



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

19 September 2025

DIVISION MEMORANDUM
No. **655** s. 2025

**INITIAL EVALUATION RESULTS (IER) OF APPLICANTS AND THE CONDUCT OF
COI AND NCOI FOR MASTER TEACHER I VACANT POSITIONS
(JUNIOR HIGH SCHOOL AND SENIOR 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 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
Master Teacher I (Junior High School)	Luis Palad Integrated High School	September 23, 2025	September 24, 2025
Master Teacher I (Senior High School)	Buenaventura Alandy National High School	September 23, 2025	September 25, 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 **COI Observers**, five individuals have been designated. A set of three members will be formed for each applicant, with members selected based on the

specialization required. This flexible arrangement ensures alignment with each applicant's field of expertise.

5. **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.

6. For information and guidance of all concerned.

For:

CELEDONIO B. BALDERAS JR.
Schools Division Superintendent

By:

EDWIN R. RODRIGUEZ
Chief Education Supervisor
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 master teacher i vacant positions (junior high school and senior high school)
PER102GM-001933/September 19, 2025

Enclosure 2

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

MASTER TEACHER I (JUNIOR HIGH SCHOOL) Luis Palad Integrated High School September 23, 2025			
For PPST COIs (Classroom Observation / Demonstration Teaching)			
Observers	Name	Position Title	School/Office
	MARY GRACE M. CABILI	School Principal II	DAPDAP IS
	CYNTHIA S. ZORILLA	Head Teacher IV	LPIHS
	EMELIA R. ECLARIN	Asst. School Principal II	EFIS
	JOY B. GO	School Principal IV	WPNHS
	REMPSON P. SUMILANG	Asst. School Principal II	RQINHS

MASTER TEACHER I (SENIOR HIGH SCHOOL) Buenaventura Alandy National High School September 23, 2025			
For PPST COIs (Classroom Observation / Demonstration Teaching)			
Observers	Name	Position Title	School/Office
	JOEL N. DELA CRUZ	Master Teacher I	MAYUWI IS
	MYRA G. FLORES	Master Teacher I	BANHS
	JOSEPHINE C. VILLAYERDE	Master Teacher I	BANHS
	REGICELLE D. CABAYSA	School Principal I	LALO ES
	DEMOCRITO C. CABLE JR.	School Principal I	PANDAKAKE IS

PPST NCOIs (Non-Classroom Observation/Portfolio Annotations and Behavioral Events Interview)			
LUIS PALAD INTEGRATED HIGH SCHOOL		September 24, 2025	
BUENAVENTURA ALANDY NATIONAL HIGH SCHOOL		September 25, 2025	
Assessors	Name	Position Title	School/Office
	GERALDINE M. CONSTANTINO	ASSISTANT SCHOOL PRINCIPAL I	LPIHS
	JOEL N. DELA CRUZ	MASTER TEACHER I	MAYUWI IS
	WILMA G. ZAIDE	HEAD TEACHER IV	LPIHS
Proctor (for LPIHS)	SHIRLEY H. CABUYAO	TEACHER III	LPIHS
Proctor (for BANHS)	CHARGMNE J. ALVAREZ	TEACHER III	BANHS



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CITY SCHOOLS DIVISION OF THE CITY OF TAYABAS

INITIAL EVALUATION RESULT (IER)

Position: **Master Teacher I (Senior High School-Academic Track and Core Subjects)**

Salary Grade and Monthly Salary: **SG18 | P 51,304.00**

Qualification Standards:

Education **Master's Degree in relevant strand/subject plus 18 professional units in Education ; Master's Degree in relevant strand/subject**
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-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-MT1-25-012	Bachelor of Secondary Education - Filipino	Midyear Program Review and Evaluation (MPRE) and School-Based In-Service Training (INSET): Paladian Goes MATATAG	40	Teacher III	2 years 11 months 30 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education - Filipino	Master Classes for Grade 7 Teachers Across All Learning Areas	40	Teacher I	4 years 2 months 10 days			

2	TAY-RSP-MT1-25-013	Bachelor on Science in Nursing	School-Based In Service Training 2024	40	Teacher III	5 years 10 months 20 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Nursing	Division Training of School Trainers on the Matatag Curriculum	40	Teacher I	3 years 4 months 7 days			
3	TAY-RSP-MT1-25-001	Doctor of Education Major in Educational Management (CARMA)							
		Bachelor of Secondary Education Major in English	School-Based In-Service Training 2024: Strengthening Teacher Skills in Innovative Research Management Through PROJECT FIRM (Frontrunners on Innovative Research) and AIP/SIP Performance Review	40	Teacher II	2 years 1 month 3 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Teaching English	National Training on Effective Communication Skills and Project Planning and Delegating Among Leaders	8	Teacher I	2 years 9 months 1 day			
		Doctor of Philosophy in Educational Management			English Teacher	5 months 30 days			
					Part-time Lecturer	4 months 15 days			
					Faculty Member	7 months 18 days			
					Classroom Teacher	7 months 11 days			

4	TAY-RSP-MT1-25-003	Bachelor of Secondary Education Major in English	Training for Daycare Workers and Receiving Teachers in Tayabas City on Handling Learners with Difficulties	24	Teacher III	1 year 19 days	RA (1080) Teacher	Qualified	Met
		Masters of Arts in Education Major in English	Capacity Building on Action Research Writing	16	Teacher I	6 years 30 days			
5	TAY-RSP-MT1-25-006	Bachelor of Arts Major In History	School-Based Training of Teachers on the Matatag Curriculum	40	Teacher III	4 years 7 months 10 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education Major in Social Science	Training on the Strengthened Senior High School Curriculum for Teachers (Industrial Arts, Family and Consumer Science, Information and Communications Technology, Maritime, AFA)	48	Teacher II	4 years 7 months 11 days			
6	TAY-RSP-MT1-25-002	Bachelor of Secondary Education - Biological Science	Integrating Research-Strategies into the Development of Learning Activity Sheets for Enhanced Student Engagement and Understanding 24hrs	24	Teacher III	1 year 6 months 13 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education Doctor of Philosophy in Science Education - 18 units	Training on the Strengthened Senior	48	Teacher II Teacher I	6 months 14 days 8 years 15 days			

			High School Curriculum for Teachers (Industrial Arts, Family and Consumer Science, Information and Communications Technology, Maritime, AFA)					
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Prepared and Certified Correct by:


GRASIELA L. HERNANDEZ
Administrative Officer IV/ HRMO II
Human Resource Management Officer
Date: SEP 19 2025



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

INITIAL EVALUATION RESULT (IER)

Position: **Master Teacher I (Junior High School)**

Salary Grade and Monthly Salary: **SG18 | P 51,304.00**

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-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-MT1-25-009	Bachelor of Secondary Education Major in Filipino	Televised Virtual In-Service Training for Teachers 3.0	32	Teacher I	4 years 5 months 2 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education Major in Filipino	From Tension to Resolution: A Master Class for School Heads on Conflict Management	8	Teacher III	6 years 9 months 17 days			

2	TAY-RSP-MT1-25-005	Bachelor in Secondary Education	Strengthening Communities of Practice (CoP) in Pedagogy, Assessment and Communication with Stakeholders through Healthy Mind and Body 40hrs	40	Teacher I	9 years 6 months 11 days	RA (1080) Teacher	Qualified	Met
		Masteral in Educational Management (Thesis Program)	Master Classes of Grade 7 Teachers Across All Learning Areas 40hrs	40	Teacher II	4 years 2 months 28 days			
					Teacher III	3 years 10 months 27 days			
3	TAY-RSP-MT1-25-004	Bachelor of Secondary Education	Training on the Strengthened Senior High School Curriculum for Teachers of Pilot Schools (Core Subjects Batch 2)	40	Teacher I	9 years 11 months 16 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Educational Management	National Seminar - Workshop on Effective Teaching to Support Low Achieving Learners	24	Teacher II	2 years 4 months 8 days			
		Doctor of Education - Educational Management			Teacher III	6 years 9 months 13 days			
4	TAY-RSP-MT1-25-010	Bachelor of Secondary Education Major in Filipino	School-Based In-Service Training (INSET): Paladian Goes Matatag	40	Teacher I	6 years 11 months 29 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education	From Tension to Resolution: A Master Class for School Heads on Conflict Management	8	Teacher III	4 years 2 months 19 day			
		Doctor of Philosophy in Education major in Filipino - 9 units							

5	TAY-RSP-MT1-25-011	Bachelor of Secondary Education major in English	Integrating Research-Strategies into the Development of Learning Activity Sheets for Enhanced Student Engagement and Understanding	24	Teacher I	10 years 2 months 10 days	RA (1080) Teacher	Qualified	Met
		Master in Educational Management (Thesis Program)	From Tension to Resolution: A Master Class for School Heads on Conflict Management	8	Teacher II	2 years 11 months 13 days			
					Teacher III	2 years 10 months 30 days			
6	TAY-RSP-MT1-25-007	Bachelor of Arts Major in History ; Bachelor of Secondary Education - 21 units	School-Based In-Service Training (INSET): Paladian Goes Matatag	24	Teacher I	6 years 3 months 27 days	RA (1080) Teacher	Qualified	Met
		Master of Arts in Education Major in Social Science Doctor of Philosophy in Education Major In Educational Management (CARDO)	Capacity Building and Upskilling of School Personnel on Select NEAP Development Programs: A School-based In-Service Training (INSET) for School Year 2024-2025	40	Teacher III	5 years 9 months 13 days			

7	TAY-RSP-MT1-25-008	Bachelor of Secondary Education Major in Mathematics Master of Arts in Mathematics Education	School-Based In-Service Training (INSET): Paladian Goes Matatag	40	Teacher I	6 years 2 months	RA (1080) Teacher	Qualified	Met
		Doctor of Philosophy Major in Mathematics Education - 9 units	Master Classes for Grade 7 Teachers Across All Learning Areas	40	Teacher III	4 years 16 days			

Prepared and Certified Correct by:

GRASIELA L. HERNANDEZ

Administrative Officer IV/ HRMO II

Human Resource Management Officer

Date: SEP 19 2025