



Republic of the Philippines  
**Department of Education**  
REGION IV- A CALABARZON  
CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

09 September 2025

DIVISION MEMORANDUM  
No. **621** s. 2025

**INITIAL EVALUATION RESULTS (IER) OF APPLICANTS AND THE CONDUCT OF  
COI AND NCOI FOR TEACHER II AND TEACHER III POSITIONS  
(ELEMENTARY AND JUNIOR HIGH SCHOOL)**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Heads, Public Elementary and Secondary Schools  
Heads, Units/Sections  
All Others Concerned

1. With reference to **DepEd Order No. 019, s. 2022 (DepEd Merit Selection Plan)** and **DepEd Order No. 020, s. 2024 (Guidelines on the Recruitment, Selection, and Appointment to higher teaching positions)**, this Office releases the Initial Evaluation Results (IER) for the anticipated vacant positions.
2. The conduct of **PPST Career Stage-based Observations for Indicators (COI)** and **Non-Classroom Observations for Indicators (NCOI)** is scheduled as follows:

POSITION LEVEL	VENUE	DATE	
		PPST COI	PPST NCOI
Teacher II and Teacher III (Elementary)	Tayabas West Central School I	September 11, 2025	September 12, 2025
Teacher II and Teacher III (Junior High School)	Luis Palad Integrated High School	September 11, 2025	September 12, 2025

3. The following enclosures are attached:
  - a. Enclosure 1 – Initial Evaluation Results (IER)
  - b. Enclosure 2 – composition of Observers and Assessors for the conduct of PPST COI and PPST NCOI
4. **For the composition of Assessors for the conduct of PPST NCOI**, please note that **only the documents submitted by the applicants on the deadline of application** shall serve as the basis for assessment during the conduct of the PPST NCOI. **These submitted documents will be forwarded to the Assessors on the**




**day of the NCOI.** No additional Means of Verification (MOVs) shall be accepted or submitted on the day of the evaluation.

5. For information and guidance of all concerned.

For:

**CELEDONIO B. BALDERAS JR.**  
Schools Division Superintendent

By:

  
**CONRADO C. GABARDA**  
Administrative Officer V  
Officer-in-Charge

Encl: As stated

References: DepEd Order 019, s. 2022  
DepEd Order 20, s. 2024

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

RSP

OSDS Personnel Unit – initial evaluation results (ier) of applicants and the conduct of coi and ncoi for teacher ii and teacher iii positions (elementary and junior high school)  
PERPBES4-001889/September 09, 2025



**Enclosure 2**

**COMPOSITION OF THE OBSERVERS, ASSESSORS AND PROCTOR FOR THE  
CONDUCT OF CLASSROOM AND NON-CLASSROOM OBSERVABLE  
INDICATORS**

<b>TEACHER II AND TEACHER III (ELEMENTARY)</b> <b>Tayabas West Central School I</b> <b>September 11, 2025</b>			
<b>For PPST COIs (Classroom Observation / Demonstration Teaching)</b>			
	<b>Name</b>	<b>Position Title</b>	<b>School/Office</b>
<b>Observers Set A</b>	JOHN BENEDICT M. AGUERRA	MASTER TEACHER I	ILASAN IS
	MICHELLE C. ANYAYAHAN	MASTER TEACHER I	MAYUWI IS
<b>Observers Set B</b>	CHRISTINE V. CABUYAO	MASTER TEACHER I	TWCS I
	GLEND A. CAPISTRANO	MASTER TEACHER I	LAKAWAN ES
<b>Observers Set C</b>	MARISSA R. CAPISTRANO	MASTER TEACHER I	TWCS II
	BLANCA C. CASTILLO	MASTER TEACHER I	SOUTH PALALE ES
<b>Observers Set D</b>	MARIA CONCEPCION R. CUADRA	MASTER TEACHER I	POTOL ES
	JEFFREY G. DIMAILIG	MASTER TEACHER I	FROILAN LOPEZ ES
<b>Observers Set E</b>	MARIBETH R. EGUIA	MASTER TEACHER I	IPILAN-ALITAO ES
	PRISCILLA Z. INFANTE	MASTER TEACHER I	EAST PALALE ES



<b>TEACHER II AND TEACHER III (ELEMENTARY)</b> <b>Tayabas West Central School I</b> <b>September 12, 2025</b>			
<b>PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)</b>			
<b>Assessors</b>	<b>Name</b>	<b>Position Title</b>	<b>School/Office</b>
	MARIA ROSELE S. JAVIN	MASTER TEACHER II	ILASAN IS
	AGNES A. LAGDAMEO	MASTER TEACHER I	TWCS I
	FITZ JAMES J. LAVADIA	MASTER TEACHER I	EUGENIO FRANCIA IS
<b>Proctor</b>	RYAN CHESTER Z. MANZANARES	MASTER TEACHER I	TWCS I



**COMPOSITION OF THE OBSERVERS, ASSESSORS AND PROCTOR FOR THE  
CONDUCT OF CLASSROOM AND NON-CLASSROOM OBSERVABLE  
INDICATORS**

<b>TEACHER II AND TEACHER III (JUNIOR HIGH SCHOOL)</b> <b>Luis Palad Integrated High School</b> <b>September 11, 2025</b>			
<b>For PPST COIs (Classroom Observation / Demonstration Teaching)</b>			
<b>Observers Set A</b>	<b>Name</b>	<b>Position Title</b>	<b>School/Office</b>
	MARICEL L. ABELLA,	MASTER TEACHER I	LPIHS
	TESALONICA C. ABESAMIS	MASTER TEACHER I	LPIHS
<b>Observers Set B</b>	SUSAN J. ABUEL	MASTER TEACHER II	LPIHS
	JACINTA R. ABULENCIA	MASTER TEACHER I	LPIHS

<b>TEACHER II AND TEACHER III (JUNIOR HIGH SCHOOL)</b> <b>Luis Palad Integrated High School</b> <b>September 12, 2025</b>			
<b>PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)</b>			
<b>Assessors</b>	<b>Name</b>	<b>Position Title</b>	<b>School/Office</b>
	SHERELYN S. ALCANTARA	MASTER TEACHER I	LPIHS
	ELIZABETH M. AQUINO	MASTER TEACHER II	LPIHS
	LYKA ROSE L. CABRERA	MASTER TEACHER I	LPIHS
<b>Proctor</b>	RONELDA S. EMPAMANO	MASTER TEACHER I	LPIHS



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CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

**INITIAL EVALUATION RESULT (IER)**

Position: **TEACHER II (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG12 | P 32,245.00**

**Qualification Standards:**

Education **Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education**

Training **8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization attended within the last 5 years, acquired after the last date of promotion**

Experience **1 year 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	TAY-RSP-T2-25-018	Bachelor of Elementary Education (General Education)	Capacity Building Activity for Learner Government Advisers	8	Teacher I	10 years & 2months	RA (1080) Teacher	Qualified	Met



2	TAY-RSP-T2-25-026	Bachelor of Elementary Education (General Education)	Training of Grades 2,3,5 and 8 Teachers on the Revised K to 12 Curriculum Implementation -Phase 2	24	Teacher I	15years & 11months	RA (1080) Teacher	Qualified	Met
3	TAY-RSP-T2-25-019	Bachelor of Elementary Education (General Education)	Virtual In-Service Training for Teachers	40	Teacher I	9 years & 2months	RA (1080) Teacher	Qualified	Met
4	TAY-RSP-T2-25-025	Bachelor of Elementary Education (General Education)	Division Training-Workshop for Receiving Teachers on SNED Content and Pedagogy - Batch 2	16	Teacher I	2 years & 5months	RA (1080) Teacher	Qualified	Met
5	TAY-RSP-TII-25-016	Bachelor of Science in Hotel and Restaurant Management Teacher Certificate Program (18 units)	Summer Institute	368	Teacher-Fellow	1 year & 10 months	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:

**GRASIELA L. HERNANDEZ**Administrative Officer IV/ HRMO II

Human Resource Management Officer

Date: SEP 09 2025



Republic of the Philippines  
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REGION IV- A CALABARZON  
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**INITIAL EVALUATION RESULT (IER)**

Position: **TEACHER III (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG13 | P 34,421.00**

**Qualification Standards:**

Education **Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education**

Training **16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization attended within the last 5 years, acquired after the last date of promotion**

Experience **2 years 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	TAY-RSP-T3-25-024	Bachelor of Elementary Education (Mathematics)  Masters in Educational Management (36units)	Training of Grades 2,3,5 and 8 Teachers on the Revised K to 12 Curriculum Implementation-Phase 2	24	Teacher II	2 years	RA (1080) Teacher	Qualified	Met



2	TAY-RSP-T3-25-031	Bachelor of Elementary Education (English)	Division Rollout on Upskilling for English Teachers in Language Instruction	24	Teacher II	8 years 4months	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
3	TAY-RSP-T3-25-039	Bachelor of Elementary Education (Science and Health Education)	Division Training of Kindergarten to Senior High School (SHS) and Alternative Learning System (ALS) Receiving Teachers on SPED Content and Pedagogy	32	Teacher II	4 years 7months	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
4	TAY-RSP-T3-25-038	Bachelor of Elementary Education (Mathematics)	In-Service Training "Addressing and Resolving Areas of Need Identified by the Teacher to Continuously their Competencies and the Quality of Teaching and Learning Process to Raise Learners Achievement"	32	Teacher II	6 years 7months	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>

5	TAY-RSP-T3-25-027	Bachelor in Elementary Education Major in General Education  Master of Arts in Education (34 units)	Division Roll Out Training of Early Language, Literacy and Numeracy Focusing on the Science of Reading	32	Teacher I  Teacher II	8 years 11 months  1 year 7 months	RA (1080) Teacher	Qualified	Met
6	TAY-RSP-T3-25-032	Bachelor of Elementary Education Major in General Education  Master in Educational Management (36units)	In-Service Training Workshop on the School-Based Implementation of Early Language Literacy and Numeracy (ELLN) in addressing Literacy and Numeracy Gaps brought by Pandemic	24	Teacher II	4 years 6 months	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:

  
**GRASIELA L. HERNANDEZ** *h*  
Administrative Officer IV/ HRMO II  
 Human Resource Management Officer  
 Date: SEP 09 2025





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CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

**INITIAL EVALUATION RESULT (IER)**

Position: **TEACHER III (JUNIOR HIGH SCHOOL)**

Salary Grade and Monthly Salary: **SG13 | P 34,421.00**

**Qualification Standards:**

Education **Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education**

Training **16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization attended within the last 5 years, acquired after the last date of promotion**

Experience **2 years 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	TAY-RSP-T3-25-029	BS in Hotel and Restaurant Management Master of Arts in Education Major in Technology and Home Economics	Bread and Pastry Production (NC II)	160	Teacher II	5yrs 1mos & 17 days	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>

2	TAY-RSP-T3-25-025	Bachelor of Secondary Education Major in Mathematics  Master of Arts in Education Major in Mathematics (27units)	Midyear Program Review and Evaluation (MPRE) and School-based In-Service Training (INSET)	40	Teacher II	6yrs 9mos & 12days	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
3	TAY-RSP-T3-25-033	Bachelor of Science in Mass Communication  Master of Arts in Teaching English (27units)	Regional Training on Broadcast and Digital Campus Journalism	24	Teacher II	9yrs 1mos & 24days	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
4	TAY-RSP-T3-25-035	Bachelor of Secondary Education (uniting)  Master in Educational Management (36units)	Master Class for Grade 7 Teachers Across All Learning Areas	40	Teacher II	2yrs 11mos & 12 days	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>



5	TAY-RSP-T3-25-036	Bachelor of Secondary Education Major in Social Studies  Master of Arts in Education Major in Social Science (30units)	2024 Mid-year School-based In-Service Training (INSET)	36	Teacher II	4yrs 1mos & 8days	RA (1080) Teacher	Qualified	Met
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Prepared and Certified Correct by:

  
**GRASIELA L. HERNANDEZ**  
Administrative Officer IV / HRMO II  
Human Resource Management Officer  
Date: SEP 09 2025





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CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

**INITIAL EVALUATION RESULT (IER)**

Position: **TEACHER II (JUNIOR HIGH SCHOOL)**

Salary Grade and Monthly Salary: **SG12 | P 32,245.00**

**Qualification Standards:**

Education **Bachelor's degree in Education; or Bachelor's degree in relevant subject or learning area with at least 18 professional units in Education**

Training **8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization attended within the last 5 years, acquired after the last date of promotion**

Experience **1 year teaching experience**

Eligibility **RA 1080, as amended (Teacher – Secondary)**

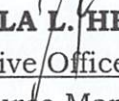
No.	Application Code	Education	Training		Experience		Eligibility	Remarks	
			Title	Hours	Details	Years		QS (Qualified or Disqualified)	Performance (Met or Not Met)
1	TAY-RSP-T2-25-024	Bachelor in Secondary Education Major in MAPEH	Training for Daycare Workers and Receiving Teachers in Tayabas City on Handling Learners with Difficulties	24	Teacher I	7 years	RA (1080) Teacher	Qualified	Met



2	TAY-RSP-T2-25-020	Bachelor of Secondary Education Major in MAPEH	Samurai Spray Paint Training	16	Learning Facilitator	2 years	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
3	TAY-RSP-T2-25-015	Bachelor of Secondary Education major in Physical Science	Language Discussion Series: Congressional Rollout on Upskilling of School Paper Advisers	24	Teacher I	2 years & 8 months	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
4	TAY-RSP-T2-25-023	Bachelor in Secondary Education Major in Filipino	In-Service Training 2024	40	Teacher I	7 years	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>
5	TAY-RSP-T2-25-022	Bachelor in Secondary Education Major in Filipino	In-Service Training 2024	16	Teacher I	6 years & 4 months	RA (1080) Teacher	<i>Qualified</i>	<i>Met</i>

6	TAY-RSP-T2-25-017	Bachelor of Secondary Education Major in English  Master of Arts in Language and Literature Major in Literature - 12 units	Revised K to 12 Curriculum Phase 2 Implementation -Expansion of Core Training Faculty for Grades 2,3,5 and 8	16	Teacher I	7 years	RA (1080) Teacher	Qualified	Met
7	TAY-RSP-T2-25-021	Bachelor in Secondary Education Major in Filipino	School-based Training of Teachers on the MATATAG Curriculum	40	Teacher I	8 years	RA (1080) Teacher	Qualified	Met

Prepared and Certified Correct by:

  
**GRASIELA L. HERNANDEZ** *h*  
Administrative Officer IV/ HRMO II  
 Human Resource Management Officer  
 Date: SEP 09 2025