



Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE



06 October 2025

DIVISION MEMORANDUM
 DM No. 080, s. 2025

SUBMISSION OF DOCUMENTS FOR RECLASSIFICATION OF QUALIFIED PERSONNEL TO SCHOOL ADMINISTRATION AND HIGHER TEACHING POSITIONS

To: Assistant Schools Division Superintendents
 Chiefs - CID/SGOD
 HRMPSB Members
 Public Elementary and Secondary School Heads
 All Others Concerned

1. In reference to DepEd Order No. 024, s. 2025 titled “Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education”, this Office announces the submission of documents for Reclassification of items to School Administration and Higher Teaching Positions. All interested applicants who are qualified for the position are welcome to apply regardless of age, gender, civil status, disability, religion, ethnicity, social status, income, class or political affiliation.
2. Interested qualified applicants must place their pertinent documents in a folder with ear tag. The Personnel Section and District Ranking Committee will facilitate the checking and receiving of documents.
3. The Public Schools District Supervisors (PSDS) are responsible for ensuring that all documents submitted by applicants applying to the district are complete, based on the provided checklist. The PSDS must affix their initials to the checklist (see attached image below). However, the HRMO will sign the submitted application documents of applicants applying to the Division Office.

Photocopy of Performance Rating obtained from the relevant work experience if performance rating in Item (4) is not relevant to the position to be filled			
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Attested

WENNIE O. GAELA
 ADMINISTRATIVE OFFICE IV//HRMO II

Human Resource Management Officer

DEPEDQUEZON-TM-SDS-04-009-003



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4. In reference to DM-OUHRD-2025-2505, titled “*Commencement of Reclassification of Teaching and School Principal Positions Pursuant to DepEd Order No. 024, s. 2025,*” this Office hereby informs all concerned that the following qualified incumbents shall be given priority for promotion—whether through reclassification or natural vacancy—subject to applicable standards and the availability of funds. This initiative aligns with one of the President’s key reform commitments, as expressed during the **2024 State of the Nation Address (SONA)**: “*No teacher should retire at Teacher I.*” Furthermore, it is in accordance with Title V, Sections 23 and 24 of the Implementing Rules and Regulations (IRR) of Executive Order No. 174, and Section 8.5.2 of DBM-DepEd Joint Circular No. 01, s. 2025.
- Retirable Teacher I incumbents**—both mandatory and optional in the next five (5) years; and
 - Head Teachers (HT) and Assistant School Principals (ASP)** who are affected by the implementation of the Expanded Career Progression.

Notwithstanding the prioritization of abovementioned incumbents, **other qualified teaching and school principal incumbents** shall not be precluded from applying for reclassification of positions, subject to necessary assessments, applicable staffing standards, and availability of funds.

5. All interested applicants for reclassification shall submit the following:
- For School Administration** – Reclassification Form for School Principal Positions (RFSP)
 - For Higher Teaching Positions** – Reclassification Form for Teaching Positions (RFTP)

The RFSPP and RFTP shall be supported by the following documents:

For School Administration:

- Letter of intent addressed to the SDS containing the following information:
 - Statement of Purpose/Expression of interest;
 - Position applied for;
- Duly accomplished PDS (*CS Form 212, Revised 2025*) with Work Experience Sheet;
- Photocopy of valid and updated PRC License/ID;
- Certificate of Competency Level issued by Authorized body (*if applicable*);
- Photocopy of scholastic/academic (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
- Photocopy of duly signed Service Record;

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- g. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;
- h. Certificate of Rating (COR) in the School Head Assessment (*National Qualifying Examination for School Heads (NQESH)* or *Principal's Test* or other school head assessment as may be administered by DepEd);
- i. Photocopy of latest appointment;
- j. Photocopy of the Performance Rating with **at least Very Satisfactory** rating in the last rating period covering one (1) complete performance rating period in the current position prior to the deadline of submission;
- k. Checklist of Requirements and 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*), using the attached form (*Annex C-2*); and
- l. Other documents as may be required by the HRMPSB for the Comparative Assessment, including but not limited to:
 - i. Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, Application of Learning and Development reckoned from the date of last issuance of appointment.

For Higher Teaching Positions:

- a. Letter of intent addressed to the SDS containing the following information:
 - i. Statement of Purpose/Expression of interest;
 - ii. Position applied for;
- b. Duly accomplished PDS (*CS Form 212, Revised 2025*) with Work Experience Sheet;
- c. Photocopy of valid and updated PRC License/ID;
- d. Certificate of Competency Level issued by Authorized body (*if applicable*);
- e. Photocopy of scholastic/academic (i.e., Special Orders, Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available);
- f. Photocopy of duly signed Service Record;
- g. Photocopy of certificate/s of completion of National Educators Academy of the Philippines (NEAP)-accredited professional development programs/courses, or certificates of training issued by NEAP-accredited public and private institutions or Photocopy of certificate/s of relevant specialized trainings or professional development programs, if any;

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- h. Certificate of Rating (COR) in the School Head Assessment (*National Qualifying Examination for School Heads (NQESH) or Principal's Test or other school head assessment as may be administered by DepEd*);
- i. Photocopy of Technical Education and Skills Development Authority (TESDA) National Certificate (NC) II, Trainers Methodology Certificate (TMC) (*for SHS applicants in the Technical-Vocational-Livelihood (TVL) track only*);
- j. Photocopy of the Performance Rating with **at least Very Satisfactory** rating in the last rating period covering one (1) complete performance rating period in the current position prior to the deadline of submission;
- k. Checklist of Requirements and 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*), using the attached form (*Annex C-2*); and
- l. Other documents as may be required by the HRMPSB including but not limited to portfolio for the assessment of identified PPST non-classroom observable indicators.

Other submission of electronic copies of the above enumerated application documents may be allowed provided that the requisites of Section 7(a) of RA No. 8792 or the "Electronic Commerce Act of 2000," whenever applicable, are complied with. Online submission is subject to submission of hard copies upon request for purposes of verification.

6. All application documents shall be submitted on or before **October 10, 2025 (Friday) at the Division Office of Quezon, Talipan, Pagbilao, Quezon (for School Administration) or at the District Offices (for Higher Teaching Positions) until 5:00 in the afternoon. No additional documents shall be accepted after the deadline.**

LOCATION	POSITION
Division Office of Quezon, Talipan, Pagbilao, Quezon	<ul style="list-style-type: none"> • School Administration <ul style="list-style-type: none"> ➤ School Principal I - IV
District Offices	<ul style="list-style-type: none"> • Higher Teaching Positions <ul style="list-style-type: none"> ➤ Teacher II – VII ➤ Master Teacher I – V

7. Applicants must ensure the completeness, accuracy and veracity of the submitted documents. In addition, **Reclassification Forms, Personal Data Sheet, Work Experience Sheet and Checklist of Requirements** can be downloaded using this link: <https://tinyurl.com/CPToolKit-2025>

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8. **Applicants who failed to submit complete mandatory documents (Items 6.a to 6.k of this Enclosure) on the set deadline shall not be included in the pool of official applicants. However, non-submission of other documents as may be required by the HRMPSB (Item 6.l) shall not warrant exclusion from the pool of official applicants.**
9. Applicants are **required** to register in the Division Registry of Applicants **after** the submission of their application folder through this link or click on the QR code: **<https://tinyurl.com/Reclass-SchAdminTeaching2025>**



10. The initial evaluation, pre-evaluation and Comparative Assessment for Reclassification to School Administration and Higher Teaching Positions shall be done by the HRMO, and HRMPSB respectively.
11. The Registry of Qualified Applicants for all positions shall be prepared by the HRMPSB Secretariat to be signed by the HRMPSB Members and Chairman subject for approval of the Schools Division Superintendent.
12. The schedule of activities pertaining to submission, initial evaluation of documents and comparative assessment are indicated in the attached enclosure.
13. Wide and immediate dissemination of this Memorandum is desired.


ROMMEL C. BAUTISTA, CESO V
Schools Division Superintendent

Persrm.10/06/2025

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Enclosure No. 1 to Division Memorandum No. 080 s. 2025

SCHEDULE OF ACTIVITIES

ACTIVITIES	RESPONSIBLE	INDICATIVE SCHEDULE	NO. OF WORKING DAYS
Publication & Posting of Memorandum	HRMO (Human Resource Management Officers)	October 6, 2025	1
Last day of receiving application documents in the Division Office (for School Administration)	Records Section	October 10, 2025	1
Last day of receiving application documents in the district (for Higher Teaching Positions)	By District		
Initial Assessment/Screening of applications or pertinent documents	HRMO, Personnel Section HRMPSB sub-committee members, By District	October 13-15, 2025	3
Submission and Posting of Initial Evaluation Results (IER) to the HRMPSB	AO IV	October 17, 2025	1
Comparative Assessment of Applicants (Evaluation of Documents, Behavioral Events Interview (BEI), Written Examination (WE), Skills or Work Sample Tests (S/WST))	HRMPSB Members and sub-committee members	October 20-22, 2025	3
HRMPSB Deliberation and preparation of Comparative Assessment Results (CAR)	HRMPSB Members	October 24, 2025	1
Submission of CAR to the Appointing Authority	HRMPSB Members	October 27, 2025	1
Posting of Comparative Assessment Result	HRMPSB Members	October 28, 2025	1

Note: The scheduled timeline of activities is subject to change based on the number of application forms received.

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QUALIFICATION STANDARDS FOR SCHOOL ADMINISTRATION

Position	Education	Training	Experience	Eligibility
SCHOOL PRINCIPAL IV	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	40 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	5 years teaching experience and 4 years experience in school management and operations	RA 1080, as amended (Teacher)
SCHOOL PRINCIPAL III	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	40 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	5 years teaching experience and 3 years experience in school management and operations	
SCHOOL PRINCIPAL II	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	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	5 years teaching experience and 2 years experience in school management and operations	
SCHOOL PRINCIPAL I	Master's degree in Education, or Educational Management, or Educational Leadership; or	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School	5 years teaching experience and 1 year relevant experience in any of the following:	

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	Master's degree in relevant learning area with at least 9 units in Management	Management and Operations, Instructional Leadership acquired within the last 5 years	learning area coordination, subject area supervision, school management and operations, instructional supervision	
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QUALIFICATION STANDARDS + PERFORMANCE FOR HIGHER TEACHING POSITIONS

Elementary and Junior High School

Position	Education	Training	Experience	Eligibility
TEACHER II	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 YEAR TEACHING EXPERIENCE	RA 1080, as amended (Teacher-Elementary/Secondary)
TEACHER III	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 YEARS TEACHING EXPERIENCE	
TEACHER IV	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 YEARS TEACHING EXPERIENCE	
TEACHER V	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject	3 YEARS TEACHING EXPERIENCE	

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	Professionals Units in Education	Specialization acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)		
TEACHER VI	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 YEARS TEACHING EXPERIENCE	
TEACHER VII	Bachelor's Degree in Education; or Bachelor's Degree in relevant subject or learning area with at least 18 Professionals Units in Education	32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 YEARS TEACHING EXPERIENCE	

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MASTER TEACHER I	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a 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)	5 YEARS TEACHING EXPERIENCE
MASTER TEACHER II	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a 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)	5 years teaching experience and 1 year relevant experience in instructional supervision and technical assistance to teachers
MASTER TEACHER III	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 8 hours of training in Instructional	5 years teaching experience and 2 years relevant experience in instructional supervision and technical assistance to teachers

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		Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	
MASTER TEACHER IV	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years teaching experience and 3 years relevant experience in instructional supervision and technical assistance to teachers
MASTER TEACHER V	Master's degree in Education, or Educational Leadership, or Educational Management, or relevant subject or learning area	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career	5 years teaching experience and 4 years relevant experience in instructional supervision and technical assistance to teachers

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		Stage IV (Distinguished Teacher)		
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Senior High School (Academic)

Position	Education	Training	Experience	Eligibility
TEACHER II	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 6 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 6 units towards Master's degree in the relevant strand/subject	8 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	1 year experience in teaching or industry work in relevant strand/subject	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring
TEACHER III	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with atleast 12 units towards Master's degree in relevant strand/subject plus 18 units of professional	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years	2 years experience in teaching or industry work in relevant strand/subject	

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	units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 12 units towards Master's degree in the relevant strand/subject			
TEACHER IV	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 18 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 18 units towards Master's degree in the relevant strand/subject	16 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in relevant strand/subject	
TEACHER V	Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 24 units towards	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization acquired within the last 5 years or	3 years experience in teaching or industry work in relevant strand/subject	

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	<p>Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 24 units towards Master's degree in the relevant strand/subject</p>	<p>Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>		
TEACHER VI	<p>Bachelor's degree with a major in the relevant strand/subject plus 18 professional units in Education; or any Bachelor's degree with at least 30 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 30 units towards Master's degree in the relevant strand/subject</p>	<p>24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>4 years experience in teaching or industry work in relevant strand/subject</p>	
TEACHER VII	<p>Bachelor's degree with a major in the relevant strand/subject plus</p>	<p>32 hours of training in any of or a cumulative of the following:</p>	<p>4 years experience in teaching or industry work in</p>	

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	<p>18 professional units in Education; or any Bachelor's degree with at least 36 units towards Master's degree in relevant strand/subject plus 18 units of professional units in Education; Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree with at least 36 units towards Master's degree in the relevant strand/subject</p>	<p>Curriculum, Pedagogy, Subject Specialization, Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>relevant strand/subject</p>
<p>MASTER TEACHER I</p>	<p>Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject</p>	<p>24 hours of training in any of or a 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)</p>	<p>5 years experience in teaching or industry work in relevant strand/subject</p>
<p>MASTER TEACHER II</p>	<p>Master's degree in relevant strand/subject plus 18 professional units in Education;</p>	<p>24 hours of training in any of or a cumulative of the following: Curriculum,</p>	<p>5 years experience in teaching in relevant strand/subject</p>

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	Master's degree in relevant strand/subject	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)	and 1 year experience in instructional supervision and technical assistance to teachers
MASTER TEACHER III	Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject	24 hours of training in any of or a 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 IV (Distinguished Teacher)	5 years experience in teaching in relevant strand/subject and 2 years experience in instructional supervision and technical assistance to teachers
MASTER TEACHER IV	Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the	5 years experience in teaching in relevant strand/subject and 3 years experience in instructional supervision and technical

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		last 5 years or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher)	assistance to teachers	
MASTER TEACHER V	Master's degree in relevant strand/subject plus 18 professional units in Education; Master's degree in relevant strand/subject	24 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, Subject Specialization and 16 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP- requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching in relevant strand/subject and 4 years experience in instructional supervision and technical assistance to teachers	

Senior High School (TVL)

Position	Education	Training	Experience	Eligibility
TEACHER II	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education;	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical- vocational course(s) in the area of specialization	1 year experience in teaching or industry experience in relevant strand/area of specialization	RA 1080, as amended (Teacher- Secondary) for permanent appointments None Required for provisional and contractual appointments

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	Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization			'must pass the LET within 5 years after the date of first hiring
TEACHER III	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization	2 years experience in teaching or industry experience in relevant strand/area of specialization	
TEACHER IV	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education; Bachelor's degree	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career	3 years experience in teaching or industry experience in relevant strand/area of specialization	

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	relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	Stage II (Proficient Teacher)		
TEACHER V	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years and 6 months experience in teaching or industry experience in relevant strand/area of specialization	
TEACHER VI	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education; Bachelor's degree relevant to the area	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years experience in teaching or industry experience in relevant strand/area of specialization	

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	of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization			
TEACHER VII	Bachelor's degree relevant to the area of specialization plus 18 professional units in Education; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization plus 18 professional units in Education; Bachelor's degree relevant to the area of specialization; or any Bachelor's degree and completion of technical-vocational course(s) in the area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years and 6 months experience in teaching or industry experience in relevant strand/area of specialization	
MASTER TEACHER I	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization	

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MASTER TEACHER II	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 1 year experience in instructional supervision and technical assistance to teachers
MASTER TEACHER III	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 2 years experience in instructional supervision and technical assistance to teachers
MASTER TEACHER IV	Master's degree in relevant field(s) under the strand/area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/area of specialization	National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage IV	5 years experience in teaching or industry experience in relevant strand/area of specialization and 3 years experience in instructional supervision and technical assistance to teachers

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MASTER TEACHER V	Master's degree in relevant field(s) under the strand/ area of specialization plus 18 professional units in Education; Master's degree in relevant field(s) under the strand/ area of specialization	(Distinguished Teacher) National Certificate (NC) II and Trainer's Methodology Certificate (TMC) I in relevant technical-vocational course(s) in the area of specialization or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching or industry experience in relevant strand/area of specialization and 4 years experience in instructional supervision and technical assistance to teachers
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Senior High School (Sports)

Position	Education	Training	Experience	Eligibility
TEACHER II	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s)	8 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years	1 year experience in teaching or industry work in the relevant field(s) under the Sports Track	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments ¹ must pass the LET within 5 years after the date of first hiring

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	under the Sports Track			
TEACHER III	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track	16 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years	2 years experience in teaching or industry work in the relevant field(s) under the Sports Track	
TEACHER IV	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with atleast 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or	16 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in the relevant field(s) under the Sports Track	

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	any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track			
TEACHER V	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	3 years experience in teaching or industry work in the relevant field(s) under the Sports Track	
TEACHER VI	Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years or Completion of NEAP-requisite professional development	4 years experience in teaching or industry work in the relevant field(s) under the Sports Track	

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	<p>Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track</p>	<p>program for Career Stage II (Proficient Teacher)</p>		
TEACHER VII	<p>Bachelor's degree with a major in field(s) under the Sports Track plus 18 professional units in Education; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track plus 18 professional units in Education; Bachelor's degree with a major in field(s) under the Sports Track; or any Bachelor's degree with at least 15 units of specialization in the relevant field(s) under the Sports Track</p>	<p>32 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>4 years experience in teaching or industry work in the relevant field(s) under the Sports Track</p>	
MASTER TEACHER I	<p>Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s)</p>	<p>24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 8 hours of training in Instructional</p>	<p>5 years experience in teaching or industry work in the relevant field(s) under the Sports Track</p>	

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	under the Sports Track	Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage III (Highly Proficient Teacher)		
MASTER TEACHER II	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track 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)	5 years experience in teaching in the relevant field(s) under the Sports Track and 1 year experience in instructional supervision and technical assistance to teachers	
MASTER TEACHER III	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 8 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional	5 years experience in teaching in the relevant field(s) under the Sports Track and 2 years experience in instructional supervision and technical assistance to teachers	

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		development program for Career Stage IV (Distinguished Teacher)	
MASTER TEACHER IV	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 16 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching in the relevant field(s) under the Sports Track and 3 years experience in instructional supervision and technical assistance to teachers
MASTER TEACHER V	Master's degree in relevant field(s) under the Sports Track plus 18 professional units in Education; Master's degree in relevant field(s) under the Sports Track	24 hours of training in Curriculum and Instruction of relevant field(s) under the Sports Track and 16 hours of training in Instructional Supervision acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	5 years experience in teaching in the relevant field(s) under the Sports Track and 4 years experience in instructional supervision and technical assistance to teachers

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Senior High School (Arts & Design)

Position	Education	Training	Experience	Eligibility
TEACHER II	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields	8 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years	1 year relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	RA 1080, as amended (Teacher-Secondary) for permanent appointments None Required for provisional and contractual appointments 'must pass the LET within 5 years after the date of first hiring
TEACHER III	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or	16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or	2 years relevant experience in teaching or industry work in any of the	

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	<p>Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields</p>	<p>Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years</p>	<p>following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	
TEACHER IV	<p>Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses</p>	<p>16 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses</p>	<p>3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts,</p>	

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	<p>plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields</p>	<p>under relevant strand/ subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	
TEACHER V	<p>Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields,</p>	<p>24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years or Completion of NEAP-requisite</p>	<p>3 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	

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	<p>and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields</p>	<p>professional development program for Career Stage II (Proficient Teacher)</p>		
TEACHER VI	<p>Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or</p>	<p>24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)</p>	<p>4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>	

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	Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields			
TEACHER VII	Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields, and 18 professional units in Education; Bachelor's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses;	32 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject acquired within the last 5 years or Completion of NEAP-requisite professional development program for Career Stage II (Proficient Teacher)	4 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields	

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	<p>or any Bachelor's degree plus Diploma/ Certificate of Completion in any of the relevant fields</p>		
MASTER TEACHER I	<p>Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses</p>	<p>24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject 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)</p>	<p>5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields</p>
MASTER TEACHER II	<p>Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional</p>	<p>24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant</p>	<p>5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts,</p>

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	units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	strand/ subject 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)	Literature, Fashion Design, Photography, or other allied fields and 1 year experience in instructional supervision and technical assistance to teachers
MASTER TEACHER III	Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject 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 IV (Distinguished Teacher)	5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields and 2 years experience in instructional supervision and technical assistance to teachers
MASTER TEACHER IV	Master's degree in Music, or Arts, or Fine Arts, or Interior	24 hours of relevant training in Music, or Arts, or Fine Arts, or	5 years relevant experience in teaching or

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	<p>Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses</p>	<p>Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject and 16 hours of training in Instructional Supervision acquired within the last 5 years; or Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)</p>	<p>industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields and 3 years experience in instructional supervision and technical assistance to teachers</p>	
<p>MASTER TEACHER V</p>	<p>Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses plus 18 professional units in Education; Master's degree in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or</p>	<p>24 hours of relevant training in Music, or Arts, or Fine Arts, or Interior Design, or Architecture, or Theatre, or Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses under relevant strand/ subject and 16 hours of training in Instructional Supervision acquired within the last 5 years; or</p>	<p>5 years relevant experience in teaching or industry work in any of the following fields: Music, Arts, Fine Arts, Interior Design, Architecture, Theatre, Performing Arts, Media Arts, Literature, Fashion Design, Photography, or other allied fields and 4 years experience in instructional</p>	

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	Performing Arts, or Media Arts, or Literature, or Fashion Design, or Photography, or other allied courses	Completion of NEAP-requisite professional development program for Career Stage IV (Distinguished Teacher)	supervision and technical assistance to teachers	
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PERFORMANCE REQUIREMENTS FOR TEACHING POSITIONS

Teacher Applicants

Position Applied For	PPST Career Stage	Classroom Observable Indicators	Non-Classroom Observable Indicators
Teacher II	Career Stage I (Beginning towards Proficient)	At least 6 Proficient COIs at Very Satisfactory	At least 4 Proficient NCOIs at Very Satisfactory
Teacher III		At least 12 Proficient COIs at Very Satisfactory	At least 8 Proficient NCOIs at Very Satisfactory
Teacher IV	Career Stage II (Proficient)	21 Proficient COIs at Very Satisfactory	16 Proficient NCOIs at Very Satisfactory
Teacher V		At least 6 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Outstanding
Teacher VI		At least 12 Proficient COIs at Outstanding	At least 4 Proficient NCOIs at Very Satisfactory; and 4 Proficient NCOIs at Outstanding
Teacher VII		At least 18 Proficient COIs at Outstanding	At least 6 Proficient NCOIs at Very Satisfactory; and 6 Proficient NCOIs at Outstanding
Master Teacher I		Career Stage III (Highly Proficient)	21 Proficient COIs at Outstanding
Master Teacher II	At least 10 Highly Proficient COIs at Outstanding		At least 5 Highly Proficient NCOIs at Very Satisfactory; and 5 Highly Proficient NCOIs at Outstanding
Master Teacher III	Career Stage IV (Distinguished)	21 Highly Proficient COIs at Outstanding	8 Highly Proficient NCOIs at Very Satisfactory; and 8 Highly Proficient NCOIs at Outstanding
Master Teacher IV		At least 10 Distinguished COIs at Outstanding	At least 5 Distinguished NCOIs at Very Satisfactory;

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			and 5 Distinguished NCOIs at Outstanding
Master Teacher V		21 Distinguished COIs at Outstanding	8 Distinguished NCOIs at Very Satisfactory; and 8 Distinguished NCOIs at Outstanding

Non-Teacher Applicants

Position Applied For	Comparable Performance Requirement
Teacher II Teacher V (SNET II)	At least VS in the latest rating period covering one (1) year complete performance cycle
Teacher III Teacher VI (SNET III)	At least VS in the last two (2) immediately preceding rating periods, each covering one (1) year complete performance cycle
Teacher IV, V, VI, VII Master Teacher I, II, III, IV, V Teacher VII (SNEMT I)	At least VS in the last three (3) immediately preceding rating periods, each covering one (1) year complete performance cycle
SST I Teacher IV (SNET I) <i>(entry level of the job group)</i>	None

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