



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

November 14, 2025

DIVISION MEMORANDUM
NO. 712, s. 2025

**SELECTION AND RECRUITMENT FOR SECONDARY
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, Principal III and Principal II) positions for Junior High Schools, this Division, as follows:

Activities	Date	Time	Venue
Orientation of Applicants	November 18, 2025	7:30am – 8:00am	Teacher's Training Center (TTC), SDO Pampanga
Written Examination		8:00am – 9:00am	
Assessment of Documents		9:00am – 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	Master's degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 18 units in Management
Experience	5 years teaching experience and 4 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.
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
C. Principal III / SG-21	
D. 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



Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@depd.gov.ph
Website: www.depdpampanga.ph



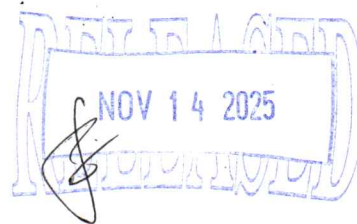
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Experience	5 years teaching experience and 3 years experience in school management and operations
Eligibility	RA 1080
Trainings	40 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years.
A. Principal II / SG-20	
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 12 units in Management
Experience	5 years teaching experience and 2 years experience in school management and operations
Eligibility	RA 1080
Trainings	32 hours of training in any cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years.

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

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

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Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@deped.gov.ph
Website: www.depedpampanga.ph



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INITIAL EVALUATION RESULT (IER)

Position: SECONDARY 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	SEC-PIII-PAMP-001	MAED Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	16 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
2	SEC-PIII-PAMP-002	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
4	SEC-PIII-PAMP-004	MAED Major in Administration and Supervision, PhD Major in Educational Management	WITH RELEVANT TRAINING	LESS THAN 1 YEAR IN LATEST APPOINTMENT	RA 1080 (LET)	DISQUALIFIED
5	SEC-PIII-PAMP-005	MAED Major in Administration and Supervision, EdD Major in Educational Management (36 UNITS)	WITH RELEVANT TRAINING	16 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



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INITIAL EVALUATION RESULT (IER)

Position: SECONDARY SCHOOL PRINCIPAL II

Salary Grade and Monthly Salary: SG 20

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 12 units in Management

Experience

5 years teaching experience and 2 years experience in school management and operations

Eligibility

RA 1080 (LET)

Trainings

32 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	SEC-P11-PAMP-001	MAED Major in Educational Management	WITH RELEVANT TRAINING	22 YEARS OF TEACHING EXPERIENCE AND 11 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
2	SEC-P11-PAMP-002	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
4	SEC-P11-PAMP-003	MAED Major in Educational Management, PhD Major in Educational Management	WITH RELEVANT TRAINING	LESS THAN 1 YEAR IN LATEST APPOINTMENT	RA 1080 (LET)	DISQUALIFIED
6	SEC-P11-PAMP-004	MPS Major in Educational Management	WITH RELEVANT TRAINING	16 YEARS OF TEACHING EXPERIENCE AND 18 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
7	SEC-P11-PAMP-005	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	LESS THAN 1 YEAR IN LATEST APPOINTMENT	RA 1080 (LET)	DISQUALIFIED

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INITIAL EVALUATION RESULT (IER)

Position: SECONDARY SCHOOL PRINCIPAL IV

Salary Grade and Monthly Salary: SG 22

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 18 units in Management

Experience

5 years teaching experience and 4 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	SEC-PIV-PAMP-001	MAED Major in Educational Management, EdD Major in Educational Management	WITH RELEVANT TRAINING	18 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
2	SEC-PIV-PAMP-002	MAED Major in Food Technology, PhD Major in Educational Management	WITH RELEVANT TRAINING	5 YEARS OF TEACHING EXPERIENCE AND 12 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
3	SEC-PIV-PAMP-003	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
4	SEC-PIV-PAMP-004	MPS Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	18 YEARS OF TEACHING EXPERIENCE AND 13 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
5	SEC-PIV-PAMP-005	MAED Major in Educational Management, PhD Major in Educational Management (CAR)	WITH RELEVANT TRAINING	16 YEARS OF TEACHING EXPERIENCE AND 16 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED
6	SEC-PIV-PAMP-006	MAED Major in Educational Management, PhD Major in Educational Management (45 Units)	WITH RELEVANT TRAINING	10 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	RA 1080 (LET)	QUALIFIED

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