



Republic of the Philippines  
**Department of Education**  
 Region XI  
**SCHOOLS DIVISION OF DIGOS CITY**

**Office of the Schools Division Superintendent**

**March 31, 2025**

**DIVISION MEMORANDUM**

SGOD-2025-194

To : Assistant Schools Division Superintendent  
 Division Chief-CID

**Attention:**

**CLARENCE S. PILLERIN**  
 PSDS

Subject: **PARTICIPANTS TO THE ALIGNMENT MEETING AND DATA GATHERING ON CAREER PROGRESSION FRAMEWORK**

This is in reference to Regional Memorandum HRDD-2025-079 dated March 26, 2025, signed by Allan G. Farnazo, Director IV, re: **Participants to the Alignment Meeting and Data Gathering on Career Progression Framework** on April 2-5 at National Educators Academy of the Philippines (NEAP) Region XI, Quirino Ave., Davao City.

Refer to the enclosures for the program of activities and list of participants.

Board and lodging of the participants shall be charged against GASS Current Funds while travel expenses shall be charged to local funds subject to the existing accounting and auditing rules and regulations.

Immediate dissemination of this Memorandum is directed.

For and in the absence of the  
 Schools Division Superintendent

*Cherrie B. Bohol. 03/31/25*

**CHERRIE ANNE B. BOHOL**

Education Program Supervisor – SGOD  
 Officer In-Charge

LepoEd Schools Division of Digos City  
 RECORDS SECTION

**RELEASED**

DATE: MAR 31 2025 TIME: 1:54 PM  
 BY: [Signature]

Enclosed: As stated.  
 SGOD/jsa



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 Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170  
 | (082)553-8375



RECORDS

25-48203



Republic of the Philippines  
**Department of Education**  
DAVAO REGION

March 26, 2025

REGIONAL MEMORANDUM  
HRDD-2025-079

**PARTICIPANTS TO THE ALIGNMENT MEETINGS AND DATA  
GATHERING ON CAREER PROGRESSION FRAMEWORK**

To: Assistant Regional Director  
Schools Division Superintendents

1. This has reference to OM-TECSOED-2025-075 on the conduct of an Alignment Meetings and Data Gathering on Career Progression Framework on April 2-4, 2025 at National Educators Academy of the Philippines (NEAP) Region XI, Quirino Ave., Davao City.
2. Refer to the enclosures for the program of activities and list of participants.
3. Board and lodging of the participants shall be charged against GASS Current Funds while travel expenses shall be charged to local funds subject to the existing accounting and auditing rules and regulations.
4. Immediate dissemination of this Memorandum is directed.

DEPARTMENT OF EDUCATION - DAVAO REGION  
RECORDS SECTION  
**RELEASED**

**ALLAN G. FARNAZO**  
Director IV

Encl.: As Stated.

ROH2/ibd

By: *[Signature]*  
Date: March 28, 2024  
Time: 4:20 PM



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Republic of the Philippines  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

Enclosure 1 –Indicative Program of Activities

**Alignment Meeting and Data Gathering on Career Progression Framework  
April 2-4, 2025 / DepEd NEAP Region XI**

Indicative program of activities

Day 1

Time	Activity	Person-in-charge
8:00 AM - 12:00 NN	Travel time to the venue	
1:00 PM - 1:15 PM	Lunch time	
1:15 PM - 1:30 PM	<b>Preliminaries:</b> Lupang Hinirang, prayer, and statement of purpose	AVP/TEC Secretariat
1:30 PM - 2:00 PM	<b>Session 1:</b> Walkthrough on the Teacher Education Council	Dr. Runvi V. Manguerra
2:00 PM - 2:30 PM	<b>Session 2:</b> Per office discussion of mandates, programs and activities	TEC Secretariat
3:00 PM - 3:30 PM	Health Break	
3:30 PM - 5:00 PM	<b>Session 3:</b> Focus Group Discussion (FGD) on Career Progression with the school leaders	TEC Secretariat

Day 2

Time	Activity	Person-in-Charge
7:00 AM - 8:00 AM	Breakfast	
8:00 AM - 8:15 AM	<b>Preliminaries:</b> Prayer, Nationalistic Song, and Recap	AVP/TEC Secretariat
8:15 AM - 9:00 AM	<b>Session 4:</b> Presentation of the teacher supply and demand framework and regional data	TEC Secretariat
9:00 AM - 10:00 AM	<b>Session 5:</b> Focus Group Discussion on teacher supply and demand framework and regional data	TEC Secretariat
10:00 AM - 10:30 AM	Health Break	
10:30 AM - 12:00 NN	Continuation of Focus Group Discussion	TEC Secretariat
12:00 NN - 1:00 PM	Lunch time	
1:00 PM - 2:00 PM	<b>Session 6:</b> Discussion on student incentives	TEC Secretariat





Republic of the Philippines  
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2:00 PM - 3:00 PM	<b>Session 7:</b> FGD on student support and incentives	TEC Secretariat
3:00 PM - 3:30 PM	Health Break	
3:30 PM - 5:00 PM	<b>Session 8:</b> Presentation of FGD results and forum/discussion	TEC Secretariat

Day 3

Time	Activity	Person-in-charge
7:00 AM - 8:00 AM	Breakfast	
8:00 AM - 8:15 AM	<b>Preliminaries:</b> Prayer, Nationalistic Song, and Recap	AVP/TEC Secretariat
8:15 AM - 8:30 AM	<b>Session 9:</b> Wrapping up and ways forward	TEC Secretariat
8:30 AM - 12:00 AM	Field Visit to selected Teacher Education Institutions (TEIs)	TEC Secretariat
12:00 NN - 1:00 PM	Lunch time	
1:00 PM - 5:00 PM	Travel time back to Manila	





Republic of the Philippines  
**Department of Education**  
DAVAO REGION

Enclosure 2

**Alignment Meeting and Data Gathering on Career Progression Framework  
April 2-4, 2025/ NEAP Region XI**

**List Of Participants**

<b>Name</b>	<b>Office</b>
1. Dir. Runvi V. Manguerra Executive Director II	TEC
2. Dr. Donnabel M. Bihasa SEPS	TEC
3. Roseller C. Garcia EPS II	TEC
4. John Kenneth Cadagat Admin Support I	TEC
5. Jenevie S. Sarmillo T-I	Cristina Calnantoc Rosario NHS Malita South , Davao Occidental
6. Gay D. Galdo MT- I	Lambajon CES SPED Center Baganga North District, Davao Oriental
7. Daryl Dawn R. Quibo P- I	Lingayao Elem. School Manay South District, Davao Oriental
8. Francis C, Busilaoco P-II	Paterno Madanio Matiao CES Mati City
9. Jessica M. Lumapas P-II	Mati National Comprehensive HS Mati City
10. Ellen P. Alferex P-I	Pipisan Maug NHS Tagum City
11. Arnold Haradji P-III	Kingking CES Pantukan District, Davao de Oro
12. Francisca R. Padlan EPS-SGOD	Tagum City Division
13. Filomena M. Lopez EPS- CID	IGACOS Division
14. Keren T. Luma EPS-SGOD	Panabo City Division
15. Clarence S. Pillerin PSDS	Digos City Division
16. Alma C. Cifra Chief- CID	Davao City Division
17. Ruben J. Reponde Chief-SGOD	Davao de Oro Division
18. Marilyn V. Deduyo ASDS	Davao del Sur Division
19. Janette G. Veloso ASDS	Davao del Norte Division
20. Nelma Lyn R. Barnija Chief, HRDD- RNEAP	Regional Office XI



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Website: [www.depedroxi.ph](http://www.depedroxi.ph)



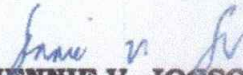




Republic of the Philippines  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

**MEMORANDUM**  
**OM-TECSOED-2025-075**

TO : **ALLAN G. FARNAZO, CESO IV**  
*Regional Director*  
*DepEd Regional Office XI*

FROM :   
**JENNIE V. JOCSON, PhD**  
*Executive Director V, TECS*

SUBJECT : **REQUEST FOR ALIGNMENT MEETINGS AND DATA GATHERING ON CAREER PROGRESSION FRAMEWORK**

DATE : March 20, 2025

Pursuant to Section 8(g) and (f) of Republic Act No. 11713, or the Excellence in Teacher Education Act, the Teacher Education Council (TEC) is mandated to implement a system of recognition affirming career stages achieved by teachers and school leaders.

TEC Secretariat will be conducting an **Alignment Meeting and Data Gathering on Career Progression Framework** as an initial undertaking for such system on **April 2-4, 2025**, in National Educators Academy of the Philippines (NEAP) Region XI (Davao Region), E. Quirino, Davao City.

Relative to this, we would like to invite the school leaders and future assessors (*see enclosure 2*) who will take part in the focus group discussion. We would like to request datasets (*see enclosure 3*) as well in support of the Teacher Education Supply and Demand Framework being developed.

Enclosed herewith are the indicative program matrix, list of participants, and list of supplemental data for your reference.

Meals and accommodation will be provided. The first meal to be served is AM Snacks on Day 1 and the last meal is Lunch with packed PM Snacks on Day 3.

All expenses relative to the board and lodging of the program management committee, technical working group, and participants including supplies and materials shall be charged against the 2025 GASS Current Funds, whereas transportation of the participants shall be charged to local funds subject to the existing accounting and auditing rules and regulations.







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Should you have questions or concerns, please coordinate with **Roseller C. Garcia, Education Program Specialist II**, through email at [roseller.garcia@deped.gov.ph](mailto:roseller.garcia@deped.gov.ph) or TEC email at [tec@deped.gov.ph](mailto:tec@deped.gov.ph).

We look forward to your support and cooperation.

Thank you very much.

**Enclosures:**

*Enclosure 1 –Indicative Program of Activities*

*Enclosure 2 –List of Participants*

*Enclosure 3 – List of Supplemental Data for the Development of Teacher Education Supply and Demand Framework*



9F, The Upper Class Tower, Quezon Avenue cor. Scout Reyes, Brgy. Paligsahan, Quezon City  
Email: [tec@deped.gov.ph](mailto:tec@deped.gov.ph); Website: [tec.deped.gov.ph](http://tec.deped.gov.ph)





Republic of the Philippines  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

*Enclosure 1 –Indicative Program of Activities*

**Alignment Meeting and Data Gathering on Career Progression Framework  
April 2-4, 2025 / DepEd NEAP Region XI**

Indicative program of activities

Day 1

Time	Activity	Person-in-charge
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1:00 PM - 1:15 PM	Lunch time	
1:15 PM - 1:30 PM	<b>Preliminaries:</b> Lupang Hinirang, prayer, and statement of purpose	AVP/TEC Secretariat
1:30 PM - 2:00 PM	<b>Session 1:</b> Walkthrough on the Teacher Education Council	Dr. Runvi V. Manguerra
2:00 PM - 2:30 PM	<b>Session 2:</b> Per office discussion of mandates, programs and activities	TEC Secretariat
3:00 PM - 3:30 PM	Health Break	
3:30 PM - 5:00 PM	<b>Session 3:</b> Focus Group Discussion (FGD) on Career Progression with the school leaders	TEC Secretariat

Day 2

Time	Activity	Person-in-Charge
7:00 AM - 8:00 AM	Breakfast	
8:00 AM - 8:15 AM	<b>Preliminaries:</b> Prayer, Nationalistic Song, and Recap	AVP/TEC Secretariat
8:15 AM - 9:00 AM	<b>Session 4:</b> Presentation of the teacher supply and demand framework and regional data	TEC Secretariat
9:00 AM - 10:00 AM	<b>Session 5:</b> Focus Group Discussion on teacher supply and demand framework and regional data	TEC Secretariat
10:00 AM - 10:30 AM	Health Break	
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12:00 NN - 1:00 PM	Lunch time	
1:00 PM - 2:00 PM	<b>Session 6:</b> Discussion on student incentives	TEC Secretariat





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2:00 PM - 3:00 PM	<b>Session 7:</b> FGD on student support and incentives	TEC Secretariat
3:00 PM - 3:30 PM	Health Break	
3:30 PM - 5:00 PM	<b>Session 8:</b> Presentation of FGD results and forum/discussion	TEC Secretariat

Day 3

Time	Activity	Person-in-charge
7:00 AM - 8:00 AM	Breakfast	
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12:00 NN - 1:00 PM	Lunch time	
1:00 PM - 5:00 PM	Travel time back to Manila	





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TEACHER EDUCATION COUNCIL SECRETARIAT

Enclosure 2 –List of Participants

**Alignment Meeting and Data Gathering on Career Progression Framework  
April 2-4, 2025 / DepEd NEAP Region XI**

List of Participants

No.	Name	Office	Position
1	Participant	Dir. Runvi V. Manguerra	ED II
2	Participant	Dr. Donnabel M. Bihasa	SEPS
3	Participant	Mr. Roseller C. Garcia	EPS II
4	Participant	Mr. John Kenneth Cadagat	Admin Support I
5	Participant	DepEd - School	Teacher 1 (0-3 yrs in service)
6	Participant	DepEd - School	Master Teacher (10 years of more in service)
7	Participant	DepEd - School	School Principal (from small school)
8	Participant	DepEd - School	School Principal (from medium school)
9	Participant	DepEd - School	School Principal (from large school)
10	Participant	DepEd - School	School Principal (from medium school)
11	Participant	DepEd - School	School Principal (from large school)
12	Participant	SDO - Tagum City	Education Program Supervisor (NEAP)
13	Participant	SDO - Samal City	Education Program Supervisor (CID)
14	Participant	SDO - Panabo City	Education Program Supervisor (Planning)
15	Participant	SDO - Digos City	Public School District Supervisor
16	Participant	SDO - Davao City	CID Chief
17	Participant	SDO - Davao de Oro	HRTD Chief
18	Participant	SDO - Davao del Sur	Assistant Schools Division Superintendent
19	Participant	SDO - Davao del Norte	Assistant Schools Division Superintendent
20	Participant	DepEd - Region	HRDD Chief





Republic of the Philippines  
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TEACHER EDUCATION COUNCIL SECRETARIAT

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*Enclosure 3 – List of Supplemental Data for Teacher Education Supply and Demand Framework*

**Supplemental Data for the Development of Teacher Education Supply and Demand Framework**

1. Number authorized, filled, and unfilled plantilla positions per school and per specialization
2. List of requested number of plantilla positions per school and division, and the corresponding number of positions allotted to them
3. Number of teachers per school and per division who obtained teacher education bachelors' degree or CTP within Davao Region

*This data will be treated with strict confidentiality and will be used solely for policy development to further enhance teacher education in the country. Please send these datasets on or before **March 31, 2025**, to the TEC email at [tec@deped.gov.ph](mailto:tec@deped.gov.ph).*