



Republic of the Philippines
Department of Education
Region VII, Central Visayas
DIVISION OF CEBU PROVINCE
IPHO Bldg., Sudlon, Lahug, Cebu City



September 19, 2017

DIVISION MEMORANDUM

No. 613 s, 2017

**AMMENDED QUALIFICATION STANDARDS FOR SENIOR HIGH SCHOOL
TEACHING POSITIONS IN TECH-VOC AND LIVELIHOOD (TVL) TRACK**

TO: Assistant Schools Division Superintendents
Chiefs, EPS/Coordinators, SEPS, EPS2
ALL PSDS's/DISTRICT OIC's/ Caretakers
All Heads of Public Elementary And Secondary Schools
Teachers And All Others Concerned

1. Please find attached Unnumbered Regional Memorandum dated September 18, 2017 with subject same as the title of this Memo, attaching a communication signed by Mrs. Dolores Bonifacio, Director IV, Civil Service Commission and the pertinent Resolution amending the Qualification Standards of Senior High School Teaching Positions in the TVL Track.
2. For the information, dissemination and guidance of all concerned.


RHEA MARIA ANGTUD, Ed.D, CESO VI
Schools Division Superintendent



D494643X

REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
REGION VII, CENTRAL VISAYAS
Sudlon, Lahug, Cebu City



MEMORANDUM

TO: ALL SCHOOLS DIVISION SUPERINTENDENTS

FROM: DIR. JULIET A. JERUTA
OIC – Office of the Regional Director

DATE: September 18, 2017

**SUBJECT: AMMENDED QUALIFICATION STANDARDS OF SENIOR HIGH SCHOOL TEACHING
POSITIONS OF TVL TRACK**

-
1. Attached is a communication signed by **MS. DOLORES B. BONIFACIO**, Director IV, Civil Service Commission, relative to the Amended Qualification Standards of Senior High School Teaching Positions, Technical-Vocational and Livelihood (TVL) Track.
 2. For the information and guidance of all concerned please see attached communication.
 3. Immediate dissemination and strict compliance of this Memorandum is desired.

J. Jeruta
JULIET A. JERUTA
Director III *J. Jeruta*
OIC – Office of the Regional Director



QUALIFICATION STANDARDS

Re: Amended QS of Senior High School
Teaching Positions, Technical-Vocational
Livelihood (TVL) Track, Department of Education

X-----X

NOTICE OF RESOLUTION

Sir/Madam:

The Commission promulgated on August 7, 2017 Resolution No. 1701192 on the above-cited case, copy attached. Its original is on file with this Commission.

August 9, 2017.

Very truly yours,


DOLORES B. BONIFACIO
Director IV

Commission Secretariat and Liaison Office

Copy furnished:

Undersecretary Jesus L. R. Mateo
Department of Education
DepEd Building, Meralco Avenue
1600 Pasig City

Secretary Leonor M. Briones
Department of Education
DepEd Building, Meralco Avenue
1600 Pasig City

Director II Henry B. Peliño
Civil Service Commission Field Office-Makati
7th Floor Building 2, Makati City Hall
Poblacion
1200 Makati City

Director IV Judith D. Chicano
Civil Service Commission National Capital Region
No. 25 Kaliraya Street, Banawe
1100 Quezon City

RELEASED
Date:

AUG 09 2017

csc/ra/cd/sph/vca

In a Race to Serve: Responsive, Accessible, Courteous and Effective Public Service



QUALIFICATION STANDARDS

Re: Amended QS of Senior High School Teaching Positions, Technical-Vocational Livelihood (TVL) Track, Department of Education

Number: 1701192

Promulgated: 07 AUG 2017

X-----X

RESOLUTION

Jesus L. R. Mateo, Undersecretary, Department of Education, in his letter dated April 21, 2017 submitted to the Commission for approval the following proposed amended experience and training requirements for the Senior High School (SHS) teaching positions in the Technical-Vocational Livelihood (TVL) Track:

Position Title	SG	Education	Experience	Training	Eligibility
Teacher I (Senior High School)	11	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	None required	At least NC II *Appropriate to the specialization	Regular applicants for permanent position: RA 1080 (Teacher); if not, they must pass the LET within five (5) years of hiring
Teacher II (Senior High School)	12	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	6 months of relevant teaching or 6 months of industry work experience	At least NC II +TMC I *Appropriate to the specialization	
Teacher III (Senior High School)	13	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of relevant teaching or 1 year of industry work experience	At least NC II +TMC I *Appropriate to the specialization	
Master Teacher I (Senior High School)	18	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of teaching experience and 6 months of relevant industry work experience	At least NC II +TMC I *Appropriate to the specialization	Regular applicants for a contractual position: None required
Master Teacher II (Senior High School)	19	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of teaching experience and 1 year of relevant industry work experience	At least NC II +TMC I *Appropriate to the specialization	
Master Teacher III (Senior High School)	20	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	2 years of teaching experience and 1 year of relevant industry work experience	At least NC II +TMC I *Appropriate to the specialization	Practitioners (part-time only): None required
Master Teacher IV (Senior High School)	21	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	2 years of teaching experience and 2 years of relevant industry work experience	At least NC II +TMC I *Appropriate to the specialization	

Certified True Copy:

SEYMOUR R. PAJARES
 Chief Personnel Specialist
 Commission Secretariat & Liaison Office

Bawat Kawani, Lingkod Bayani

The existing qualification standards for the SHS teaching positions in the TVL Track provided under CSC Resolution No. 1600358 promulgated on April 05, 2016, (QS Re: teaching positions for Senior High School, Department of Education), are as follows:

Position Title	SG	Education	Experience	Training	Eligibility
Teacher I (Senior High School)	11	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II *Appropriate to the specialization	<ul style="list-style-type: none"> Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible¹, they must pass the LET within (5) years after the date of first hiring Applicants for a contractual position: None Required Practitioners (part-time only): None required
Teacher II (Senior High School)	12	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	None required	At least NC* II +TMC** I *Appropriate to the specialization	
Teacher III (Senior High School)	13	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	1 year relevant teaching/industry work experience	At least NC* III +TMC** I *Appropriate to the specialization	
Master Teacher I (Senior High School)	18	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	2 years relevant teaching/industry work experience	At least NC* IV +TMC** I *Appropriate to the specialization	
Master Teacher II (Senior High School)	19	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	3 years relevant teaching/industry work experience	At least NC* III +TMC** II *Appropriate to the specialization	
Master Teacher III (Senior High School)	20	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	4 years relevant teaching/industry work experience	At least NC* IV +TMC** II *Appropriate to the specialization	
Master Teacher IV (Senior High School)	21	Bachelor's degree holder, or graduate of technical-vocational course(s) in the area of specialization	5 years relevant teaching/industry work experience	At least NC* II +TMC** II *Appropriate to the specialization	

*NC - National Certificate

**TMC - Trainer's Methodology Certificate

As represented by Undersecretary Mateo, in his letter dated April 21, 2017, the above-cited existing QS particularly the training requirement for the TVL track rendered appointments to same positions impossible as "some specializations offered by TESDA are only up to NC II and/or TMC I."

Undersecretary Mateo further represented that the NCII and TMC I requirements were discussed at length with the Technical Education and Skills Development Authority (TESDA) National Institute for Technical Education and Skills Development and Qualification and Standards Office. As a result, the training requirements were lowered to ensure that appointments are possible for all subject positions under the TVL tracks with corresponding increase in experience requirements for the overall QS of SHS TVL teachers to still be comparable to those of the other tracks.

Official True Copy:


SEYMOUR R. PAJARES

Chief Personnel Specialist

Commission Secretariat & Liaison Office

¹ They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointment shall be subject to reappointment (renewal).

In the same letter, Undersecretary Mateo requests that once the proposed amended QS for SHS TVL teaching positions are approved, they will be applied retroactively to all pending appointments submitted to the Commission since the previous school year.

In an earlier letter dated February 1, 2017 addressed to Chairperson Alicia Dela-Rosa Bala, Undersecretary Mateo sought reconsideration of the invalidated appointments of teachers from the Schools Division Office (SDO) of Catanduanes and SDO Meycauayan, to wit:

"The appointment of 11 teachers from SDO of Catanduanes for the position of Teacher III were invalidated on the basis of not meeting the training requirement which, xxx is at least NC III and TMC I (appropriate to the specialization). However, upon further review by the Central Office and as raised by various field offices and applicants, some specializations offered by TESDA are only up to NC II and/or TMC I. Thus, meeting the QS, specifically the training requirements, would be impossible for these specializations." (underscoring supplied for emphasis)

Undersecretary Mateo further represented that the current number of regular teaching complement cannot address the demands for teachers particularly for the K-12 Senior High School Curriculum. Further, the DepEd is still faced with at least 30,000 vacant teaching positions for filling up.

Relevant to the request of DepEd is the Philippine Qualifications Framework which provides that the completion of technical-vocational courses shall merit the conferment of National Certificate II only. Inasmuch as the completion of technical-vocational course(s) shall be considered as appropriate education for SHS positions, thus, requiring at least NC II as training requirement shall ensure alignment of the QS.

On the Trainer Methodology Certification (TMC) requirement, the Commission validated DepEd's representation through a review of the TESDA's Training Regulations Manual. The review revealed that Trainers Methodology Certificate Level I (TMC I) consists of competencies that a Technical and Vocational Education and Training (TVET) trainer and assessor must achieve. Hence, a holder of TMC I is considered to be a qualified and competent TVET Trainer/Technical Trainer, Training Facilitator/Coordinator and Competency Assessor.

On the other hand, Trainers Methodology Certificate Level II (TMC II) consists of competencies a TVET trainer or technical trainer must achieve in performing functions as training designer/developer. Therefore, a holder of TMC II is considered to be a qualified and competent Curriculum designer, Instructional designer and Training designer/developer.

C

Seal of the Commission
SEYMOUR R. PAJARES
Chief Personnel Specialist
Commission Secretariat & Liaison Office

Considering the nature of the work of SHS teaching positions vis-à-vis the description of TMC I and TMC II, it clearly shows that TMC I is the appropriate training requirement for the SHS teaching positions in the TVL track.

With regard to DepEd's request for the retroactive application of the amended QS once approved, it is emphasized that the present policy of the Commission provides that the reckoning period in determining the qualifications of an appointee shall be on the date of the issuance of the appointment. However, the Commission recognizes the fact that there was inadvertence in the formulation of the QS which the DepEd now seeks to rectify along with the exigency of recruiting and assessing teachers for the SHS TVL Track.

Based on the foregoing, the Commission finds merit to the DepEd's commitment and willingness to resolve its oversight in the qualification standards by working closely with the TESDA to propose the amendment in the qualification standards for the experience and training requirements. Hence, based on the facts gathered as evidenced by the disapproved/invalidated appointments, the application of the amended QS to the issued appointment may be considered and given a curative effect due to the urgency of the requirement and its impact to appointment to SHS teaching positions in the DepEd.

Section 22, Chapter 5, Title I-A, Book V of Executive Order No. 292 provides that:

"(2) The establishment, administration and maintenance of qualification standards shall be the responsibility of the department or agency, with the assistance and approval of the Civil Service Commission and in consultation with the Wage and Position Classification Office."
(Underscoring supplied)

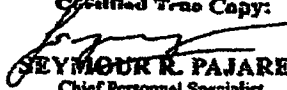
Paragraph 3, Policy No. 2, Part I (General Policies) of CSC Resolution No. 030962 (Revised Policies on Qualification Standards), dated 12 September 2003 states that:

"Agencies are encouraged to set specific or higher standards for their positions. These standards shall be submitted to the Commission for approval, and once approved, they shall be adopted by the Commission as qualification standards in the attestation of appointments of the agency concerned."

An evaluation of the proposed amended qualification standards for the experience and training requirements reveals that the amended experience and training qualification standards are necessary and appropriate in the performance of the duties and responsibilities of the subject positions.

C

Certified True Copy:


SEYMOUR R. PAJARES
Chief Personnel Specialist
Commission Secretariat & Liaison Office

WHEREFORE, the Commission RESOLVES to APPROVE the following amended qualification standards for the subject positions in the SHS teaching positions in the TVL Track of the DepEd:

Position Title	SG	Education	Experience	Training	Eligibility
Teacher I (Senior High School)	11	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	None required	At least NC II *Appropriate to the specialization	<ul style="list-style-type: none"> Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible², they must pass the LET within (5) years after the date of first hiring Applicants for a contractual position: None Required Practitioners (part-time only): None required
Teacher II (Senior High School)	12	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	6 months of relevant teaching or 6 months of industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	
Teacher III (Senior High School)	13	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of relevant teaching or 1 year of industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	
Master Teacher I (Senior High School)	18	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of teaching experience and 6 months of relevant industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	
Master Teacher II (Senior High School)	19	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	1 year of teaching experience and 1 year of relevant industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	
Master Teacher III (Senior High School)	20	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	2 years of teaching experience and 1 year of relevant industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	
Master Teacher IV (Senior High School)	21	Bachelor's degree; or completion of technical-vocational course(s) in the area of specialization	2 years of teaching experience and 2 year of relevant industry work experience	At least NC* II +TMC** I *Appropriate to the specialization	

*NC - National Certificate

** TMC - Trainer's Methodology Certificate

The Commission FURTHER RESOLVES to apply the approved QS to appointments issued for the subject positions during SY 2016-2017 which have been pending with the Commission. The DepEd is not precluded from filing a Motion for Reconsideration or Appeal to the respective CSCRO or to the Commission proper on the disapproved/invalidated appointments to subject positions prior to the approval of this amended QS.

Certified True Copy:

SEYMOUR R. FAJARES
 Chief Personnel Specialist
 Commission Secretariat & Liaison Office

² They shall be issued provisional appointments which shall be effective not beyond the school year during which the appointments were issued. The appointment shall be subject to reappointment (renewal).

The Commission **RESOLVES FURTHERMORE**, that the approved qualification standards shall be the bases of the Civil Service Commission in attesting appointments and in evaluating other human resource actions for the subject positions in the Department of Education.

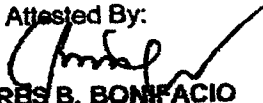
Copies of this resolution shall be disseminated to the Civil Service Commission Regional and Field Offices concerned.


Quezon City.


ALICIA dela ROSA-BALA
Chairperson


ROBERT S. MARTINEZ
Commissioner


LEOPOLDO ROBERTO W. VALDEROSA, JR.
Commissioner

Attested By:

DOLORES B. BONIFACIO
Director IV
Commission Secretariat and Liaison Office

Certified True Copy

SEYMOUR R. PAJARES
Chief Personnel Specialist
Commission Secretariat & Liaison Office