



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

**DIVISION MEMORANDUM**  
No. 417 s. 2025

SEP 26 2025

**ADDITIONAL INFORMATION TO DIVISION MEMORANDUM NO. 398, S. 2025  
TITLED CONDUCT OF DIVISION ASSESSORS' TRAINING IN RELATION TO THE  
IMPLEMENTATION OF EO 174 OR EXPANDED CAREER PROGRESSION SYSTEM  
FOR PUBLIC SCHOOL TEACHERS**

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

1. This Office hereby announces the **official venue** for the Division Assessors' Training in relation to the implementation of Executive Order No. 174, also known as the Expanded Career Progression System for Public School Teachers, as stipulated in Division Memorandum No. 398, s. 2025. The training is scheduled on September 29–30, 2025, starting at 7:30 AM onwards, at **Lou-is Resort and Restaurant, Capitol Drive, Balanga City**.
2. Attendance is **mandatory** for all designated participants. **No substitution or replacement** will be allowed.
3. Enclosed with this issuance is the Matrix of Activities for reference and guidance.
4. All other provisions of Division Memorandum No. 398, s. 2025 shall remain in effect.
5. Immediate, wide dissemination and strict compliance of this Memorandum is hereby directed.

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

Enclosure: As stated  
To be included in the Perpetual Index  
Under the following subjects

ECP  
SYSTEM  
TRAINING

SCHOOLS  
TEACHERS

SO3/hgd  
September 24, 2025



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*"We Mould Heroes"*





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Enclosure No. 1 to the Division Memorandum No. \_\_\_\_\_, s. 2025

**MATRIX OF THE ACTIVITIES**

	Time	Topic	Speakers/Facilitators
<b>Day 1</b>			
	7:00-8:00	Registration	TWG
	8:00-8:30	Preliminaries	TWG
Session 1	8:30-10:00	Overview of the Expanded Career Progression Policy  Table of Equivalence and Switching Career Tracks  Transitory Provisions	Hermie G. Duran, EdD SEPS
Session 2	10:00 - 11:00	Overview of the PPST and its Indicators (COI and NCOI)	Rodrigo S. Panlaque Jr. SP II
Session 3	11:00 - 12:00	Procedures and Requirements for Teaching Positions	Ma. Liza A. Manuel HRMO
	12:00 - 1:00	LUNCH BREAK	
Session 4	1:00 - 2:00	Procedures and Requirements for School Head Positions	John R. Quiroz SP II
Session 5	2:00 - 3:30	Initial Evaluation of QS and Performance Requirements	Alvin Hulipas, EdD CAO <i>Facilitator:</i> Romina Velasco, AO IV
Session 6	3:30 - 5:00	Assessing the Demonstration of Classroom Observable Indicators (COIs)	Christian N. Carizal, EdD SP IV <i>Facilitators:</i> Gemma Teresa Cabreros, SP IV Frederick Simbol, SP IV
<b>Day 2</b>			
	7:00-8:00	Registration	TWG
	8:00-8:30	Management of Learning	Participants
Session 7	8:30 - 10:00	Assessing Education, Training, and Experience (ETE), and Computing Points for Performance	Francico B. Bautista PSDS <i>Facilitators:</i> Jane Robles, SP IV Mariel Labandilo, PSDS





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Session 8	10:00 - 12:00	Assessing the Demonstration of the Non-Classroom Observable Indicators (NCOI)	Elma P. Dizon/Marjorie M. Palomo PSDS <i>Facilitators:</i> Menandro Reyes, HT III Aurea Galaboc, EdD, MT II
	12:00 - 1:00	LUNCH BREAK	
Session 9	1:00 - 3:00	Behavioral Events Interview	Ruel D. Lingad, EdD PSDS <i>Facilitators:</i> Danah Mae de Padua, SP I Jean A. Lintag, EPS
	3:00 - 4:00	OPEN FORUM	
	4:00 onwards	CLOSING	

**Aljhon Tubongbanua**  
Head Teacher III  
*Master of Ceremonies*