



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

AUG 11 2026

REGIONAL MEMORANDUM

No. 854 s. 2026

**CONDUCT OF THE NATIONAL ORIENTATION OF PUBLIC-SCHOOL PARTICIPANTS
FOR THE SYSTEM TO AFFIRM CAREER STAGES OF TEACHERS (BATCH 3)**

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 **National Orientation for Public School Teachers on the System to Affirm Career Stages of Teachers (Batch 3)** on **August 28-30, 2026** at **Sierra Hotel, Dumaguete City, Negros Oriental**.
3. The participants in the activity are the thirty (3) 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.



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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 while allowing the teacher-participants to participate in this pilot implementation. The remaining two (2) days will fall on weekends, so the participants are allowed for two (2) days Service Credits for Teaching and Compensatory Overtime Credits (COC) for non-teaching personnel.
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

159/August 10, 2026



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National Orientation of Public School Teachers for the System to Affirm Career Stages of Teachers (Batch 3)			
Teacher Education Council			
1	Roseller Garcia		
2	Ferdinand Rellorosa (QPTEO)		
3	Riza Q. Abarca (FAO)		
4	Hyacinth M. Linatoc (TWG 3)		
Regional Focal Team			
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
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	Proficient (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	Blonde A. Remollo	Proficient (Teacher II)	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

Enclosure 2 Indicative Schedule of Activities



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**National Orientation of Public School Teachers for the System to Affirm
Career Stages of Teachers (Batch 3)**

August 28-30, 2026

Venue: Sierra Hotel, Dumaguete City, Negros Oriental

Day 1 August 28, 2026	
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 August 29, 2026	
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 August 30, 2026	
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

October 20-22, 2026

Field Validation for System to Affirm Teacher Career Stages for
Public Schools



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Briefer for the Pilot Implementation of the system to affirm the career stages of teachers and school leaders

1. Purpose of the Briefer

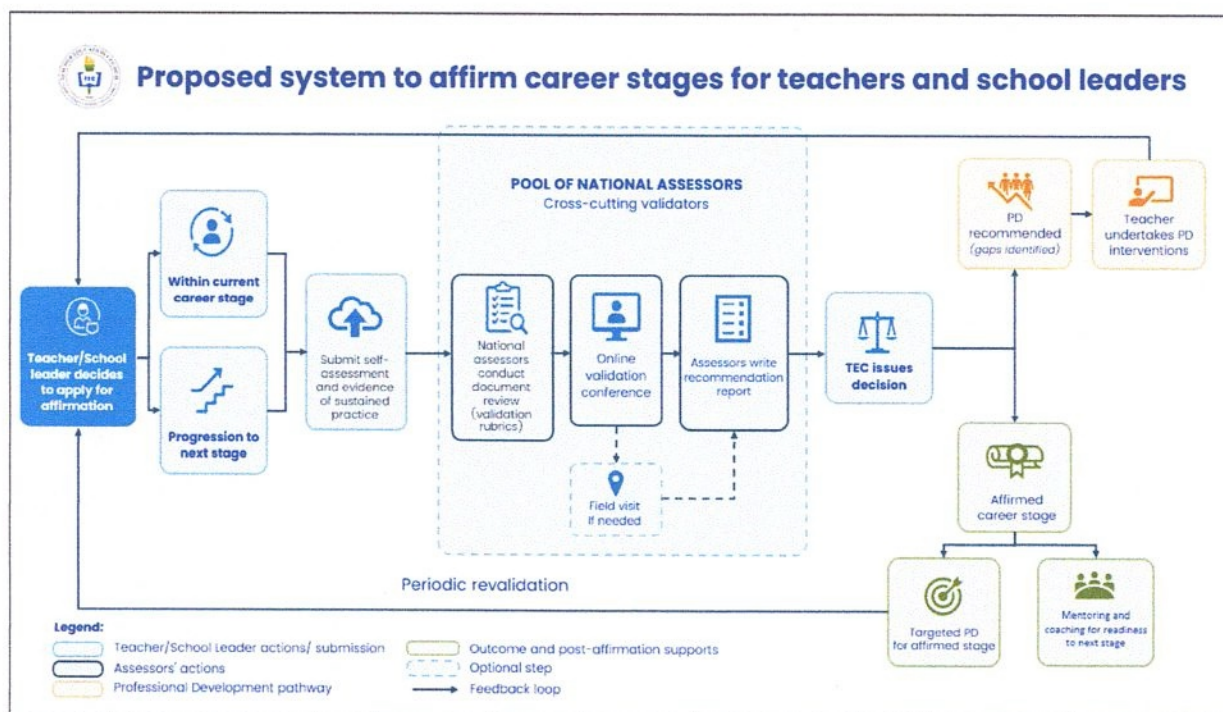
This briefer presents the design and implementation plan for the pilot of the System to Affirm Teacher Career Stages in public and private schools nationwide.

2. Background and Policy Context

The proposed affirmation system is aligned with the Philippine Professional Standards for Teachers and is guided by the Excellence in Teacher Education Act (RA 11713) and the Career Progression System for Public School Teachers and School Leaders Act (RA 12288).

3. Overview of the Affirmation System

The System to Affirm Career Stages is a continuous professional validation and development cycle that can be applied to school heads as follows:



Teacher Education Council. (2026). Proposed system to affirm the career stages of teachers and school leaders [Infographics]

1. Entry into the System

- Within-career-stage affirmation: A teacher or a school head applies to validate that their current leadership practice matches their affirmed stage and to access stage-appropriate PD and mentoring.
- Cross-career-stage affirmation: A teacher or a school head applies when they believe they are ready for progression to the next stage and provides evidence of sustained, higher-level leadership practice.

2. Submission and Validation

- The A teacher or a school head submits a self-assessment and portfolio of evidence



REPUBLIC OF THE PHILIPPINES

TEACHER EDUCATION COUNCIL

(e.g., school improvement initiatives, instruction supervision records, stakeholder engagement activities) that demonstrate sustained practice in key leadership domains.

- The Pool of National Assessors conduct a document-based review using validation rubrics, followed by an online validation conference to clarify evidence; field visits may be conducted for selected cases.
- Assessors prepare a recommendation report to the Council to affirm the career stage of the school head or to undertake PD intervention.

3. Decision and Post-Decision Support

- TEC issues the final decision either to affirm the school heads and provide them a support ecosystem that includes targeted PD, mentoring, coaching, and periodic revalidation to ensure continuous alignment with standards or recommend PD intervention to address the gaps identified in their school leadership practice.

4. Pilot Design: Scope and Sampling

Geographic and System Coverage

The DepEd Management Committee endorsed TEC's proposal to pilot the system in four regions—*Region III (Central Luzon), Region V (Bicol Region), Region IX (Zamboanga Peninsula), and the Negros Island Region (NIR)* plus ten additional volunteer regions: *CAR, Region I, Region II, Region IV-A, Region IV-B, Region VII, Region X, Region XI, Region XII, and BARMM*. This creates a geographically and culturally diverse testing ground, signaling strong ownership from the field and providing robust evidence to inform national implementation.

A key design feature is the inclusion of both public and private schools. Six private institutions have committed to participate in the pilot: *Far Eastern College Silang, Central University of the Philippines, La Salle Greenhills, Calayan Educational Foundation, Inc., STI West Negros University, and University of Luzon*, with TEC supporting them through professional development recommendations and detailed school profiling.

School Typologies and Sampling

The pilot will span a wide range of school typologies: Last Mile Schools; underserved and unserved schools; multi-grade elementary schools; small, medium, large, and very large elementary and secondary schools; stand-alone senior high schools; integrated elementary/high schools; and special schools (e.g., science schools, SNED, SPA, ALS). This diversity is intentional, allowing TEC and DepEd to test whether the processes are workable, fair, and adaptable for teachers regardless of school size, context, or sector.

Across the fourteen participating regions, public and private schools will nominate volunteer teachers and school heads to apply for affirmation, enabling the pilot to capture experiences from different grade levels, subject areas, and career stages. The sampling approach emphasizes representativeness across geography, typology, and sector, rather than sheer volume of participants, to ensure depth of learning while maintaining manageability.

5. Indicative Timeline of Activities

Pilot activities from July to October 2026 include orientations, assessor preparation, application and submission windows, document review, validation, and field visits.



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Orientations and Assessor Preparation (July–Early August 2026)

- Online Orientation of Regional Focal Persons for coordination of pilot testing: 2–3 July 2026
- Private School Orientation – TEC Career-Stage Management System, Batch 1 (TEC Staff and La Salle Greenhills): 6 July 2026
- Private School Orientation – Batch 2 (EAC, FEU, MCU): 9 July 2026
- Private School Orientation – Batch 3 (Online: University of Luzon, STI-West Negros University, Central Philippine University, Calayan Educational Foundation Inc.): 10 July 2026
- National Assessors' Workshop for Teachers and School Leaders, Part 1: 13–14 July 2026
- National Assessors' Workshop, Part 2: 15–17 July 2026
- National Orientation of Public School Participants – Batch 1: 21–23 July 2026
- National Orientation of Public School Participants – Batch 2: 28–30 July 2026
- National Orientation of Public School Participants – Batch 3: 4–6 August 2026

These activities ensure that regional focal persons, private schools, public school participants, and assessors have a shared understanding of the system, tools, and expectations before applications and submissions begin.

Document Submission and Evaluation (August–Mid-September 2026)

- Deadline for Submission of Documents – Teacher/School Head Applicants, Batch 1 and all Private School Participants: on or before 31 August 2026
- Deadline for Submission – Public Schools: on or before 7 September 2026
- Document Evaluation Period for Applications: 1–15 September 2026

During this phase, teachers prepare self-assessments and evidence, and assessors begin structured review of submitted documents.

Validation Conferences and Field Visits (Mid-September–Late October 2026)

- Online Validation Conferences – Private Schools: 16–18 September 2026
- Online Validation Conferences – Public Batches 1 and 2: 23–25 September 2026
- Online Validation Conferences – Public Batch 3: 29 September – 1 October 2026
- Field Validation – System to Affirm Teacher Career Stages, Batch 1 (Private): 6–8 October 2026
- Field Validation – Batch 2 (Public Batch 1): 13–15 October 2026
- Field Validation – Batch 3 (Public Batch 2): 20–22 October 2026
- Field Validation – Batch 4 (Public Batch 3): 27–29 October 2026

Together, these activities cover validation, recommendation writing, and consolidation of findings from August to October 2026.