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

September 21, 2026

DIVISION MEMORANDUM
NO. 591, s. 2026

VACANCY ANNOUNCEMENT: MASTER TEACHER POSITION

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

1. This is to announce the recruitment, selection and hiring of Master Teacher position to be stationed in this Division, to mention:

POSITION	STATION	ITEM NO.	DEADLINE OF SUBMISSION	PRE-ASSESSMENT	OPEN RANKING
Master Teacher II (Elementary)	Sapang Maisac ES, Mexico West	OSEC-DECSB-MTCHR2-150547-1998	October 01, 2026	(HRMPSB ONLY)	TBA

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

QUALIFICATION STANDARDS PER DEPED ORDER 19, S. 2025	
A. Master Teacher II / SG-19	
B. CSC Prescribed Qualifications	
Education	Master's degree in Education or Educational Leadership or Educational Management or relevant subject area or learning area
Experience	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teacher
Eligibility	RA 1080
Trainings	24 hours of training in any cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher

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. Applicants are advised to submit the photocopied documents to the Records Unit, Attention: HRMO and bring their original of the same for verification during the scheduled open ranking.

5. Only those who meet the minimum qualification standards for the said position will be included in the selection line-up for open ranking which shall be posted at the Division Office.

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

6. The assessment of the documents of the aspirants will be based on **DepEd Order No. 20, s. 2024 (Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions)**. The plain white folder containing the documents for assessment will also include the following:

a) Letter of intent addressed to the Head of Office or highest human resource officer
b) Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable
c) Photocopy of voter's ID and/or any proof of residency
d) Photocopy of valid and updated PRC License/ID
e) Photocopy of Certificate of Board Rating
f) 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, if Available
g) Photocopy of duly signed Service record or Certificate of Employment, Contract of Service, whichever is/are applicable
h) Photocopy of the latest appointment, if applicable
i) Photocopy of certificate/s of relevant specialized training or professional development program
j) Photocopy of valid Technical Education and Skills Development Authority (TESDA) National Certificate (NCC) II, Trainers Methodology Certificate (TMC) for SHS TVL track, if applicable
k) Photocopy of the required Performance Ratings with at least Very Satisfactory rating (Note: Submit at most three (3) performance rating depending on the performance rating requirements per item 25 of this Order. The latest performance rating shall cover one (1) year complete performance rating period in the current position.
l) Checklist of Requirements, CAV, Data Privacy Consent
m) other documents may be required by the HRMPSB for comparative assessment (e.g Portfolio of Means of Verification (MOVs) for the assessment of Identified PPST NCOIs

7. Applicants shall submit a copy of their detailed lesson plan depending on the grade level for elementary and subject/learning area for secondary on which they are teaching; likewise, MOVs from their RPMS portfolio shall be submitted for the evaluation of NCOIs on the set deadline. The following are the identified COI and NCOIs for the position of Master Teacher I and Master Teacher II per DepEd Order No. 20, s. 2025.

PPST Classroom Observable Indicators		PPST Non-Classroom Observable Indicators	
Career Stage 3 (Highly Proficient)		**Career Stage 3** (Highly Proficient)	
MT I	**MT II**	**MT I**	**MT II**
1.1.3	1.1.3	1.2.2* 1.2.3**	1.2.3
2.5.3	1.4.3	4.4.2* 4.4.3**	4.4.3
3.1.3*	2.3.3	5.2.2* 5.2.3**	6.1.3
4.1.3	3.2.3*	6.1.2* 6.1.3**	6.3.3
5.1.3	5.1.3	7.4.2* 7.4.3**	7.4.3

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**Indicators to be assed in the Portfolio Annotations*
*** Indicator to be assed in the Interview*

8. It is understood that the submission of documents beyond the prescribed date will not be accepted by this Office.

9. Immediate dissemination of this Memorandum is desired.

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

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RELEASED
SEP 23 2026