



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF PAMPANGA

October 28, 2025

DIVISION MEMORANDUM
NO. 666, s. 2025

**SELECTION AND RECRUITMENT FOR ELEMENTARY
SCHOOL PRINCIPALS**

TO : SGOD and CID Chiefs
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to announce the schedule of activities for the vacant School Principal (Principal IV and Principal III) positions for Elementary, this Division, as follows:

Activities	Date	Time	Venue
Orientation of Applicants	November 3, 2025	8:00am – 8:30am	Teacher’s Training Center (TTC), SDO Pampanga
Written Examination		8:30am – 9:30am	
Assessment of Documents		9:30am – onwards	
Behavioral Event Interview			
Open Ranking			

2. The Qualification Standards of the said position are indicated in the table below.

QUALIFICATION STANDARDS	
A. Principal IV / SG-22	
B. CSC Prescribed Qualifications	
Education	Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional education units plus 6 units of Management
Experience	3 years as Principal
Eligibility	RA 1080
Trainings	40 hours of relevant training
A. Principal III / SG-21	
B. CSC Prescribed Qualifications	
Education	Master's degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management
Experience	5 years teaching experience and 3 years experience in school management and operations
Eligibility	RA 1080
Trainings	40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years.

3. Appraisal of credentials will be based on **DepEd Order No. 07, s. 2023** "Guidelines on Recruitment, Selection and Appointment in the Department of Education" (School Administration).



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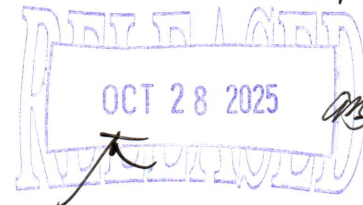


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4. All Applicants are required to bring the original copy of their submitted documents to the Division during the assessment of documents.
5. All applicants are requested to be at the venue 30 minutes prior to the given schedule.
6. Attached are the individual evaluation result (IER) for the said vacant positions.
7. Immediate dissemination of this Memorandum is desired.


ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

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Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF PAMPANGA

INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL III

Salary Grade and Monthly Salary: SG 21

Qualification Standards:

Education

Master's Degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management

Experience

5 years teaching experience and 3 years experience in school management and operations

Eligibility

RA 1080 (LET)

Trainings

40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	ELEM-PIII-PAMP-001	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	10 YEARS OF TEACHING EXPERIENCE AND 6 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
2	ELEM-PIII-PAMP-002	MPS Major in Educational Management, EdD Major in Educational Psychology (CAR)	WITH RELEVANT TRAINING	13 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
3	ELEM-PIII-PAMP-003	MPS Major in Educational Management, PhD Major in Educational Leadership and Management (CAR)	WITH RELEVANT TRAINING	14 YEARS OF TEACHING EXPERIENCE AND 15 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
4	ELEM-PIII-PAMP-004	MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	WITH RELEVANT TRAINING	8 YEARS OF TEACHING EXPERIENCE AND 10 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
5	ELEM-PIII-PAMP-005	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	8 YEARS OF TEACHING EXPERIENCE AND 11 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
6	ELEM-PIII-PAMP-006	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	7 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
7	ELEM-PIII-PAMP-007	MAED Major in Educational Management, EdD Major in Educational Management (21 UNITS)	WITH RELEVANT TRAINING	13 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED



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SCHOOLS DIVISION OF PAMPANGA

INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL III

Salary Grade and Monthly Salary: SG 21

Qualification Standards:

Education

Master's Degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management

Experience

5 years teaching experience and 3 years experience in school management and operations

Eligibility

RA 1080 (LET)

Trainings

40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
8	ELEM-PIII-PAMP-008	MAED Major in Educational Management, EdD Major in Educational Management (18 UNITS)	WITH RELEVANT TRAINING	26 YEARS OF TEACHING EXPERIENCE AND 12 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
9	ELEM-PIII-PAMP-009	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	7 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
10	ELEM-PIII-PAMP-010	MAED Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	18 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
11	ELEM-PIII-PAMP-011	MAED Major in Educational Management, PhD Major in Educational Management (18 UNITS)	WITH RELEVANT TRAINING	21 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
12	ELEM-PIII-PAMP-012	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	23 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
13	ELEM-PIII-PAMP-013	MAED Major in Educational Management, EdD Major in Educational Management (42 UNITS)	WITH RELEVANT TRAINING	6 YEARS OF TEACHING EXPERIENCE AND 9 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
14	ELEM-PIII-PAMP-014	MAED Major in General Science, PhD Major in Educational Management (33 UNITS)	WITH RELEVANT TRAINING	12 YEARS OF TEACHING EXPERIENCE AND 9 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
15	ELEM-PIII-PAMP-015	MAED Major in Educational Leadership, PhD in Educational Leadership and Management (12 UNITS)	WITH RELEVANT TRAINING	19 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED



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INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL III

Salary Grade and Monthly Salary: SG 21

Qualification Standards:

Education

Master's Degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management

Experience

5 years teaching experience and 3 years experience in school management and operations

Eligibility

RA 1080 (LET)

Trainings

40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
16	ELEM-PIII-PAMP-016	MAED Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	7 YEARS OF TEACHING EXPERIENCE AND 14 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
17	ELEM-PIII-PAMP-017	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	LESS THAN 1 YEAR IN LATEST APPOINTMENT	RA 1080 (LET)	DISQUALIFIED
18	ELEM-PIII-PAMP-018	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	10 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
19	ELEM-PIII-PAMP-019	MAED Major in Educational Management	WITH RELEVANT TRAINING	LESS THAN 1 YEAR IN LATEST APPOINTMENT	RA 1080 (LET)	DISQUALIFIED
20	ELEM-PIII-PAMP-020	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	8 YEARS OF TEACHING EXPERIENCE AND 15 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
21	ELEM-PIII-PAMP-021	MAED Major in Educational Management, PhD Major in Educational Psychology (CAR/27 UNITS)	WITH RELEVANT TRAINING	18 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
22	ELEM-PIII-PAMP-022	MAED Major in Administration and Supervision, EdD Major in Educational Management	WITH RELEVANT TRAINING	14 YEARS OF TEACHING EXPERIENCE AND 18 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
23	ELEM-PIII-PAMP-023	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	5 YEARS OF TEACHING EXPERIENCE AND 9 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED



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INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL III

Salary Grade and Monthly Salary: SG 21

Qualification Standards:

Education

Master's Degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management

Experience

5 years teaching experience and 3 years experience in school management and operations

Eligibility

RA 1080 (LET)

Trainings

40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
24	ELEM-PIII-PAMP-024	MASTER IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP	WITH RELEVANT TRAINING	8 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
25	ELEM-PIII-PAMP-025	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	7 YEARS OF TEACHING EXPERIENCE AND 11 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
26	ELEM-PIII-PAMP-026	Master of Arts in Industrial Education, PhD	WITH RELEVANT TRAINING	5 YEARS OF TEACHING EXPERIENCE AND 10 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
27	ELEM-PIII-PAMP-027	MAED Major in Educational Leadership, PhD Major in Educational Management	WITH RELEVANT TRAINING	14 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
28	ELEM-PIII-PAMP-028	MAED Major in Educational Management, PhD in Educational Leadership and Management	WITH RELEVANT TRAINING	11 YEARS OF TEACHING EXPERIENCE AND 13 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
29	ELEM-PIII-PAMP-029	MAED Major in Educational Leadership, PhD Major in Educational Management	WITH RELEVANT TRAINING	13 YEARS OF TEACHING EXPERIENCE AND 9 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
30	ELEM-PIII-PAMP-030	MAED Major in Industrial Education Major in Administration and Supervision, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	18 YEARS OF TEACHING EXPERIENCE AND 6 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
31	ELEM-PIII-PAMP-031	MAED Major in Educational Management, EdD Major in Educational Management (42 UNITS)	WITH RELEVANT TRAINING	19 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED



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Position: ELEMENTARY SCHOOL PRINCIPAL III

Salary Grade and Monthly Salary: SG 21

Qualification Standards:

<u>Education</u>	Master's Degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management
<u>Experience</u>	5 years teaching experience and 3 years experience in school management and operations
<u>Eligibility</u>	RA 1080 (LET)
<u>Trainings</u>	40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
32	ELEM-PIII-PAMP-032	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	6 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
33	ELEM-PIII-PAMP-033	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	9 YEARS OF TEACHING EXPERIENCE AND 9 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

(Sgd.) DEXTER E. PANGILINAN
Human Resource Management Officer



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF PAMPANGA

INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL IV

Salary Grade and Monthly Salary: SG 22

Qualification Standards:

<u>Education</u>	Bachelor's Degree in Elementary Education or Bachelor's Degree with 18 professional education units plus 6 units of Management
<u>Experience</u>	3 years as Principal
<u>Eligibility</u>	RA 1080 (LET)
<u>Trainings</u>	40 hours of relevant training

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
1	ELEM-PIV-PAMP-001	MAED Major in Educational Management, Edd Major in Educational Management	WITH RELEVANT TRAINING	7 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
2	ELEM-PIV-PAMP-002	MAED Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
3	ELEM-PIV-PAMP-003	MAED Major in Educational Leadership, PhD in Educational Leadership and Management (12 UNITS)	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
4	ELEM-PIV-PAMP-004	MAED Major in Educational Management, Edd Major in Educational Management (CAR)	WITH RELEVANT TRAINING	2 YEARS AND 10 MONTHS AS PRINCIPAL	RA 1080 (LET)	DISQUALIFIED
5	ELEM-PIV-PAMP-005	MAED Major in Educational Management (CAR)	WITH RELEVANT TRAINING	21 YEARS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
6	ELEM-PIV-PAMP-006	MAED Major in Teaching Filipino (CAR)	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	DISQUALIFIED
7	ELEM-PIV-PAMP-007	MAED Major in Educational Management, Edd Major in Educational Management (CAR)	WITH RELEVANT TRAINING	16 YEARS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED



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INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL IV

Salary Grade and Monthly Salary: SG 22

Qualification Standards:

<u>Education</u>	Bachelor's Degree in Elementary Education or Bachelor's Degree with 18 professional education units plus 6 units of Management
<u>Experience</u>	3 years as Principal
<u>Eligibility</u>	RA 1080 (LET)
<u>Trainings</u>	40 hours of relevant training

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
8	ELEM-PIV-PAMP-008	MAED Major in Administration and Supervision, EdD Major in Educational Management	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
9	ELEM-PIV-PAMP-009	MAED Major in Mathematics, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	7 YEARS AND 4 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
10	ELEM-PIV-PAMP-010	MAED Major in Educational Management, PhD Major in Educational Management (18 UNITS)	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
11	ELEM-PIV-PAMP-011	MAED Major in Educational Management, EdD Major in Educational Management (21 UNITS)	WITH RELEVANT TRAINING	9 YEARS AND 8 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
12	ELEM-PIV-PAMP-012	MAED Major in Administration and Supervision, EdD Major in Educational Management (33 UNITS)	WITH RELEVANT TRAINING	16 YEARS AND 4 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
13	ELEM-PIV-PAMP-013	Master of Arts in Industrial Education, PhD	WITH RELEVANT TRAINING	4 YEARS AND 6 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
14	ELEM-PIV-PAMP-014	MAED Major in Educational Leadership, PhD Major in Educational Management	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED



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INITIAL EVALUATION RESULT (IER)

Position: ELEMENTARY SCHOOL PRINCIPAL IV

Salary Grade and Monthly Salary: SG 22

Qualification Standards:

<u>Education</u>	Bachelor's Degree in Elementary Education or Bachelor's Degree with 18 professional education units plus 6 units of Management
<u>Experience</u>	3 years as Principal
<u>Eligibility</u>	RA 1080 (LET)
<u>Trainings</u>	40 hours of relevant training

No.	Application Code	Education	Training	Experience	Eligibility	Remarks
15	ELEM-PIV-PAMP-015	MAED Major in Educational Leadership, PhD Major in Educational Leadership and Management	WITH RELEVANT TRAINING	7 YEARS AND 3 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
16	ELEM-PIV-PAMP-016	MAED Major in Educational Leadership, EdD Major in Educational Management	WITH RELEVANT TRAINING	13 YEARS AND 7 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
17	ELEM-PIV-PAMP-017	Master of Arts in Industrial Education, EdD Major in Educational Management (24 Units)	WITH RELEVANT TRAINING	13 YEARS AND 7 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
18	ELEM-PIV-PAMP-018	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	5 YEARS AND 11 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
19	ELEM-PIV-PAMP-019	MASTER IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP	WITH RELEVANT TRAINING	9 YEARS AND 8 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED
20	ELEM-PIV-PAMP-020	MAED Major in Educational Management, EdD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	4 YEARS AND 6 MONTHS AS PRINCIPAL	RA 1080 (LET)	QUALIFIED

Prepared and certified correct by:

(Sgd.) DEXTER E. PANGILINAN
Human Resource Management Officer