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

April 29, 2026

DIVISION MEMORANDUM
NO. 291, s. 2026

SCHEDULE OF ACTIVITIES FOR THE PROCESSING OF RECLASSIFICATION APPLICATIONS FOR SCHOOL PRINCIPAL I

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 applicants of reclassification of Principal Positions, this Division, as follows:

Activities	Date/Participants	Time	Venue
Orientation of Applicants	May 04, 2026	8:00am – 8:30am	Teacher's Training Center (TTC), SDO Pampanga
Assessment of Documents		8:30am – 10:00am	
Behavioral Event Interview		10:00am – onwards	
Open Ranking			

2. The Qualification Standards of the School Principal positions are indicated in the table below.

QUALIFICATION STANDARDS	
A. Principal I / SG-19	
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 atleast 9 units in Management
Experience	5 years teaching experience and 1 year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervisions
Eligibility	RA 1080
Trainings	32 hours of training in any of or a 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. 24, s. 2023** "Guidelines on the Implementation of Expanded Career Progression System for Teachers and School Heads in the Department of Education." All Applicants are required to bring the original copy of their submitted documents to the Division during the assessment of documents.

4. All applicants are requested to be at the venue 30 minutes prior to the given schedule.

5. Attached are the Individual Evaluation Result (IER) per applied positions.

Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
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6. Immediate dissemination of this Memorandum is desired.

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

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APR 30 2026

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Annex D-2

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL I**

Salary Grade and Monthly Salary: **19/P59,153**

Qualification Standards:

Education	Master's degree in Education or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with atleast 9 units in Management
Training	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years
Experience	5 years teaching experience and 1 year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervisions
Eligibility	**RA 1080, as amended (Teacher)**

No.	Application Code	Education	Training		Experience		Eligibility	School Head Assessment (Passed or Failed)	Remarks *(Qualified or Disqualified)*
			Title	Hours	Details	Years			
1	Rec-PAMP-P1-2026-001	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SCHOOL-LEVEL ACTION PLANNING FOR HEALTHY LEARNING INSTITUTIONS ET. AL.,	120	9 YEARS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	16 YEARS	RA 1080	PASSED	QUALIFIED
2	Rec-PAMP-P1-2026-002	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SCHOOL HEAD'S PLANNING CONFERENCE FOR FY 2026 ET. AL.,	120	13 YEARS & 8 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	20 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
3	Rec-PAMP-P1-2026-003	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SEMINAR WORKSHOP ON THE LEGAL PROCESSES AND DOCUMENTARY REQUIREMENTS FOR SCHOOL SITES TITLING FOR SELECT SCHOOL HEADS & NON-TEACHING PERSONNEL (BATCH 2) ET. AL.,	120	14 YEARS & 1 MONTH OF TEACHING EXPERIENCE AND 9 YEARS & 2 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	23 YEARS & 3 MONTHS	RA 1080	PASSED	QUALIFIED
4	Rec-PAMP-P1-2026-004	1. MASTER OF ARTS IN EDUCATION MAJOR IN ENGLISH 2. DOCTOR OF PHILOSOPHY IN EDUCATIONAL LEADERSHIP AND MANAGEMENT (CAR)	1. PHASE II AND III OF THE WRITESHOP ON THE SDO PAMPANGA DRRM-LEARNER'S WELFARE COUNCIL (LWC) RECOMMENDED SCHOOL-BASED CHILD PROTECTION PLOCI WITH STANDARD OPERATING PROTOCOLS (SOPs) ET. AL.,	120	7 YEARS & 10 MONTHS OF TEACHING EXPERIENCE AND 5 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	12 YEARS & 10 MONTHS	RA 1080	PASSED	QUALIFIED

5	Rec-PAMP-P1-2026-005	1. MASTER OF PROFESSIONAL STUDIES MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT (CAR)	1. INSTRUCTIONAL LEADERSHIP IN THE NEW NORMAL ET. AL.,	120	17 YEARS & OF TEACHING EXPERIENCE AND 11 YEARS & 7 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	12 YEARS & 10 MONTHS	RA 1080	PASSED	QUALIFIED
6	Rec-PAMP-P1-2026-006	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SCHOOL HEAD'S PLANNING CONFERENCE FOR FY 2026 ET. AL.,	120	5 YEARS & 3 MONTHS OF TEACHING EXPERIENCE AND 4 YEARS & 3 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	9 YEARS & 6 MONTHS	RA 1080	PASSED	QUALIFIED
7	Rec-PAMP-P1-2026-007	1. MASTER OF PROFESSIONAL STUDIES MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT (CAR)	1. DIVISION ORIENTATION ON THE INTERIM UNIFIED OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCRF) OF SCHOOL HEADS ET. AL.,	120	20 YEARS OF TEACHING EXPERIENCE AND 7 YEARS & 3 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	27 YEARS & 3 MONTHS	RA 1080	PASSED	QUALIFIED
8	Rec-PAMP-P1-2026-008	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP 2. DOCTOR OF PHILOSOPHY IN EDUCATIONAL LEADERSHIP AND MANAGEMENT	1. DIVISION ORIENTATION ON THE INTERIM UNIFIED OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCRF) OF SCHOOL HEADS ET. AL.,	96	11 YEARS & 10 MONTHS OF TEACHING EXPERIENCE AND 14 YEARS & 8 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	26 YEARS & 6 MONTHS	RA 1080	PASSED	QUALIFIED
9	Rec-PAMP-P1-2026-009	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. ONLINE ORIENTATION OF DEPED SCHOOL LEADERS ON INSTRUCTIONAL LEADERSHIP AND PROGRAM MANAGEMENT ENHANCING THEIR CAPACITY TO EFFECTIVELY IMPLEMENT THE REVISED K TO 12 (MATATAG) CURRICULUM ET. AL.,	120	5 YEARS & 6 MONTHS OF TEACHING EXPERIENCE AND 4 YEARS & 2 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	9 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
10	Rec-PAMP-P1-2026-010	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF PHILOSOPHY MAJOR IN EDUCATIONAL LEADERSHIP AND MANAGEMENT	1. STRATEGIC SCHOOL LEADERSHIP: REGIONAL TRAINING FOR SCHOOL HEADS IN THE MATATAG REVISED K - 12 CURRICULUM IMPLEMENTATION ET. AL.,	120	11 YEARS & 6 MONTHS OF TEACHING EXPERIENCE AND 4 YEARS & 6 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	16 YEARS	RA 1080	PASSED	QUALIFIED

11	Rec-PAMP-P1-2026-011	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. EXPANSION OF THE CORE TRAINING FACULTY OF THE REVISED K - 12 CURRICULUM IMPLEMENTATION TRAINING FOR GRADES 2, 3, 5, & 8 TEACHERS ET. AL.,	120	11 YEARS & 5 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS & 3 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	18 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
12	Rec-PAMP-P1-2026-012	1. MASTER OF ARTS IN EDUCATION MAJOR IN GENERAL SCIENCE	1. REGIONAL TRAINING OF SCHOOL LEADERS ON THE REVISED K TO 12 CURRICULUM ET. AL.,	120	18 YEARS & 10 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS & 3 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	26 YEARS & 1 MONTH	RA 1080	PASSED	QUALIFIED
13	Rec-PAMP-P1-2026-013	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. REGIONAL TRAINING OF SCHOOL LEADERS ON THE REVISED K TO 12 CURRICULUM ET. AL.,	120	10 YEARS & 1 MONTH OF TEACHING EXPERIENCE AND 10 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	20 YEARS & 1 MONTH	RA 1080	PASSED	QUALIFIED
14	Rec-PAMP-P1-2026-014	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. DIVISION ORIENTATION ON THE INTERIM UNIFIED OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCRF) OF SCHOOL HEADS ET. AL.,	120	13 YEARS & 3 MONTHS OF TEACHING EXPERIENCE AND 5 YEARS & 2 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	18 YEARS & 5 MONTHS	RA 1080	PASSED	QUALIFIED
15	Rec-PAMP-P1-2026-015	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP 2. DOCTOR OF PHILOSOPHY IN EDUCATIONAL LEADERSHIP AND MANAGEMENT (CAR)	1. SEMINAR WORKSHOP ON THE LEGAL PROCESSES AND DOCUMENTARY REQUIREMENTS FOR SCHOOL SITES TITLING FOR SELECT SCHOOL HEADS & NON-TEACHING PERSONNEL (BATCH 2) ET. AL.,	120	20 YEARS & 8 MONTHS OF TEACHING EXPERIENCE AND 6 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	26 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
16	Rec-PAMP-P1-2026-016	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT (CAR)	1. 14TH REGIONAL PESPA - FUTUR3S FORWARD: REIMAGINING SCHOOL LEADERSHIP IN REGION 3 - INSPIRING SCHOOL HEADS TO LEAD WITH VISION, INNOVATION AND IMPACT ET. AL.,	120	7 YEARS & 4 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	14 YEARS & 4 MONTHS	RA 1080	PASSED	QUALIFIED

17	Rec-PAMP-P1-2026-017	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SCHOOL HEADS' PLANNING CONFERENCE FY 2025 ET. AL.,	120	7 YEARS & 1 MONTH OF TEACHING EXPERIENCE AND 7 YEARS & 4 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	14 YEARS & 5 MONTHS	RA 1080	PASSED	QUALIFIED
18	Rec-PAMP-P1-2026-018	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. 14TH REGIONAL PESPA - FUTUR3S FORWARD: REIMAGINING SCHOOL LEADERSHIP IN REGION 3 - INSPIRING SCHOOL HEADS TO LEAD WITH VISION, INNOVATION AND IMPACT ET. AL.,	120	8 YEARS & 1 MONTH OF TEACHING EXPERIENCE AND 9 YEARS & 7 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	17 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
19	Rec-PAMP-P1-2026-019	1. MASTER OF ARTS IN EDUCATIONAL MANAGEMENT	1. SCHOOL HEADS' PLANNING CONFERENCE FY 2025 ET. AL.,	120	10 YEARS & 9 MONTHS OF TEACHING EXPERIENCE AND 17 YEARS & 10 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	28 YEARS & 7 MONTHS	RA 1080	PASSED	QUALIFIED
20	Rec-PAMP-P1-2026-020	1. MASTER OF ARTS IN INDUSTRIAL EDUCATION MAJOR IN ADMINISTRATION AND SUPERVISION 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT (CAR)	1. DIVISION ORIENTATION ON THE INTERIM UNIFIED OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCRF) OF SCHOOL HEADS ET. AL.,	120	14 YEARS & 2 MONTHS OF TEACHING EXPERIENCE AND 20 YEARS & 1 MONTH IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	34 YEARS & 3 MONTHS	RA 1080	PASSED	QUALIFIED
21	Rec-PAMP-P1-2026-021	1. MASTER OF ARTS IN EDUCATIONAL MANAGEMENT	1. ONLINE REGIONAL ORIENTATION WEBINAR ON INDIGENOUS PEOPLES EDUCATION ET. AL.,	120	23 YEARS & 5 MONTHS OF TEACHING EXPERIENCE AND 5 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	28 YEARS & 5 MONTHS	RA 1080	PASSED	QUALIFIED
22	Rec-PAMP-P1-2026-022	1. MASTER IN EDUCATION MAJOR IN EDUCATIONAL LEADERSHIP 2. DOCTOR OF PHILOSOPHY IN EDUCATIONAL LEADERSHIP AND MANAGEMENT (CAR)	1. UKIT MARANGAL "CREATING A MODEL OF TRANSFORMING EDUCATION:" MORAL AND INNOVATION LEADERSHIP DIVISION TRAINING WORKSHOP-PHASE 3 ET. AL.,	120	19 YEARS & 2 MONTHS OF TEACHING EXPERIENCE AND 9 YEARS & 6 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	28 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED

23	Rec-PAMP-P1-2026-023	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. 2025 RECOGNITION OF SCHOOL HEADS' BEST UKIT MARANGAL WORKPLACE APPLICATION PROJECTS IMPLEMENTATION ET. AL.,	120	6 YEARS & 7 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	13 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
24	Rec-PAMP-P1-2026-024	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. INSTRUCTIONAL LEADERSHIP IN THE NEW NORMAL ET. AL.,	120	13 YEARS & 8 MONTHS OF TEACHING EXPERIENCE AND 10 YEARS & 1 MONTH IN SCHOOL MANAGEMENT AND OPERATIONS, LEARNING AREA COORDINATION, SUBJECT AREA SUPERVISION	23 YEARS & 1 MONTH	RA 1080	PASSED	QUALIFIED
25	Rec-PAMP-P1-2026-025	1. MASTER OF ARTS IN EDUCATION MAJOR IN ADMINISTRATION AND SUPERVISION 2. DOCTOR OF PHILOSOPHY IN CURRICULUM INSTRUCTION/ENGLISH LANGUAGE TEACHING (CAR)	1. SEMINAR WORKSHOP ON THE LEGAL PROCESSES AND DOCUMENTARY REQUIREMENTS FOR SCHOOL SITES TITLING FOR SELECT SCHOOL HEADS & NON-TEACHING PERSONNEL (BATCH 2) ET. AL.,	120	6 YEARS & 2 MONTHS OF TEACHING EXPERIENCE AND 7 YEARS & 11 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	14 YEARS & 1 MONTH	RA 1080	PASSED	QUALIFIED
26	Rec-PAMP-P1-2026-026	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT	1. SCHOOL HEADS' PLANNING CONFERENCE FY 2025 ET. AL.,	120	22 YEARS & 8 MONTHS OF TEACHING EXPERIENCE AND 10 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	32 YEARS & 8 MONTHS	RA 1080	PASSED	QUALIFIED
27	Rec-PAMP-P1-2026-027	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT (CAR)	1. STRATEGIC SCHOOL LEADERSHIP: REGIONAL TRAINING FOR SCHOOL HEADS IN THE MATATAG REVISED K - 12 CURRICULUM IMPLEMENTATION ET. AL.,	120	10 YEARS & 2 MONTHS OF TEACHING EXPERIENCE AND 6 YEARS MONTHS & 3 MONTHS IN SCHOOL MANAGEMENT AND OPERATIONS	16 YEARS & 5 MONTHS	RA 1080	PASSED	QUALIFIED
28	Rec-PAMP-P1-2026-028	1. MASTER OF ARTS IN EDUCATION MAJOR IN EDUCATIONAL MANAGEMENT 2. DOCTOR OF PHILOSOPHY	1. SCHOOL HEADS' PLANNING CONFERENCE FY 2025 ET. AL.,	120	8 YEARS OF TEACHING AND 6 YEARS IN SCHOOL MANAGEMENT AND OPERATIONS	14 YEARS	RA 1080	PASSED	QUALIFIED

Prepared and certified correct by:

(sgd.) Dexter E. Pangilinan
Administrative Officer IV
Date: April 28, 2026