



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

January 05, 2026

DIVISION MEMORANDUM
NO. 007, s. 2026

**RECRUITMENT, SELECTION AND HIRING OF TEACHER-
APPLICANTS FOR KINDERGARTEN, ELEMENTARY, JUNIOR HIGH
SCHOOL AND SENIOR HIGH SCHOOL FOR SCHOOL YEAR 2026-2027**

TO : Assistant Schools Division Superintendents
SGOD and CID Chiefs
Education Program Supervisors I
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to announce the recruitment, selection and hiring of teacher-applicants for SY 2026-2027 with following schedule of activities:

DATE	ACTIVITIES	PERSON/COMMITTEE RESPONSIBLE
January 05, 2026 – January 23, 2026	Submission and Receipt of documents of teacher-applicants to the preferred elementary/secondary schools	Sub – committee for receiving and verification of documents (School Level)
January 26, 2026 – January 30, 2026	Verification of documents by the School Sub-committee	Sub – committee for receiving and verification of documents (School Level)
February 02, 2026	Submission of verified documents to the Central School AO (Elementary) and Cluster School Chair (Secondary)	Sub – committee for receiving and verification of documents (School Level)
TBA	Virtual Orientation of Teacher Applicants	HRMPSB
February 09, 2026	Submission of verified documents of teacher-applicants to the SDO Records Section	Central School AO (Elementary) and Cluster School Chair (Secondary)



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February 11, 2026 – February 17, 2026	Evaluation of submitted documents of teacher-applicants	Sub-committee for evaluation of documents (Division Level)
February 23, 2026 – March 13, 2026	Demonstration Teaching of teacher-applicants & Accomplishment of Teacher Reflection Form (TRF)	Sub-committee for Demonstration Teaching and Teacher Reflection (Division Level)
April 15, 2026	Completion and Finalization of Comparative Assessment Result - Registry of Qualified Applicants (CAR-RQA) SY 2026 – 2027	HRMPSB Committee
May 15, 2026	Posting of Comparative Assessment Result - Registry of Qualified Applicants (CAR-RQA) SY 2026 – 2027	HRMPSB Committee
June 08, 2026	Deployment of Teacher I for SY 2026 - 2027	HRMPSB

2. The guidelines for Kindergarten, Elementary, Junior High School and Senior High School Teacher I positions – DepEd Order No. 07, s. 2023
3. All interested and qualified individuals, regardless of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation are encouraged to apply.
4. Pursuant to DepEd Order No. 21, s. 2024, ***remaining applicants in the CAR-RQA for SY 2025-2026***, including those who failed to meet the cut-off score of 50 points, ***may opt to carry over their scores and/or update their credentials without undergoing the entire recruitment process***; provided that they submit a Letter of Intent (specifying the applicable area and criteria for the carry-over of scores), together with their updated CSC Form 212, Revised 2025 (Personal Data Sheet), and other documents that need to be updated, to the school to participate in the recruitment process.
5. All applicants shall submit their application to the nearest elementary/secondary schools in their residence or school of their choice together with their letter of intent and pertinent documents as listed and placed in two (2) long folders properly labelled (tab) with fastener.
 - a. Letter of intent addressed to the Schools Division Superintendent. Attention: (School Head)



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ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent
Department of Education, SDO Pampanga

- b. Duly accomplished Personal Data Sheet (CSC Form 212, Revised 2025) with Work Experience Sheet, if applicable;
- c. Photocopy of valid and updated PRC License/ID,
- d. Photocopy of Certificate of Eligibility/Rating,
- e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees
- f. Photocopy of Certificate/s of Training
- g. Photocopy of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;
- h. NBI Clearance
- i. Certified copy of Voter's ID and/or any proof of residency as deemed acceptable by the School Screening Committee
- j. Checklist of Requirements of Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (Data Privacy Act of 2012)
- k. For Senior High School Teacher I applicants under TVL track – National Certificate from TESDA

6. All documents shall be submitted in a long folder with the following color coding:

6.1 Elementary Applicants

SECTOR	COLOR
NORTH (Arayat, Bacolor, Magalang, Porac)	PINK
EAST (Candaba, Mexico, San Luis, Sta Ana)	GREEN
SOUTH (Apalit, Macabebe, Masantol, Minalin, San Simon, Sto Tomas)	WHITE
WEST (Floridablanca, Guagua, Lubao, Sasmuan, Sta Rita)	YELLOW

6.2 Junior High School and Senior High School Applicants

CLUSTER	COLOR
I (Arayat and Magalang)	BLUE
II (Porac, Guagua, Sasmuan, Sta Rita)	YELLOW
III (Floridablanca and Lubao,)	RED



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IV (Mexico, Bacolor, CSF, Sta Ana)	GREEN
V (Candaba and San Luis)	PINK
VI (Apalit, Minalin, San Simon, Sto Tomas)	ORANGE
VII (Macabebe and Masantol)	VIOLET

7. All teacher-applicants are required to complete the pre-registration google form to the given link. Applicant who opts to apply to multiple levels must accomplish the pre-registration link per level: <https://bit.ly/PAMP-TEACHER-APPLICANT-2627>



8. Only those who obtained a total score of fifty (50) points and above will be included in the Comparative Assessment Result - Registry of Qualified Applicants (CAR-RQA) for Kindergarten, Elementary, Junior High School and Senior High School.

9. The RQA shall be valid only for a period of one (1) School Year (2026 – 2027).

10. The following are members of the Human Resource Merit and Promotion Board (HRMPSB) for SY 2026 – 2027.

Chairperson	Leandro C. Canlas, PhD, CESE Assistant Schools Division Superintendent
Members	Arceli S. Lopez Chief Education Supervisor School Governance and Operations Division Celia R. Lacanlale Chief Education Supervisor Curriculum Implementation Division JB B. Manalang Administrative Officer V Administrative Services



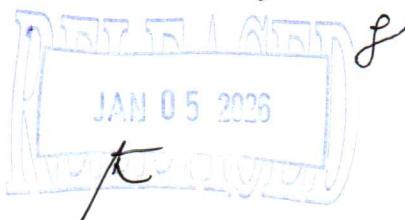
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	Dexter E. Pangilinan Administrative Officer IV Personnel Section
	Alvaro R. Pabustan Jr. Principal IV President, ASSERT
Secretariat	Personnel Section Staff

11. A separate memorandum will be released for the composition of School/Division Level Sub-Committees and announcement of schedule for Evaluation of Documents, Demonstration Teaching and Teacher Reflection Form.
12. It is understood that the submission of documents beyond the prescribed date will not be accepted by this Office unless otherwise this Office issued a notice for exemption.
13. Immediate dissemination of this Memorandum is desired.


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

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