Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

NOV 17 2026

REGIONAL MEMORANDUM
No. 1326 s. 2026

CONDUCT OF THE NATIONAL ORIENTATION OF PUBLIC-SCHOOL PARTICIPANTS FOR THE SYSTEM TO AFFIRM CAREER STAGES OF TEACHERS (BATCH 4)

To: Assistant Regional Director
Schools Division Superintendent of the Schools Division Office of Negros Oriental
Regional Functional Division Chiefs
All Others Concerned

1. Pursuant to Republic Act No. 11713, otherwise known as the *Excellence in Teacher Education Act*, the Teacher Education Council (TEC) developed the **System to Affirm Career Stages of Teachers and School Leaders**, a standards-based and evidence-driven mechanism that supports the professional growth and career progression anchored on the Philippine Professional Standards for Teachers (PPST).

2. In support of the pilot implementation of the System to Affirm Career Stages, this Office, through the Human Resource Development Division (HRDD), announces the conduct of the face-to-face **National Orientation for Public School Teachers on the System to Affirm Career Stages of Teachers (Batch 4)** on **November 29-December 1, 2026** in **Dumaguete City, Negros Oriental.** The venue will be announced in a separate issuance.

3. The participants in the activity are the thirty (30) identified volunteer teachers from the select pilot schools in San Jose District, Schools Division Office of Negros Oriental, together with the members of the Regional Focal Team and the representatives from the Teacher Education Council. The list of participants is attached in *Enclosure No. 1*, while the Indicative Schedule of Activities is attached in *Enclosure No. 2.*

4. Expenses for the venue, board and lodging, and meals during the national orientation shall be charged against TEC Funds, subject to the usual existing government accounting and auditing rules and regulations. Transportation expenses of participants shall likewise be reimbursed by TEC, subject to the submission of the required supporting documents and compliance with applicable government accounting and auditing rules and regulations.

Address: Batinguel, Dumaguete City, 6200
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5. To facilitate the participation during the orientation and workshop sessions, all teacher-participants are requested to bring laptops, chargers, and extension cords.

6. The Schools Division Office of Negros Oriental and concerned School Heads shall undertake appropriate measures to minimize disruptions to classroom instruction during the conduct of the orientation in adherence to DepEd Order No. 9, s. 2005 titled *Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith.* while allowing the teacher-participants to participate in this pilot implementation. The three-day activity will fall on Sunday and Holiday, so the participants are allowed for two (2) days Service Credits for Teaching and Compensatory Overtime Credits (COC) for non-teaching personnel involved in the activity.

7. For questions or queries, contact Katherine Y. Sedillo, Chief Education Supervisor at 09156195574 or Alan D. Bautista, Education Program Supervisor at 09159325633 of the Human Resource Development Division.

8. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl: As stated
Reference: None
To be indicated in the Perpetual Index
under the following subjects

ASSESSMENT PROGRAMS PROMOTION QUALIFICATIONS

ADB/HRDD-RM- Conduct of the National Orientation of Public School Teachers to Affirm Career Stages of Teachers 224/November 16, 2026

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Enclosure 1 List of Participants

National Orientation of Public School Teachers for the System to Affirm Career Stages of Teachers (Batch 4)			
Teacher Education Council			
1	Dr. Noemi Baysa		
2	Richard P. Avila		
3	Riza Q. Abarca (FAO)		
4	Hyacinth M. Linatoc (TWG 3)		
5	Gabriel Maria F. Tibayan		
Regional Focal Team and ICT Staff			
1	Katherine Y. Sedillo	RO-HRDD	Chief Education Supervisor
2	Alan D. Bautista	RO-HRDD	Education Program Supervisor
3	Bebce O. Gentilezo	RO-HRDD	Education Program Specialist II
4	Rodolfo D. Apenas Jr.	RO-ICTU	COS/Clerk 1
San Jose District, SDO Negros Oriental			
1	Victoria R. Pialago	Proficient (Teacher III)	San Jose Central Elem. School
2	Mary Jane E. Patrocinio	Proficient (Teacher II)	San Jose Central Elem. School
3	Geralyn R. Quibot	Proficient (Teacher III)	San Jose Central Elem. School
4	Johnnette D. Uy	Proficient (Teacher III)	San Jose Central Elem. School
5	Dafroso James E. Medez	Proficient (Teacher II)	San Jose Central Elem. School
6	Rona Mae R. Damuag	Proficient (Teacher II)	San Jose Central Elem. School
7	Kathleen Ruth S. Antecristo	Proficient (Teacher III)	San Jose Central Elem. School
8	Lutchie B. Estrellado	Proficient (Teacher III)	San Jose Central Elem. School
9	Josie Rica C. Malayo	Proficient (Teacher III)	San Jose Central Elem. School
10	Kurt F. Banua	Proficient (Teacher III)	San Jose Central Elem. School
11	Jackelyn L. Sumndad	Proficient (Teacher III)	San Jose Central Elem. School
12	Nanette B. Grancapal	Beginning (Teacher I)	San Jose Central Elem. School
13	Gera Mae D. Soyoso	Proficient (Teacher III)	San Jose Central Elem. School
14	Evamie C. Mayono	Proficient (Teacher II)	San Jose Central Elem. School
15	Rafunzel V. Pelaez	Proficient (Teacher III)	San Jose Central Elem. School
16	Jo Ann C. Rendal	Proficient (Teacher III)	San Jose Central Elem. School
17	Jo Marie B. Benetiz	Proficient (Teacher III)	San Jose Central Elem. School
18	Ernie Antonio F. Despojo	Highly Proficient (MT I)	San Jose Central Elem. School
19	Salvina A. Tubac	Highly Proficient (MT I)	San Jose Central Elem. School
20	Mario Adonis F. Despojo	Highly Proficient (MT I)	San Jose Central Elem. School
21	Sweet Jessa R. Saldasal	Proficient (Teacher III)	San Jose Central Elem. School
22	Concesa B. Armentano	Proficient (Teacher III)	San Jose Central Elem. School
23	Celerina U. Talorete	Proficient (Teacher III)	Jose R. Remollo Elem. School
24	Ma. Debora T. Oracoy	Proficient (Teacher III)	Jose R. Remollo Elem. School
25	Manie Rose M. Magalso	Beginning (Teacher I)	Jose R. Remollo Elem. School
26	Fritzie Ann N. Manaban	Proficient (Teacher III)	Cambaloctot High School
27	Mary Grace L. Alanano	Proficient (Teacher III)	Cambaloctot High School
28	Rochelle Mayven B. Pescante	Proficient (Teacher III)	Cambaloctot High School
29	Arlen S. Binondo	Proficient (Teacher II)	Cambaloctot High School
30	Regino R. Furton	Beginning (Teacher I)	Cambaloctot High School

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Enclosure 2 Indicative Schedule of Activities

National Orientation of Public School Teachers for the System to Affirm Career Stages of Teachers (Batch 3)
November 29, 2026 – December 1, 2026
Venue: Dumaguete City, Negros Oriental

Day 1 November 29, 2026 (Sunday)	
6:00 a.m. – 12:00 noon	Travel time of Participants
12:00 a.m. – 1:00 p.m.	Welcome Lunch
1:00 p.m. – 5:00 p.m.	Onboarding/Orientation Sessions
Day 2 November 30, 2026 (Monday) – *Bonifacio Day*	
8:00 a.m. – 12:00 noon	Continuation of the Orientation Sessions
12:00 noon – 1:00 p.m.	Networking Lunch
1:00 p.m. – 5:00 p.m.	Continuation of the Orientation Sessions
Day 3 December 1, 2026 (Tuesday)	
8:00 a.m. – 12:00 noon	Continuation of the Orientation Session and Closing
12:00 noon – 1:00 p.m.	Lunch
1:00 p.m. – 5:00 p.m.	Travel time of Participants

Opening Program
November 29, 2026 / 1:00 p.m.

National Anthem	AVP
Prayer	AVP
Regional Hymn	AVP
Acknowledgment of the Team and the Participants *(TEC, NIR, SDO Negros Oriental, Participating Schools)*	**Dr. Alan D. Bautista** EPS HRDD Regional Focal Person
Welcome Message	**Dr. Neri C. Ojastro, CESO V** Schools Division Superintendent SDO Negros Oriental
Statement of Purpose and Indicative Sessions	**Dr. Noemi Baysa** Chief Education Program Supervisor, TEC
Message of Support from the Regional Director	**Dr. Ramir B. Uytico, CESO III** Regional Director DepEd Negros Island Region
Photo Opportunity	RD, SDS, TEC, RFT, Participants
Session Proper	Teacher Education Council
	Bebce O. Gentilezo EPS II, HRDD Lady of Ceremony/Host

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REPUBLIC OF THE PHILIPPINES
TEACHER EDUCATION COUNCIL

November 10, 2026

RAMIR B. UYTICO, PhD, CESO III
Regional Director
Department of Education – Negros Island Region

Dear **RD UYTICO:**

Greetings from the Teacher Education Council (TEC)!

On 25 May 2026, during the 17th DepEd Management Committee Meeting, the Committee endorsed the Teacher Education Council's proposal to pilot the **System to Affirm Career Stages of Teachers and School Leaders** in selected public and private schools nationwide. This pilot, aligned with the Philippine Professional Standards for Teachers and recent teacher career progression laws, was conducted from August to October 2026 in fourteen participating regions and partner private institutions.

In line with this ManCom decision, the Teacher Education Council (TEC), through the Quality Teaching Office (QTO), invites you to the **Orientation Workshop on the Pilot Implementation of the System to Affirm Career Stages for Teachers** on **November 29 – December 1, 2026** at a Hotel in Negros Island Region. The workshop will present the policy and design of the pilot, walk through the end-to-end affirmation process and tools, and clarify the roles, responsibilities, and timelines of participating offices, schools, and teacher applicants.

For your reference, **Annex A** provides the **Briefer** and **Annex B** has the **List of Participants** for the orientation. Your participation is essential to ensuring that this reform is effectively implemented and sustained across all regions. For clarifications or further coordination, you may contact **Dr. Jessie Mazeen A. Santos, Senior Education Program Specialist**, via email at qto@tec.gov.ph.

We look forward to your continued support and engagement in this important initiative to advance teacher quality and professional standards in the public education sector.

Thank you.

Very truly yours,

RODERICK A. TADEO, PhD
Director II, Quality Teaching Office
Teacher Education Council Secretariat

Annex A. Briefer

Orientation Workshop on the Pilot Implementation of the System to Affirm Career Stages for Teachers

1. Purpose of the Activity

The orientation workshop aims to prepare participating regions, divisions, schools, and partner institutions for the pilot implementation of the System to Affirm Career Stages for Teachers and School Leaders. It will ensure a common understanding of the policy foundations, design features, processes, tools, and timelines of the pilot among all key actors.

2. Background and Policy Context

The System to Affirm Career Stages is a standards-based mechanism that validates teachers' and school leaders' practice against the Philippine Professional Standards for Teachers (PPST) and related leadership standards. It is grounded in the Excellence in Teacher Education Act (RA 11713) and the Career Progression System for Public School Teachers and School Leaders Act (RA 12288), which mandate coherent, evidence-based pathways for teacher and school leader development and career progression.

On 25 May 2026, during the 17th DepEd Management Committee (ManCom) Meeting, the Committee endorsed TEC's proposal to pilot the system in selected public and private schools nationwide, paving the way for this series of orientations and subsequent pilot activities.

3. Overview of the Pilot

The pilot will test the feasibility, fairness, and adaptability of the affirmation system across diverse school contexts. It will run from July to December 2026, covering orientations, assessor preparation, application and submission windows, document review, online validation conferences, and field validation visits if necessary.

4. Indicative Dates and Region

Batch	Date of Orientation	Regions
Batch 1	**August 11-13, 2026**	Region III (Central Luzon) Region IV-A (CALABARZON) Region IV-B (MIMAROPA) Region V (Bicol Region) Region VII (Central Visayas)
Batch 2	**August 18-20, 2026**	Region 2 (Cagayan Valley) Region 12 (SOCCSKSARGEN) Region 9 (Zamboanga Peninsula)
Batch 3	**August 25-27, 2026**	Cordillera Administrative Region (CAR) Region 1 (Ilocos Region) Region X (Northern Mindanao) Region 11 (Davao Region)

Batch 4	November – December 2026	Negros Island Region (NIR) *Bangasamorro Autonomous Region of Muslim Mindanao (BARMM)

4. Objectives of the Orientation

Specifically, the orientation workshop seeks to:

- Explain the rationale, policy context, and design of the pilot implementation of the System to Affirm Career Stages.
- Present the end-to-end affirmation process, including entry into the system, submission and validation of evidence, decision-making, and post-decision support.
- Familiarize participants with the tools, templates, and documentation requirements to be used in the pilot.
- Clarify the roles, responsibilities, and timelines of participating offices (ROs/SDOs), schools, teacher applicants, and assessors.
- Surface initial implementation considerations and support needs from the field to guide TEC/QTO in refining pilot arrangements.

5. Program Highlights

The orientation will feature:

- Session 1: Setting the Context and Onboarding of the Participants for the Orientation Workshop (with TEC Introduction) – situating the pilot within national reforms and orienting participants on the overall goals and expectations.
- Session 2: Deep Dive into the System to Affirm Career Stages for Teachers – walkthrough of the process map, roles, tools, evidence requirements, and timelines for the pilot.

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Annex B. List of Participants

Region: Negros Island Region

Regional Focal Team	Position/Designation	Office
Dr. Alan D. Bautista *Regional Focal Person*	Education Program Supervisor	Human Resource Development Division (HRDD)
Katherine Y. Sedillo	Chief Education Supervisor	
Bebce O. Gentilezo	Education Program Specialist II	

Schools Division Office: Negros Oriental

Name of School	Name of School Head	Name of Teacher	Career Stage and Current Teaching Position
San Jose Central Elementary School	Jacqueline C. Baculad	1. Antecristo, Kathleen Ruth S.	Beginning towards Proficient (Teacher III)
		2. Armentano, Concesa B.	Beginning towards Proficient (Teacher III)
		3. Banua, Kurt F.	Beginning towards Proficient (Teacher III)
		4. Benetiz, Jo Marie B.	Beginning towards Proficient (Teacher III)
		5. Damuag, Rona Mae R.	Beginning towards Proficient (Teacher II)
		6. Despojo, Ernie Antonio F.	Highly Proficient (Master Teacher I)
		7. Despojo, Mario Adonis F.	Highly Proficient (Master Teacher I)
		8. Estrellado, Lutchie B.	Beginning towards Proficient (Teacher III)
		9. Grancapal, Nanette B.	Beginning towards Proficient (Teacher I)
		10. Magalso, Manie Rose M.	Beginning towards Proficient (Teacher I)
		11. Malayo, Josie Rica C.	Beginning towards Proficient (Teacher III)
		12. Mayono, Evamie C.	Beginning towards Proficient (Teacher II)
		13. Medez, Dafroso James E.	Beginning towards Proficient (Teacher II)
		14. Oracoy, Ma. Debora T.	Beginning towards Proficient (Teacher III)
		15. Patrocinio, Mary Jane E.	Beginning towards Proficient (Teacher II)

Name of School	Name of School Head	Name of Teacher	Career Stage and Current Teaching Position
		16. Pelaez, Rafunzel V.	Beginning towards Proficient (Teacher III)
		17. Pialago, Victoria R.	Beginning towards Proficient (Teacher III)
		18. Quibot, Geralyn R.	Beginning towards Proficient (Teacher III)
		19. Remollo, Blonde A. Rendal, Jo Ann C. T3	Beginning towards Proficient (Teacher II) -T5
		20. Saldasal, Sweet Jessa R.	Beginning towards Proficient (Teacher III)
		21. Soyoso, Gera Mae D.	Beginning towards Proficient (Teacher III)
		22. Sumndad, Jackelyn L.	Beginning towards Proficient (Teacher III)
		23. Talorete, Celerina U.	Beginning towards Proficient (Teacher III)
		24. Tubac, Salvina A.	Highly Proficient (Master Teacher I)
		25. Uy, Johnnette D.	Beginning towards Proficient (Teacher III)
Cambaloctot High School	Sherah Mae B. Mi-ot	26. Alanano, Mary Grace L.	Beginning towards Proficient (Teacher III)
		27. Binondo, Arlen S.	Beginning towards Proficient (Teacher II)
		28. Furton, Regino R.	Beginning towards Proficient (Teacher I)
		29. Manaban, Fritzie Ann N.	Beginning towards Proficient (Teacher III)
		30. Pescante, Rochelle Mayven B.	Beginning towards Proficient (Teacher III)