

INSIGHTS ON PROPOSED CAREER PROGRESSION PLAN OF THE DEPARTMENT OF EDUCATION

by:

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Teachers in public schools have long complained that the Department of Education's (DepEd) promotion process is slow, that the department imposes various restrictions, and that certain limitations exist, such as a lack of plantilla items for higher positions and the establishment of ratios for between teaching items. Despite ongoing increases in public school teacher compensation, the adequacy of which is debatable, there has been a noticeable discontinuity in career advancement in the teaching profession line.

Despite the job's shift away from actual classroom teaching and regardless of their aptitude for supervisory duties and responsibilities, the four-salary grade difference between a Teacher III (SG-13) and a Master Teacher I (SG-18) encourages some teachers to move into the school administration career line, beginning with Head Teacher I (SG-14), for higher pay.

The Department of Education has underlined the need for a career progression system for public school teachers in order to provide greater chances for career advancement, professional growth, and financial stability.

Teachers' career advancement should be based on the quality of teaching practice, with promotion being self-paced, according to the DepEd's proposed system. First, no single teacher should retire at Teacher 1; second, teachers' career paths should allow them to remain in the classroom while advancing in stature and compensation; third, teachers are given career options between classroom teaching and school administration; and

finally, teachers' career advancement should be based on the quality of teaching practice, with promotion being self-paced.

Under the planned career progression system, teachers will have opportunities for advancement, professional development, and financial stability. The Department of Education will establish Teacher III, IV, V, VI, VII, and Master Teacher V, as well as a merit-based promotion system based on the PPST, after the policy is approved.

Based on the feedback I received from other teachers, I believe that some teachers support and others oppose this career path for public school teachers. With that, allow me to express my own thoughts on the subject.

We can justify that the current DepEd rules on reclassification and upgrading of positions are in need of reform because they limit opportunities for advancement, which is in violation of Article XIV, Section 5 of the 1987 Constitution, which states, "The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and security."

Many of the teachers I've known have worked at the entry level or as Teacher I for many years, and some have even retired as Teacher I, demonstrating that advancement at the Department of Education is practically impossible. It's worth noting that the Proposed Career Progression Plan takes a just and equitable approach to providing competency-based promotions and pay raises for teachers in order to promote their well-being and professional advancement.

However, relegation raises worries, particularly among Head Teachers, who will be demoted and assigned to an ordinary teaching job. If this Proposed Career Progression Plan is implemented, there should be no demotion in rank and/or reduction in compensation, benefits, or other privileges of incumbent employees granted under existing rules, laws, deals, or any agreement, or contract between the teacher and DepEd.

With the implementation of the Career Progression Policy, which includes reclassification as the sole means of advancement and the addition of the Teachers IV to VII and Master Teacher V items, every teacher in the Philippines will be able to advance at their own pace as soon as they obtain the necessary qualifications and proficiency. I'm even more excited to learn that the Career Progression Policy will help us develop and refine exceptional teachers and leaders for quality education.

References:

THE 1987 CONSTITUTION OF THE REPUBLIC OF THE PHILIPPINES - ARTICLE XIV. Retrieved from <https://www.officialgazette.gov.ph/constitutions/the-1987-constitution-of-the-republic-of-the-philippines/the-1987-constitution-of-the-republic-of-the-philippines-article-xiv/>