



Republic of the Philippines
Department of Education
Region VI- Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

FEB 19 2025

DIVISION MEMORANDUM

No. 124, s. 2025

INITIAL EVALUATION RESULTS ON THE RECRUITMENT AND SELECTION OF APPLICANTS FOR
VARIOUS HEAD TEACHER POSITIONS AND REVISED SCHEDULE OF BEHAVIORAL EVENTS
INTERVIEW AND WRITTEN EXAM

TO: Assistant Schools Division Superintendent
Chief Education Supervisors (CID & SGOD)
Public Schools District Supervisors
Public and Private Elementary & Secondary School Heads
All Others Concerned

1. Relative to the following Division Memoranda, DepEd Guidelines, and Civil Service Issuances, attached are the Initial Evaluation Results (IER) of the applicants' qualifications vis-à-vis the Civil Service Commission (CSC) approved qualifications standards conducted by the Human Resource Management Officer of this Division:

- a. **Division Memorandum No. 013, s. 2025:** Recruitment and Selection of Applicants for Vacant School Administration, Related-Teaching, and Non-Teaching Positions
- b. **DepEd Order No. 07, s. 2023:** Guidelines on Recruitment, Selection, and Appointment in the Department of Education
- c. **DepEd Order No. 21, s. 2024:** Amendments to DepEd Order No. 007, s. 2023 (Guidelines on Recruitment, Selection, and Appointment in the Department of Education)
- d. **DepEd Order No. 39, s. 2007:** Modified Qualification Standards for the Positions of Head Teachers and Principals

2. The Division Human Resource Merit Promotion and Selection Board (HRMPSB) will commence the conduct of Evaluative Assessments based on the principles of merit and fitness, and criteria stated in DepEd Order No. 7, s. 2023 "Guidelines on Recruitment, Selection, and Appointment in the Department of Education" and DepEd Order No. 21, s. 2024 "Amendments to DepEd Order No. 007, s. 2023 (Guidelines on Recruitment, Selection, and Appointment in the Department of Education)".

3. Schools shall post copies of the Initial Evaluation Report (IER) in their respective areas of jurisdiction. The IERs are also made available in conspicuous places within the division office, SDO Sagay website (<https://www.depedsagay.com>), and official social media page.

4. Furthermore, the behavioural events interview, written and work samples exam, and open ranking for **all qualified applicants** of the following positions will be held at the **Division Office HRMPSB Room** according to the schedule provided below:

Vacant Position	Place of Assignment	Application Codes	Schedule
Head Teacher III (Elementary)	Valeriana G. Añalucas IS Manara Elementary School Molocaboc Integrated School	HTIII-2025001 to HTIII-2025012	February 26, 2025 8:30 am – 5:00 pm
Head Teacher II (Elementary)	Uychiat Elementary School	HTII-2025001 to HTII-2025010	
Head Teacher I (Elementary)	Pacol Elementary School Raynor D. Mesa ES	HTI-2025001 to HTI-2025013	
Head Teacher I (Junior High School)	Colonia Divina IS – Junior HS		
Note: Applicants who have requested retention of points must sign their conformity on their Individual Evaluation Sheet during the same schedule.			



Republic of the Philippines
Department of Education
Region VI- Western Visayas
SCHOOLS DIVISION OF SAGAY CITY

5. It is understood that in the conduct of the recruitment and selection process there shall be no discrimination on account of age, school, gender, civil status, disability, religion, or other similar factors, personal circumstances that run counter to the principles of equal opportunity.
6. Immediate, wide dissemination, and compliance of this memorandum are desired.

DANNIE CLARK M. UGUIL, CESE
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent



Enclosure : Initial Evaluation Results (IER)
Reference : as stated
Allotment : N/A
No. of Pages: 17
To be indicated in the **Perpetual Index** under the following subjects:

HIRING PROMOTIONS RECRUITMENT SELECTION

FN: WEN-HRPERSONNEL/RSP/IERMEMO

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher I (Junior High School)
Place of Assignment: Colonia Divina Integrated School - Junior High School
Salary Grade: 14
Education: Bachelor's Degree in Secondary Education; or Bachelor's Degree with 18 professional education units
with appropriate field of specialization
Training: 24 hours of relevant training
Experience: TIC for 1 year, or Teacher for 3 years
Eligibility: RA 1080 (Teacher)

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTI-2025002	Master of Arts in Education Major in Educational Management (Graduate)	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher in Charge	August 9, 2022 - January 22, 2025 (present)	2 years 5 months 14 days	RA 1080 (Teacher)	4.495	Qualified
	BSED Major in Social Science	Enhancement Training of NQESH Aspirants	64	Teacher III	January 6, 2020 - August 8, 2022	2 years 7 months			
		NAPSSPHIL Principals Congress	24	Teacher I	August 18, 1995 - January 5, 2020	24 years 4 months			
		Training Workshop for Secondary School Heads and SGC Co-Chairperson, PSDS, and Division SGC Composite Team on the Roll-Out of School Governance Council Functionality	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	144						
HTI-2025003	Master of Arts in Education Major in Educational Management (CAR)	Capability Building on the Design and Development of School-Based PD Program	24	Teacher in Charge (Teacher III)	November 6, 2024 - January 22, 2025 (present)	2 months 17 days	RA 1080 (Teacher)	4.47	Qualified
	BSED Major in Mathematics		24	Teacher in Charge (Teacher II)	January 1, 2023 - November 5, 2024	1 year 10 months 5 days			
				Teacher II	June 1, 2017 - December 31, 2022	5 years 7 months			
HTI-2025007	Master of Arts in Teaching Reading (Graduate)	Regional Reading Program Implementation Review	48	Teacher II (Teacher in Charge)	February 14, 2024 - January 22, 2025 (present)	11 months 9 days	RA 1080 (Teacher)	4.535	Qualified
	BS in Agricultural Technology Major in Animal Science	Capacity Building of School Heads on Strategic Leadership Crafting of Schools AIP and WFP Phase II	32	Teacher II	August 25, 2023 - February 13, 2024	5 months 19 days			
		Revisiting and Enhancement of School Contingency Plan	24	Teacher II (Teacher in Charge)	January 3, 2023 - August 24, 2023	7 months 21 days			
		Capacity Building of School Heads on Strategic Leadership Phase 2	24	Teacher II	June 1, 2017 - January 2, 2023	5 years 7 months			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	128	Teacher I	July 1, 2015 - May 31, 2017	1 year 11 months			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher I (Junior High School)
Place of Assignment: Colonia Divina Integrated School - Junior High School
Salary Grade: 14
Education: Bachelor's Degree in Secondary Education; or Bachelor's Degree with 18 professional education units
with appropriate field of specialization
Training: 24 hours of relevant training
Experience: TIC for 1 year, or Teacher for 3 years
Eligibility: RA 1080 (Teacher)

Page 2 of 2
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTI-2025011	Master of Arts in Education Major in Physical Education (Graduate)	In-Service Training School Level	40	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 18 days	RA 1080 (Teacher)	4.471	Qualified
	Master in Education Major in Music, Arts, Physical Education, and Health (Graduate)	In-Service Training School Level	24	Teacher I	May 15, 2014 - June 12, 2016	2 years 29 days			
	BSED Major in Physical Education	School-Based INSET	16						
		Target Setting and Performance Review SY 2022-2023	16						
		School Learning Action Cell on Community Linkages and Professional Engagement	8						
		School Learning Action Cell on Code of Ethics for Professional Teachers and Teaching Students	8						
		Abanse Negrense Clinic and Orientation in Volleyball	24						
		136							

Prepared by:


MA. LEAH LINDA S. TAN
Administrative Officer IV - Personnel
Human Resource Management Officer

Date of Initial Evaluation: 30 JAN 2025

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position

Position: Head Teacher I (Elementary)

Place of Assignment: Pacol ES, Raynor D. Mesa ES

Salary Grade: 14

Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units

Training: 24 hours of relevant training

Experience: TIC for 1 year, or Teacher for 3 years

Eligibility: RA 1080 (Teacher)

Page 1 of 4
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)	Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)	
		Title	Hours	Details	Inclusive Dates				Years
HTI-2025001	Master of Arts in Education Major in Educational Management (42 units)	Training on Empowering M&E Focals and Associates for a Refined MATATAG Curriculum Implementation	24	Teacher in Charge	December 1, 2023 - January 22, 2025 (present)	1 year 1 month 22 days	RA 1080 (Teacher)	4.38	Qualified
	BEED with Specialization in Elementary Science and Health	Regional Principal's Congress Cum Regional Board Conference	24	Teacher III	June 10, 2021 - November 30, 2023	2 years 5 months 21 days			
		Division Capacity Building on the Provisions of RA 11650 for Supervisors and School Heads	24	Teacher I	February 16, 2010 - June 9, 2021	11 years 3 months 25 days			
		Capacity Building of School Heads on Strategic Leadership Phase III	24						
		Revisitng and Enhancement of School Contingency Plan	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		120					
HTI-2025002	Master of Arts in Education Major in Educational Management (Graduate)	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher in Charge	August 9, 2022 - January 22, 2025 (present)	2 years 5 months 14 days	RA 1080 (Teacher)	4.495	Qualified
	BSED Major in Social Science	Enhancement Training of NQESH Aspirants	64	Teacher III	January 6, 2020 - August 8, 2022	2 years 7 months			
		NAPSSPHIL Principals Congress	24	Teacher I	August 18, 1995 -January 5, 2020	24 years 4 months			
		Training Workshop for Secondary School Heads and SGC Co-Chairperson, PSDS, and Division SGC Composite Team on the Roll-Out of School Governance Council Functionality	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		144					
HTI-2025003	Master of Arts in Education Major in Educational Management (CAR)	Capability Building on the Design and Development of School-Based PD Program	24	Teacher in Charge (Teacher III)	November 6, 2024 - January 22, 2025 (present)	2 months 17 days	RA 1080 (Teacher)	4.47	Qualified
	BSED Major in Mathematics		24	Teacher in Charge (Teacher II)	January 1, 2023 - November 5, 2024	1 year 10 months 5 days			
				Teacher II	June 1, 2017 - December 31, 2022	5 years 7 months			
HTI-2025004	Master of Arts in Education Major in Educational Management (42 units)	Convergence of Educational Leaders for Curriculum and Instructions	24	Teacher III (Teacher in Charge)	June 24, 2021 - Janaury 22, 2025 (present)	3 years 7 months	RA 1080 (Teacher)	4.4	Qualified

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: **Head Teacher I (Elementary)**
Place of Assignment: **Pacol ES, Raynor D. Mesa ES**
Salary Grade: **14**
Education: **Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units**
Training: **24 hours of relevant training**
Experience: **TIC for 1 year, or Teacher for 3 years**
Eligibility: **RA 1080 (Teacher)**

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
		Capacity Building of School Heads on Strategic Leadership Phase II	24	Teacher III	October 16, 2015 - June 23, 2021	5 years 8 months 8 days			
		Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher I	November 3, 2003 - October 15, 2015	11 years 11 months 13 days			
		Enhancement Training of NQESH Aspirants	64						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	144						
HTI-2025005	Master of Arts in Education Major in Educational Management (42 units)	Trainers Training on the Guidelines on the Implementation of the PRMS	24	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 10 days	RA 1080 (Teacher)	4.513	Qualified
	BEED	Training Workshop in Inclusive Science Education for Linguistic and Cultural Diversity	48	Teacher I	October 13, 2006 - June 12, 2016	9 years 8 months			
		International Marathon Lecture on Education	36						
		Virtual In-Service Training for Public School Teachers	40						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	148						
HTI-2025006	MAED Major in Educational Management (48 units)	Enhancement Training of NQESH Aspirants	64	Teacher in Charge (Teacher III)	February 8, 2022 - January 22, 2025 (present)	2 years 11 months 15 days	RA 1080 (Teacher)	4.35	Qualified
	BSED Major in General Science	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher in Charge (Teacher II)	July 7, 2021 - February 7, 2022	7 months 1 day			
		Upskilling of School Leaders on Instructional Leadership and Supervision of Multigrade Schools Batch 2	40	Teacher II	August 1, 2012 - July 6, 2021	8 years 11 months 6 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	136	Teacher I	July 1, 2004 - July 31, 2012	8 years 1 month			
HTI-2025007	Master of Arts in Teaching Reading (Graduate)	Regional Reading Program Implementation Review	48	Teacher II (Teacher in Charge)	February 14, 2024 - January 22, 2025 (present)	11 months 9 days	RA 1080 (Teacher)	4.535	Qualified
	BS in Agricultural Technology Major in Animal Science	Capacity Building of School Heads on Strategic Leadership Crafting of Schools AIP and WFP Phase II	32	Teacher II	August 25, 2023 - February 13, 2024	5 months 19 days			
		Revisiting and Enhancement of School Contingency Plan	24	Teacher II (Teacher in Charge)	January 3, 2023 - August 24, 2023	7 months 21 days			
		Capacity Building of School Heads on Strategic Leadership Phase 2	24	Teacher II	June 1, 2017 - January 2, 2023	5 years 7 months			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	128	Teacher I	July 1, 2015 - May 31, 2017	1 year 11 months			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher I (Elementary)
Place of Assignment: Pacol ES, Raynor D. Mesa ES
Salary Grade: 14
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: TIC for 1 year, or Teacher for 3 years
Eligibility: RA 1080 (Teacher)

Page 3 of 4
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTI-2025008	Master of Arts in Education Major in Educational Management (42 units) BEED-General Education	Upskilling of School Leaders on Instructional Leadership and Supervision of Multigrade Schools Batch 2	40	Teacher in Charge	November 21, 2022 - January 22, 2025 (present)	2 years 2 months 2 days	RA 1080 (Teacher)	4.748	Qualified
		Online Orientation on the Guidelines for the Layout of Quarters 3 and 4 Self-learning Modules	8	Teacher III	May 24, 2022 - November 20, 2022	6 months			
		Virtual In-Service Training for Public School Teachers TV Based Instruction Effective Utilization and Plotting to Weekly Lesson Delivery	40	Teacher I	December 14, 2015 - May 23, 2022	6 years 5 months			
		Regional Conference on Learning Resources Development Status and Updates	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		112					
HTI-2025009	Master in Education Major in Social Studies (Graduate) Bachelor of Elementary Education	School-Based Training for Teachers on MATATAG Curriculum	40	Teacher III	January 6, 2020 - January 22, 2025 (present)	5 years 17 days	RA 1080 (Teacher)	4.864	Qualified
		Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/Experimental Research Phase 1	32	Teacher I	January 25, 2011 - January 5, 2020	8 years 11 months 12 days			
		Retooling of Non-Araling Panlipunan Major Teachers on the Context and Pedagogy on Teaching Geography, Philippine History, Economics, and UCSCP	48						
		Training-Workshop on Balik Kasaysayan Historical Trail Phase 2	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		144					
HTI-2025010	Master of Arts in Education Major in Administration and Supervision (Graduate) Bachelor of Elementary Education	Strategies for Promoting Literacy Education	48	Teacher III	January 2, 2025 - January 22, 2025 (present)	21 days	RA 1080 (Teacher)	4.93	Qualified
		Classroom Management for the 21st Century	48	Teacher in Charge (Teacher III)	October 14, 2024 - January 1, 2025	2 months 19 days			
		Emerging Assessment Strategies for Improved Teaching and Learning	48	Teacher III	January 5, 2022 - October 13, 2024	2 years 9 months 9 days			
		Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/Experimental Research Phase 1	32	Teacher I	June 2, 2014 - January 4, 2022	7 year 7 months 3 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		176					
HTI-2025011	Master of Arts in Education Major in Physical Education (Graduate)	In-Service Training School Level	40	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 18 days	RA 1080 (Teacher)	4.471	Qualified

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher I (Elementary)
Place of Assignment: Pacol ES, Raynor D. Mesa ES
Salary Grade: 14
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: TIC for 1 year, or Teacher for 3 years
Eligibility: RA 1080 (Teacher)

Page 4 of 4
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
	Master in Education Major in Music, Arts, Physical Education, and Health (Graduate) BSED Major in Physical Education	In-Service Training School Level	24	Teacher I	May 15, 2014 - June 12, 2016	2 years 29 days			
		School-Based INSET	16						
		Target Setting and Performance Review SY 2022-2023	16						
		School Learning Action Cell on Community Linkages and Professional Engagement	8						
		School Learning Action Cell on Code of Ethics for Professional Teachers and Teaching Students	8						
		Abanse Negrense Clinic and Orientation in Volleyball	24						
			136						
HTI-2025012	Master of Arts in Education Major in Social Studies (Graduate) BEED Major in English	Enhancement Training of NQESH Aspirants	64	Teacher III (Teacher in Charge)	August 8, 2022 - January 22, 2025 (present)	2 years 5 months 15 days	RA 1080 (Teacher)	4.47	Qualified
		Division Roll Out on the Development and Crafting of the CY 2023-2028 SSIP	32	Teacher III	January 5, 2022 - August 7, 2022	7 months 3 days			
		Whole Brain Self-Mastery and Mindfulness Training for Educators	32	Teacher I	July 13, 2015 - January 4, 2022	6 years 5 months 23 days			
		Regional Training on Re-Thinking Araling Panlipunan Curriculum	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	152						
HTI-2025013	Master in Education Major in Social Studies (Graduate) BEED - Major in General Education	High Impact Teaching in the Digital Era	8	Teacher III	October 13, 2021 - January 22, 2025 (present)	3 years 3 months 10 days	RA 1080 (Teacher)	4.638	Qualified
		Development of Interactive Culture-Based Lesson Exemplars in AP	24	Teacher I	February 20, 2012 - October 12, 2021	9 years 7 months 23 days			
		Cha-ching Teachers Training	8						
		First Level Trainers Training Scheme Course for Managers of Learning	48						
		Televised Virtual In-Service Training for Teachers	32						
		Development of Digitized Materials for Araling Panlipunan	16						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	136						

Prepared by: MA. LEAH LINDA S. TAN
Administrative Officer IV - Personnel
Human Resource Management Officer
Date of Initial Evaluation: 30 JAN 2025

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher II (Elementary)
Place of Assignment: Uychiat Elementary School
Salary Grade: 15
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 1 year, or TIC for 1 year, or Teacher for 4 years
Eligibility: RA 1080 (Teacher)

Page 1 of 4
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTII-2025001	Master of Arts in Education Major in General Science (Graduate)	Enhancement Training of NQESH Aspirants	64	Head Teacher I	June 9, 2016 - January 22, 2025 (present)	8 years 7 months 14 days	RA 1080 (Teacher)	4.49	Qualified
	Bachelor of Secondary Education Major in Biology	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher II	June 3, 2013 - June 8, 2016	3 years 6 days			
		Capability Building of School Heads of SDO Sagay on Gender and Development	8	Teacher I	August 15, 2001 - June 2, 2013	11 years 9 months 19 days			
		Capacity Building of School Heads on Strategic Leadership Phase 1	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	128						
HTII-2025002	Doctor of Philosophy in Educational Management (Graduate)	Program Implementation Review of Year 2 of SDO Sagay IPBT and Completion Ceremony 2024	16	Head Teacher I	May 10, 2024 - January 22, 2025 (present)	8 months 13 days	RA 1080 (Teacher)	4.82	Qualified
	Master of Arts in Education Major in Educational Management (Graduate)	Capability Building on the Design and Development of School-Based PD Program	24	Teacher in Charge	June 30, 2021 - May 9, 2024	2 years 10 months 10 days			
	BEED	National Seminar on Philippine Professional Standards for School Heads	55	Teacher III	May 16, 2018 - June 29, 2021	3 years 1 month 14 days			
		Division Capacity Building on the Provisions of RA No 11650 for Supervisors and School Heads	24	Teacher I	June 3, 2013 - May 15, 2018	4 years 11 months 13 days			
		Capacity Building of School Heads on Strategic Leadership Phase II	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	143						
HTII-2025003	Master of Arts in Education Major in Educational Management (Graduate)	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher in Charge	August 9, 2022 - January 22, 2025 (present)	2 years 5 months 14 days	RA 1080 (Teacher)	4.495	Qualified
	BSED Major in Social Science	Enhancement Training of NQESH Aspirants	64	Teacher III	January 6, 2020 - August 8, 2022	2 years 7 months			
		NAPSSPHIL Principals Congress	24	Teacher I	August 18, 1995 -January 5, 2020	24 years 4 months			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: **Head Teacher II (Elementary)**
Place of Assignment: **Uychiat Elementary School**
Salary Grade: **15**
Education: **Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units**
Training: **24 hours of relevant training**
Experience: **HT for 1 year, or TIC for 1 year, or Teacher for 4 years**
Eligibility: **RA 1080 (Teacher)**

Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
		Training Workshop for Secondary School Heads and SGC Co-Chairperson, PSDS, and Division SGC Composite Team on the Roll-Out of School Governance Council Functionality <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	24 144						
HTII-2025004	Master of Arts in Education Major in Educational Management (42 units)	Trainers Training on the Guidelines on the Implementation of the PRMS	24	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 10 days	RA 1080 (Teacher)	4.513	Qualified
	BEED	Training Workshop in Inclusive Science Education for Linguistic and Cultural Diversity	48	Teacher I	October 13, 2006 - June 12, 2016	9 years 8 months			
		International Marathon Lecture on Education	36						
		Virtual In-Service Training for Public School Teachers <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	40 148						
HTII-2025005	Master of Arts in Teaching Reading (Graduate)	Regional Reading Program Implementation Review	48	Teacher II (Teacher in Charge)	February 14, 2024 - January 22, 2025 (present)	11 months 9 days	RA 1080 (Teacher)	4.535	Qualified
	BS in Agricultural Technology Major in Animal Science	Capacity Building of School Heads on Strategic Leadership Crafting of Schools AIP and WFP Phase II	32	Teacher II	August 25, 2023 - February 13, 2024	5 months 19 days			
		Revisiting and Enhancement of School Contingency Plan	24	Teacher II (Teacher in Charge)	January 3, 2023 - August 24, 2023	7 months 21 days			
		Capacity Building of School Heads on Strategic Leadership Phase 2 <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	24 128	Teacher II Teacher I	June 1, 2017 - January 2, 2023 July 1, 2015 - May 31, 2017	5 years 7 months 1 year 11 months			
HTII-2025006	Master of Arts in Education Major in Educational Management (42 units)	Upskilling of School Leaders on Instructional Leadership and Supervision of Multigrade Schools Batch 2	40	Teacher in Charge	November 21, 2022 - January 22, 2025 (present)	2 years 2 months 2 days	RA 1080 (Teacher)	4.748	Qualified
	BEED-General Education	Online Orientation on the Guidelines for the Layout of Quarters 3 and 4 Self-learning Modules	8	Teacher III	May 24, 2022 - November 20, 2022	6 months			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher II (Elementary)
Place of Assignment: Uychiat Elementary School
Salary Grade: 15
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 1 year, or TIC for 1 year, or Teacher for 4 years
Eligibility: RA 1080 (Teacher)


Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inlcusive Dates	Years			
		Virtual In-Service Training for Public School Teachers TV Based Instruction Effective Utilization and Plotting to Weekly Lesson Delivery Regional Conference on Learning Resources Development Status and Updates <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	40 24 112	Teacher I	December 14, 2015 - May 23, 2022	6 years 5 months			
HTII-2025007	Master in Education Major in Social Studies (Graduate)	School-Based Training for Teachers on MATATAG Curriculum	40	Teacher III	January 6, 2020 - January 22, 2025 (present)	5 years 17 days	RA 1080 (Teacher)	4.864	Qualified
	Bachelor of Elementary Education	Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/E xperimental Research Phase 1	32	Teacher I	January 25, 2011 - January 5, 2020	8 years 11 months 12 days			
		Retooling of Non-Araling Panlipunan Major Teachers on the Context and Pedagogy on Teaching Geography, Philippine History, Economics, and UCSCP	48						
		Training-Workshop on Balik Kasaysayan Historical Trail Phase 2 <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	24 144						
HTII-2025008	Master of Arts in Education Major in Administration and Supervision (Graduate)	Strategies for Promoting Literacy Education	48	Teacher III	January 2, 2025 - January 22, 2025 (present)	21 days	RA 1080 (Teacher)	4.93	Qualified
	Bachelor of Elementary Education	Classroom Management for the 21st Century	48	Teacher in Charge (Teacher III)	October 14, 2024 - January 1, 2025	2 months 19 days			
		Emerging Assessment Strategies for Improved Teaching and Learning	48	Teacher III	January 5, 2022 - October 13, 2024	2 years 9 months 9 days			
		Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/E xperimental Research Phase 1 <i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	32 176	Teacher I	June 2, 2014 - January 4, 2022	7 year 7 months 3 days			
HTII-2025009	Master of Arts in Education Major in Physical Education (Graduate)	In-Service Training School Level	40	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 18 days	RA 1080 (Teacher)	4.471	Qualified

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher II (Elementary)
Place of Assignment: Uychiat Elementary School
Salary Grade: 15
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 1 year, or TIC for 1 year, or Teacher for 4 years
Eligibility: RA 1080 (Teacher)

Page 4 of 4
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience (relevant to the school administration position)			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inlcusive Dates	Years			
	Master in Education Major in Music, Arts, Physical Education, and Health (Graduate)	In-Service Training School Level	24	Teacher I	May 15, 2014 - June 12, 2016	2 years 29 days			
	BSED Major in Physical Education	School-Based INSET	16						
		Target Setting and Performance Review SY 2022-2023	16						
		School Learning Action Cell on Community Linkages and Professional Engagement	8						
		School Learning Action Cell on Code of Ethics for Professional Teachers and Teaching Students	8						
		Abanse Negrense Clinic and Orientation in Volleyball	24						
		136							
HTII-2025010	Master of Arts in Education Major in Social Studies (Graduate)	Enhancement Training of NQESH Aspirants	64	Teacher III (Teacher in Charge)	August 8, 2022 - January 22, 2025 (present)	2 years 5 months 15 days	RA 1080 (Teacher)	4.47	Qualified
	BEED Major in English	Division Roll Out on the Development and Crafting of the CY 2023-2028 SSIP	32	Teacher III	January 5, 2022 - August 7, 2022	7 months 3 days			
		Whole Brain Self-Mastery and Mindfulness Training for Educators	32	Teacher I	July 13, 2015 - January 4, 2022	6 years 5 months 23 days			
		Regional Training on Re-Thinking Araling Panlipunan Curriculum	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>		152					

Prepared by:

MA. LEA LINDA S. TAN
Administrative Officer IV - Personnel
Human Resource Management Officer

Date of Initial Evaluation: 30 JAN 2025

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher III (Elementary)
Place of Assignment: Valeriana G. Añalucas IS, Manara ES, Molocaboc IS - Elementary
Salary Grade: 16
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 2 years, or TIC for 2 years, or Teacher for 5 years
Eligibility: RA 1080 (Teacher)

Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inlcusive Dates	Years			
HTIII-2025001	Master of Arts in Education Major in General Science (Graduate) BSED Major in Biology	Enhancement Training of NQESH Aspirants	64	Head Teacher I	June 9, 2016 - January 22, 2025 (present)	8 years 7 months 14 days	RA 1080 (Teacher)	4.49	Qualified
		Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher II	June 3, 2013 - June 8, 2016	3 years 6 days			
		Capability Building of School Heads of SDO Sagay on Gender and Development	8	Teacher I	August 15, 2001 - June 2, 2013	11 years 9 months 19 days			
		Capacity Building of School Heads on Strategic Leadership Phase 1	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	128						
HTIII-2025002	Master of Arts in Education Major in Educational Management (36 units) BSED Major in Mathematics	Division Capacity Building on the Provisions of RA No 11650 for Supervisors and School Heads	24	Head Teacher I	March 23, 2021 - January 22, 2025 (present)	3 years 10 months	RA 1080 (Teacher)	4.362	Qualified
		Capacity Building of School Heads on Strategic Leadership Phase II	24	Teacher in Charge	June 1, 2012 - March 22, 2021	8 years 9 months 22 days			
		NAPSSPHIL Principal's Congress	24	Teacher I	June 10, 2008 - May 31, 2012	3 years 11 months 22 days			
		Revisitng and Enhancement of School Contingency Plan Convergence of Educational Leaders for Curriculum and Instructions	24						
			24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	120						
HTIII-2025003	Master of Arts in Education Major in Educational Management (Graduate) BEED	Regional Training of Division Trainers and School Leaders on MATATAG Curriculum	40	Head Teacher II	December 4, 2023 - January 22, 2025 (present)	1 year 1 month 19 days	RA 1080 (Teacher)	4.81	Qualified
		Capacity Building of School Heads on Strategic Leadership Phase 1	24	Head Teacher I	August 2, 2021 - December 3, 2023	2 years 4 months 2 days			
		Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher in Charge	January 9, 2020 - August 1, 2021	1 year 6 months 24 days			
		Convergence of Educational Leaders for Curriculum and Instructions	24	Teacher III	August 1, 2017 - January 8, 2020	2 years 5 months 8 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	288	Teacher I	June 3, 2013 - July 31, 2017	4 years 1 month 29 days			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher III (Elementary)
Place of Assignment: Valeriana G. Añalucas IS, Manara ES, Molocaboc IS - Elementary
Salary Grade: 16
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 2 years, or TIC for 2 years, or Teacher for 5 years
Eligibility: RA 1080 (Teacher)

Page 2 of 5
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTIII-2025004	Doctor of Philosophy in Educational Management (Graduate)	Program Implementation Review of Year 2 of SDO Sagay IPBT and Completion Ceremony 2024	16	Head Teacher I	May 10, 2024 - January 22, 2025 (present)	8 months 13 days	RA 1080 (Teacher)	4.82	Qualified
	Master of Arts in Education Major in Educational Management (Graduate)	Capability Building on the Design and Development of School-Based PD Program	24	Teacher in Charge	June 30, 2021 - May 9, 2024	2 years 10 months 10 days			
	BEED	National Seminar on Philippine Professional Standards for School Heads	55	Teacher III	May 16, 2018 - June 29, 2021	3 years 1 month 14 days			
		Division Capacity Building on the Provisions of RA No 11650 for Supervisors and School Heads	24	Teacher I	June 3, 2013 - May 15, 2018	4 years 11 months 13 days			
		Capacity Building of School Heads on Strategic Leadership Phase III	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	143						
HTIII-2025005	Master of Arts in Education (45 units)	International Marathon Lecture on Education	24	Head Teacher I	July 13, 2015 - January 22, 2025 (present)	9 years 6 months 10 days	RA 1080 (Teacher)	4.44	Qualified
	BEED Major in Mathematics	Upskilling and Reskilling of Instructional Leaders on the Science of Reading for Effective Literacy Instruction	32	Teacher III	July 1, 2008 - July 12, 2015	7 years 12 days			
		Capacity Building of School Heads on Strategic Leadership Phase 1	24	Teacher I	January 30, 2006 - June 30, 2008	2 years 5 months 1 day			
		Convergence of Educational Leaders for Curriculum and Instructions Revisiting and Enhancement of School Contingency Plan	24	Teacher I	October 12, 2000 - December 7, 2004	4 years 1 month 26 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	128						
HTIII-2025006	Master of Arts in Teaching Mathematics (Graduate)	Regional Training of Division Trainers and School Leaders on MATATAG Curriculum	40	Head Teacher I	March 22, 2022 - January 22, 2025 (present)	2 years 10 months 1 day	RA 1080 (Teacher)	4.78	Qualified
	Bachelor of Elementary Education with Specialization in Elementary Mathematics	Becoming a Better Teacher Everyday MOOC	40	Teacher III	September 2, 2019 - March 21, 2022	2 years 6 months 20 days			
		Basic Graphic Design	40	Teacher I	January 26, 2016 - September 1, 2019	3 years 7 months 7 days			
		Fundamentals of Animation	32						

INITIAL EVALUATION RESULT

Position: Head Teacher III (Elementary)

Salary Grade: 16

Training: 24 hours of relevant training

Eligibility: RA 1080 (Teacher)

Page 3 of 5
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (acquired within the last 5 years and after last promotion, relevant to the school administration position)	Experience				Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	152						
HTIII-2025007	Master of Arts in Education Major in Educational Management (42 units)	Trainers Training on the Guidelines on the Implementation of the PRMS	24	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 10 days	RA 1080 (Teacher)	4.513	Qualified
	BEED	Training Workshop in Inclusive Science Education for Linguistic and Cultural Diversity International Marathon Lecture on Education	48	Teacher I	October 13, 2006 - June 12, 2016	9 years 8 months			
			36						
		Virtual In-Service Training for Public School Teachers	40						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	148						
HTIII-2025008	Master in Education Major in Social Studies (Graduate)	School-Based Training for Teachers on MATATAG Curriculum	40	Teacher III	January 6, 2020 - January 22, 2025 (present)	5 years 17 days	RA 1080 (Teacher)	4.864	Qualified
	Bachelor of Elementary Education	Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/Experimental Research Phase 1	32	Teacher I	January 25, 2011 - January 5, 2020	8 years 11 months 12 days			
		Retooling of Non-Araling Panlipunan Major Teachers on the Context and Pedagogy on Teaching Geography, Philippine History, Economics, and UCSCP	48						
		Training-Workshop on Balik Kasaysayan Historical Trail Phase 2	24						
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	144						
HTIII-2025009	Master of Arts in Education Major in Administration and Supervision (Graduate)	Strategies for Promoting Literacy Education	48	Teacher III	January 2, 2025 - January 22, 2025 (present)	21 days	RA 1080 (Teacher)	4.93	Qualified
	Bachelor of Elementary Education	Classroom Management for the 21st Century	48	Teacher in Charge (Teacher III)	October 14, 2024 - January 1, 2025	2 months 19 days			
		Emerging Assessment Strategies for Improved Teaching and Learning	48	Teacher III	January 5, 2022 - October 13, 2024	2 years 9 months 9 days			
		Enhancement Training for SHS Teachers Teaching Quantitative/Qualitative/Experimental Research Phase 1	32	Teacher I	June 2, 2014 - January 4, 2022	7 year 7 months 3 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	176						

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: Head Teacher III (Elementary)
Place of Assignment: Valeriana G. Añalucas IS, Manara ES, Molocaboc IS - Elementary
Salary Grade: 16
Education: Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units
Training: 24 hours of relevant training
Experience: HT for 2 years, or TIC for 2 years, or Teacher for 5 years
Eligibility: RA 1080 (Teacher)

Page 4 of 5
Date Posted 30 JAN 2025

Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
HTIII-2025010	Master of Arts in Education Major in Physical Education (Graduate)	In-Service Training School Level	40	Teacher III	June 13, 2016 - January 22, 2025 (present)	8 years 7 months 18 days	RA 1080 (Teacher)	4.471	Qualified
	Master in Education Major in Music, Arts, Physical Education, and Health (Graduate)	In-Service Training School Level	24	Teacher I	May 15, 2014 - June 12, 2016	2 years 29 days			
	BSED Major in Physical Education	School-Based INSET	16						
		Target Setting and Performance Review SY 2022-2023	16						
		School Learning Action Cell on Community Linkages and Professional Engagement	8						
		School Learning Action Cell on Code of Ethics for Professional Teachers and Teaching Students	8						
		Abanse Negrense Clinic and Orientation in Volleyball	24						
		136							
HTIII-2025011	Master of Arts in Education Major in Social Studies (Graduate)	Enhancement Training of NQESH Aspirants	64	Teacher III (Teacher in Charge)	August 8, 2022 - January 22, 2025 (present)	2 years 5 months 15 days	RA 1080 (Teacher)	4.47	Qualified
	BEED Major in English	Division Roll Out on the Development and Crafting of the CY 2023-2028 SSIP	32	Teacher III	January 5, 2022 - August 7, 2022	7 months 3 days			
		Whole Brain Self-Mastery and Mindfulness Training for Educators	32	Teacher I	July 13, 2015 - January 4, 2022	6 years 5 months 23 days			
		Regional Training on Re-Thinking Araling Panlipunan Curriculum	24						
			<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	152					
HTIII-2025012	Master of Arts in Education Major in English (CAR)	Regional Training on Professional Learning Packages of Higher Order Thinking Skills for School Heads	27	Teacher III (Teacher in Charge)	June 4, 2021 - January 22, 2025 (present)	3 years 7 months 19 days	RA 1080 (Teacher)	4.871	Qualified
	Master of Arts in Education with Specialization in Reading (CAR)	Capability Building for Farm School Executive Series 7	24	Teacher III	October 16, 2015 - June 3, 2021	5 years and 7 months			
	BSED Major in English	Regular Review of Farm School Contextualized Curriculum Guides Aligned to the MATATAG Curriculum	40	Teacher II	February 13, 2007 - October 15, 2016	9 years and 8 months			

Republic of the Philippines
Department of Education
Region VI - Western Visayas
DIVISION OF SAGAY CITY
INITIAL EVALUATION RESULT

Qualification Standards of the Position
Position: **Head Teacher III (Elementary)**
Place of Assignment: **Valeriana G. Añalucas IS, Manara ES, Molocaboc IS - Elementary**
Salary Grade: **16**
Education: **Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units**
Training: **24 hours of relevant training**
Experience: **HT for 2 years, or TIC for 2 years, or Teacher for 5 years**
Eligibility: **RA 1080 (Teacher)**

Page **5** of **5**
Date Posted **30 JAN 2025**

Application Code	Education	Training/ Certificates (aquired within the last 5 years and after last promotion, relevant to the school administration position)		Experience			Eligibility	IPCRF Rating	Remarks (Qualified or Disqualified)
		Title	Hours	Details	Inclusive Dates	Years			
		Division Capacity Building on the Provisions of RA 11650 for Supervisors and School Heads	24	Teacher I	October 1, 2003 - February 12, 2007	3 years and 4 months			
		Reskilling of the Schools and Division GAD Focal Point System	8		Total	21 years 3 months 22 days			
		<i>*applicants' no. of training hours sufficient to attain maximum points for training</i>	123						

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Date of Initial Evaluation: **30 JAN 2025**