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

06 Nov 2026

DIVISION MEMORANDUM
No. 429, s. 2026

INITIAL EVALUATION RESULT FOR HIGHER TEACHING POSITIONS 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. 351 and 372 s. 2026, this is to inform the field of the Initial Evaluation Result (IER) for Master Teacher I, 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. Qualified applicants are requested to upload their ILAW and their thirty-minute (30-minute) continuous video recording of actual classroom teaching, demonstrating the required observable indicators for the position being applied for. While the conduct of Non-Classroom Observable Indicators through Portfolio Annotation and Behavioral Events Interview shall be announced. Submission or uploading is until **November 12, 2026** through this link: **https://bit.ly/4irC2fy**

5. In compliance with Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012, applicants shall ensure that the video recording does not unnecessarily disclose or expose the personal information of learners. Accordingly, the faces and other personally identifiable information of learners shall, as much as practicable, be concealed, blurred, or otherwise rendered unidentifiable in the video recording, particularly when such learners have not given the appropriate consent for their image or likeness to be captured and processed.

6. In cases where learners are unavoidably identifiable in the video recording, the applicant shall ensure that the appropriate written consent of the learner and, in the case of a minor, the parent or legal guardian, has been secured prior to the recording.

7. Applicants are reminded that the submitted video shall be used solely for the official purpose of evaluating the applicant's classroom teaching performance and shall not be posted, shared, reproduced, or otherwise disclosed through personal social media accounts or other unauthorized platforms.

8. All School Heads or School Administrative Officer/Assistants are hereby enjoined to provide necessary assistance and technical support to their concerned teachers in the preparation and online submission or uploading of ILAW and their 30-minute video recording of actual classroom teaching.

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

10. Immediate dissemination of this Memorandum is desired.

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MA. IRELYN P. TAMAYO PhD, CESO V
Schools Division Superintendent

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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/November 6, 2026

Annex D

INITIAL EVALUATION RESULT (IER) OF TEACHER APPLICANTS FOR SY 2026-2027

Position: **MT I**
Level: **Elementary**
Salary Grade and Monthly Salary: SG 18 /P53,818.00
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 (Qualified or Disqualified)	Performance Met/Not Met
			Title	Hours	Details	Years/Months			
1	2026-MTCHR1-AC01	BSED English + MAED	ARAl Series; National Training on Teach, Transform, Thrive; National Training on Instructional Leadership	168 hrs	Public Teacher (8 yrs. 2 mos.); Private Teacher (1 yr. 2 mos.)	9 yrs. 4 mos.	RA 1080 (Teacher)	Qualified	MET
2	2026-MTCHR1-AC02	BEED + MAED + Doctorate (on-going)	A Leaddership Training -Seminar on School-based Management for School Administrators..; National Training -Seminar on Current Trends in pedagogy in the 21st Century for Teachers, School Leaders and NTP (w/ Instructional Supervision)	208 hrs	Public Teacher 6/1/2016 to present	10 yrs. 4 mos.	RA 1080 (Teacher)	Qualified	MET
3	2026-MTCHR1-AC03	BEED + MAED	National Training Semnar on Administration and Instructional Supervision; Division Training Workshop on Innovative and Learner-Center Pedagogies for Elementary Science Teachers; Division Training for ARAl Tutors	144 hrs.	Private Teacher (1 yr.7mos.); Public Teacher (8 yrs. 3mos.)	9 yrs. 10 mos.	RA 1080 (Teacher)	Qualified	MET

Prepared and certified Correct by:

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

Date: October 29, 2026

Annex D

INITIAL EVALUATION RESULT (IER) OF TEACHER APPLICANTS FOR SY 2026-2027

Position: **TEACHER II**

Level: **Elementary / Junior HS/ Senior HS**

Salary Grade and Monthly Salary: SG 12 P33,947.00

Qualification Standards:

Education: **Elementary/Secondary**: Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Senior High School Academic Track & Core Subjects: 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 6 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject
Senior High School Technical Vocational Track: 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; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization
Senior High School Sports Track: Bachelor's degree with a major in filed(s) under the Sports Track plus 18 professional units in Educatio; 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

Training: **Elementary/Secondary** : 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Senior High School Academic Track & Core Subjects: 8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Senior High School 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
Senior High School Sports Track:8 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track acquired within the last 5 years

Experience: **Elementary/ Secondary:** 1 year teaching experience
Senior High School Academic Track & Core Subjects: 1 year experience in teaching or industry work in relevant strand/subject
Senior High School Technical Vocational Track: 1 year experience in teaching or industry experience in relevant strand/area of specialization
Senior High School Sports Track: 1 year experience in teaching or industry experience in relevant field(s) under Sports Track

Eligibility: **For Elem**: RA 1080, as amended (Teacher- Elementary/Secondary)
For JHS: RA 1080, as amended (Teacher-Secondary)
For SHS: RA 1080, as amended (Teacher-Secondary) for permanent appointments; None required for provisional1 and contractual appointments1 must pass the LET within 5 years after the date of first hiring

No.	Application Code	Education	Training		Experience		Eligibility	Remarks (Qualified or Disqualified)	Performance Met/Not Met
			Title	Hours	Details	Years/Months			
1	2026-TCH2-FGNMHS-01	BSED Values Ed.	DepEd Trainings	104 hrs	Teacher	14 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
2	2026-TCH2-FGNMHS-02	BSED English	DepEd Trainings	62 hrs	Teacher	1 yr. 3 mos.	RA 1080 (Teacher)	Qualified	MET

3	2026-TCH2-SBNHS-01	BSED Soc. Sci + MA 36 Units	DepEd Trainings	120 hrs	Teacher	2 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
4	2026-TCH2-NV15-01	BS ECE + 18 Prof. Ed. Units	DepEd Trainings	48 hrs	Teacher	2 yrs. 7 mos.	RA 1080 (Teacher)	Qualified	MET
5	2026-TCH2-NV15-02	BSED Math	DepEd Trainings	43 hrs	Teacher	4 yrs. 9 mos.	RA 1080 (Teacher)	Qualified	MET
6	2026-TCH2-ACNTS-01	BS Business Administration + Prof. Ed. Units	DepEd Trainings	80 hrs	Teacher	11 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
7	2026-TCH2-SHS-01	BSED English + MA 9 units	DepEd Trainings	34 hrs	Teacher	2 yr.s 5 mos.	RA 1080 (Teacher)	Disqualified	MET
8	2026-TCH2-ELEM-01	BEED	DepEd Trainings	80 hrs	Teacher	3 yr.s 9 mos.	RA 1080 (Teacher)	Qualified	MET
9	2026-TCH2-ELEM-02	BEED	DepEd Trainings	44 hrs	Teacher	4 yr.s 10 mos.	RA 1080 (Teacher)	Qualified	MET
10	2026-TCH2-ELEM-03	BEED	DepEd Trainings	18 hrs	Teacher	1 yr. 10 mos.	RA 1080 (Teacher)	Qualified	MET
11	2026-TCH2-ELEM-04	BEED + 27 MA Units	DepEd Trainings	04 hrs	Teacher	1 yr. 2 mos.	RA 1080 (Teacher)	Qualified	MET
12	2026-TCH2-ELEM-05	BEED	DepEd Trainings	6 hrs	Teacher 11/3/2025	11 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
13	2026-TCH2-ELEM-06	BEED	DepEd Trainings	0 hrs	Teacher	1 yr.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
14	2026-TCH2-SHS-01	BSED Major in TLE + MAED CAR	NC II	NO TMC	Teacher	1 yr. 1 mo.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
15	2026-TCH2-SHS-02	Bachelor of Technical Teacher Education + MAED	NC II AND TMC and other trainings	200 hrs.	Teacher	6 yr.s 4 mos.	RA 1080 (Teacher)	Qualified	MET
16	2026-TCH2-SHS-03	BSED Major in General Science, MA in Science Education (33 UNITS)	DepEd Trainings	8 hrs	Teacher	7 yr.s 8 mos.	RA 1080 (Teacher)	Qualified	MET
17	2026-TCH2-SHS-04	BSED Major in English + MAED CAR	DepEd Trainings	6 hrs	Teacher	2 yr.s 11 mos.	RA 1080 (Teacher)	Qualified	MET

Prepared and certified Correct by:

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

Date: October 29, 2026

Annex D

INITIAL EVALUATION RESULT (IER) OF TEACHER APPLICANTS FOR SY 2026-2027

Position: **TEACHER III**
Level: **Elementary / Junior HS/ Senior HS**
Salary Grade and Monthly Salary: SG 13 / P36,125.00
Qualification Standards:

Education: **Elementary/Secondary**: Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education
Senior High School Academic Track & Core Subjects: 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; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject
Senior High School Technical Vocational Track: 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; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree plus completion of technical-vocational course(s) in the area of specialization
Senior High School Sports Track: Bachelor's degree with a major in filed(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

Experience: **Elementary/Secondary**: 2 years teaching experience
Senior High School Academic Track & Core Subjects: 2 years experience in teaching or industry work in relevant strand/subject
Senior High School Technical Vocational Track: 2 years experience in teaching or industry experience in relevant strand/area of specialization
Senior High School Sports Track: 2 years experience in teaching or industry experience in relevant field(s) under Sports Track

Training: **Elementary/Secondary** : 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Senior High School Academic Track & Core Subjects: 16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years
Senior High School 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
Senior High School Sports Track: 16 hours of training in Curriculum and Instruction of relevant filed(s) under Sports Track acquired within the last 5 years

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

No.	Application Code	Education	Training		Experience		Eligibility	Remarks (Qualified or Disqualified)	Performance Met/Not Met
			Title	Hours	Details	Years/Months			
1	2026-TCH3-ACNHS01	BSED TLE + MAED (CAR)	Seminar on Educational Innovation and Pedagogies for Teachers in TLE Major and other trainings	160 hrs	Public Teacher	8 yrs.	RA 1080 (Teacher)	Qualified	MET
2	2026-TCH3-ACNHS02	BSED Filipino	DepEd Trainings	32 hrs	Teacher I 5/21/2014	12 yrs. 4 mos.	RA 1080 (Teacher)	Qualified	MET
3	2026-TCH3-ACNHS03	BPED / MA ED Major in Health Education (37 UNITS)	DepEd Trainings	148 hrs	Public Teacher	SEE ECP	RA 1080 (Teacher)	Qualified	MET
4	2026-TCH3-FGNMHS-01	BSED TLE + MA 12 UNITS	DepEd Trainings	108 hrs	Teacher	26 yrs. 11 mos.	RA 1080 (Teacher)	Qualified	MET
5	2026-TCH3-FGNMHS-02	BSED TLE	DepEd Trainings	244 hrs	Teacher	7 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
6	2026-TCH3-FGNMHS-03	BSED + 21 MA Units	DepEd Trainings	192 hrs	Teacher	10 yrs.	RA 1080 (Teacher)	Qualified	MET
7	2026-TCH3-FGNMHS-04	BSED English	DepEd Trainings	32 hrs	Teacher I 5/15/2019	7 yrs. 5 mos.	RA 1080 (Teacher)	Disqualified	NOT MET

8	2026-TCH3-FGNMHS-05	BSED MAPEH	DepEd Trainings	48 hrs	Teacher	6 yrs. 4 mos.	RA 1080 (Teacher)	Disqualified	NOT MET
9	2026-TCH3-BVRHS-01	BSED Filipino + MAED 21 Units	DepEd Trainings	144 hrs	Teacher	13 yrs. 5 mos.	RA 1080 (Teacher)	Qualified	MET
10	2026-TCH3-BVRHS-02	BS in Home Technology	DepEd Trainings and NC II	180 hrs.	Teacher	9 yrs. 4 mos.	RA 1080 (Teacher)	Qualified	MET
11	2026-TCH3-LEONCIA-01	BSED Math	DepEd Trainings	153 hrs	Teacher	7 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
12	2026-TCH3-DR. HIGH-01	BSED Math	DepEd Trainings	88 hrs	Teacher	7 yrs. 3 mos.	RA 1080 (Teacher)	Disqualified	NOT MET
13	2026-TCH3-DR. HIGH-02	BSED Soc. Sci + MAED	DepEd Trainings	40 hrs	Teacher	6 yrs. 5 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
14	2026-TCH3-ACNTS-01	Bachelor of Technical Vocational: MAED CAR	DepEd Trainings	144 hrs	Teacher	2 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
15	2026-TCH3-ACNTS-02	Bachelor of Science in Hotel Restaurant Mgmt. + Prof. Ed Units	DepEd Trainings	48 hrs + NC II	Teacher	6 yrs. 11 mos..	RA 1080 (Teacher)	Qualified	MET
16	2026-TCH3-ACNTS-03	BS Business Administration + Prof. Ed. Units	DepEd Trainings	64 hrs	Teacher	2 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
17	2026-TCH3-ACNTS-04	BS Computer Engineering + Prof. Ed Units + MA 18 units	DepEd Trainings	56 hrs + Computer Servicing	Teacher	2 yrs. 1 mo.	RA 1080 (Teacher)	Qualified	MET
18	2026-TCH3-ACNTS-05	Bachelor of Arts in Communication + Prof. Ed. units +MA 9 units	DepEd Trainings	48 hrs	Teacher	12 yrs. 4 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
19	2026-TCH3-ELEM-01	BEED	DepEd Trainings	48 hrs	Teacher	2 yrs. 1mo.	RA 1080 (Teacher)	Qualified	MET
20	2026-TCH3-ELEM-02	BEED + MAED in Early Childhood	DepEd Trainings	44 hrs	Teacher	2 yrs.	RA 1080 (Teacher)	Qualified	MET
21	2026-TCH3-ELEM-03	BEED + MAED ENGLISH (39 units)	DepEd Trainings	52 hrs	Teacher	4 yrs. 10 mos.	RA 1080 (Teacher)	Qualified	MET
22	2026-TCH3-ELEM-04	BEED +MAED in Early Childhood	DepEd Trainings	76 hrs	Teacher	2 yrs.	RA 1080 (Teacher)	Qualified	MET
23	2026-TCH3-ELEM-05	BEED	DepEd Trainings	04 hrs	Teacher	3 yrs. + 9 mos.	RA 1080 (Teacher)	Qualified	MET
24	2026-TCH3-ELEM-06	BEED	DepEd Trainings	04 hrs	Teacher	4 yrs. + 4 mos.	RA 1080 (Teacher)	Qualified	MET
25	2026-TCH3-ELEM-07	BEED	DepEd Trainings	20 hrs	Teacher	3 yrs. + 3 mos.	RA 1080 (Teacher)	Qualified	MET
26	2026-TCH3-ELEM-08	BEED	DepEd Trainings	6 hrs	Teacher	4 yrs. + 11 mos.	RA 1080 (Teacher)	Qualified	MET
27	2026-TCH3-ELEM-09	BSED English	DepEd Trainings	20 hrs	Teacher	10 yrs.	RA 1080 (Teacher)	Qualified	MET

28	2026-TCH3-ELEM-10	BEED with MA Units	DepEd Trainings	34 hrs	Teacher	2 yr.s 5 mos.	RA 1080 (Teacher)	Qualified	MET
29	2026-TCH3-ELEM-11	BEED	DepEd Trainings	20 hrs	Teacher	5 yr.s 10 mos.	RA 1080 (Teacher)	Qualified	MET
30	2026-TCH3-ELEM-12	BEED	DepEd Trainings	20 hrs	Teacher	ECP Score	RA 1080 (Teacher)	Qualified	MET
31	2026-TCH3-ELEM-13	BEED	DepEd Trainings	0 hrs	Teacher	3 yrs. + 6 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
32	2026-TCH3-ELEM-14	BEED + MAED 18 units	DepEd Trainings	15 hrs	Teacher	2 yr.s 4 mos.	RA 1080 (Teacher)	Disqualified	Not Full Cycle
33	2026-TCH3-SHS-01	BSED MATH + 27 MA UNITS	DepEd Trainings	64 hrs	Teacher	9 yr.s	RA 1080 (Teacher)	Qualified	
34	2026-TCH3-SHS-02	Bachelor of Technical Teacher Education + MAED	NC II AND TMC and other trainings	200 hrs.	Teacher	6 yr.s 4 mos.	RA 1080 (Teacher)	Disqualified	NOT MET

Prepared and certified Correct by:

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

Date: October 29, 2026