



Republic of the Philippines  
**Department of Education**  
REGION VIII - EASTERN VISAYAS

September 29, 2023

**REGIONAL MEMORANDUM**

HRDD-2023- **1054**

**DEPED REGION VIII PARTICIPANTS TO THE ACTIVITIES FOR THE  
VALIDATION AND FINALIZATION OF THE DBM-DEPED JOINT  
CIRCULAR AND DEPED ORDER FOR THE IMPLEMENTATION  
OF EXECUTIVE ORDER NO. 174 TITLED "ESTABLISHING  
THE EXPANDED CAREER PROGRESSION SYSTEM  
FOR PUBLIC SCHOOL TEACHERS"**

To: Schools Division Superintendents } SDO Leyte and SDO Ormoc City  
Functional Division Chiefs } AD, CLMD, and FD  
All Others Concerned

1. In consonance with the Memorandum issued by Usec. Gloria Jumamil-Mercado, Undersecretary for Human Resource and Organizational Development, dated September 21, 2023, this Office, through the Human Resource Development Division (HRDD), requires the identified participants to attend the activities for the Validation and Finalization of the DBM-DepEd Joint Circular and DepEd Order for the Implementation of Executive Order No. 174 titled "Establishing the Expanded Career Progression System for Public School Teachers", as stated below:

Activity	Date	Name of Participant/s	Office/ SDO	Venue/ Platform	Modality
<b>Activity 1:</b> Finalization of the DBM-DepEd Joint Circular on the Modified Position Classification and Compensation Scheme and System of Career Progression for Public School teachers	October 9-12, 2023	Harvie D. Villamor  Eva D. Rosales	CLMD  AD - PS	Within Pasig City	Face-to-Face
<b>Activity 2:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines – Batch 1 (Teachers and School Heads)	October 19-20, 2023	Eva D. Rosales  Gwendolyn Sulla  Allan Garnace	AD – PS  Ormoc City  Leyte	MS Teams	Virtual



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<b>Activity 3:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines – Batch 2 (Implementers and Assessors)	October 24-27, 2023	Wedlyn P. Abalorio  Gary Jay N. Calipayan	AD – PS  FD	Within Cavite	Face-to-Face
<b>Activity 4:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines – Batch 3 (NTWG and DepEd Officials)	November 14-17, 2023	Mariza S. Magan  Harvie D. Villamor	Leyte  CLMD	Within Cavite	Face-to-Face
<b>Activity 5:</b> Finalization Writeshop of the Draft DepEd Order on ECP System and Reclassification Guidelines for Teachers	November 21-24, 2023	Harvie D. Villamor  Eva D. Rosales	CLMD  AD - PS	Within Cavite	Face-to-Face

2. Travel and other expenses of the participants shall be charged to their respective Office/school's local funds/MOOE subject to the usual accounting and auditing rules and regulations.
3. Attached is the memorandum for reference.
4. Immediate dissemination of and compliance with this Memorandum are desired.

  
**EVELYN R. FETALVERO, CESO IV**  
 Regional Director

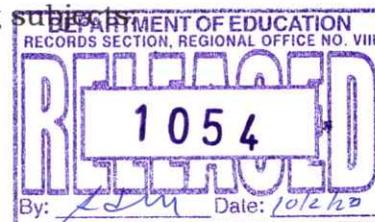
Enclosures: As stated

References: As stated

To be indicated in the Perpetual Index under the following subjects

CAREER PROGRESSION  
 FINALIZATION  
 VALIDATION

HRDD-RVR





Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION	
RECORDS SECTION - REGIONAL OFFICE NO. VII	
SEP 26 2023	
8916	File

## MEMORANDUM DM-OUHROD-2023-

OFFICE OF THE DIRECTOR IV	
Date and Time Received: 20	Signature
Date and Time Released: 26 SEP 2023	Signature

**TO :** REGIONAL DIRECTORS CONCERNED  
SCHOOLS DIVISION SUPERINTENDENTS CONCERNED  
ALL OTHERS CONCERNED

**FROM :** GLORIA JUMANIL-MERCADO *[Signature]*  
*Undersecretary for Human Resource and Organizational Development*

**SUBJECT :** ACTIVITIES FOR THE VALIDATION AND FINALIZATION OF THE DBM-DEPED JOINT CIRCULAR AND DEPED ORDER FOR THE IMPLEMENTATION OF EXECUTIVE ORDER (EO) NO. 174 "ESTABLISHING THE EXPANDED CAREER PROGRESSION SYSTEM FOR PUBLIC SCHOOL TEACHERS"

**DATE :** 21 September 2023

On June 23, 2022, Executive Order (EO) No. 174, titled "Establishing the Expanded Career Progression System for Public School Teachers," was issued with the objective of promoting professional development and career advancement among public school teachers and defining the career lines of teachers within the public school system. Consequently, supplementary policies, standards, and guidelines need to be formulated to operationalize and implement the Expanded Career Progression (ECP) System for teachers within the public basic education system.

The Department of Education (DepEd), specifically through the Bureau of Human Resource and Organizational Development - Human Resource Development Division (BHROD-HRDD) in collaboration with the Department of Budget Management (DBM), took the initiative to develop the **DBM-DepEd Joint Circular** that outlines the *Modified Position Classification and Compensation Scheme for Teacher Career Progression in Public Elementary and Secondary Schools*. This Joint Circular seeks to revise Chapter 6 of the Position Classification and Compensation Manual (PCCM) issued under DBM Circular Letter No. 2007-6 to integrate the Philippine Professional Standards for Teachers (PPST)<sup>1</sup> and Philippine Professional Standards for School Heads (PPSSH)<sup>2</sup> as the main anchoring principle of career advancement, through reclassification of positions, along the ECP System. Likewise, it redefines the existing

<sup>1</sup> DepEd Order No. 42, s. 2017 "Adoption and Implementation of the Philippine Professional Standards for Teachers" dated 11 August 2017

<sup>2</sup> DepEd Order No. 24, s. 2020 "Adoption and Implementation of the Philippine Professional Standards for School Heads" dated 07 September 2020

ratio for Master Teacher positions to align with their evolved functions under the professional standards.

Furthermore, the **DepEd Order** has been drafted detailing the *Operational Guidelines on the Expanded Career Progression System and Reclassification of Teaching Positions*. This provides for the internal guidelines on the implementation of EO 174 in DepEd including its subsequent issuances; and set forth a systematic and competency-based process of reclassification of teaching positions anchored on the established professional standards.

**These two (2) supplementary policies are currently slated for validation and finalization in collaboration with field personnel, officials, and key stakeholders** with the aim to:

- a. validate and quality assure the draft DBM-DepEd Joint Circular and draft DepEd Order;
- b. discuss in depth the specific parts and provisions of the draft policy documents with incumbents of positions and key stakeholders;
- c. solicit comments and suggestions for incorporation into the draft policy documents; and
- d. draw agreements and finalize the draft revised DBM-DepEd Joint Circular and DepEd Order.

The table below summarizes the key activities in finalizing the supplementary policies:

ACTIVITY	*DATE	PARTICIPANTS	MODALITY	VENUE
<b>ACTIVITY 1:</b> Finalization of the DBM-DepEd Joint Circular on the Modified Position Classification and Compensation Scheme and System of Career Progression for Public School Teachers	October 9-12, 2023	(See Annex A.1)	Face-to-face	Within Pasig City**
<b>ACTIVITY 2:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 1 (Teachers and School Heads)	October 19-20, 2023	(See Annex A.2)	Virtual	n/a
<b>ACTIVITY 3:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 2 (Implementers and Assessors)	October 24-27, 2023	(See Annex A.3)	Face-to-face	Within Cavite**
<b>ACTIVITY 4:</b> Validation of the Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 3 (NTWG and DepEd Officials)	November 14-17, 2023	(See Annex A.4)	Face-to-face	Within Cavite**

<b>ACTIVITY 5:</b> Finalization Writeshop of the Draft DepEd Order on ECP System and Reclassification Guidelines for Teachers	November 21-24, 2023	(See Annex A.5)	Face-to-face	Within Cavite**
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\*Schedule may be subject to change

\*\*Exact venue shall be announced in a separate advisory

The list of participants and indicative program of activities are attached as *Annex A.1-A.5* and *Annex B.1-B.5*, respectively.

In this connection, **your Office is requested to authorize the participation of the personnel concerned under your supervision in the abovementioned activities.** Specifically, Regional Offices are directed to identify their respective representatives for Activity 2, 3, and 5, following the specifications and allocation stipulated in *Annex A.2 (B)*, *A.3 (B)* and *A.5 (A)*.

**All participants for each activity shall register through the following Google Form links:**

ACTIVITY AND GOOGLE FORM LINK	DEADLINE OF SUBMISSION
<b>ACTIVITY 1:</b> <a href="https://bit.ly/Registration_Activity_1">https://bit.ly/Registration_Activity_1</a>	<b>October 2, 2023</b>
<b>ACTIVITY 2:</b> <a href="https://bit.ly/Registration_Activity_2">https://bit.ly/Registration_Activity_2</a>	<b>October 9, 2023</b>
<b>ACTIVITY 3:</b> <a href="https://bit.ly/Registration_Activity_3">https://bit.ly/Registration_Activity_3</a>	
<b>ACTIVITY 4:</b> <a href="https://bit.ly/3EKnjrt">https://bit.ly/3EKnjrt</a>	
<b>ACTIVITY 5:</b> <a href="https://bit.ly/48kQj6v">https://bit.ly/48kQj6v</a>	

Travel expenses will be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations. Other details and administrative arrangements will be announced through a separate advisory.

The identified participants are requested to bring their own laptop and extension cords. Copies of the subject policy documents may be accessed through: <https://bit.ly/WorkshopReferenceMaterials>. As these documents remain subject to validation and finalization processes, unauthorized dissemination of the draft policy documents shall be prohibited to mitigate potential confusion.

For queries and concerns, kindly coordinate with BHROD-HRDD through Ms. Ruby Chanda J. Crisostomo or Mr. Rudy T. Clariño at email address [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or at telephone number (02) 8470-6630.

For dissemination and appropriate action.

[BHROD-HRDD/Clariño]

## ANNEX A.1 (ACTIVITY 1): LIST OF PARTICIPANTS

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

### Finalization of the DBM-DepEd Joint Circular on the Modified Position Classification and Compensation Scheme and System of Career Progression for Public School Teachers

October 9 – 12, 2023 | Within Pasig City

NO.	NAME	POSITION	RO/SDO
<i>Career Progression – National Technical Working Group (NTWG) Members</i>			
1	Susan Collano	Schools Division Superintendent	SDO Naga City
2	Sheryll Gayola	Schools Division Superintendent	SDO Pasig City
3	Carleen Sedilla	Schools Division Superintendent	SDO Quezon City
4	Mervie Seblon	OIC-Assistant Schools Division Superintendent	SDO Tacurong City
5	Dinah Bonao	HRDD Chief Education Supervisor	RO I
6	Harvie Villamor	CLMD Chief Education Supervisor	RO VIII
7	Enerio Ibisa	HRDD Chief Education Supervisor	RO X
8	Emily Enolpe	HRDD Chief Education Supervisor	RO XII
9	Carlos Llamas III	Education Program Supervisor	RO X
10	Mark Anthony Idang	Education Program Supervisor	SDO Laguna
11	Jay Manalang	Senior Education Program Supervisor	RO III
12	Eva Rosales	Administrative Officer V	RO VIII
13	Arniel Garque	Administrative Officer V	SDO Guimaras
14	Angelo Uy	Public Schools District Supervisor	SDO Dasmaringas City
15	Noemi Baysa	Public Schools District Supervisor	SDO Malabon City
16	Angelo Unay	Principal II	SDO Imus City
17	Lester Alcoriza	Master Teacher II	SDO Las Piñas City
8 representatives from <b>DBM – OPCCB, BMB-F, select DBM-Regional Offices</b>			
1 representative from <b>NEAP</b> (to be selected by the Head of Office)			
1 representative from <b>TEC Secretariat</b> (to be selected by the Head of Office)			
1 representative from <b>BHROD – Office of the Director</b> (to be selected by the Head of Office)			
2 representatives from <b>BHROD – Schools Effectiveness Division</b> (to be selected by Head of Office)			
5 Program Managers and Secretariat from <b>BHROD-Human Resource Development Division</b>			

## ANNEX A.2 (ACTIVITY 2): LIST OF PARTICIPANTS

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

### Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 1 (Teachers/Master Teachers, Head Teachers, and School Heads)

October 19 – 20, 2023 | Virtual via MS Teams

#### A. Select Members of the Career Progression NTWG

NO.	NAME	POSITION	RO/SDO
1	Emily Enolpe	HRDD Chief Education Supervisor	RO XII
2	Carlos Llamas III	Education Program Supervisor	RO X
3	Eva Rosales	Administrative Officer V	RO VIII
4	Jay Manalang	Senior Education Program Supervisor	RO III
5	Lester Alcoriza	Master teacher II	SDO Las Piñas City

#### B. Participants from Field Offices:

- Each Regional Office shall select its respective representative/s following the specifications and allocation stipulated in the table below:

REGION	REPRESENTATIVES / NO. OF SLOTS
Region 1, 4A, 6, 9, 12, NCR	One (1) Teacher/Master Teacher; and One (1) School Head
Region 2, 4B, 7, 10, CARAGA	One (1) Teacher/Master Teacher; and One (1) Head Teacher
Region 3, 5, 8, 11, CAR	One (1) Head Teacher; and One (1) School Head

#### C. Participants from Central Office (CO):

OFFICE	NO. OF PARTICIPANTS
NEAP	1
TEC Secretariat	1
BHROD - ODir	1
BHROD - SED	2
BHROD - HRDD	5

### ANNEX A.3 (ACTIVITY 3): LIST OF PARTICIPANTS

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

#### Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 2 (Implementers and Assessors)

October 24 – 27, 2023 | Within Cavite

##### A. Select Members of the Career Progression NTWG

NO.	NAME	POSITION	RO/SDO
1	Mark Anthony Idang	Education Program Supervisor	SDO Laguna
2	Arniel Garque	Administrative Officer V	SDO Guimaras
3	Angelo Uy	Public Schools District Supervisor	SDO Dasmariñas City
4	Noemi Baysa	Public Schools District Supervisor	SDO Malabon City
5	Angelo Unay	Principal II	SDO Imus City

##### B. Participants from Field Offices:

- Each Regional Office shall select its respective representative/s following the specifications and allocation stipulated in the table below:

REGION	REPRESENTATIVES / NO. OF SLOTS
Regions 1, 3, 6, 9, 11	One (1) HRMO from one (1) selected SDO One (1) Chief Administrative Officer
Regions 2, 4A, 7, 10, CAR, CARAGA	One (1) HRMPSB member from one (1) selected SDO
Regions 4B, 5, 8, 12, NCR	One (1) Teacher Credential Evaluator One (1) Budget Officer from either RO or selected SDO

##### C. Participants from Central Office (CO) and Program Management Team (PMT)

OFFICE	NO. OF PARTICIPANTS
BHROD - HRDD	5

#### **ANNEX A.4 (ACTIVITY 4): LIST OF PARTICIPANTS**

*Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit*

#### **Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 3 (DepEd Officials and NTWG)**

*November 14 – 17, 2023 | Within Cavite*

*A. Field Officials:*

<b>No.</b>	<b>NAME</b>	<b>POSITION</b>	<b>OFFICE</b>
1	Atty. Resty C. Osias	Director IV	BHROD
2	Dir. Leila P. Areola	Director IV	BLD
3	Dir. Ana Marie C. Calapit	Director IV	Finance Service
4	Dir. Jennifer E. Lopez	OIC-Director IV	NEAP
5	Atty. Cornelio A. Pacala	OIC-Director IV	Legal Service
6	Ramir B. Uytico	Regional Director	RO VI
7	Allan G. Farnazo	Regional Director	RO X
8	Wilfredo E. Cabral	Regional Director	NCR
9	Rhoda T. Razon	Assistant Regional Director	RO I
10	Jessie L. Amin	Assistant Regional Director	RO III
11	Victor G. De Gracia, Jr.	Assistant Regional Director	RO VI
12	Fiel Y. Almendra	Assistant Regional Director	RO VII
13	Rebonfamil R. Baguio	Assistant Regional Director	RO XI
14	Senen P. Paulin	Schools Division Superintendent	SDO Cebu
15	Josephine L. Fadul	Schools Division Superintendent	SDO Davao Oriental
16	Joel B. Lopez	Schools Division Superintendent	SDO Ilocos Sur
17	<b>Mariza S. Magan</b>	<b>Schools Division Superintendent</b>	<b>SDO Leyte</b>
18	Hector Macalalang	Assistant Schools Division Superintendent	SDO Agusan del Sur
19	Lauro B. Milano	Assistant Schools Division Superintendent	SDO Albay
20	Ivan Brian L. Inductivo	Assistant Schools Division Superintendent	SDO Imus City
21	Nerissa L. Alfara	Assistant Schools Division Superintendent	SDO Sarangani
22	Ma. Teresa P. Geroso	Assistant Schools Division Superintendent	SDO Sibalay City
23	Ma. Celina L. Vega	Assistant Schools Division Superintendent	SDO Tarlac

*B. Career Progression NTWG:*

<b>NO.</b>	<b>NAME</b>	<b>POSITION</b>	<b>RO/SDO</b>
1	Susan Collano	Schools Division Superintendent	SDO Naga City
2	Sheryll Gayola	Schools Division Superintendent	SDO Pasig City
3	Carleen Sedilla	Schools Division Superintendent	SDO Quezon City
4	Mervie Seblon	OIC-Assistant Schools Division Superintendent	SDO Tacurong City
5	Dinah Bonao	HRDD Chief Education Supervisor	RO I
6	Harvie Villamor	CLMD Chief Education Supervisor	RO VIII
7	Enerio Ibisa	HRDD Chief Education Supervisor	RO X

*C. Representatives Central Office (CO):*

<b>OFFICE</b>	<b>NO. OF PARTICIPANTS</b>
BHROD – HRDD	5

## ANNEX A.5 (ACTIVITY 5): LIST OF PARTICIPANTS

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

### Finalization Writeshop of Draft DepEd Order on ECP System and Reclassification Guidelines for Teachers

November 21 – 24, 2023 | Within Cavite

#### A. Participants from Field Offices:

- **Regions 3, 4A, 4B, 6, 7, 9, 11, NCR** shall authorize the participation of one (1) representative from their selected participants for Activity 3: *Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 2 (Implementers and Assessors)*

#### B. Career Progression NTWG

NO.	NAME	POSITION	RO/SDO
1	Susan Collano	Schools Division Superintendent	SDO Naga City
2	Sheryll Gayola	Schools Division Superintendent	SDO Pasig City
3	Carleen Sedilla	Schools Division Superintendent	SDO Quezon City
4	Mervie Seblon	OIC-Assistant Schools Division Superintendent	SDO Tacurong City
5	Dinah Bonao	HRDD Chief Education Supervisor	RO I
6	Harvie Villamor	CLMD Chief Education Supervisor	RO VIII
7	Enerio Ibisa	HRDD Chief Education Supervisor	RO X
8	Emily Enolpe	HRDD Chief Education Supervisor	RO XII
9	Carlos Llamas III	Education Program Supervisor	RO X
10	Mark Anthony Idang	Education Program Supervisor	SDO Laguna
11	Jay Manalang	Senior Education Program Supervisor	RO III
12	Eva Rosales	Administrative Officer V	RO VIII
13	Arniel Garque	Administrative Officer V	SDO Guimaras
14	Angelo Uy	Public Schools District Supervisor	SDO Dasmariñas City
15	Noemi Baysa	Public Schools District Supervisor	SDO Malabon City
16	Angelo Unay	Principal II	SDO Imus City
17	Lester Alcoriza	Master teacher II	SDO Las Piñas City

#### C. Participants from Central Office (CO):

OFFICE	NO. OF PARTICIPANTS
NEAP	1
TEC Secretariat	1
BHROD - ODir	1
BHROD - SED	2
BHROD - HRDD	5

**ANNEX B.1 (ACTIVITY 1): INDICATIVE PROGRAM OF ACTIVITIES**

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

**Finalization of the DBM-DepEd Joint Circular on the Modified Position Classification and Compensation Scheme and System of Career Progression for Public School Teachers**

October 9 – 12, 2023 | Within Pasig City

TIME	ACTIVITY
<b>Day 0 (October 9, 2023)</b>	
PM	<i>Ingress and Check-in of Participants</i>
<b>Day 1 (October 10, 2023)</b>	
AM	<p><b>Opening Program</b></p> <ul style="list-style-type: none"> <li>- Preliminaries</li> <li>- Context Setting and Workshop Objectives</li> <li>- House Rules</li> </ul> <p><b>Session 1:</b> Overview and Salient Features of EO 174 “Expanded Career Progression System for Public School Teachers” and its IRR</p> <p><b>Session 2:</b> Presentation of the Draft Joint Circular on MPCC and ECP System for Public School Teachers; and Draft DepEd Order on ECP System and Reclassification of Teaching Positions</p>
PM	<p><b>Workshop 1:</b> Individual Review of the Draft Joint Circular and DepEd Order</p> <p><b>Plenary:</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Rationale, Scope, and Policy Statement</i></li> </ul>
<b>Day 2 (October 11, 2023)</b>	
AM	<p><b>Workshop 2 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Career Lines and Transition to the ECP System</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Workshop 3 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Basis for the Reclassification of Positions</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
<b>Day 3 (October 12, 2023)</b>	
AM	<p><b>Workshop 4 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Reclassification Process and Forms</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Session 3:</b> Wrap-up and Ways Forward</p> <p><i>Closing Program</i></p> <p><i>Egress of Participants</i></p>

## ANNEX B.2 (ACTIVITY 2): INDICATIVE PROGRAM OF ACTIVITIES

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

### Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 1 (Teachers/Master Teachers, Head Teachers, and School Heads)

October 19 – 20, 2023 | Virtual via MS Teams

TIME	ACTIVITY
<b>Day 1 (October 19, 2023)</b>	
AM	<b>Opening Program</b> <ul style="list-style-type: none"><li>- Preliminaries</li><li>- Context Setting and Workshop Objectives</li><li>- House Rules</li></ul> <b>Session 1:</b> Overview and Salient Features of EO 174 “Expanded Career Progression System for Public School Teachers” and its IRR <b>Session 2:</b> Presentation of the Draft DepEd Order on ECP System and Reclassification of Teaching Positions
PM	<b>Focus Group Discussion per Job Group on:</b> <ul style="list-style-type: none"><li>- Career Lines and Transition to the ECP System</li></ul>
<b>Day 2 (October 20, 2023)</b>	
AM	<b>Focus Group Discussion per Job Group on:</b> <ul style="list-style-type: none"><li>- Basis for the Reclassification of Positions</li></ul>
PM	<b>Session 3:</b> Highlights of FGDs  <i>Ways Forward and Closing Program</i>

### ANNEX B.3 (ACTIVITY 3): INDICATIVE PROGRAM OF ACTIVITIES

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

#### Validation of Draft DepEd Order on ECP System and Reclassification Guidelines - Batch 2 (Implementers and Assessors)

October 24 – 27, 2023 | Within Cavite

TIME	ACTIVITY
<b>Day 0 (October 24, 2023)</b>	
PM	<i>Ingress and Check-in of Participants</i>
<b>Day 1 (October 25, 2023)</b>	
AM	<p><b>Opening Program</b></p> <ul style="list-style-type: none"> <li>- Preliminaries</li> <li>- Context Setting and Workshop Objectives</li> <li>- House Rules</li> </ul> <p><b>Session 1:</b> Overview and Salient Features of EO 174 “Expanded Career Progression System for Public School Teachers” and its IRR</p> <p><b>Session 2:</b> Presentation of the Draft DepEd Order on ECP System and Reclassification of Teaching Positions</p>
PM	<p><b>Workshop 1:</b> Individual Review of the Draft DepEd Order</p> <p><b>Plenary:</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Rationale, Scope, and Policy Statement</i></li> </ul>
<b>Day 2 (October 26, 2023)</b>	
AM	<p><b>Workshop 2 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Career Lines and Transition to the ECP System</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Workshop 3 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Basis for the Reclassification of Positions</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
<b>Day 3 (October 27, 2023)</b>	
AM	<p><b>Workshop 4 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Reclassification Process and Forms</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Session 3:</b> Wrap-up and Ways Forward</p> <p><i>Closing Program; Egress of Participants</i></p>

**ANNEX B.4 (ACTIVITY 4): INDICATIVE PROGRAM OF ACTIVITIES**

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
Career Progression Unit

**Validation of Draft DepEd Order on ECP System and Reclassification  
Guidelines - Batch 3 (DepEd Officials and NTWG)**

November 14 – 17, 2023 | Within Cavite

TIME	ACTIVITY
<b>Day 0 (November 14, 2023)</b>	
PM	Ingress and Check-in of Participants
<b>Day 1 (November 15, 2023)</b>	
AM	<p><b>Opening Program</b></p> <ul style="list-style-type: none"> <li>- Preliminaries</li> <li>- Context Setting and Workshop Objectives</li> <li>- House Rules</li> </ul> <p><b>Session 1:</b> Overview and Salient Features of EO 174 “Expanded Career Progression System for Public School Teachers” and its IRR</p> <p><b>Session 2:</b> Presentation of the Draft DepEd Order on ECP System and Reclassification of Teaching Positions</p>
PM	<p><b>Workshop 1:</b> Individual Review of the Draft DepEd Order</p> <p><b>Plenary:</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- Rationale, Scope, and Policy Statement</li> </ul>
<b>Day 2 (November 16, 2023)</b>	
AM	<p><b>Workshop 2 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- Career Lines and Transition to the ECP System</li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Workshop 3 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- Basis for the Reclassification of Positions</li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
<b>Day 3 (November 17, 2023)</b>	
AM	<p><b>Workshop 4 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- Reclassification Process and Forms</li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Session 3:</b> Wrap-up and Ways Forward</p> <p>Closing Program; Egress of Participants</p>

**ANNEX B.5 (ACTIVITY 5): INDICATIVE PROGRAM OF ACTIVITIES**

Bureau of Human Resource and Organizational Development – Human Resource Development Division  
**Career Progression Unit**

**Finalization Writeshop of Draft DepEd Order on ECP System and  
 Reclassification Guidelines for Teachers**

*November 21 – 24, 2023 | Within Cavite*

TIME	ACTIVITY
<b>Day 0 (November 21, 2023)</b>	
PM	<i>Ingress and Check-in of Participants</i>
<b>Day 1 (November 22, 2023)</b>	
AM	<p><b>Opening Program</b></p> <ul style="list-style-type: none"> <li>- Preliminaries</li> <li>- Context Setting and Workshop Objectives</li> <li>- House Rules</li> </ul> <p><b>Session 1:</b> Overview and Salient Features of EO 174 “Expanded Career Progression System for Public School Teachers” and its IRR</p> <p><b>Session 2:</b> Presentation of the Draft DepEd Order on ECP System and Reclassification of Teaching Positions</p>
PM	<p><b>Workshop 1:</b> Individual Review of the Draft DepEd Order</p> <p><b>Plenary:</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Rationale, Scope, and Policy Statement</i></li> </ul>
<b>Day 2 (November 23, 2023)</b>	
AM	<p><b>Workshop 2 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Career Lines and Transition to the ECP System</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Workshop 3 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Basis for the Reclassification of Positions</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
<b>Day 3 (November 24, 2023)</b>	
AM	<p><b>Workshop 4 (Break-out):</b> Discussion of Inputs, Comments, and Recommendations on:</p> <ul style="list-style-type: none"> <li>- <i>Reclassification Process and Forms</i></li> </ul> <p><b>Plenary:</b> Group Presentation of the Workshop Outputs</p>
PM	<p><b>Session 3:</b> Wrap-up and Ways Forward</p> <p><b>Closing Program; Egress of Participants</b></p>