

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

Office of the Schools Division Superintendent

15 APRIL 2026

DIVISION MEMORANDUM

No. 353, s. 2026

TO: Assistant Schools Division Superintendent
Chief Education Supervisors, CID and SGOD
RODEL S. MEGOLLAS, Planning Officer III
All Others Concerned

**ATTENDANCE TO THE VALIDATION AND ASSESSOR TRAINING ACTIVITY ON
THE TOOLS USED FOR THE SYSTEM TO AFFIRM CAREER STAGES (ACS)**

1. Pursuant to the invitation from the **Teacher Education Council (TEC)** dated April 11, 2026, and in accordance with Section 8(f) of Republic Act No. 11713 (Excellence in Teacher Education Act), this Office directs the attendance of **MR. RODEL S. MEGOLLAS**, Planning Officer III, to the **Validation and Assessor Training Activity on the Tools used for the System to Affirm Career Stages (ACS)**.
2. The activity aims to support the establishment of a national system for teacher and school leader development, ensuring a coherent and evidence-based approach to career progression across the public basic education system.
3. The training is scheduled to take place from **April 21-24, 2026**, at a venue within the **National Capital Region (NCR)**.
4. **Financial Arrangements:**
 - **Board and Lodging:** To be covered by the Teacher Education Council (TEC) funds.
 - **Travel Expenses:** Shall be charged against **local funds**, subject to the usual accounting and auditing rules and regulations.
5. The identified participant is requested to confirm attendance through the official link: bit.ly/ValidationActivityACS on or before **April 16, 2026**.



Address: Fr. William F. Masterson Ave., Upper Balulang, Cagayan de Oro City
Telephone: (088) 855-0044, (088) 855-0047, (088) 328-2142
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Doc. Ref. Code		Rev	
Effectivity		Page	1 of 2



Republic of the Philippines
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6. For any concerns or additional information, please coordinate with **Mr. Richard P. Avila**, Education Program Specialist I, at richard.avila@depd.gov.ph.
7. Immediate dissemination of this Memorandum is desired.

ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: As stated

Reference: none

To be indicated in the Perpetual Index
under the following subjects:
AFFIRMATION CAREER STAGES

DM-019-SGOD-PR-RSM
April 15, 2026



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Doc. Ref. Code		Rev	
Effectivity		Page	2 of 2



REPUBLIC OF THE PHILIPPINES
TEACHER EDUCATION COUNCIL

April 11, 2026

ROY ANGELO E. GAZO, CESO V
Schools Division Superintendent
Department of Education – SDO Cagayan De Oro City

ATTENTION: RODEL S. MEGOLLAS
Planning Officer III

Dear **SDS GAZO**:

Greetings from the Teacher Education Council (TEC)!

Pursuant to Section 8(f) of Republic Act No. 11713, or the Excellence in Teacher Education Act, the Teacher Education Council (TEC) is establishing a **national System to Affirm Career Stages (ACS) for teachers and school leaders** based on professional standards. This reform aims to ensure a coherent, evidence-based approach to teacher development, assessment, and career progression across the public basic education system.

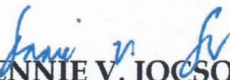
As a critical step towards its pilot implementation, the TEC, through the Quality Teaching Office (QTO), will conduct a **validation and assessor training activity on the tools used for the System to Affirm Career Stages (ACS)**.

In this regard, we would like to invite **Mr. Rodel S. Megollas** to the **validation and assessor training activity on the tools used for the System to Affirm Career Stages (ACS)**, which will be held from **April 21-24, 2026 at a hotel in the National Capital Region (NCR)**.

We will cover his board and lodging, while travel expenses shall be charged to your local funds. Kindly confirm his attendance through this link bit.ly/ValidationActivityACS on or before **April 16, 2025**. Should you have any concerns or require additional information, kindly coordinate with **Mr. Richard P. Avila**, Education Program Specialist I, via email at richard.avila@deped.gov.ph.

Thank you and we look forward to your participation.

Very truly yours,


JENNIE V. JOCSON, PhD
Executive Director V
Teacher Education Council Secretariat



REPUBLIC OF THE PHILIPPINES
TEACHER EDUCATION COUNCIL

**Activity Briefer for
Validation of Tools for the System to Affirm Career Stages**

Date: Batch 1: April 21-22, 2026 (Validation of Tools);

Batch 2 and 3: April 23-24, 2026 (Capacity Enhancement of Assessors)

Venue: Hotel in NCR

I. Rationale

This activity aims to validate the tools for the system to affirm career stages, including the affirmation rubric per career stage, self-affirmation tools, and recommendation report templates. This process will help ensure that the system is fair, evidence-based, and aligned with actual classroom and school administration realities.

To guarantee that assessment results are reliable and consistent, it is also essential to build the capacity of prospective assessors to use these tools correctly and consistently. Thus, the activity will likewise serve as initial assessor training, allowing participants to practice the application of the tools and calibrate their judgments.

II. Objectives

The primary goal of this activity is to validate the tools associated with the system to affirm career stages and to build the initial capacity of assessors in using them. Specifically, it aims to:

1. Ensure that the indicators in the tools accurately measure the competencies required for specific career stages.
2. Assess the user-friendliness and clarity of the tools for both the assessors and the teachers being assessed.
3. Collect qualitative feedback on potential administrative or technical challenges in the implementation of the tools.
4. Familiarize assessors with the tools and processes and strengthen their ability to apply the rubrics consistently (inter-rater reliability).

III. Expected Outputs

By the end of the activity, the following shall have been produced:

- Refined assessment forms and rubrics with incorporated feedback from field practitioners.
- A comprehensive summary of observations, suggestions, and corrections made during the workshop.
- Insights that may help in finalizing the Implementing Rules and Regulations (IRR) for the system to affirm career stages.



REPUBLIC OF THE PHILIPPINES

TEACHER EDUCATION COUNCIL

- A pool of assessors who have undergone initial training and practice on the use of affirmation tools and rubrics.

IV. Methodology

The activity will follow a consultative-workshop format, combining tool validation and hands-on assessor training.

- Overview of the system to affirm career stages and its associated tools, including key concepts and processes for assessment.
- Participants will be grouped to review tools for each career stage, check alignment with practice, and recommend improvements.
- Simulated Application (Assessor Training) will be given a set of “make-believe” documents and will apply the rubrics and tools to test inter-rater reliability and clarify rating decisions.
- Using the validation tool, a final session will harmonize feedback, finalize revisions, and reflect assessor experiences and calibration points.

V. Indicative Schedule

Date	Time	Indicative Activity
Day 1: April 21, 2026	8:00am – 12:00 nn	Arrival of Participants and Registration
	12:00 nn -1:00 pm	Networking Lunch
	1:00 pm – 2:00 pm	Preliminaries and Onboarding of Validators
	2:00 pm - 5:00pm	Validation of ACS Tools for Proficient Teachers
Day 2: April 22, 2026	8:00am – 12:00 nn	Validation of ACS Tools for Highly Beginning, Proficient and Distinguished Teachers
	12:00 nn -1:00 pm	Networking Lunch
	1:00 pm – 5:00 pm	<i>Continuation</i> Validation of ACS Tools for Highly Beginning, Proficient and Distinguished Teachers
Day 3: April 23, 2026	8:00am – 9:00 am	Preliminaries and Onboarding of Assessors
	9:00 am -12:00 nn	Deep Dive Sessions on Affirmation of Career Stages Tools and Materials
	12:00 nn -1:00 pm	Networking Lunch
	1:00 pm - 2:30pm	<i>Continuation</i> Deep Dive Sessions on Affirmation of Career Stages Tools and Materials
	2:30 pm – 5:00 pm	Simulated Application (Assessor Training)
Day 4: April 24, 2026	8:00am – 12:00 nn	<i>Continuation</i> Simulated Application (Assessor Training)
	12:00 nn -1:00 pm	Networking Lunch
	1:00 pm	End of Workshop

TEC will cover your food, board, and lodging for the duration of the activity. Kindly confirm your attendance through this link: bit.ly/ValidationActivityACS on or before **April 16, 2026**.