



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

Office of the Schools Division Superintendent

June 11, 2025

DIVISION MEMORANDUM

SGOD-2025 - 77

To : Assistant Schools Division Superintendent
Division Chief-SGOD
HRD SEPS
HRD EPS II

Subject: **REQUEST FOR COPIES OF PROFESSIONAL DEVELOPMENT PROGRAMS OFFERED FOR TEACHERS AND SCHOOL LEADERS IN THE LAST THREE (3) YEARS TO SUPPORT DEVELOPMENT OF SYSTEM TO AFFIRM CAREER STAGES**

This is in reference to Memorandum OM-TECSOED-2025-204 dated June 3, 2025, signed by Jennie V. Jocson, Executive Director IV, TECS re: **Request for Copies of Professional Development Programs Offered for Teachers and School Leaders in the Last Three (3) Years to Support Development of System to Affirm Career Stages**

In support of the Department of Education's initiative on career progression and the development of a system to affirm career stages, HRD personnel are requested to submit available documentation of Professional Development (PD) programs conducted for teachers and school leaders within the last three (3) years.

Please include the following details where available:

- Objectives of the PD program
- Target beneficiaries (e.g., Teacher I, Master Teacher, School Head)
- Mode of delivery (in-person, online, hybrid) and duration
- Monitoring and evaluation reports

Kindly compile and send the documents in PDF format to:
roseller.garcia@deped.gov.ph.

Relevant details and information are provided in the enclosures.

For concerns or clarification, you may contact Mr. Roseller C. Garcia, Education Program Specialist II, via the email above.

Your prompt response and support to this request are highly appreciated.

Immediate dissemination of this Memorandum is desired.

Schools Division of Digos City

RECORDS SECTION

RECEIVED

DATE: JUN 17 2025 TIME: 2:17 PM

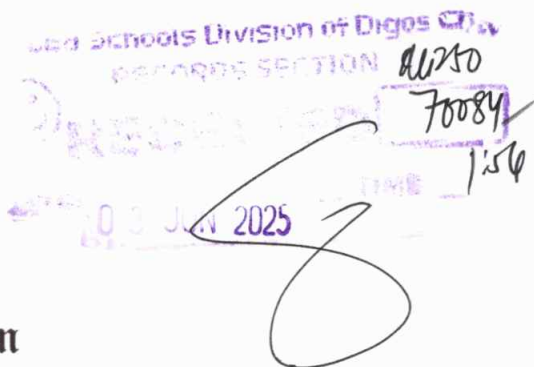
BY:

MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent

Enclosed: As stated.
SGOD/jsa



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170
| (082)553-8375




Republika ng Pilipinas
Department of Education

TEACHER EDUCATION COUNCIL SECRETARIAT

MEMORANDUM
OM-TECSOED-2025-204

TO : All Regional Directors
All Schools Division Superintendents

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

SUBJECT : REQUEST FOR COPIES OF PROFESSIONAL DEVELOPMENT
PROGRAMS OFFERED FOR TEACHERS AND SCHOOL
LEADERS IN THE LAST THREE (3) YEARS TO SUPPORT
DEVELOPMENT OF SYSTEM TO AFFIRM CAREER STAGES

DATE : June 3, 2025

The career progression institutionalized by Executive Order (EO) is further supported by a development of a framework concurred by the Teacher Education Council (TEC) and the Human Resource and Organization Development (HROD) strand of Department of Education (DepEd) (see annex A). The framework aims to support focus on the establishment of system to support DepEd teaching personnel.

TEC's role in the career progression is to affirm career stages. **Such affirmation will formally certify a teacher or school leader's possession of the competencies required in the current career stage.**

To this end, we respectfully request your office to submit data on the professional development programs offered to teachers and school leaders.

Details of the submission:

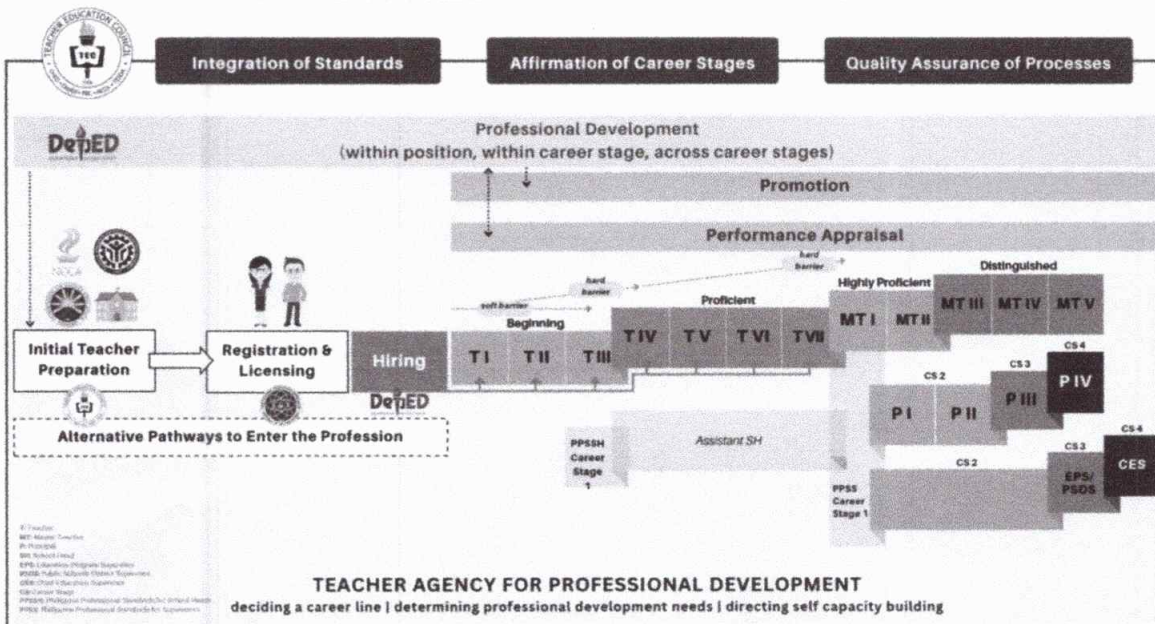
1. We hope you can share copies of all programs already available.
 - You need not rewrite anything. We will accept any available document such as project proposal, concept notes, technical report
2. We need documents that show the following:
 - Objectives of the PD program
 - Beneficiaries of the PD program (Teacher I, Master Teacher, School Head, etc.)
 - Technical expectations of the program: mode (in-person, online, hybrid), duration (3 days, a week, one month, etc.)
 - Monitoring and evaluation report (if available)
3. We request that you share with us copies in PDF files.
4. Please send the said files at **roseller.garcia@deped.gov.ph**.

Should you have any concerns or require additional information, kindly coordinate with **Mr. Roseller C. Garcia**, Education Program Specialist II, via email at roseller.garcia@deped.gov.ph.

We look forward to your support and cooperation. Thank you.

ANNEX*

TEACHER CAREER PROGRESSION FRAMEWORK



A. Agencies involved in career progression

- TEC on teacher education institution (TEI) programs aligned with basic education expectations, with support from CHED on quality assurance and with support from TESDA and NCCA on developing programs and varied pathways to teacher education.
- PRC on licensing graduates of pre-service teacher education and certificate programs in teacher education (18 units of education, on top of four-year degree on any field)
- DepEd, through BHROD, for the hiring and placement, and promotion system
- DepEd, through NEAP, for the professional development (PD) systems, including induction

B. Expectation of TEC on career progression

- TEC Secretariat: to submit to the Council *a system for assessors* to support the hiring, promotion, and affirmation of career stages of teachers and school leaders based on the Standards
- NEAP: to submit to the Council *a system that supports* professional development of teachers and school leaders
- BHROD: to submit to the Council *a system for promotion* as well as *prioritization*, if any

*TEC is mandated by RA 11713 to quality assure implementation of standards based progression. Cite provision of law here...

*Concurred by the HROD strand (Usec ... , name all)

*Approved for adoption of the Teacher Education Council on....