



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

JAN 07 2025

**DIVISION ADVISORY**  
No. 005 S. 2025

**GUIDELINES ON THE RECRUITMENT, SELECTION, AND APPOINTMENT TO  
HIGHER TEACHING POSITIONS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary and Secondary School Heads  
All Others Concerned

1. In line with the Department of Education's (DepEd) issuance of the **Guidelines on the Recruitment, Selection, and Appointment to Higher Teaching Positions** in elementary, secondary, and senior high school levels as contained in DepEd Order No. 20, s. 2024, this Office enjoins all concerned personnel to familiarized themselves with the provisions of this new policy.
2. This Order introduces a systematic and competency-based approach to recruitment, selection, and appointment anchored on the Philippine Professional Standards for Teachers (PPST) and aligned with the principles of merit, fitness, competence, equal opportunity, transparency, and accountability under the DepEd Merit Selection Plan (DepEd Order No. 019, s. 2022).
3. It is emphasized that the guidelines aim to ensure the delivery of quality, accessible, relevant, responsive, and inclusive basic education while addressing the challenges of the 21<sup>st</sup> century.
4. The following are the salient provisions under the said Order:
  - Systematic and competency-based process for the recruitment, assessment, selection, and appointment to higher teaching positions.
  - Revised criteria and point system aligned with applicable standards.
  - Repeal or amendment of provisions in previous DepEd issuances inconsistent with this new Order.



Kabukiran, Calaylayan, Abucay 2114 Bataan

[www.depedbataan.com](http://www.depedbataan.com) [bataan@deped.gov.ph](mailto:bataan@deped.gov.ph)

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5. All school heads are directed to ensure the widest dissemination of this policy to teaching personnel in their respective schools.
6. For further inquiries or clarifications, you may contact the Bureau of Human Resource and Organizational Development-Human Resource Development Division (BHROD-HRDD) through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or telephone number (02) 8470-6630.
7. Immediate dissemination of and strict compliance with this Advisory is hereby directed.

**CAROLINA S. VIOLETA, EdD, CESO V**  
Schools Division Superintendent

CI11/prr  
January 3, 2025



Kabukiran, Calaylayan, Abucay 2114 Bataan

[www.depedbataan.com](http://www.depedbataan.com) [bataan@deped.gov.ph](mailto:bataan@deped.gov.ph)

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CSC Resolution No. 201120



PHILIPPINE DEPARTMENT OF EDUCATION  
COMMITMENT TO  
QUALITY AND EXCELLENCE  
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