



Republic of the Philippines  
**Department of Education**  
 REGION III  
 SCHOOLS DIVISION OFFICE OF BATAAN

FEB 24 2022

**DIVISION MEMORANDUM**  
 NO. 041, S.2022

**VIRTUAL EVALUATION AND RANKING OF QUALIFIED APPLICANTS FOR  
 HEAD TEACHER III – ELEMENTARY, PRINCIPAL I AND ASSISTANT  
 SCHOOL PRINCIPAL II**

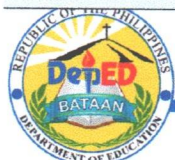
TO: Assistant Schools Division Superintendent  
 Division Chiefs, CID and SGOD  
 Education Program Supervisors  
 Public Schools District Supervisors  
 Elementary, Junior and Senior High School Principals  
 All Others Concerned

1. This Office announces the conduct of the **VIRTUAL EVALUATION AND RANKING OF QUALIFIED APPLICANTS FOR HEAD TEACHER III – ELEMENTARY, PRINCIPAL I AND ASSISTANT SCHOOL PRINCIPAL II** via Zoom Teleconferencing on **March 7, 2022, 9:00 AM**, to wit:

| POSITION TITLE                | SG | ITEM NUMBER                    | PLACE OF ASSIGNMENT |
|-------------------------------|----|--------------------------------|---------------------|
| Head Teacher III              | 16 | OSEC-DECSB-HTEACH3-150006-2003 | Elementary          |
| Principal I                   | 19 | OSEC-DECSB-SP1-150036-2014     | Elementary          |
| Principal I                   | 19 | OSEC-DECSB-SP1-150735-2010     | Secondary           |
| Assistant School Principal II | 19 | OSEC-DECSB-ASP2-150030-2016    | SHS                 |

2. The qualification standards for the above-mentioned items based on Civil Service Revised Qualification Standards and DepEd Order 39, s. 2007 are as follows:

| POSITION TITLE           | QUALIFICATION STANDARDS  |   |                               |   |
|--------------------------|--|---|-------------------------------|---|
|                          | EDUCATION  | EXPERIENCE  | TRAINING                      | ELIGIBILITY   |
| Head Teacher III         | Bachelor's Degree in Elementary Education; or Bachelor's degree with 18 professional education units | Head Teacher for 2 years; or TIC for 2 years; or Teacher for 5 years  | 24 hours of relevant training | RA 1080 (Teacher) PBET /LET   |
| Principal I (Elementary) | Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units | Head Teacher (HT) for 1 year; or Teacher-In-Charge (TIC) for 2 years; or Master Teacher (MT) for 2 years or Teacher for 5 years | 40 hours relevant training    | RA 1080 plus Principal's Test Papers conducted by National Educators Academy of the Philippines CF (NEAP) |



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|                                      |   |   |                                      |   |
|--------------------------------------|---|---|--------------------------------------|---|
| <b>Principal I (Secondary)</b>       | Bachelor's Degree in Secondary Education; or Bachelor's Degree with 18 professional education units   | Head Teacher (HT) for 1 year; or Teacher-In-Charge (TIC) for 2 years; or Master Teacher (MT) for 2 years or Teacher for 5 years | 40 hours relevant training           | RA 1080 plus Principal's Test Papers conducted by National Educators Academy of the Philippines CF (NEAP) |
| <b>Assistant School Principal II</b> | Bachelor's Degree in Education or its equivalent with a major and minor, or Bachelor's Degree in Arts and Sciences with at least 10 units in Professional Education | 2 years of relevant experience  | Eight (8) hours of relevant training | RA 1080 plus Principal's Test Papers conducted by National Educators Academy of the Philippines CF (NEAP) |

3. Likewise, the criteria in evaluating and ranking the qualified applicants for **Head Teacher III, Principal I and Assistant School Principal II** per **DepEd Order No. 42, s. 2007** -The Revised Guidelines on the Selection, Promotion and Designation of School Heads are as follows:

| POSITION TITLE                       | CRITERIA   | POINTS  |
|--------------------------------------|--|---|
| <b>Head Teacher III</b>              | A. Performance Rating<br>B. Experience<br>C. Outstanding Accomplishments<br>D. Education and Training<br>E. Potential<br>F. Psychosocial Attributes and personality<br><b>TOTAL</b>  | 30 pts.<br>10 pts.<br>30 pts.<br>20 pts.<br>5 pts.<br>pts.<br><b>100 pts.</b>   |
| <b>Principal I</b>                   | A. Performance Rating -30 pts.<br>B. Experience – 10 pts.<br>C. Outstanding Accomplishments – 30 pts.<br>D. Education and Training – 20 pts.<br>E. Potential – 5 pts.<br>F. Psychosocial Attributes and personality – 5 pts.<br><b>TOTAL</b> | 30 pts.<br>10 pts.<br>30 pts.<br>20 pts.<br>5 pts.<br>5 pts.<br><b>100 pts.</b> |
| <b>Assistant School Principal II</b> | A. Performance-30 pts.<br>B. Experience- 10 pts.<br>C. Outstanding Accomplishments- 30 pts.<br>D. Education- 10 pts.   | 30 pts.<br>10 pts.<br>30 pts.<br>10 pts.  |



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|  |   |  |
|--|---|--|
|  | E. Training- 10 pts.<br>F. Potential- 5 pts.<br>G. Psycho-social Attributes- 5 pts.<br><b>TOTAL</b> | 10 pts.<br>5 pts.<br>5 pts.<br><b>100 pts.</b> |
|--|---|--|

4. The Human Resource Management Personnel Selection Board (HRM-PSB) shall be composed of the following per Division Memorandum Number 496, s. 2021:

| <b>PERSONNEL SELECTION BOARD</b>   |  |
|--|--|
| <b>Chairperson</b>   | William Roderick R. Fallorin, OIC-ASDS                         |
| <b>Alternate Chairperson</b>   | Andres C. Matawaran, EPS                                       |
| <b>Members:</b>  |  |
| <b>Administrative Officer V</b>  | Pilar C. Ignacio   |
| <b>Administrative Officer II</b>   | Marlyn F. De Guzman  |
| <b>President of the Local Association<br/>Union/ Non-Teaching Association/<br/>Faculty association, as the case may be</b> | Ludivina S. Omania<br>Conrado P. Refuerzo<br>Faculty President |

5. Interested and qualified applicants including persons with disability (PWD), members of indigenous communities, and those with diverse sexual orientation gender identity and expression (SOGIE) regardless of civil and economic status, religious and political affiliation are encouraged to apply and should signify their interest in writing.

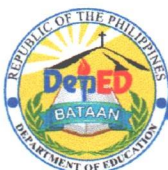
In this regard, the following employees who are presently holding Officer-In-Charge position and who are all passers of NQESH are encouraged to join and participate this ranking:

1. FERNANDEZ, MICHAEL O.
2. GABRIEL, CHRISTINE CHELO P.
3. VALEROSO, PHOEBE HAZZLE I.
4. CARREON, NANCY C.
5. RETUTA, AMELIA

6. Further, applicants are required to submit online at **[bit.ly/SDOBTN\\_Ranking\\_0302](https://bit.ly/SDOBTN_Ranking_0302)** and attach the following **SCANNED DOCUMENTS** on or before **February 28, 2022, 3:00 PM:**

6.1 Scanned copy of signed LETTER OF INTENT (LOI) stating the specific position title with salary grade (SG) level as posted; The application letter must be addressed to:

**ROLAND M. FRONDA, EdD, CESO VI**  
 Assistant Schools Division Superintendent  
 Officer-In-Charge  
 Office of the Schools Division Superintendent



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6.2 Scanned copy of duly accomplished PERSONAL DATA SHEET (PDS) with recent ID picture taken within three (3) months prior to submission of application (CSC Form No. 212, Revised 2017) duly subscribed and sworn to before an authorized administering officer;

6.3 Scanned copy of signed WORK EXPERIENCE SHEET (CSC Form No. 212 – as Attachment to PDS) / SERVICE RECORD / CERTIFICATE OF EMPLOYMENT / CSC FORM 33;

6.4 Scanned copy of AUTHENTICATED ELIGIBILITY (CSC, CESB, RA 1080, PD 907, etc.);

6.5 Scanned copy of TRANSCRIPT OF RECORDS;

6.6 Scanned copy of CERTIFICATE/S OF TRAINING participated within the last five (5) years relevant to the position applied for (if applicable);

6.7 Scanned copy of INDIVIDUAL PERFORMANCE COMMITMENT REVIEW (IPCR) or its equivalent for the last three rating period (for applicants with work experience);

6.8 Notarized Omnibus Certification certifying the completeness, veracity, accuracy, and authenticity of all documents submitted; (See Enclosure 1) and

6.9 Other scanned documents as contained in DepEd Order No. 42, s. 2007.

6.9.1 Outstanding Employee Award

6.9.2 Innovations

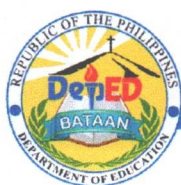
6.9.3 Research and Development Projects

6.9.4 Publication/Authorship

6.9.5 Consultant/Resource Speaker in Trainings/ Seminars/ Workshops/ Symposia

7. Furthermore, applicants are required to submit all pertinent documents submitted through online submission (**Certified True Copy/Scanned Copy of the Original**) for evaluation on the **same date and time** as stipulated in previous paragraph and must be properly labelled folder (**Name and position applied**), organized inside the applicant's folder and should be sequentially segregated according to the items criteria set for each position applied for. Thus, no additional or new documents shall be accepted during the virtual deliberation and evaluation process and **NO WALK IN APPLICANTS** shall be accommodated. Applicants are enjoined to place their documents in a long-size envelope.

8. Certificates (employee awards, trainings, resource speakerships, research, innovations, and publications) and other documents (except service record and performance ratings) used or was given credit/points for a promotion shall not be used again in future ranking regardless of the nature or classification of the vacant position being applied for. Only Certificates issued on the date after the last promotion will be considered. Moreover, only certificates within the last FIVE (5) years will be credited encourage all employees in updating their personal and professional attributes and competencies.



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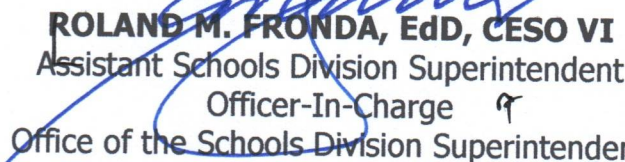
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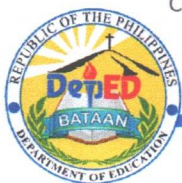


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9. Applications with incomplete attachments and/or incomplete information or signature within a particular attachment will not be considered.
10. Qualified applicants are enjoined to strictly observe the date and time of the submission of pertinent documents relative to the filling up of the vacant positions. Also, **STRICT compliance to NO APPOINTMENT, NO TRANSACTIONS** (via DepEd Bataan FB Page, Messenger) shall be observed on the submission of Scanned/Photocopies of pertinent documents following the minimum health safety protocol of the agency.
11. Qualified applicants shall be notified **two (2) days prior to the conduct of virtual ranking**. Similarly, details of the Zoom Teleconferencing shall be coordinated via email or through SMS or call.
12. Also, qualified applicants must present the original copy of the documents/attachments to the HRM-PSB during the actual online evaluation and ranking since it is difficult for the candidate to appear before the Committee. Additionally, the presentation of original documents for verification of authenticities is subject to instruction of the Committee appropriate for the situation. Inability to present any of these documents will lead to automatic disqualification.
13. The Human Resource Management Personnel Selection Board (HRM-PSB) reserves the right to suspend or terminate the hiring process for whatever reason or disqualify any and/or all applicants for failure to comply with the foregoing requirements and instructions without incurring liabilities against any of the applicant/s.
14. All expenses relative to the conduct of the evaluation and ranking process, including foods/snacks of the HRM-PSB are chargeable against Division MOOE subject the usual accounting and auditing rules and regulations.
15. Immediate and wide dissemination of this Memorandum is desired.

  
**ROLAND M. FRONDA, EdD, CESO VI**  
Assistant Schools Division Superintendent  
Officer-In-Charge  
Office of the Schools Division Superintendent

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**Omnibus Certification of Authenticity and  
Veracity of Documents**

I, \_\_\_\_\_, Filipino, of legal age,  
with permanent address at \_\_\_\_\_,  
after being sworn in accordance with law, hereby depose and state that:

1. I am applying for \_\_\_\_\_ Position with Salary Grade of \_\_\_\_ at \_\_\_\_\_
2. I have submitted the following documents:
  - 2.1. **LETTER OF INTENT (LOI)** stating the specific position title with salary grade (SG) level as posted; The application letter must be addressed to
  - 2.2. Duly accomplished **PERSONAL DATA SHEET (PDS)** with recent ID picture taken within three (3) months prior to submission of application (CSC Form No. 212, Revised 2017) duly subscribed and sworn to before an authorized administering officer;
  - 2.3. **WORK EXPERIENCE SHEET** (CSC Form No. 212 – as Attachment to PDS);
  - 2.4. **AUTHENTICATED ELIGIBILITY** (CSC, CESB, RA 1080, PD 907, etc.);
  - 2.5. **TRANSCRIPT OF RECORDS**
  - 2.6. **CERTIFICATE/S OF TRAINING** participated within the last five (5) years relevant to the position applied for (if applicable);
  - 2.7. **INDIVIDUAL PERFORMANCE COMMITMENT REVIEW (IPCR)** or its equivalent for the last three rating period (for applicants with work experience);
  - 2.8. Other scanned documents as contained in DepEd Order No. 42, s. 2007.
    - 2.8.1. Outstanding Employee Award
    - 2.8.2. Innovations
    - 2.8.3. Research and Development Projects
    - 2.8.4. Publication/Authorship
    - 2.8.5. Consultant/Resource Speaker in Trainings/ Seminars/ Workshops/ Symposia
3. I am executing this Certification to attest to the authenticity and veracity of all documents submitted.



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4. By executing this Omnibus Certification of Authenticity and Veracity of Documents, I hereby authorize the Department of Education, Division of Bataan to verify the authenticity of the abovementioned documents.

\_\_\_\_\_  
(Signature over printed name of the Applicant)

PRC ID No. \_\_\_\_\_

Date Issued: \_\_\_\_\_

Expiry Date: \_\_\_\_\_

SUBSCRIBED AND SWORN to before me this \_\_\_\_\_ day of \_\_\_\_\_,  
2021 at Balanga City, Bataan.

NOTARY PUBLIC

DOC. \_\_\_\_\_

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Book \_\_\_\_\_

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|-------------------------------|----|--------------------------------|---------------------|-------------------------|
| Head Teacher III              | 16 | OSEC-DECSB-HTEACH3-150006-2003 | Elementary          | VICENT R. NAVARRO       |
| Principal I                   | 19 | OSEC-DECSB-SP1-150036-2014     | Elementary          | THELMA O. ZULUETA       |
| Principal I                   | 19 | OSEC-DECSB-SP1-150735-2010     | Secondary           | JULIETA D. BERNALDO     |
| Assistant School Principal II | 19 | OSEC-DECSB-ASP2-150030-2016    | SHS                 | MA. CONCEPCION M. REYES |