Action Cell on Performance Management and Evaluation System (PMES) 2025-2026: Classroom Observation Tool (COT) and Performance Monitoring and Coaching Form ; Division Training for ARAL Reading Tutors (Barch 2)	136 hrs.	Teacher (DO Angeles)	3 yrs. & 2 mos.	LET	QUALIFIED	MET
14	2026-TCH3-AC-ELEM-014	BEED ; MAED (45 units) (only proof of enrollment attached)	Learning Action Cell on Performance Management and Evaluation System (PMES) 2025-2026: Classroom Observation Tool (COT) and Performance Monitoring and Coaching Form	96 hrs.	Teacher (DO Angeles)	7 yrs. & 4 mos.	LET	QUALIFIED	MET
15	2026-TCH3-AC-ELEM-015	BEED ; MAED (45 units)	Division Training for ARAL Reading Tutors (Batch 2) ; Division Training of Grade 2,3, 5 & 8 Teachers on the revised K to 12 Curriculum ; Division Training on Induction Program for Beginning Teachers	88 hrs.	Teacher (DO Angeles)	2 yrs. & 5 mos.	LET	QUALIFIED	MET
16	2026-TCH3-AC-ELEM-016	BEED ; MAED (45 units)	Division Training for ARAL Reading Tutors (Batch 2) ; Division Training on Induction Program for Beginning Teachers : School-Based Training on Strengthening Early Literacy Condition for Elementary Teachers with reference to School Memorandum No. 31,, s. 2024	64 hrs.	Teacher (DO Angeles)	2 yrs. & 5 mos.	LET	QUALIFIED	MET
17	2026-TCH3-AC-ELEM-017	BSED - English	Regional Training in Filipino Sign Language (FSL) Batch 3 ; Division Seminar on Leadership for Inclusion: Leveraging Assessments, Contextualizing Individualized Education Plan (IEP), Individualized Transition Plan (ITP), and Integration of Filipino Sign Language (FSL)	128 hrs.	Teacher (DO Angeles)	6 yrs. & 7 mos.	LET	QUALIFIED	MET

18	2026-TCH3-AC-ELEM-018	BEED + MA SPED (ongoing)	40 Hours Synchronous Applied Behavior Analysis Technician (ABAT) Training ; Regional Training in Filipino Sign Language (FSL) Batch 2 ; Regional Training on Braille Reading and Writing Batch 2	128 hrs.	Teacher (DO Angeles)	3 yrs.	LET	QUALIFIED	MET
19	2026-TCH3-AC-ELEM-019	BEED	Strengthening Foundations: A Regional Seminar for Key Stage 1 Teachers on the MATATAG CURRICULUM ; Division Training of Grades 2,3,5 & 8 Teachers on the K to 12 Curriculum	136 hrs.	Teacher (DO Angeles)	8 yrs. & 7 mos.	LET	QUALIFIED	MET
20	2026-TCH3-AC-ELEM-020	BEED	In-Service Training on Empowering Educators: Fostering Quality and Inclusivity through Effective Teaching Strategies and Principles ; Division Training for ARAL Reading Tutors (Batch 3)	88 hrs.	Teacher (DO Angeles)	2 yrs. & 2 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher II - ELEMENTARY**

Salary Grade and Monthly Salary: **12 / P 33,947.00**

Qualification Standards:

Education:	Bachelor's degree in Education; <b>or</b> Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Training:	<b>8 hours</b> of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Experience	<b>1 year</b> teaching experience
Eligibility	RA 1080, as amended (Teacher Elementary/Secondary)

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH2-AC-ELEM-001	BEED	School Based Training of Teachers on the MATATAG Curriculum ; United for a VAW-Free Philippines: Breaking the Cycle, Building a Future Free from Fear	43 hrs.	Teacher (DO Angeles)	5 yrs. & 11 mos.	LET	QUALIFIED	MET
2	2026-TCH2-AC-ELEM-002	BEED	In-Service Training on Basic Action Research ; School Based Training of Teachers on the MATATAG Curriculum ; In-Service Training on Differential Instruction, Strategies and Producing Localized Instructional Materials	128 hrs.	Teacher (DO Angeles)	6 yrs. & 2 mos.	LET	QUALIFIED	MET
3	2026-TCH2-AC-ELEM-003	BEED	School Based Training of Teachers on the MATATAG Curriculum ; Regional Training on Braille Reading and Writing Batch 2 ; Division Seminar on Systematic and Comprehensive Professional Development Program from Beginning Teachers (Batch 2)	128 hrs.	Teacher (DO Angeles)	3 yrs. & 4 mos.	LET	QUALIFIED	MET
4	2026-TCH2-AC-ELEM-004	BSED- ENGLISH	Division Training on Literacy Remediation Program ; Division Training of Grade 2,3,5 & 8 Teachers on the revised K to 12 Curriculum	136 hrs.	Teacher (DO Angeles)	1 yr. & 6 mos.	LET	QUALIFIED	MET

5	2026-TCH2-AC-ELEM-005	BEED	Division Training for ARAL Reading Tutors (Batch 3) ; Division Training on Induction Program for Beginning Teachers	40 hrs.	Teacher (DO Angeles)	1 yr. & 3 mos.	LET	QUALIFIED	MET
6	2026-TCH2-AC-ELEM-006	BEED	In-Service Training on Empowering Educators: Fostering Quality and Inclusivity through Effective Teaching Strategies and Principles ; Division Training for ARAL Reading Tutors (Batch 3)	88 hrs.	Teacher (DO Angeles)	2 yrs. & 2 mos.	LET	QUALIFIED	MET
7	2026-TCH2-AC-ELEM-007	BEED	Division Training for ARAL Reading Tutors (Batch 3) ; Learning Action Cell (LAC) Session entitled,"Guidelines for Classroom Assessment, Preparation of Table of Specifications (TOS) and Teacher -Made Tests"	120 hrs.	Teacher (DO Angeles)	1 yr. & 4 mos.	LET	QUALIFIED	MET
8	2026-TCH2-AC-ELEM-008	BEED	Learning Action Cell on Performance Management and Evaluation System (PMES) 2025-2026: Classroom Observation Tool (COT) and Performance Monitoring and Coaching Form ; Division Training for ARAL Reading Tutors (Barch 2)	136 hrs.	Teacher (DO Angeles)	3 yrs. & 2 mos.	LET	QUALIFIED	MET
9	2026-TCH2-AC-ELEM-009	BEED ; MAED (45 units) (only proof of enrollment attached)	Learning Action Cell on Performance Management and Evaluation System (PMES) 2025-2026: Classroom Observation Tool (COT) and Performance Monitoring and Coaching Form	96 hrs.	Teacher (DO Angeles)	7 yrs. & 4 mos.	LET	QUALIFIED	MET
10	2026-TCH2-AC-ELEM-010	Bachelor of Technical Teacher major in Garments, Fashion & Design	Division Program Implementation Review (PIR) of Indigenous Peoples Education Cum Updating of IPED Policy Framework ; Division Training on Induction Program for Beginning Teachers	112 hrs.	Teacher (DO Angeles)	5 yrs. & 4 mos.	LET	QUALIFIED	MET
11	2026-TCH2-AC-ELEM-011	BSED - English	Regional Training in Filipino Sign Language (FSL) Batch 3 ; Division Seminar on Leadership for Inclusion: Leveraging Assessments, Contextualizing Individualized Education Plan (IEP), Individualized Transition Plan (ITP), and Integration of Filipino Sign Language (FSL)	128 hrs.	Teacher (DO Angeles)	6 yrs. & 7 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher II - JHS-ENGLISH**

Salary Grade and Monthly Salary: **12 / P 33,947.00**

Qualification Standards:

Education:	Bachelor's degree in Education; <b>or</b> Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Training:	<b>8 hours</b> of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Experience	<b>1 year</b> teaching experience
Eligibility	RA 1080, as amended (Teacher Secondary)

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH2-AC-JHS-ENG-001	Bachelor of Arts in English Language ; Professional Education Units (18 units)	Division training for ARAL READING TUTORS (Batch 2) ; Division Training of Grade 8 on the Revised K to 12 Curriculum ; Division Seminar Workshop on Programme on International Student Assessment (PISA)	144 hrs.	Teacher (DO Angeles)	9 yrs. & 10 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher III - JHS-MAPEH**

Salary Grade and Monthly Salary: **13 / P 36,125.00**

Qualification Standards:

Education:	Bachelor's degree in Education; <b>or</b> Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Training:	<b>16 hours</b> of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Experience	<b>2 years</b> teaching experience
Eligibility	RA 1080, as amended (Teacher Secondary)

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH3-AC-JHS-MAPEH-001	BSED-Mapeh ; MA Degree in Mapeh	School Based Training of Teachers on the MATATAG Curriculum ; Project Performance Snapshots: (A Mid-Year Inset ; Project I-TEL:: ICT Towards Effective Learning	112 hrs.	Teacher (DO Angeles)	5 yrs. & 5 mos.	LET	QUALIFIED	MET
2	2026-TCH3-AC-JHS-MAPEH-002	BSED-Mapeh ; MAED in Mapeh (36 units)	National Training Seminar on Current Trends in Pedagogy in the 21st Century for teachers, School Leaders and Non teaching Personnel: Perform Teaching Demonstration Thru Lesson Planning and Craft Actions Plan for Management of Instructional Supervision ; In Service Training for National Academy of Sports Educators	136 hrs.	Teacher (DO Angeles)	4 yrs	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher III - SHS-TVL**

Salary Grade and Monthly Salary: **13 / P 36,125.00**

Qualification Standards:

	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; <b>or</b> any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education.
Education:	Bachelor's degree relevant to the area of specialization; <b>or</b> any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization
Training:	<b>National Certificate (NC) II</b> and <b>Trainer's Methodology Certificate (TMC) I</b> in relevant technical-vocational course(s) in the area of specialiaization
Experience	<b>2 years</b> experience in teaching or industry experience in relevant strand / area of specialization
Eligibility	RA 1080, as amended (Teacher Secondary) for permanent appointments None required for provisional and contractual appointments <i>must pass the LET within 5 years after the date of first hiring</i>

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH3-AC-SHS-TVL-001	Bachelor of Technical Teacher Education ; MAED in TLE (9 units)	TMC I + NC II in Housekeeping, Front Office Services, Cookery & Food Beverage & Services	129 hrs.	Teacher (DO Angeles)	2 yrs. & 5 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher II - SHS-ACAD**

Salary Grade and Monthly Salary: **12/ P 33,947.00**

Qualification Standards:

	Bachelor's degree with a major in the relevant strands/subject plus <b>18</b> professional units in Education, <b>or</b> any Bachelor's degree with at least <b>6</b> units towards Master's degree in relevant strand/subject plus <b>18</b> units of professional units in Education
Education:	Bachelor's degree with a major in the relevant strand/subject; <b>or</b> an any Bachelor's degree with at least <b>6</b> units towards Master's degree in the relevant strand/subject
Training:	<b>8 hours</b> of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Experience	<b>1 year</b> experience in teaching or industry work in relevant strand/subject
	RA 1080, as amended (Teacher Secondary) for permanent appointments
Eligibility	None required for provisional and contractual appointments <i>must pass the LET within 5 years after the date of first hiring</i>

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH2-AC-SHS-ACAD-001	BSED-Math ; MAED in Math (9 units) no TOR	Guidelines on the Multi-Year Performance Management and Evaluation System for Teachers from SY2025-2026 to 2027-2028 ; Policy Guidelines on Daily Lesson Preparation for the K to 12 Basic Education Program	136 hrs.	Teacher (DO Angeles)	1 yr. & 5 mos.	LET	QUALIFIED	MET
2	2026-TCH2-AC-SHS-ACAD-002	BSED-Math	Improving the Accomplishment of Daily Lesson Logs (DLL) in Accordance with DepEd Order 42 s. 2016 ; School Based Training on Varied Learning Assessments in Addressing Learning learning Poverty with reference to School Memorandum No. 67, s. 2024	88 hrs.	Teacher (DO Angeles)	2 yrs. & 6 mos.	LET	QUALIFIED	MET
3	2026-TCH2-AC-SHS-ACAD-003	BSBA + 18 units ; MAED (15 units) no TOR	Division Training on Induction Program for Beginning Teachers ; INSET about Personal & professional Development for 21st Century Teaching & Learning Process ;	115 hrs.	Teacher (DO Angeles)	2 yrs. & 5 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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

**INITIAL EVALUATION RESULT (IER)**

Position: **Teacher II - SHS-TVL**

Salary Grade and Monthly Salary: **12 / P 33,947.00**

Qualification Standards:

Education:	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; <b>or</b> any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education.
Training:	<b>National Certificate (NC) II</b> and <b>Trainer's Methodology Certificate (TMC) I</b> in relevant technical-vocational course(s) in the area of specialization
Experience	<b>1 year</b> experience in teaching or industry experience in relevant strand / area of specialization
Eligibility	RA 1080, as amended (Teacher Secondary) for permanent appointments None required for provisional and contractual appointments <i>must pass the LET within 5 years after the date of first hiring</i>

No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	2026-TCH2-AC-SHS-TVL-001	BSED - TLE ; MAED in TLE ( 9units) no Cert. & TOR	TMC I + NC II in Housekeeping & Cookery	107 hrs.	Teacher (DO Angeles)	1 yr. & 6 mos.	LET	QUALIFIED	MET

Prepared and Certified correct by:

**(Sgd) CAROLINE L. MONTES**

Administrative Officer IV

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