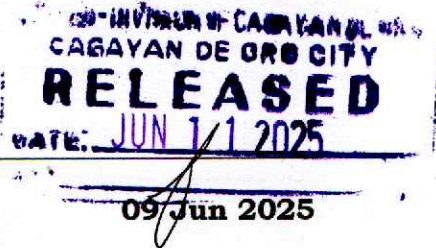




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

DIVISION MEMORANDUM
No. 454 s.2025

INITIAL EVALUATION RESULTS (IER) FOR SCHOOL ADMINISTRATOR POSITIONS

TO: Assistant Schools Division Superintendent
Chiefs, CID and SGOD
All Curriculum Implementation Division Personnel
All School Governance and Operations Division Personnel
All Office of the Schools Division Superintendent Personnel
All Elementary and Secondary Public School Heads and Principals
This Division

1. The field is hereby informed of the release of the Initial Evaluation Results (IER) of the following School Administrator positions in this Division:
 - a) Assistant School Principal II
 - b) Head Teacher I (Elementary)
 - c) Head Teacher I (Secondary)
 - d) Head Teacher II (Elementary)
 - e) Head Teacher III (Elementary)
 - f) Head Teacher III (Secondary)
 - g) School Principal I (Elementary)
 - h) School Principal I (Secondary)
 - i) School Principal II (Elementary)
 - j) School Principal II (Secondary)
2. The IER refers to the report prepared by the Human Resource Management Officer (HRMO) which contains the list of qualified and disqualified applicants vis-à-vis the minimum qualifications required by the position to be filled as indicated in the CSC-approved QS (Qualification Standards) and DepEd preferred qualifications.
3. In adherence to Equal Employment Opportunity Principle (EEOP), inclusive and fair treatment is accorded to all personnel regardless of disability, sexual orientation, gender, age, religion, and ethnicity.
4. This Office directs immediate and wide dissemination of this Memorandum.

ROY ANGELO E. GAZO
Schools Division Superintendent



Address: Fr. William F. Masterson Ave., Upper Balulang, Cagayan de Oro City
Telephone: (088) 855-0044, (088) 855-0047, (088) 328-2142
Email Address: cagayandeoro.city@deped.gov.ph
Website: <https://depedcdo.net/>

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Effectivity		Page	1 of 2



Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY

Office of the Schools Division Superintendent

Encl.: As stated

Reference: N o n e

To be indicated in the Perpetual Index
under the following subjects:

EVALUATION POSITIONS RECRUITMENT SELECTION

DM-037-OSDS-PERSONNEL-CAA / initial evaluation results (ier) for school administrator positions
June 09, 2025

Competence
Diligence
Integrity
Outstanding

INITIAL EVALUATION RESULT (IER)

Position: **ASSISTANT SCHOOL PRINCIPAL II**

Salary Grade and Monthly Salary: **SG 19 - Php 56,390.00**

Qualification Standards:

Education: **Bachelor's degree in Education or its equivalent with a major and minor, or Bachelor's degree in Arts and Sciences with at least 18 units in professional education**
 Training: **8 hours of relevant training**
 Experience: **2 years of relevant experience**
 Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education:
 Training: **NEAP, Leadership, Management / SBM Trainings**
 Experience:
 Eligibility: **In addition to CSC Prescribed Qualification NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-ASP2-003	Bachelor of Elementary Education (BEEd); Master of Arts in Education (MAEd)	with relevant trainings submitted	8 hours +	Head Teacher III (08/02/2019)	2 years +	RA 1080 (Teacher) Elementary	DISQUALIFIED
2	CDO2025-ASP2-004	Bachelor of Science in Information Management (BSIM) w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	8 hours +	Head Teacher I (08/01/2023) School In-charge (12/18/2017)	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
3	CDO2025-ASP2-006	Bachelor of Science in Education (BSE); Master of Science in Teaching Mathematics - CAR	with relevant trainings submitted	8 hours +	Head Teacher III (04/08/2024) School In-charge (10/25/2021)	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
4	CDO2025-ASP2-008	Bachelor of Science in Electronics and Communication Engineering (BSECE); Master in Arts in Educational Planning and Management (MAEPM)	with relevant trainings submitted	8 hours +	Head Teacher III (06/13/2016)	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
5	CDO2025-ASP2-009	Bachelor of Arts in Psychology w/ Prof.Ed.; Master of Arts in Education (MAEd)	with relevant trainings submitted	8 hours +	Teacher III (09/15/2015) School In-charge	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:

Noted by:

MARILOU F. NAVAJA

Human Resource Management Officer

Date: **June 05, 2025**

AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **HEAD TEACHER I (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 14 - Php 37,024.00**

Qualification Standards:

Education: **Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional units in Education**

Training: **24 hours of relevant training**

Experience: **TIC for 1 year; or Teacher for 3 years**

Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **BEED graduate with post graduate units CAR (Complete Academic Requirements)**

Training: **Related trainings**

Experience: **Area Coordinator/Chairman with 5 years relevant experience**

Eligibility: **LET/PBET Passer**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-HTEACH1-003	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Education in School Management (30 units)	with relevant trainings submitted	24 hours +	Teacher III (12/15/2022)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
2	CDO2025-HTEACH1-006	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher III (05/08/2024)	3 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
3	CDO2025-HTEACH1-007	Bachelor of Science in Accountancy ; Masters in Business Management	with relevant trainings submitted	24 hours +	Teacher III (06/15/2016) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
4	CDO2025-HTEACH1-018	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd) - CAR	with relevant trainings submitted	24-hours +	Teacher III (05/08/2024) School In-charge	1 year +	RA 1080 (Teacher) Elementary	QUALIFIED
5	CDO2025-HTEACH1-019	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher III (09/16/2019) School In-charge	1 year +	RA 1080 (Teacher) Elementary	QUALIFIED
6	CDO2025-HTEACH1-021	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher III (01/03/2024)	3 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
7	CDO2025-HTEACH1-023	Bachelor of Secondary Education (BSEd) ; Master of Science in Teaching Mathematics - CAR 36 units	with relevant trainings submitted	24 hours +	Teacher III (07/25/2016) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
8	CDO2025-HTEACH1-025	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Administration - CAR	with relevant trainings submitted	24 hours +	Teacher III (06/13/2016) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
9	CDO2025-HTEACH1-028	Bachelor of Industrial Education (BIEd) Master of Arts in Educational Planning - CAR	with relevant trainings submitted	24 hours +	Teacher III (01/03/2024) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
10	CDO2025-HTEACH1-030	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher III (10/23/2019)	3 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
11	CDO2025-HTEACH1-031	Bachelor of Elementary Education (BEEd) ;	with relevant trainings submitted	24 hours +	Teacher I (08/04/2018)	3 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:


MARILOU F. NAVA

Human Resource Management Officer

Date: **June 05, 2025**

Noted by:


AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **HEAD TEACHER I (SECONDARY)**

Salary Grade and Monthly Salary: **SG 14 - Php 37,024.00**

Qualification Standards:

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)**

Preferred Qualifications:

Education: **BSEd graduate with post graduate units CAR (Complete Academic Requirements)**
 Training: **Related trainings**
 Experience: **Area Coordinator/Chairman with 5 years relevant experience**
 Eligibility: **LET/PBET Passer**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-HTEACH1-003	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Education in School Management (30 units)	with relevant trainings submitted	24 hours +	Teacher III (12/15/2022)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
2	CDO2025-HTEACH1-007	Bachelor of Science in Accountancy ; Masters in Business Management	with relevant trainings submitted	24 hours +	Teacher III (06/15/2016) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
3	CDO2025-HTEACH1-008	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Planning Management (36 units)	with relevant trainings submitted	24 hours +	Teacher I (06/03/2014)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
4	CDO2025-HTEACH1-010	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education	with relevant trainings submitted	24 hours +	Teacher I (08/01/2018)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
5	CDO2025-HTEACH1-011	Bachelor of Science in Mathematical Science ; Master of Arts in Teaching Mathematics (48 units)	with relevant trainings submitted	24 hours +	Teacher III (01/03/2024)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
6	CDO2025-HTEACH1-012	Bachelor of Science in Industrial Education (BSIED) Master of Technician Teacher Education - 51 units	with relevant trainings submitted	24 hours +	Teacher III (10/03/2022)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
7	CDO2025-HTEACH1-013	Bachelor of Science in Environmental Science & Technology w/ Prof. Ed. Master of Arts in Education	no trainings submitted	-	Teacher I (09/09/2015)	3 years + teaching experience	RA 1080 (Teacher) Secondary	DISQUALIFIED
8	CDO2025-HTEACH1-014	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Planning Management - CAR	with relevant trainings submitted	24 hours +	Teacher III (11/12/2018) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
9	CDO2025-HTEACH1-015	Bachelor of Science in Biology w/ Prof. Ed. ; Master of Arts in Educational Management - CAR	with relevant trainings submitted	24 hours +	Teacher III (05/08/2024) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
10	CDO2025-HTEACH1-016	No T.O.R submitted for Bachelor's Degree	with relevant trainings submitted	24 hours +	Teacher II (05/08/2024)	3 years + teaching experience	RA 1080 (Teacher) Secondary	DISQUALIFIED
11	CDO2025-HTEACH1-017	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - CAR	with relevant trainings submitted	24 hours +	Teacher III (12/17/2015)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED

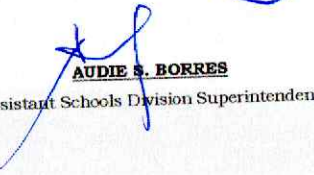
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 REGION X
 DIVISION OF CAGAYAN DE ORO CITY

12	CDO2025-HTEACH1-020	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - CAR	with relevant trainings submitted	24 hours +	Teacher III (05/01/2010)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
13	CDO2025-HTEACH1-022	Bachelor of Science in Accountancy w/ Prof.Ed. Master in Business Administration	with relevant trainings submitted	24 hours +	Teacher III (06/13/2016)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
14	CDO2025-HTEACH1-023	Bachelor of Secondary Education (BSEd) ; Master of Science in Teaching Mathematics - CAR 36 units	with relevant trainings submitted	24 hours +	Teacher III (07/25/2016) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
15	CDO2025-HTEACH1-024	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Administration	with relevant trainings submitted	24 hours +	Teacher I (07/01/2021)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
16	CDO2025-HTEACH1-026	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education Mathematics	with relevant trainings submitted	24 hours +	Teacher III (07/22/2019)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
17	CDO2025-HTEACH1-028	Bachelor of Industrial Education (BIEd) Master of Arts in Educational Planning - CAR	with relevant trainings submitted	24 hours +	Teacher III (01/03/2024) School In-charge	1 year +	RA 1080 (Teacher) Secondary	QUALIFIED
18	CDO2025-HTEACH1-029	Bachelor of Industrial Education (BIEd) ; Master of Arts in Science Education (SO units)	with relevant trainings submitted	24 hours +	Teacher III (04/30/2015)	3 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
*** Nothing Follows ***								

Noted by:

Prepared and certified correct by:


MARIOU F. MAYAJA
 Human Resource Management Officer
 Date: June 05, 2025


AUDIE S. BORRES
 Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **HEAD TEACHER II (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 15 - Php 40,208.00**

Qualification Standards:

Education: **Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional units in Education**
 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)**

Preferred Qualifications:

Education: **BEEd graduate with post graduate units CAR (Complete Academic Requirements)**
 Training: **Related trainings**
 Experience: **Area Coordinator/Chairman with 5 years relevant experience**
 Eligibility: **LET/PBET Passer**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-HTEACH2-001	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Education in School Management (30 units)	with relevant trainings submitted	24 hours +	Teacher I (07/09/2015) Teacher III (12/15/2022)	4 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
2	CDO2025-HTEACH2-002	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (08/01/2018) Teacher III (05/08/2024)	4 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
3	CDO2025-HTEACH2-003	Bachelor of Science in Accountancy ; Masters in Business Management	with relevant trainings submitted	24 hours +	Teacher III (06/13/2016)	4 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
4	CDO2025-HTEACH2-004	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd) - CAR	with relevant trainings submitted	24 hours +	Teacher I (08/01/2018) Teacher III (05/08/2024)	4 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
5	CDO2025-HTEACH2-005	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - CAR	with relevant trainings submitted	24 hours +	Teacher I (12/13/2004) Teacher III (12/17/2015)	4 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
6	CDO2025-HTEACH2-006	Bachelor of Secondary Education (BSEd) ; Master of Science in Teaching Mathematics - CAR 36 units	with relevant trainings submitted	24 hours +	Teacher I (10/06/1995) Teacher III (07/25/2016)	4 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
7	CDO2025-HTEACH2-007	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (10/01/2009) Teacher III (06/13/2016)	4 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
8	CDO2025-HTEACH2-008	Bachelor of Industrial Education (BIEd) Master of Arts in Educational Planning & Management- CAR	with relevant trainings submitted	24 hours +	Teacher I (09/20/2010) Teacher III (01/03/2024)	4 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED



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DIVISION OF CAGAYAN DE ORO CITY

9	CDO2025-HTEACH2-010	Bachelor of Elementary Education (BEEd) - Special Education ; Master of Arts in Educational Administration - Special Education	with relevant trainings submitted	24 hours +	Teacher I (09/02/2019) SPET - I (12/28/2022)	4 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
10	CDO2025-HTEACH2-011	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (01/25/2010) Teacher III (09/16/2019)	4 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:

Noted by:

MARILOU F. NAYAJA

Human Resource Management Officer

Date: June 05, 2025

AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **HEAD TEACHER III (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 16 - Php 43,560.00**

Qualification Standards:

Education: **Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional units in Education**
 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)**

Preferred Qualifications:

Education: **BEd graduate with post graduate units CAR (Complete Academic Requirements)**
 Training: **Related trainings**
 Experience: **Area Coordinator/Chairman with 5 years relevant experience**
 Eligibility: **LET/PBET Passer**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-HTEACH3-001	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Education in School Management (30 units)	with relevant trainings submitted	24 hours +	Teacher I (07/09/2015) Teacher III (12/15/2022)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
2	CDO2025-HTEACH3-002	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (08/01/2018) Teacher III (05/08/2024)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
3	CDO2025-HTEACH3-004	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (10/01/2009) Teacher III (06/15/2016)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
4	CDO2025-HTEACH3-005	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - CAR	with relevant trainings submitted	24 hours +	Teacher I (12/13/2004) Teacher III (12/17/2015)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
5	CDO2025-HTEACH3-006	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd) - CAR	with relevant trainings submitted	24 hours +	Teacher I (08/01/2018) Teacher III (05/08/2024)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
6	CDO2025-HTEACH3-013	Bachelor of Elementary Education (BEEd) ; Master of Arts in Educational Administration	with relevant trainings submitted	24 hours +	Teacher I (02/01/2008) Teacher III (10/23/2019)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
7	CDO2025-HTEACH3-018	Bachelor of Industrial Education (BIEd) Master of Arts in Educational Planning & Management- CAR	with relevant trainings submitted	24 hours +	Teacher I (09/20/2010) Teacher III (01/03/2024)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
8	CDO2025-HTEACH3-019	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (06/05/2017) Teacher III (01/03/2024)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED

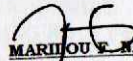


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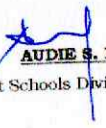
9	CDO2025-HTEACH3-021	Bachelor of Secondary Education (BSed) ; Master of Arts in Education - Educational Administration - CAR	with relevant trainings submitted	24 hours +	Teacher I (07/02/2007) Teacher III (06/13/2016)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
10	CDO2025-HTEACH3-022	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education (MAEd)	with relevant trainings submitted	24 hours +	Teacher I (01/25/2010) Teacher III (09/16/2019)	5 years + teaching experience	RA 1080 (Teacher) Elementary	QUALIFIED
*** Nothing Follows ***								

Noted by:

Prepared and certified correct by:


MARIOU S. BAVAJA

Human Resource Management Officer
 Date: **June 05, 2025**


AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **HEAD TEACHER III (SECONDARY)**

Salary Grade and Monthly Salary: **SG 16 - Php 43,560.00**

Qualification Standards:

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: **HT for 2 years; or Teacher for 5 years**
 Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **BSED graduate with post graduate units CAR (Complete Academic Requirements)**
 Training: **Related trainings**
 Experience: **Area Coordinator/Chairman with 5 years relevant experience**
 Eligibility: **LET/PBET Passer**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-HTEACH3-005	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Education in School Management (30 units)	with relevant trainings submitted	24 hours +	Teacher III (12/15/2022)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
2	CDO2025-HTEACH3-006	Bachelor of Science in Accountancy w/ Prof.Ed. Master in Business Administration	with relevant trainings submitted	24 hours +	Teacher I (07/14/2015) Teacher III (06/13/2016)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
3	CDO2025-HTEACH3-007	Bachelor of Science in Accountancy ; Masters in Business Management	with relevant trainings submitted	24 hours +	Teacher III (06/13/2016)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
4	CDO2025-HTEACH3-008	Bachelor of Science in Mathematical Science ; Master of Arts in Teaching Mathematics (48 units)	with relevant trainings submitted	24 hours +	Teacher I (07/02/2013) Teacher III (01/03/2024)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
5	CDO2025-HTEACH3-009	Bachelor of Science in Biology w/ Prof.Ed. ; Master of Arts in Educational Management - CAR	with relevant trainings submitted	24 hours +	Teacher I (09/05/2011) Teacher III (05/08/2024)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
6	CDO2025-HTEACH3-011	Bachelor of Science in Accountancy w/ Prof.Ed. Master in Accountancy	with relevant trainings submitted	24 hours +	Teacher I (09/10/2019)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
7	CDO2025-HTEACH3-012	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Planning Management - CAR	with relevant trainings submitted	24 hours +	Teacher III (11/12/2018)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
8	CDO2025-HTEACH3-015	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education Mathematics	with relevant trainings submitted	24 hours +	Teacher I (11/02/2004) Teacher III (07/22/2019)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED



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9	CDO2025-HTEACH3-016	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - CAR	with relevant trainings submitted	24 hours +	Teacher I (06/07/1999) Teacher III (05/01/2010)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
10	CDO2025-HTEACH3-017	Bachelor of Philosophy Master of Arts in Education	with relevant trainings submitted	24 hours +	Teacher I (06/13/2016) Teacher III (01/03/2024)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
11	CDO2025-HTEACH3-018	Bachelor of Industrial Education (BIEd) Master of Arts in Educational Planning & Management- CAR	with relevant trainings submitted	24 hours +	Teacher I (09/20/2010) Teacher III (01/03/2024)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED
12	CDO2025-HTEACH3-020	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (45 units)	trainings submitted over 5 years	-	Teacher I (08/24/2007) Teacher III (10/17/2016)	5 years + teaching experience	RA 1080 (Teacher) Secondary	DISQUALIFIED
13	CDO2025-HTEACH3-021	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Administration - CAR	with relevant trainings submitted	24 hours +	Teacher I (07/02/2007) Teacher III (06/13/2016)	5 years + teaching experience	RA 1080 (Teacher) Secondary	QUALIFIED

*** Nothing Follows ***

Prepared and certified correct by:

MARILOU F. NAWAJA

Human Resource Management Officer

Date: **June 05, 2025**

Noted by:

AUDIE S. BORRES

Assistant Schools Division Superintendent



Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY

Annex D

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL I (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 19 - Php 56,390.00**

Qualification Standards:

Education: **Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional units in Education**

Training: **40 hours of relevant training**

Experience: **HT for 1 year; or TIC for 2 years; or MT for 2 years; or Teacher for 5 years**

Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **MA Graduate with at least 18 units Leadership and Management Subject**

Training: **NEAP, Leadership, Management/SBM Trainings**

Experience: **At least years 5 years of teaching experience (inclusive of 2 years as Teacher-In-Charge or Officer-In-Charge)**

Eligibility: **LET, PBET, NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-SP1-001	Bachelor of Elementary Education (BEEd); Master of Arts in Education (MAEd)	with relevant trainings submitted	40 hours +	Head Teacher I (08/01/2023) School In-charge	2 years +	RA 1080 (Teacher) Elementary; NQESH	QUALIFIED
2	CDO2025-SP1-002	Bachelor of Science in Industrial Education (BSIE); Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher II (04/08/2024) School In-charge	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
3	CDO2025-SP1-003	Bachelor of Arts in Psychology w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Teacher III (09/15/2015) School In-charge	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
4	CDO2025-SP1-004	Bachelor of Science in Information Management (BSIM) w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher I (08/01/2023) School In-charge (12/18/2017)	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
5	CDO2025-SP1-005	Bachelor's of Science in Electronics and Communication Engineering (BSECE); Master in Arts in Educational Planning and Management (MAEPM)	with relevant trainings submitted	40 hours +	Head Teacher III (06/13/2016) School In-charge	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
6	CDO2025-SP1-006	Bachelor of Secondary Education (BSEd) - Mathematics.; MaMaster of Science in Teaching Mathematics - 48 units	with relevant trainings submitted	40 hours +	Head Teacher III (04/08/2024) Teacher III / School In-charge	2 years +	RA 1080 (Teacher) Secondary; NQESH	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:

MARIOU F. NAVAIA

Human Resource Management Officer

Date: **June 05, 2025**

Noted by:

AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL I (SECONDARY)**

Salary Grade and Monthly Salary: **SG 19 - Php 56,390.00**

Qualification Standards:

Education: **Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization**
 Training: **40 hours of relevant training**
 Experience: **HT for 1 year; or TIC for 2 years; or MT for 2 years; or Teacher for 5 years**
 Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **MA Graduate with at least 18 units Leadership and Management Subject**
 Training: **NEAP, Leadership, Management/SBM Trainings**
 Experience: **At least years 5 years of teaching experience (inclusive of 2 years as Teacher-In-Charge or Officer-In-Charge)**
 Eligibility: **LET, PBET, NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-SP1-002	Bachelor of Science in Industrial Education (BSIE) ; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher II (04/08/2024) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
2	CDO2025-SP1-003	Bachelor of Arts in Psychology w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Teacher III (09/15/2015) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
3	CDO2025-SP1-004	Bachelor of Science in Information Management (BSIM) w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher I (08/01/2023) School In-charge (12/18/2017)	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
4	CDO2025-SP1-005	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Educational Planning and Management (MAEPM)	with relevant trainings submitted	40 hours +	Head Teacher III (06/13/2016) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
5	CDO2025-SP1-006	Bachelor of Secondary Education (BSED) - Mathematics. ; MaMaster of Science in Teaching Mathematics - 48 units	with relevant trainings submitted	40 hours +	Head Teacher III (04/08/2024) Teacher III / School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
*** Nothing Follows ***								

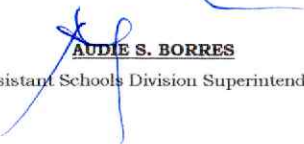
Prepared and certified correct by:

Noted by:


MARIOUFF F. NAVA

Human Resource Management Officer

Date: **June 05, 2025**


AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL I (SECONDARY)**

Salary Grade and Monthly Salary: **SG 19 - Php 56,390.00**

Qualification Standards:

Education: **Bachelor's degree in Secondary Education; or Bachelor's degree with 18 professional education units with appropriate field of specialization**

Training: **40 hours of relevant training**

Experience: **HT for 1 year; or TIC for 2 years; or MT for 2 years; or Teacher for 5 years**

Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **MA Graduate with at least 18 units Leadership and Management Subject**

Training: **NEAP, Leadership, Management/SBM Trainings**

Experience: **At least years 5 years of teaching experience (inclusive of 2 years as Teacher-In-Charge or Officer-In-Charge)**

Eligibility: **LET, PBET, NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-SP1-002	Bachelor of Science in Industrial Education (BSIE) ; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher II (04/08/2024) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
2	CDO2025-SP1-003	Bachelor of Arts in Psychology w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Teacher III (09/15/2015) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
3	CDO2025-SP1-004	Bachelor of Science in Information Management (BSIM) w/ Prof.Ed.; Master of Arts in Education - Educational Administration (MAED-EA)	with relevant trainings submitted	40 hours +	Head Teacher I (08/01/2023) School In-charge (12/18/2017)	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
4	CDO2025-SP1-005	Bachelor's of Science in Electronics and Communication Engineering (BSECE) ; Master in Arts in Educational Planning and Management (MAEPM)	with relevant trainings submitted	40 hours +	Head Teacher III (06/13/2016) School In-charge	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
5	CDO2025-SP1-006	Bachelor of Secondary Education (BSEd) - Mathematics ; MaMaster of Science in Teaching Mathematics - 48 units	with relevant trainings submitted	40 hours +	Head Teacher III (04/08/2024) Teacher III / School In-charges	2 years +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
*** Nothing Follows ***								

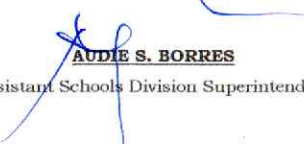
Prepared and certified correct by:

Noted by:


MARILOU F. NAVA

Human Resource Management Officer

Date: **June 05, 2025**


AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL II (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 20 - Php 62,967.00**

Qualification Standards:

Education: **Bachelor's degree in Elementary Education or Bachelor's degree with 18 professional units in Education + 6 units of Management**

Training: **40 hours of relevant training**

Experience: **1 year as Principal**

Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **With 18 units on Leadership and Management in doctoral degree**

Training: **NEAP, Leadership, Management Training**

Experience: **At least 1 year as Principal I**

Eligibility: **LET, PBET, NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-SP2-001	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education - Educational Management (MAED-EM) Doctor of Philosophy in Educational Management	with relevant trainings submitted	40 hours +	Principal I (08/01/2023)	1 year +	RA 1080 (Teacher) Elementary ; NQESH	QUALIFIED
2	CDO2025-SP2-003	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education - Educational Administration (MAED-EA) Doctor of Philosophy in Education - School Administration	with relevant trainings submitted	40 hours +	Principal I (08/01/2023)	1 year +	RA 1080 (Teacher) Elementary ; NQESH	QUALIFIED
3	CDO2025-SP2-004	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education - Educational Management (MAED-EM) Doctor of Philosophy in Education	with relevant trainings submitted	40 hours +	Principal I (01/03/2017)	1 year +	RA 1080 (Teacher) Elementary ; NQESH	QUALIFIED
4	CDO2025-SP2-007	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education - Educational Administration (MAED-EA) Doctor of Philosophy in Educational Administration & Supervision	with relevant trainings submitted	40 hours +	Principal I (02/22/2013)	1 year +	RA 1080 (Teacher) Elementary ; NQESH	QUALIFIED
5	CDO2025-SP2-008	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education - Educational Management (MAED-EM) Doctor of Philosophy in Education	with relevant trainings submitted	40 hours +	Principal I (12/28/2022)	1 year +	RA 1080 (Teacher) Elementary ; NQESH	QUALIFIED
6	CDO2025-SP2-011	Bachelor of Secondary Education (BSEd) - Mathematics ; Master of Arts in Education (MAED) Doctor of Philosophy in Educational Management - 30 units	with relevant trainings submitted	40 hours +	Principal I (12/15/2010)	1 year +	RA 1080 (Teacher) Secondary ;	QUALIFIED
*** Nothing Follows ***								

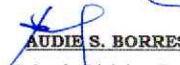
Prepared and certified correct by:


MARILOU F. NAVA

Human Resource Management Officer

Date: **June 05, 2025**

Noted by:


AUDIE S. BORRES

Assistant Schools Division Superintendent

INITIAL EVALUATION RESULT (IER)

Position: **SCHOOL PRINCIPAL II (SECONDARY)**

Salary Grade and Monthly Salary: **SG 20 - Php 62,967.00**

Qualification Standards:

Education: **Bachelor's degree in Secondary Education or Bachelor's degree with 18 professional units in Education + 6 units of Management**

Training: **40 hours of relevant training**

Experience: **1 year as Principal**

Eligibility: **RA 1080 (Teacher)**

Preferred Qualifications:

Education: **With 18 units on Leadership and Management in doctoral degree**

Training: **NEAP, Leadership, Management Training**

Experience: **At least 1 year as Principal I**

Eligibility: **LET, PBET, NQESH**

NO.	APPLICATION CODE	EDUCATION (CSC MINIMUM QS)	TRAINING (CSC MINIMUM QS)		EXPERIENCE (CSC MINIMUM QS)		ELIGIBILITY	Remarks (Qualified or Disqualified)
			DETAILS	HOURS	DETAILS	YEARS		
1	CDO2025-SP2-002	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education - Educational Management (MAED-EM)	with relevant trainings submitted	40 hours +	Principal I (03/21/2024)	1 year +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
2	CDO2025-SP2-005	Bachelor of Science in Industrial Education (BSIEd) ; Master of Arts in Information Technology Education	with relevant trainings submitted	40 hours +	Principal I (11/02/2015)	1 year +	RA 1080 (Teacher) Secondary ;	QUALIFIED
3	CDO2025-SP2-009	Bachelor of Science in Industrial Education (BSIEd) ; Master of Arts in Educational Administration	with relevant trainings submitted	40 hours +	Principal I (11/16/2022)	1 year +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED
4	CDO2025-SP2-011	Bachelor of Secondary Education (BSEd) - Mathematics ; Master of Arts in Education (MAED) Doctor of Philosophy in Educational Management - 30 units	with relevant trainings submitted	40 hours +	Principal I (12/15/2010)	1 year +	RA 1080 (Teacher) Secondary ;	QUALIFIED
5	CDO2025-SP2-012	Bachelor of Science in Industrial Education (BSIEd) ; Master of Arts in Educational Administration - CAR	with relevant trainings submitted	40 hours +	Principal I (02/24/2015)	1 year +	RA 1080 (Teacher) Secondary ;	QUALIFIED
6	CDO2025-SP2-013	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (MAED) Doctor of Philosophy in Education	with relevant trainings submitted	40 hours +	Principal I (02/24/2015)	1 year +	RA 1080 (Teacher) Secondary ; NQESH	QUALIFIED

*** Nothing Follows ***

Prepared and certified correct by:

Noted by:


MARILOU F. NAVA

Human Resource Management Officer

Date: **June 05, 2025**


AUDIE S. BORRES

Assistant Schools Division Superintendent