



28-33848

Republic of the Philippines  
Department Of Education  
Region XI  
Schools Division of Panabo

Office of the Schools Division Superintendent

**DIVISION MEMORANDUM**

SGOD-2025-0173

To : Assistant Schools Division Superintendent  
Chief of the Schools Governance and Operations Division  
Chief of the Curriculum Implementation Division  
Education Program Supervisor

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

Date: April 2, 2025

Attached is Regional Memorandum HRDD-2025-079 entitled: **Participants to the Alignment Meetings and Data Gathering on Career Progression Framework**

With this, **Dr. Keren T. Luma, EPS, SGOD** is you are hereby directed to attend the said activity on **April 2-4, 2025, at NEAP Region XI, Davao City**. Relevant details are found in the enclosures, and contents of which are self-explanatory.

Meals, board, and lodging shall be chargeable against GASS Current Funds, while travel expenses and other incidental expenses shall be chargeable against Division MOOE Funds, subject to the usual accounting and auditing rules and regulations.

For your information and guidance.

  
**JINKY B. FIRMAN PhD, CESO VI**  
Schools Division Superintendent

**RELEASED**

**APR 03 2025**

RECORDS SECTION SDO PANABO CITY

BY 

Enclosed: As stated.  
SGOD/ABA/HRTD/LSS



Schools Division Office of Panabo City  
City Hall Drive, Brgy. JP Laurel, Km 31, Panabo City  
Tel. Nos. (084)823 1469, (084) 628 4066  
Email: panabocity.division@deped.gov.ph

RECORDED

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 ROXI  
RECORDS SECTION  
**RELEASED**

ALLAN G. FARNAZO  
Director IV

Encl.: As Stated.

ROH2/ibd

By: *[Signature]* March 28, 2025  
48203



Address: P. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: [region11@depd.gov.ph](mailto:region11@depd.gov.ph)  
Website: [www.depdroxi.ph](http://www.depdroxi.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       |
|--------------------|----------------------------------------------------------------------------------------------|------------------------|
| 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  
**Department of Education**  
**TEACHER EDUCATION COUNCIL SECRETARIAT**

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

**Day 3**

| Time               | Activity                                                      | Person-in-charge    |
|--------------------|---------------------------------------------------------------|---------------------|
| 7:00 AM - 8:00 AM  | Breakfast                                                     |                     |
| 8:00 AM - 8:15 AM  | <b>Preliminaries: Prayer, Nationalistic Song, and Recap</b>   | AVP/TEC Secretariat |
| 8:15 AM - 8:30 AM  | <b>Session 9: Wrapping up and ways forward</b>                | 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<br>Executive Director II | TEC                                                                |
| 2. Dr. Donnabel M. Bihasa<br>SEPS                   | TEC                                                                |
| 3. Roseller C. Garcia<br>EPS II                     | TEC                                                                |
| 4. John Kenneth Cadagat<br>Admin Support I          | TEC                                                                |
| 5. Jenevie S. Sarmillo<br>T-I                       | Cristina Calnancoc Rosario NHS<br>Malita South , Davao Occidental  |
| 6. Gay D. Galdo<br>MT- I                            | Lambajon CES SPED Center<br>Baganga North District, Davao Oriental |
| 7. Daryl Dawn R. Quibo<br>P- I                      | Lingayao Elem. School<br>Manay South District, Davao Oriental      |
| 8. Francis C. Busilaco<br>P-II                      | Paterno Madanio Matiao CES<br>Mati City                            |
| 9. Jessica M. Lumapas<br>P-II                       | Mati National Comprehensive HS<br>Mati City                        |
| 10. Ellen P. Alferez<br>P-I                         | Pipisan Maug NHS<br>Tagum City                                     |
| 11. Arnold Haradji<br>P-III                         | Kingking CES<br>Pantukan District, Davao de Oro                    |
| 12. Francisca R. Padlan<br>EPS-SGOD                 | Tagum City Division                                                |
| 13. Filomena M. Lopez<br>EPS- CID                   | IGACOS Division                                                    |
| 14. Keren T. Luma<br>EPS-SGOD                       | Panabo City Division                                               |
| 15. Clarence S. Pillerin<br>PSDS                    | Digos City Division                                                |
| 16. Alma C. Cifra<br>Chief- CID                     | Davao City Division                                                |
| 17. Ruben J. Reponte<br>Chief-SGOD                  | Davao de Oro Division                                              |
| 18. Marilyn V. Deduyo<br>ASDS                       | Davao del Sur Division                                             |
| 19. Janette G. Veloso<br>ASDS                       | Davao del Norte Division                                           |
| 20. Nelma Lyn R. Barnija<br>Chief, HRDD- RNEAP      | Regional Office XI                                                 |



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: [region11@deped.gov.ph](mailto:region11@deped.gov.ph)  
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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. 11715, 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.



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

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**



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  
**Department of Education**  
**TEACHER EDUCATION COUNCIL SECRETARIAT**

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

**Day 3**

| Time               | Activity                                                      | Person-in-charge    |
|--------------------|---------------------------------------------------------------|---------------------|
| 7:00 AM - 8:00 AM  | Breakfast                                                     |                     |
| 8:00 AM - 8:15 AM  | <b>Preliminaries: Prayer, Nationalistic Song, and Recap</b>   | AVP/TEC Secretariat |
| 8:15 AM - 8:30 AM  | <b>Session 9: Wrapping up and ways forward</b>                | 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                                    |                     |



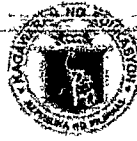
Republic of the Philippines  
**Department of Education**  
 TEACHER EDUCATION COUNCIL SECRETARIAT

**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. Ruvil 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  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

**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).*



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 - DAVA  
RECORDS SECTION

**RELEASED**

ALLAN G. FARNAZO  
Director IV

Encl.: As Stated.

ROH2/ibd

Div. March 28, 2025  
Time. 4:203  
Total 48203



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: [region11@deped.gov.ph](mailto:region11@deped.gov.ph)  
Website: [www.depedroxi.ph](http://www.depedroxi.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       |
|--------------------|----------------------------------------------------------------------------------------------|------------------------|
| 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  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

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



Address: F. Torres St., Davao City (8000)

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Email Address: [region11@deped.gov.ph](mailto:region11@deped.gov.ph)

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

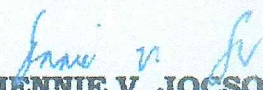




Republic of the Philippines  
**Department of Education**  
TEACHER EDUCATION COUNCIL SECRETARIAT

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

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

FROM :   
**JENNIE V. JOCSO, 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.



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

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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*



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*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     |



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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                                    |                     |



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*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                                   |



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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).*