

# 43014 UNFILLED DEPED PLANTILLA WORSEN TEACHER SHORTAGE

## POOR PERFORMANCE IN PISA, TIMSS, NAT

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### I. Introduction

Through the years, the Department of Education has thousands of unfilled Plantilla positions, yet it has been asking for additional Plantilla positions from the national government due to shortage of teachers and other personnel. It appears that the annual additional Plantilla positions were eroded due to thousands of unfilled positions. The Congress **Facts in Figures** enumerated **43,014** unfilled Plantilla positions in Tables 2 and 3 in the Department of Education of which **26,164** were teacher positions.

### II. The Facts

However, she shares, **“Our shortage right now is at 86,000 teachers**, and for 2024, we have an allocation of 20,000. The ratio that we have currently is still 1:40.”

For its proposed 2025 budget, DepEd is asking Congress for an additional **P15.4 billion** to expand its teaching workforce with 56,060 new personnel. Currently, there are about **910,434 teachers** in the public school system, based on DepEd's budget presentation. September 10, 2024.

DEPED UNFILLED TEACHING POSITIONS		
Position	Total Unfilled	% Share
Instructor I	7	0.03
Instructor II	8	0.03
Instructor III	2	0.01
Master Teacher I	1,376	5.26
Master Teacher II	760	2.90

Source: DBM-GMIS as of 15 February 2021

Master Teacher III	2	0.01
Special Education Teacher I	222	0.85
Special Education Teacher II	22	0.08
Special Education Teacher III	18	0.07
Special Science Teacher I	566	2.16
Teacher I	12,549	47.96
Teacher II	6,843	26.15
Teacher III	3,789	14.48
<b>TOTAL</b>	<b>26,164</b>	<b>100.00</b>
<b>% share of the total unfilled positions 57.4%</b>		

**Positions.** Enumerated in Table 3 are the 19,436 unfilled related-teaching and non-teaching position of which, finance and administrative position comprised the biggest share at 30.9% (6,009) followed by guidance counselors at 22.5% (4,364) and school administrator positions at 19.8% (3,845).

**TABLE 3  
DEPED UNFILLED RELATED-TEACHING  
AND NON-TEACHING POSITIONS**

Position	Total Unfilled	% Share
<b>School Administration</b>	<b>3,845</b>	<b>19.8</b>
Principal I-IV	2,251	11.6
Assistant School Principal I-III	440	2.3
Special Schools Principal	1	0.0
Head Teacher I-VI	1,149	5.9
Tech-Voc School Administrator	4	0.0
<b>Finance &amp; Admin Services for Schools</b>	<b>6,009</b>	<b>30.9</b>
Administrative Aide VI	259	1.3
Administrative Assistant I-VI	2,951	15.2
Administrative Officer II	2,889	14.8
<b>Administrative Support for Schools</b>	<b>2,617</b>	<b>13.4</b>
Administrative Aide I	1,166	6.0
Administrative Aide III	451	2.3
Administrative Aide IV-V	596	3.1
Security Guard I-II	316	1.6
Watchman I	88	0.5
<b>Guidance Counselors</b>	<b>4,364</b>	<b>22.5</b>
Guidance Counselors I-III	4,291	22.1
Guidance Coordinators I-III	73	0.4
<b>Other Positions</b>	<b>2,601</b>	<b>13.4</b>
<b>TOTAL</b>	<b>19,436</b>	<b>100.0</b>
<b>% share of the total unfilled positions 42.6%</b>		

Source: DBM-GMIS as of 15 February 2021

If these **26,164 unfilled teacher positions** are filled up, the shortage may be only **59,836** because **86,000 minus 26,164 is only 59,836**. Considering further that the 1,149 unfilled Head Teachers I-VI have Teacher 1 positions at the bottom of the succession, then it means **59,836 minus 1,149 is equal to 58,687**. Since this School Year 2024-2025, the national government added 22,323 newly created positions, then the shortage is significantly reduced to **26,364** (**58,687 – 22,323 = 26,364**). If the requested conversion to teaching positions be granted for Plantilla positions which have no qualified applicants for years such as the 8,728 unfilled Guidance Counselor positions, then **26,364 minus 8,728 is 17,636**. **Then, this shortage of 17,636 can be provided by the national government in 2025 since it has even added this year with 22,323.**

But if these unfilled Teacher Plantilla Positions shall remain at the same level, which was **27,255** since **2019-2020 Data B**, and this **2024 at 26,264 Data A**, the shortage shall worsen in the succeeding years. **Can the Department of Education comply the Special Provision of GAA, Section 12, to fill up all these 43,014 vacancies by December 31, 2024?**

**DATA B**      **Table 1: Unfilled Positions in DepEd by Regions, School Year 2019 -2020**

Region	Teaching	Teaching-Related	Non-Teaching	Sub-Total
CAR	314	100	202	616
NCR	5,281	844	1,677	7,802
Region I	811	402	212	1,425
Region II	459	270	422	1,151
Region III	1,759	698	565	3,022
Region IV-A	3,042	1,113	619	4,774
Region IV-B	946	372	344	1,662
Region V	2,514	761	667	3,942
Region VI	3,049	682	697	4,428
Region VII	1,247	522	614	2,383
Region VIII	1,465	346	738	2,549
Region IX	1,890	610	684	3,184
Region X	1,841	512	260	2,613
Region XI	994	462	141	1,597
Region XII	663	286	140	1,089
CARAGA	980	298	265	1,543
<b>Total</b>	<b>27,255</b>	<b>8,278</b>	<b>8,247</b>	<b>43,780</b>

For the theoretical reduction to **63,677** by the creation of 22,323 positions is eroded by the 43,014 unfilled positions. In fact, the situation worsens for the shortage catapulted to **106,691** because **43,014** are unfilled (**86,000 shortage – 22,323 newly- created + 43,014 unfilled = 106,691 net shortage**). It means 106,691 teachers/employees *are not in the classrooms and offices* - for *though there are Plantilla items, the teachers are not yet in the classrooms for the natural vacancies are not filled up, and up to the 2<sup>nd</sup> week of classes this School Year 2024-2025, in one region, it appeared from the reports that majority of the newly created items are not yet filled up.* So, the actual shortage of teachers in the classrooms and personnel is **106,691** more or less. This implies that 106,691 teachers and other personnel have to double their tasks due to the shortage and unfilled 106,691 positions.

These are based on the available data in the web.

Unfortunately, the data in the Department of Education was still in 2019-2020 attached below as *Data C* for “*DepEd is yet to operationalize a Human Resource Information System (HRIS).*” For updates on

the data, I requested from the Central Office on September 3, 2024, and even at the regional level, I requested from Region IX on September 13. 2024, but to date there are no responses yet.

**DATA C** **Total Number of Teachers by Position Title and Level of Education, SY 202020**  
DepEd is Yet to Operationalize a Human Resource Information System (HRIS) The absence of an [HRIS system](#) makes it difficult for DepEd's field units, such as the RO and SDOs, to organize and manage teacher -related information, which can be crucial in workforce planning, CPD, capability building, [staffing](#) and deployment, [performance appraisal](#), and

Position Title	Elementary	Junior High School	Senior High School	Total	% 2020 x TOTAL 2024 = 2024 est.
Master Teacher IV	4	7	1	12	.000014 x 910,434 = 13
Master Teacher III	143	251	9	403	.000482 x 910,434 = 438
Master Teacher II	9,958	3,068	2,630	15,656	.018734 x 910,434 = 16,544
Master Teacher I	24,602	12,937	2,565	40,104	.058917 x 910,434 = 44,022
Instructor III		7		7	.000001 x 910,434 = 8
Instructor II		18		18	.000022 x 910,434 = 20
Instructor I		38		38	.000045 x 910,434 = 41
Teacher III	131,343	60,606	10,357	202,306	.241937 x 910,434 = 219,268
Teacher II	65,236	26,964	32,904	125,104	.149611 x 910,434 = 135,211
Teacher I	261,820	172,743	11,549	446,112	.529916 x 910,434 = 481,253
SPED Teacher V	44	1		45	.000054 x 910,434 = 49
<a href="#">SPED</a> Teacher IV	18	4		22	.000026 x 910,434 = 24
SPED Teacher III	353	73		426	.000509 x 910,434 = 464
SPED Teacher II	258	51		309	.000370 x 910,434 = 336
<a href="#">SPED Teacher</a> I	3,421	264		3,685	.0044069 x 910,434 = 4,012
Special Science Teacher		361	1,585	1,946	.002327 x 910,434 = 2,119
<b>TOTAL</b>	<b>497,200</b>	<b>277,393</b>	<b>61,600</b>	<b>836,193</b>	<b>910,434 2024</b>

*Data C* above is on the Number of Teachers by Title, Position and Level of Education. Since this was still in 2019-2020 with 836,193 teaching positions, I did some transmutation to estimate the Number of Teachers by Title, Position and Level of Education in 2024 from the total of 910,434.

The Congress **Facts in Figures** below were updated in February 2024.

<b>F acts in figures in Congressional Policy and Budget Research Department House of Representatives February 2024 (No. 14)</b>
Based on the 2023 Staffing Summary Record of the Department of Budget and Management (DBM), the DepEd has total plantilla positions of 1,016,147 while the number of unfilled positions was recorded at 43,014 representing 4.2% of the total plantilla positions. (Table 1)
Unutilized Budget Allocation for Unfilled Plantilla Positions. From 2019 to 2023, an average of P21.5 billion or 6.3% of the total annual budget for plantilla positions was unutilized due to failure to fill up more than 40,000 positions in the DepEd. The unutilized budget for plantilla positions reached as high as P58.3 billion in 2018 or 21% of the total budget for plantilla positions (Chart 3).

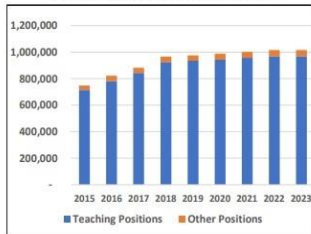
## INVENTORY OF DepEd UNFILLED PLANTILLA POSITIONS

### DATA D

The Department of Education (DepEd) has the largest number of human resource complement in the bureaucracy with more than one million plantilla positions. Plantilla positions are permanent position items in the government with corresponding authorized budget allotment in the annual General Appropriations Act (GAA).

Chart 1 shows an increasing trend in the number of DepEd plantilla positions, recording a growth rate of 35.8% between 2015 and 2023.

CHART 1  
DepEd PLANTILLA POSITIONS 2015-2023



Source: DBM Staffing Summary FY2015-2023

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CHART 2  
DepEd UNFILLED PLANTILLA POSITIONS 2015-2023



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**Unutilized Budget Allocation for Unfilled Plantilla Positions.** From 2019 to 2023, an average of P21.5 billion or 6.3% of the total annual budget for plantilla positions was unutilized due to failure to fill up more than 40,000 positions in the DepEd. The unutilized budget for plantilla positions reached as high as P58.3 billion in 2018 or 21% of the total budget for plantilla positions (Chart 3).

**Inventory of Unfilled Positions by Position Classifications.** Plantilla positions in the DepEd are classified into a) *Teaching positions* or those directly engaged in teaching or in the delivery of instruction in the elementary and secondary levels, whether on a full-time or part-time basis, in schools and learning centers, b) *Related-Teaching Positions* or those whose primary duties and responsibilities contribute to the delivery of basic education services and achievement of agency outcomes through the provision of direct support to teaching and the delivery of instruction, such as standard setting, policy and program formulation, research, and sector monitoring and evaluation, and c) *Non-teaching positions* with primary duties and responsibilities that contribute to the delivery of basic education services and achievement of agency outcomes but are not involved nor directly support the actual conduct of teaching or delivery of instruction.

Available data from the DBM Government Manpower Information System (GMIS) show that as of February 15, 2021, unfilled positions totaled 45,600, of which 26,164 or 57.4% are teaching positions while the remaining 19,436 or 42.6% comprised the related-teaching and non-teaching positions (Chart 4).

CHART 4  
DepEd UNFILLED PLANTILLA POSITIONS BY CLASSIFICATION



Source: DBM-GMIS as of 15 February 2021

**Unfilled Teaching Positions.** Table 2 shows the breakdown of the 26,164 unfilled teaching positions. Of these, nearly half or 48.0% (12,549) were Teacher I or entry level position, followed by Teacher II at 26.2% (6,843), and Teacher III at 14.5% (3,789).

TABLE 2  
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Position	Total Unfilled	% Share
Instructor I	7	0.03
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% share of the total unfilled positions		57.4%

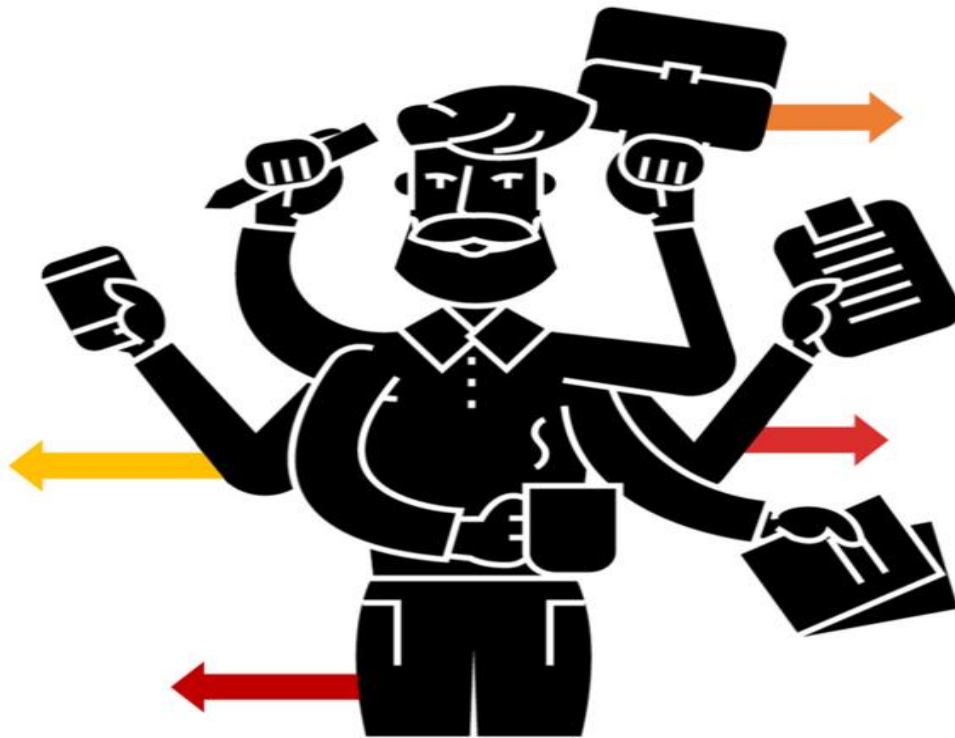
**Unfilled Related-Teaching and Non-Teaching Positions.** Enumerated in Table 3 are the 19,436 unfilled related-teaching and non-teaching positions, of which, finance and administrative positions comprised the biggest share at 30.9% (6,009), followed by guidance counselors at 22.5% (4,364) and school administrator positions at 19.8% (3,845).

TABLE 3  
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Position	Total Unfilled	% Share
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Guidance Counselors I-III	4,291	22.1
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<b>Other Positions</b>	<b>2,601</b>	<b>13.4</b>
<b>TOTAL</b>	<b>19,436</b>	<b>100.0</b>
% share of the total unfilled positions		42.6%

Source: DBM-GMIS as of 15 February 2021

The Congress **Facts in Figures Data D** above enumerated the unfilled specific teaching positions in Table 2 and the specific related-teaching and non-teaching positions in Table 3. And 26,164 are unfilled teaching position consisting of 57.40% - still the greater majority of unfilled Plantilla positions. It appeared that from the available data from 2019 to 2024, there have been more than fifty percent unfilled teacher positions from the total unfilled Plantilla positions. **Certainly, improved performance cannot be expected from teachers and other personnel burdened with additional tasks due to the shortage worsened by the unfilled Plantilla positions in thousands since 2019-2020 up to the present.**





### III. The Adverse Impact on Performance

#### A. PROGRAMME FOR INTERNATIONAL STUDENTS' ASSESSMENT (PISA)

In **PISA 2018 (Programme for International Students' Assessment)**, the Philippines was No. 78 (*2<sup>nd</sup> to the last*) among all 79 participating countries/territories. *Note, not included in the summary were Vietnam No. 11 perhaps unintentionally, and Spain No. 32 for a reason given by the writer.*

In **PISA 2022**, the Philippines is **5<sup>th</sup> to the last, no. 76 among 80 participating countries and territories/economies**. The Philippines is 6<sup>th</sup> to the last in reading and mathematics, and 3<sup>rd</sup> to the last in science.

#### B. INTERNATIONAL MATHEMATICS AND SCIENCE SURVEY (TIMSS)

In **TIMSS 2003**, the Philippines ranked No. 45 out of 48 countries / territories (*4<sup>th</sup> to the last*) in Grade 8 Mathematics and Science.

In **TIMSS 2019**, the Philippines ranked No. 58 (*last*) out of 58 countries in Grade 4 Mathematics and Science. The Philippines may have not participated in Grade 8 Mathematics and Science for no Philippines in the results.

#### C. THE SAMPLE RESULTS OF THE NATIONAL ACHIEVEMENT TEST (NAT) 2019-2023

## Top 10 Performing Schools in NAT G10 (SY 2022 – 2023)

**Annex B**

<b>1</b> Batangas Province Science HS CALABARZON – Batangas Province <b>81.87</b>	<b>6</b> Tagbilaran City Science HS Region VII– Tagbilaran City <b>77.10</b>
<b>2</b> Cavite Science Integrated School CALABARZON – Cavite Province <b>78.18</b>	<b>7</b> Valenzuela City School of Math and Science NCR –Valenzuela City <b>76.77</b>
<b>3</b> Makati West - Makati Science HS NCR – Makati City <b>77.78</b>	<b>8</b> Badiang National High School Region V – Masbate <b>76.30</b>
<b>4</b> City of Mandaluyong Science HS NCR– Mandaluyong City <b>77.65</b>	<b>9</b> Mandaue City CNHS – Mandaue City Science HS Ext. Region VII – Mandaue <b>75.96</b>
<b>5</b> Pasig City Science High School NCR– Pasig City <b>77.47</b>	<b>10</b> Hinaplanan National HS <b>75.23</b> Region X– Misamis Oriental

**DepED** **MATATAG**  
Department of Education Learning Innovations

DEPARTMENT OF EDUCATION

**#1 - Highly Proficient**

**#2-10 - Proficient**

## Annex C

### Top 10 Performing Schools Division Offices in the NAT G12 (SY 2022 – 2023)

<b>1</b>	<b>CALBAYOG CITY</b> Region VIII	54.17	<b>6</b>	<b>SAN JUAN CITY</b> National Capital Region	48.90
<b>2</b>	<b>WESTERN SAMAR</b> Region VIII	52.61	<b>7</b>	<b>BAGUIO CITY</b> Cordillera Administrative Region	48.72
<b>3</b>	<b>DAPITAN CITY</b> Region IX	49.98	<b>8</b>	<b>MANILA CITY</b> National Capital Region	48.40
<b>4</b>	<b>MAKATI CITY</b> National Capital Region	49.54	<b>9</b>	<b>SURIGAO CITY</b> Region XIII – CARAGA	48.07
<b>5</b>	<b>MAASIN CITY</b> Region VIII	49.31	<b>10</b>	<b>SOUTHERN LEYTE</b> Region VIII	48.02

#1-2 Nearly Proficient  
#3-10 Low Proficient

## Annex D

### Top 10 Most Improved Schools Division Offices in the NAT G12 from 2019 to 2023

<b>1</b>	<b>CALBAYOG CITY</b> REGION VIII	18.05	<b>6</b>	<b>WESTERN SAMAR</b> Region VIII	9.98
<b>2</b>	<b>DAPITAN CITY</b> Region IX	16.71	<b>7</b>	<b>ILAGAN CITY</b> Region II	9.97
<b>3</b>	<b>BORONGAN CITY</b> Region VIII	13.70	<b>8</b>	<b>EASTERN SAMAR</b> Region VIII	9.84
<b>4</b>	<b>MAASIN CITY</b> Region VIII	12.81	<b>9</b>	<b>URDANETA CITY</b> Region I	9.67
<b>5</b>	<b>SURIGAO DEL SUR</b> Region XIII – CARAGA	12.73	<b>10</b>	<b>GINGOOG CITY</b> Region VIII	9.45

Percentage Point Increase in Mean Percentage Scores (MPS)

While some individual learners and schools may be highly proficient and proficient in the National Achievement Test such as the Top Ten schools listed above in *Annex B*, the averages per division were still far below the passing mark of 75.00%. Even the Top Ten Schools' Divisions listed in *Annex C*, such as Calbayog City 1<sup>st</sup> had only 54.17, followed by Western Samar 2<sup>nd</sup> with 52.61, then Dapitan City at 3<sup>rd</sup> with 49.98. Of course, the improvements that these schools' divisions made from the previous National Achievement Tests were appreciated as they are acknowledged in *Annex D*.

*It is observed (not computed) that based on the available data there is a significant correlation between performance and the unfilled Plantilla positions in the Department of Education. The delay or non-filling up of Plantilla positions in thousands appeared to be a significant factor adversely affecting performance.*

REGION	SIZE	TOTAL ITEMS	UN FILLED	RANK	%	RANK	FILLED	%	RANK
<b>Data E</b>				<b>E-1</b>		<b>E-2</b>			<b>E-3</b>
NCR	LARGE	85,593	7,279	1	0.111	1	78,314	0.889	16
VII-C VISAYAS	LARGE	85,851	4,943	2	0.061	2	80,908	0.939	15
IVA-CALABARZON	LARGE	116,346	4,901	3	0.042	7	111,445	0.958	9
VI-W VISAYAS	LARGE	84,251	3,907	4	0.046	5	80,344	0.954	12
XI-DAVAO	MEDIUM	56,366	3,364	5	0.050	3	53,002	0.950	13
III-C LUZON	LARGE	100,527	3,371	6	0.034	10	97,156	0.966	7
V-BICOL	MEDIUM	76,314	3,300	7	0.043	6	73,014	0.957	11
X-N MINDANAO	MEDIUM	50,252	2,738	8	0.055	4	47,514	0.945	14
VIII-E VISAYAS	SMALL	61,357	2,598	9	0.042	7	58,759	0.958	9
VIB-MIMAROPA	SMALL	38,643	1,646	10	0.042	7	36,997	0.658	9
I-LOCOS	MEDIUM	56,013	1,642	11	0.029	14.5	54,371	0.971	2.5
XII-SOCSKARGEN	SMALL	54,867	1,492	12	0.027	16	53,375	0.973	1
II-CAG VALLEY	SMALL	39,996	1,197	13	0.029	14.5	38,799	0.971	2.5
IX-Z PENINSULA	SMALL	41,874	1,140	14	0.033	11	40,734	0.967	6
XIII-CARAGA	<b>E-4</b>	35,183	1,136	15	0.032	12	34,047	0.968	5
CAR		21,170	652	16	0.031	13	0,518	0.969	4
<b>BARMM</b>			<b>45,306</b>						

Originally, the table has only 5 columns up to the rank of regions in the 5<sup>th</sup> column based on the absolute number of unfilled items in the 4<sup>th</sup> column. I added 6<sup>th</sup> column to get the percentage of unfilled items over the total items, which I believe a more proportionate appreciation of the data, since usually those regions with more items have more unfilled items based on absolute number. Then, the 7<sup>th</sup> column for the rank. The 8<sup>th</sup> column for the computed filled items based on the data of total items less unfilled items. The 9<sup>th</sup> column for the percentage of filled items, and the 10<sup>th</sup> column the rank based on filled items.

It is interesting to note that based on percentage, Region IVA-CALABARZON, which was the 3<sup>rd</sup> with most unfilled based on absolute number, by percentage it is just number 7 (*Columns 6 and 7*). It means that CALABARZON, though among the large regions was better or more efficient in filling up plantilla positions than 3 medium regions, namely; XI-Davao, V-Bicol, and X-Northern Mindanao. IVA-CALABARZON is as efficient as 2 small regions, namely, VIII-Eastern Visayas and IVB-MIMAROPA. The efficiency of CALABARZON in filling up of Plantilla positions is reflected in columns 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> – it is better than the 3 above cited medium regions, and as efficient with the 2 above cited small regions.

It is noted that the regions with the less number or percentage of unfilled positions had schools' divisions in the Top Ten. Eastern Visayas at No. 7 of unfilled positions based on percentage, had four, namely; Calbayog City at No. 1, Western Samar Province at No. 2, Maasin City at No. 5 and Eastern Samar Province at No. 10. Region IX-Zamboanga Peninsula at No. 11 most unfilled positions had Dapitan City at No. 3. Cordillera Administrative Region (CAR) at No. 13 most unfilled items had Baguio City at No. 7, and CARAGA at No. 12 most unfilled items had Surigao City at No. 10.

It is also noted that the other regions with the least percentages of unfilled items had no schools' divisions in the Top Ten such as SOCSKARGEN at No. 16, Cagayan Valley and Ilocos at 14.5, Central Luzon at No. 10, IVA-CALABARZON and IVB-MIMAROPA at No. 7 with Eastern Visayas. It is possible that the schools' divisions in the regions had about the same number and/or percentages of



unfilled positions. *This can be speculated from the data in Region IX, wherein Dapitan City had the least number of unfilled positions from the available data (Annexes E and F).*

SUMMARY OF UNFILLED POSITIONS BY DIVISION AS OF September 11, 2023

Annex E

REGION	DIVISION	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT.
IX	Dapitan City	36	45	30	29	17	17	19	20	20
IX	Dipolog City	34	33	43	42	47	44	53	74	58
IX	Isabela City	59	53	62	70	55	55	55	55	55
IX	Pagadian City	45	46	51	63	62	62	37	27	23
IX	Zamboanga City	169	58	88	75	80	79	179	179	179
IX	Zamboanga del Norte	463	380	107	107	107	107	92	124	190
IX	Zamboanga del Sur	749	534	156	146	170	170	145	145	142
IX	Zamboanga Sibugay	231	40	76	83	81	81	81	81	81

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September 13, 2023

Thank you Chief Daligdig for the information, this serves as guide for us to locate those 8 items which are not yet filled up, for the 15 as listed here do not have qualified applicants.  
 $23 / 2,123 = .010$

Annex F

SUMMARY OF UNFILLED POSITIONS BY DIVISION AS OF JUNE 27, 2024

REGION	DIVISION	UNFILLED POSITION (TEACHING)	UNFILLED POSITION (NON-TEACHING POSITION)	UNFILLED POSITION (TEACHING RELATED POSITION)	TOTAL	QUALIFIED MARKS	NET UNFILLED	% UF
	TOTAL ITEMS	665	43	381	1089			
IX	Dapitan City	7	2	13	22			
IX	Dipolog City	25	10	19	54			
IX	Isabela City	11	4	32	47			
IX	Pagadian City	2,076	13	12	27	-15	12	.0058%
IX	Zamboanga City	142	2	49	193			
IX	Zamboanga del Norte	218	9	97	324			
IX	Zamboanga del Sur	198	4	106	308			
IX	Zamboanga Sibugay	51	10	53	114			

It is further noted that the National Capital Region had three (3) in the Top Ten despite having the most number of unfilled positions reaching 7,279. Three (3) schools divisions in the National Capital Region, namely: Makati City, San Juan City and Manila are among the Top Ten performing schools' division though NCR had the most unfilled items in terms of absolute number and percentage. Since the unfilled items is only among the factors affecting performance, it can be conjectured that NCR may not need additional teacher items from the national government to fill the teacher's shortage for it has more than enough financial resources to hire city paid teachers with equivalent compensation with the nationally hired teachers. *In fact, teachers and learners in the National Capital Region, specifically in Makati, are receiving additional benefits from the city government. Hence, the good performance.*



#### IV. Prompt Filling Up Of Vacancies Shall Improve Performance

Firstly, if the **22,323** newly created positions and the **43,013** unfilled positions were all filled up considering that the unfilled **1,149** Head Teacher positions are with Teacher position at the bottom of the chain, and the **8,728** Guidance Counselors be converted to Teacher positions as proposed, then the shortage would have been truly reduced to a very manageable **17,636** from **86,000**.

Secondly, the filling up of vacancies are also sources of promotions to teachers and other employees. **Data A** on the Tables of Unfilled Plantilla Positions is re-attached below for quick reference.

<b>DATA A</b> DEPED UNFILLED TEACHING POSITIONS		
Position	Total Unfilled	% Share
Instructor I	7	0.03
Instructor II	8	0.03
Instructor III	2	0.01
Master Teacher I	1,376	5.26
Master Teacher II	760	2.90
Master Teacher III	2	0.01
Special Education Teacher I	222	0.85
Special Education Teacher II	22	0.08
Special Education Teacher III	18	0.07
Special Science Teacher I	566	2.16
Teacher I	12,549	47.96
Teacher II	6,843	26.15
Teacher III	3,789	14.48
<b>TOTAL</b>	<b>26,164</b>	<b>100.00</b>
% share of the total unfilled positions 57.4%		

Source: DBM-GMIS as of 15 February 2021

Positions. Enumerated in Table 3 are the 19,436 unfilled related-teaching and non-teaching position of which, finance and administrative position comprised the biggest share at 30.9% (6,009) followed by guidance counselors at 22.5% (4,364) and school administrator positions at 19.8% (3,845).

<b>TABLE 3</b> DEPED UNFILLED RELATED-TEACHING AND NON-TEACHING POSITIONS		
Position	Total Unfilled	% Share
School Administration	3,845	19.8
Principal I-IV	2,251	11.6
Assistant School Principal I-III	440	2.3
Special Schools Principal	1	0.0
Head Teacher I-VI	1,149	5.9
Tech-Voc School Administrator	4	0.0
Finance & Admin Services for Schools	6,009	30.9
Administrative Aide VI	259	1.3
Administrative Assistant I-VI	2,951	15.2
Administrative Officer II	2,889	14.9
Administrative Support for Schools	2,617	13.4
Administrative Aide I	1,166	6.1
Administrative Aide III	451	2.3
Administrative Aide IV-V	596	3.1
Security Guard I-III	316	1.6
Watchman I	88	0.5
Guidance Counselors	4,364	22.5
Guidance Counselors I-III	4,291	22.1
Guidance Coordinators I-III	73	0.4
Other Positions	2,601	13.4
<b>TOTAL</b>	<b>19,436</b>	<b>100.0</b>
% share of the total unfilled positions 42.6%		

Source: DBM-GMIS as of 15 February 2021

#### **POOL of Registered Qualified Applicants (PRQA) SUCCESSION PLAN**

- dd. **Next-in-Rank Position** refers to a position which, by reason of the hierarchical arrangement of positions in the agency, is determined to be in the nearest degree of relationship to a higher position as contained in the agency's System of Ranking Positions.
7. **Next-in-Rank Position** refers to a position which, by reason of the hierarchical arrangement of positions in the agency, is determined to be in the nearest degree of relationship to a higher position as contained in the agency's System of Ranking Positions (SRP).

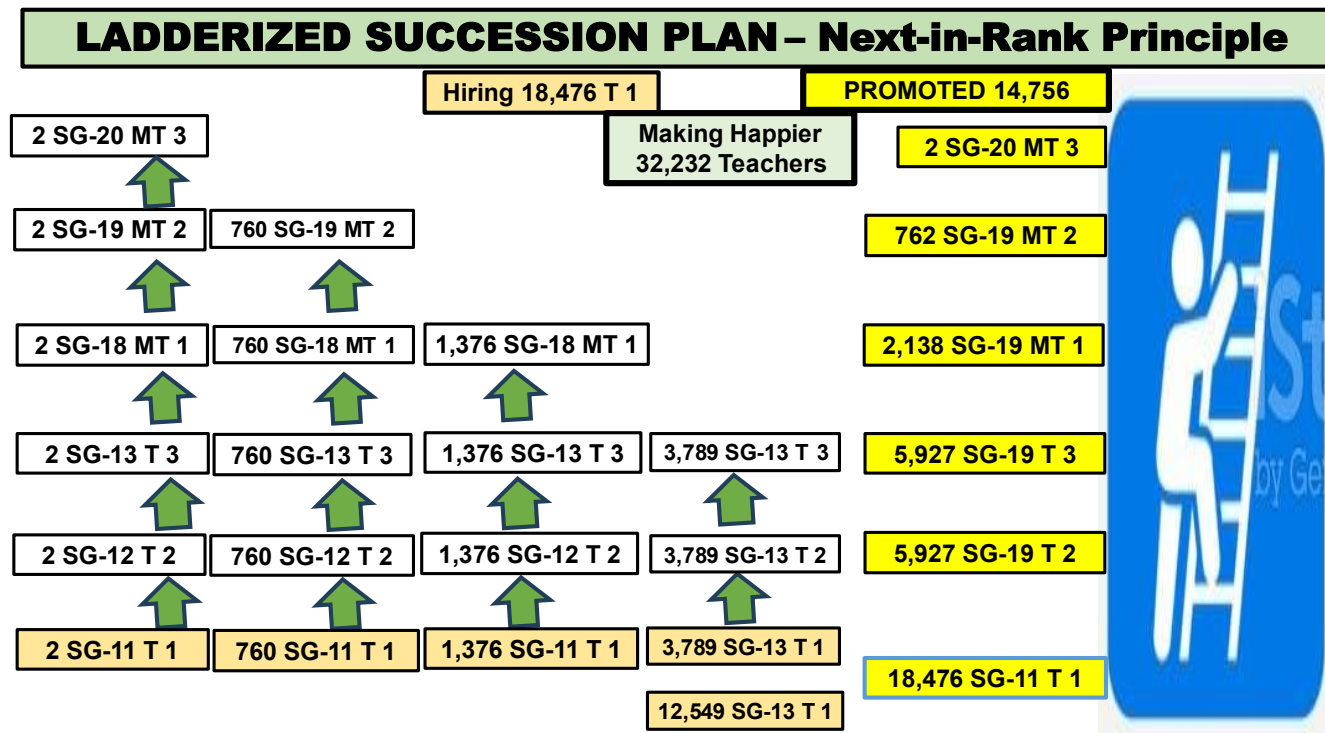
#### **Civil Service Manual**

and embodied in **DepEd ORDER, No. 019, s. 2022 dated April 22, 2022** and **DepEd Order No. 007, s. 2023, March 22, 2023** "THE DEPARTMENT OF EDUCATION MERIT SELECTION PLAN"

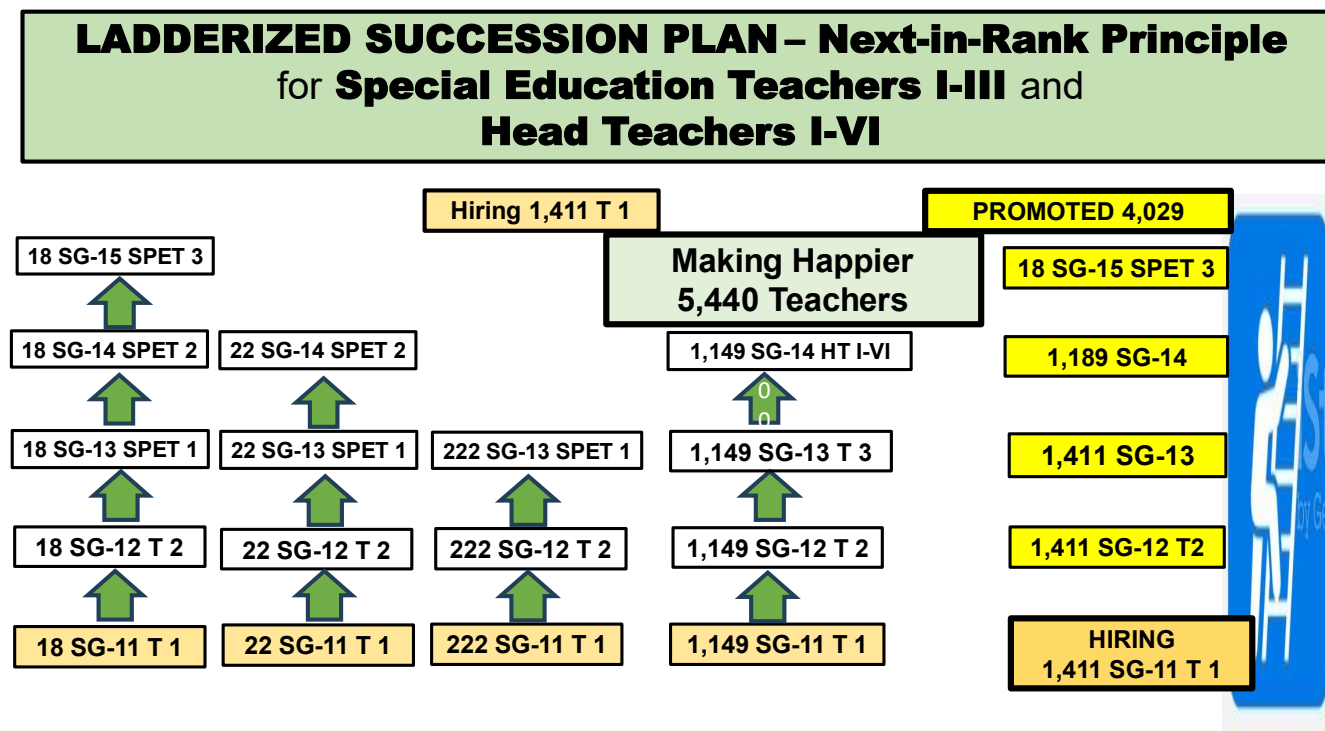
For instance, there are **2** unfilled Master Teacher III; **760** unfilled Master Teacher II; **1,376** unfilled Master Teacher I; **3,789** unfilled Teacher III; **6,843** Teacher II and **12,549** Teacher I. Applying the next-in-rank principle embodied in Merit Selection Plans above, there will be **21,599** promotions and the **hiring of 18,476 Teacher 1s** illustrated in the succeeding page, and thereby making **40,075 teachers happier**. Certainly, these **21,599** and **18,476** shall be teaching with more compassion and passion facilitating the learning process.

With reference to Teacher-Learners' ratio at 1:40, it is **benefitting 1,603,000 pupils and students**

more or less for 40,075 teachers shall be teaching with more compassion and passion emanating from their promotions and hiring.



How many more shall be promoted, if the 18 unfilled Special Education Teacher III, 22 unfilled Special Education Teacher II, 222 unfilled Special Education Teacher I and the 1,149 unfilled Head Teachers I-VI (even assuming that all 1,149 are SG-14 since no breakdown) shall be filled up? There will be additional **4,029 promotions** and the **hiring of 1,411 Teacher 1s** illustrated in the succeeding page, and thereby making additional **5,440 teachers happier**.



Again, with reference to Teacher-Learners' ratio at 1:40, it is benefitting additional 217,600 pupils and students more or less for an additional 5,440 teachers shall be teaching with more compassion and passion emanating from their promotions and hiring.

Very confident that the promotions and the hiring emanating from these thousands of unfilled teaching positions shall catapult the performance of pupils and students in the Philippines. This was the experience of the Schools' Division of Dapitan City reflected in the results of the National Achievement Test 2019 to 2023.

## V. The Experience of the Schools' Division of Dapitan City

When I took over the Schools' Division of Dapitan City on December 12, 2019, the performance was quite poor as reflected in the Results of the National Achievement Test, wherein Dapitan City was at the bottom among the 8 schools' divisions in Region IX at Rank 7 and 8.

DAPITAN CITY						
National Achievement Tests						
		<u>2015</u>	<u>B42018</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
1.	G-3 NAT /EGRA	NA	NA	NA	NONE	NONE
2.	Grade 6 NAT	86.62(1)	NA	35.71(8)	NONE	NONE
3.	Grade 10 NAT	60.93(4)	NA	38.47(7)	NONE	NONE
4.	Grade 12 Exit	NONE	NONE	31.13(7)	NONE	NONE

DRADE	3	6	10	12
REAT / RSAT 2020	68.22	63.82	37.14	35.99

The NAT ratings of the Senior High School in Region IX were even below 40 percent.

G-12 NAT								
I. NAT	ZamCity	Dipolog	ZamSur	Pagadian	ZamNorte	Z-Sibugay	Dapitan	Isabela
2017-2018	36.43	35.92	34.63	34.18	33.05	32.17	31.13	29.12
2018-2019	OVERALL							
	Zamboanga City			36.43		1		
	Dipolog City			35.92		2		
	Zamboanga del Sur			34.63		3		
	Pagadian City			34.18		4		
	Zamboanga del Norte			33.05		5		
	Zamboanga Sibugay			32.17		6		
	Dapitan City			31.13		7		
	Isabela City			29.12		8		
	Regional Office IX			34.05				
	BY SUBJECT							
	Media and Information Literacy			42.23		1		
	Language and Communication			35.67		2		
	Philosophy			34.57		3		
	Humanities			33.94		4		
	Social Studies			33.75		5		

“... Success and growth are unlikely if you always do things the way you are always doing them. When you stop changing, you stop

There were 50 long vacated Plantilla positions of which 32 could have been filled up as reflected in the Table below.

OUR STRENGTH			AMOUNT	UNFILLED ITEMS	SCHOOL/OFFICE
DIVISION	OFFICE/SCHOOLS	STRENGTH	WEAKENING FACTORS		
1. SDO	ALL SECTIONS	52	- P 2,738,708.00	7	SENIOR HS
2. ELEMENTARY	ALL SCHOOLS	589	- P 302,784.00	1	SULANGON
3. SECONDARY	a) ASENIERO	21	- P 1,095,060.00	3	ORO
	b) BARCELONA	19	- P 1,148,796.00	3	POTUNGAN
	c) BAYLIMANGO	26	- P 498,096.00	2	DAPITAN
	d) DAKAK	19	- P 1,250,544.00	3	ILAYA
	e) ILAYA	27	- P 551,832.00	2	BAYLIMANGO
	f) DAPITAN	98	- P 1,279,920.00	3	ASENIERO
	g) POTUNGAN	32	- P 7,868,888.00	21	ELEMENTARY
	h) KAUSWAGAN IS	7	P 3,186,876.00	4	OSDS
	i) ORO	12	- 693,660.00	1	SGOD
	j) SULANGON	41	- P 19,612,164.00	50	TOTAL
	k) SENIOR HS	90	+ P 8,420,832.00	18	NO QUALIFIED
	TOTAL	1,033	- P 11,191,332.00	32	NET UNFILLED

The 2020 YEAR-BEGINNING CONFERENCE will be on January 3 (F) 2020 at the SDO Conference Room starting at 8:00 in the morning.

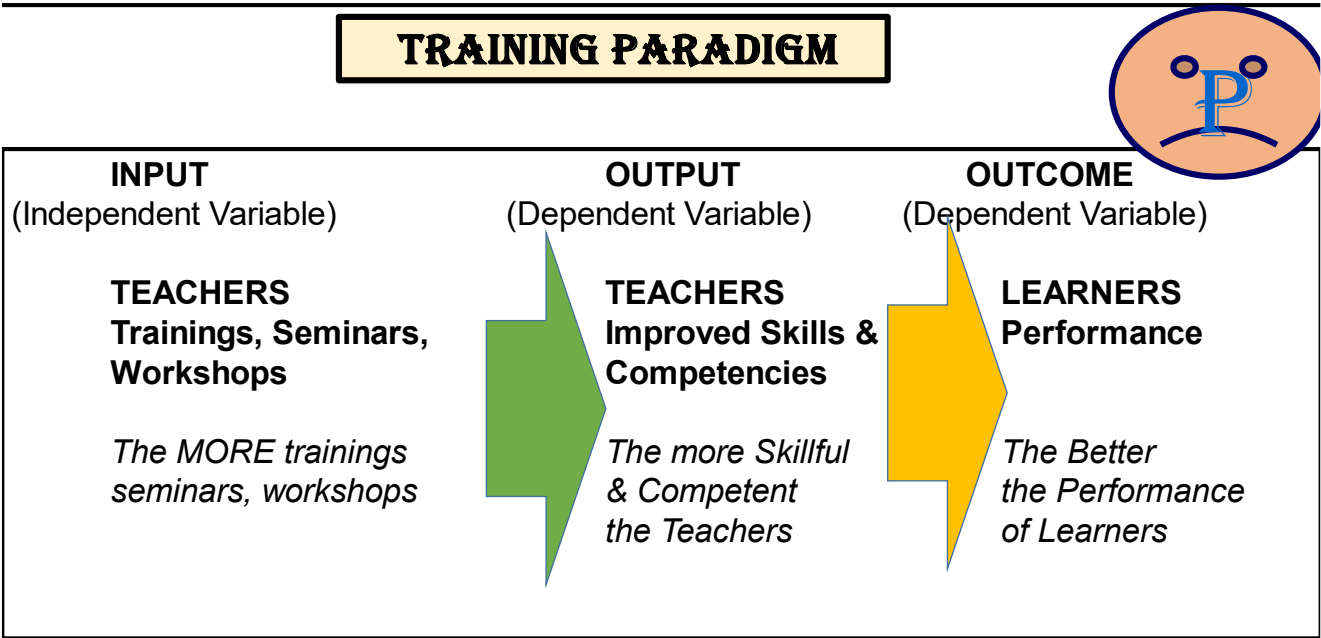
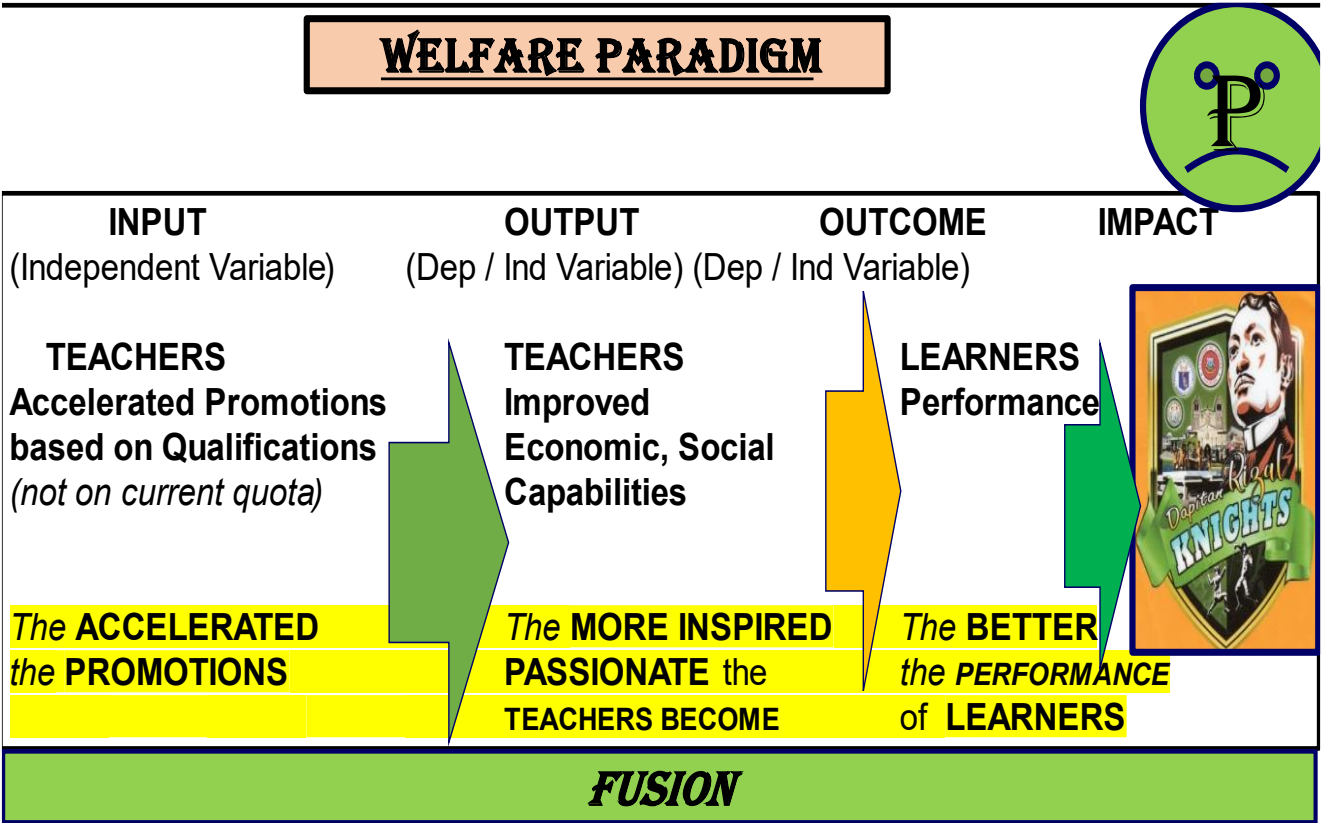
After a struggle, all vacated Plantilla positions with qualified applicants were filled up promptly and sustainably as reflected in the Table below updated January 2023. There was only one teaching position in transition. The Guidance Counselor and the Principal items were without qualified applicants, while the ASDS item was not for the superintendent to fill, and the Medical Officer item was without interested applicant. The 20 ADOF 2s were just allocated; and were not filled up because Undersecretary Densing issued a memorandum not to fill up vacancies after December 31, 2022.

### 1. DAPITAN CITY SUSTAINED THE EFFORT OF PROMPTLY FILLING UP TEACHER ITEMS FROM 2020 TO 2023

PEOPLE RESOURCE						
PSIPOP October 2022	NO. OF ITEMS	LESS CTI's	NET	FILLED	UN FILLED	NOTE
1. TEACHING	910		910	909	1	1 PROCESSING
2. TEACHING RELATED	114	-1 PSDS	113	101	12	1AS + 6GC + 5 P
3. NON-TEACHING	116	-5 AA's	111	90	21	1MO + 20 AO PROCESSING
NOVEMBER 2022	1,140	-6	1,134	1,100	34	34
				97.00%		
JANUARY 2023			1,134	1,121	13	13
				98.85%		



The prompt filling up of every vacant position, usually resulted to multiple promotions and simultaneous hiring of teachers and other personnel, was a significant component to the integration of the **WELFARE PARADIGM** to the usual Training Paradigm.

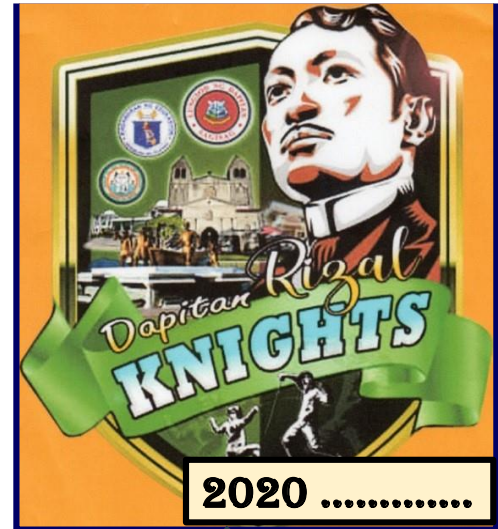


This is coupled with the change of mindset from stingray to **Rizal’s Knights Mindset**.

# NEW MINDSET



1969-2020



2020 .....

New Mindset:  
The Welfare Paradigm

Gradually, performance of the Schools' Division of Dapitan City improved beginning with being in the Top 6 nationwide among 223 schools' divisions in LIS BOSY 2020-2021.

Hence, the teachers' inspiration/motivation to do their best was manifested in the performance of Dapitan City in the National Level.

Number of Enrolled Learners K to 12 in Dapitan City Q-1: 22,737

## LIS BOSY Status, SY 2020-2021

Ref. No. Nov.2	Ref. No. Nov.3	REGION	DIVISION	*SY 2019-2020 (EMISD OFFICIAL ENROLMENT)	LIS BOSY2020-2021 ENROLMENT	% of LIS BOSY vis-à-vis SY 2019-2020
1	1	Region II	Batanes	4,424	4,453	100.66
2	2	Region II	Cauayan City	39,487	39,573	100.22
3	3	Region I	Ilocos Norte	94,377	94,317	99.94
4	4	CARAGA	Tandag City	17,650	17,555	99.46
5	5	CARAGA	Agusan del Sur	181,837	180,458	99.24
6	6	Region IX	Dapitan City	22,932	22,737	99.15
7	7	Region I	Ilocos Sur	127,462	126,215	99.02
8	8	CARAGA	Dinagat Island	30,490	30,151	98.89
9	9	CAR	Apayao	30,694	30,348	98.87
10	10	Region VII	Siquijor	23,732	23,426	98.71

Dapitan City ranked **No. 6** out of 223 schools divisions **NATIONWIDE** based on the latest LIS Updating for SY 2020-2021.

**SUBJECT:**  
JOINT REVIEW OF  
EBEIS ENTRIES FOR  
SECONDARY  
SCHOOLS AND  
JUNIOR/SENIOR  
EXTENSION  
CLASSES

**DATE:**  
JANUARY 6, 2020

Congratulations to the following SDOs for achieving 100% of schools participating in the updating of learners' profile in the LIS. Next task is to complete the updating.

Thank you very much to RDs, SDSs, Planning Officers, SEPS for Research, School Heads and teachers in these places

**Among the 14 SDOs out of 223 nationwide achieving 100% LIS as of 3<sup>rd</sup> Week of September 2021**

**REGION 1**

1. Candon City
2. Laoag City
3. Pangasinan I
4. Urdaneta City
5. Vigan City

**REGION 6**

1. Escalante City
2. Kabankalan City
3. La Carlota City
4. Sagay City
5. Silay City
6. Sipalay City

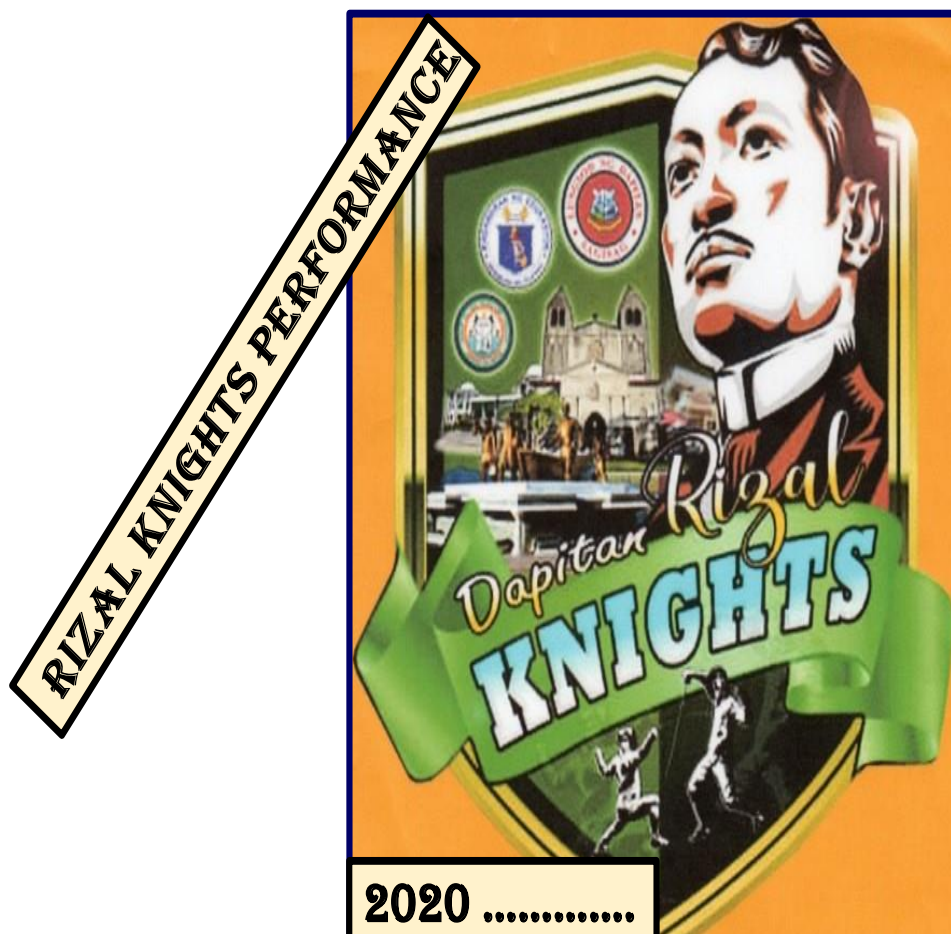
**REGION 9**

1. Dapitan City
2. Dipolog City

**REGION 11**

1. Mati City

And for the National Achievement Test (NAT) 2019 to 2023, the Schools' Division of Dapitan City was in the Top Ten in four (4) categories. **The RIZAL's KNIGHTS PERFORMANCE.**





CITY GOVERNMENT OF DAPITAN



**DepED MATATAG**  
Department of Education  
Bumang Makabata, Bumang Makabansa



*Congratulations*

**DAPITAN CITY**

DAPITAN CITY SCHOOLS DIVISION

**TOP 2** MOST IMPROVED SCHOOLS DIVISION OFFICES IN THE NATIONAL ACHIEVEMENT TEST (NAT) G12 FROM 2019 TO 2023

Top 10 Most Improved Schools Division Offices in the NAT G12 from 2019 to 2023

1	CALBAYOG CITY	86.06	6	WESTERN SAMAR	83.88
2	DAPITAN CITY	86.75	7	LADANG CITY	83.87
3	BOHOLAN CITY	84.35	8	EASTERN SAMAR	83.84
4	MAASIN CITY	82.81	9	URDANETA CITY	83.81
5	SURIGAO DEL SUR	82.73	10	BINGOGON CITY	83.48

Source: DepEd Division Office - Zamboanga City

CITY GOVERNMENT OF DAPITAN



**DepED MATATAG**  
Department of Education  
Bumang Makabata, Bumang Makabansa



*Congratulations*

**DAPITAN CITY**

DAPITAN CITY SCHOOLS DIVISION

**TOP 3** PERFORMING SCHOOLS DIVISION OFFICES IN THE NATIONAL ACHIEVEMENT TEST (NAT) G12 (SY 2022 - 2023)

Top 10 Performing Schools Division Offices in the NAT G12 (SY 2022 - 2023)

1	CALBAYOG CITY	88.17	6	SAN JUAN CITY	86.88
2	WESTERN SAMAR	85.81	7	BAGUIO CITY	86.12
3	DAPITAN CITY	85.80	8	MANILA CITY	86.06
4	MAKATI CITY	85.34	9	SURIGAO CITY	86.00
5	MAASIN CITY	85.31	10	SOUTHERN LEYTE	86.00

Source: DepEd Division Office - Zamboanga City

CITY GOVERNMENT OF DAPITAN







DEPARTMENT OF EDUCATION *Bayang Makabata Bayang Makabansa*



# Congratulations

## DAPITAN CITY

### DAPITAN CITY SCHOOLS DIVISION

# TOP 4

## MOST IMPROVED SCHOOLS DIVISION OFFICES IN THE NATIONAL ACHIEVEMENT TEST (NAT) G10 FROM 2020 TO 2023

Top 10 Most Improved Schools Division Offices in the NAT G10 from 2020 to 2023

1	BASILAN CITY <small>Division Office</small>	15.78	6	CARCAR CITY <small>Division Office</small>	9.36
2	BIRHAN CITY <small>Division Office</small>	12.84	7	BALANOGA CITY <small>Division Office</small>	9.93
3	ILIGAN CITY <small>Division Office</small>	11.47	8	DROQUIETA CITY <small>Division Office</small>	9.84
4	DAPITAN CITY <small>Division Office</small>	10.99	9	LIGAO CITY <small>Division Office</small>	9.87
5	KALINGA <small>Division Office</small>	10.94	10	CALBAYOG CITY <small>Division Office</small>	9.48

Percentage Point Increase in Basic Percentage Score (BPS)

 City Government of Dapitan
  dapitancity.gov
  dapitancity.gov.ph

CITY GOVERNMENT OF DAPITAN





DEPARTMENT OF EDUCATION *Bayang Makabata Bayang Makabansa*



# Congratulations

## POTUNGAN NHS

# TOP 9

## MOST IMPROVED SCHOOLS IN THE NATIONAL ACHIEVEMENT TEST (NAT) G12 FROM 2019 TO 2023

Top 10 Most Improved Schools in the NAT G12 from 2019 to 2023

1	Desamagoritas NHS <small>Division Office - Marikina City</small>	34.57	6	Sta. Margarita National High School <small>Division Office - Marikina City</small>	30.98
2	Barang National HS <small>Division Office - Marikina City</small>	33.84	7	Tugapulan National High School <small>Division Office - Marikina City</small>	30.68
3	Dagupan National HS <small>Division Office - Marikina City</small>	33.83	8	Panagungan NHS <small>Division Office - Marikina City</small>	30.48
4	Campesanoag HS <small>Division Office - Marikina City</small>	33.81	9	Potungan NHS <small>Division Office - Marikina City</small>	29.77
5	Tanauan National HS <small>Division Office - Marikina City</small>	33.33	10	San Isidro National HS <small>Division Office - Marikina City</small>	29.51

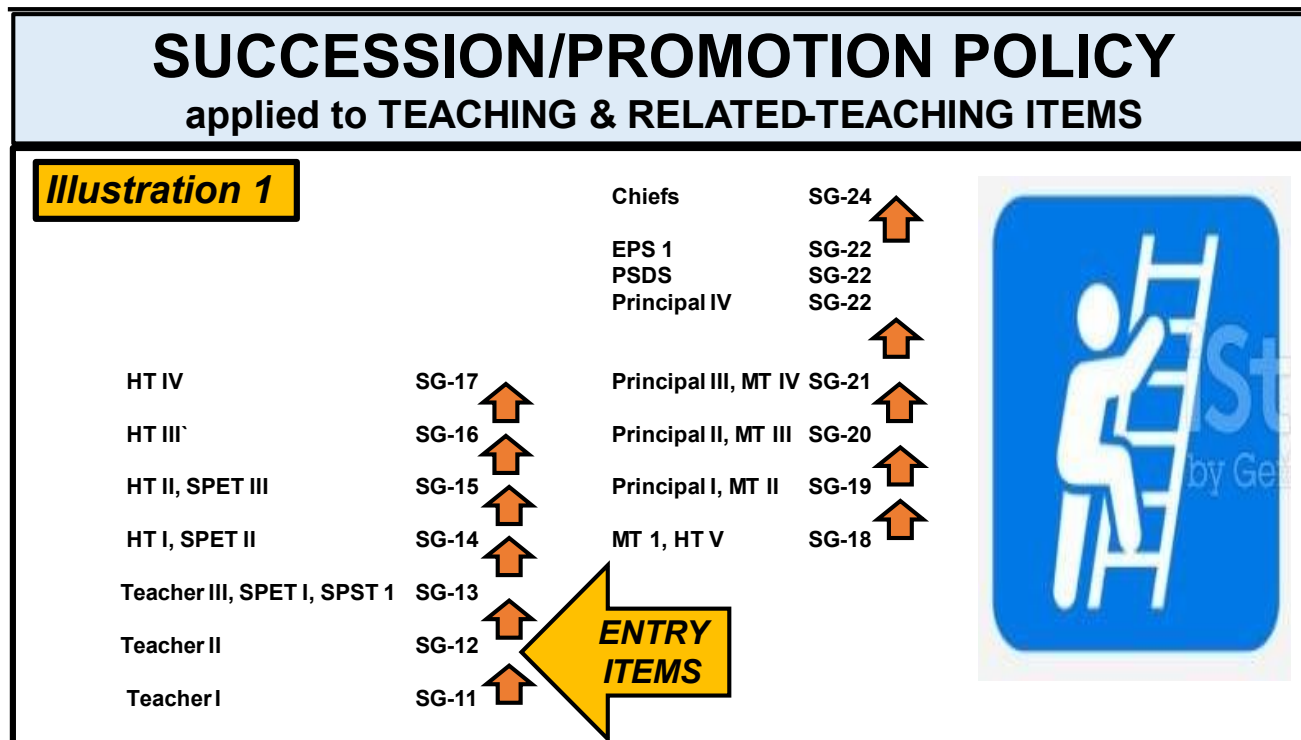
Percentage Point Increase in Basic Percentage Score (BPS)

 City Government of Dapitan
  dapitancity.gov
  dapitancity.gov.ph

CITY GOVERNMENT OF DAPITAN

**VI. PROMPT FILLING UP OF PLANTILLA POSITIONS to GIVE the TEACHERS INSTITUTIONAL-ORGANIZATIONAL SUPPORT for the DELIVERY of QUALITY LIBERATING EDUCATION - an INTERVENTION perhaps an INNOVATION**

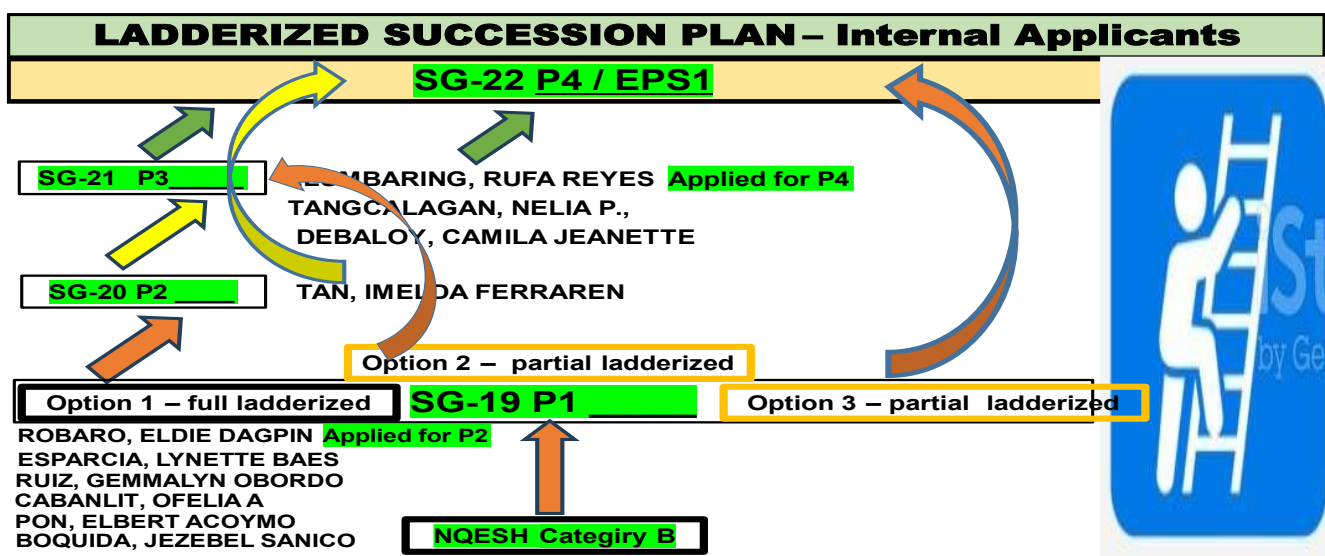
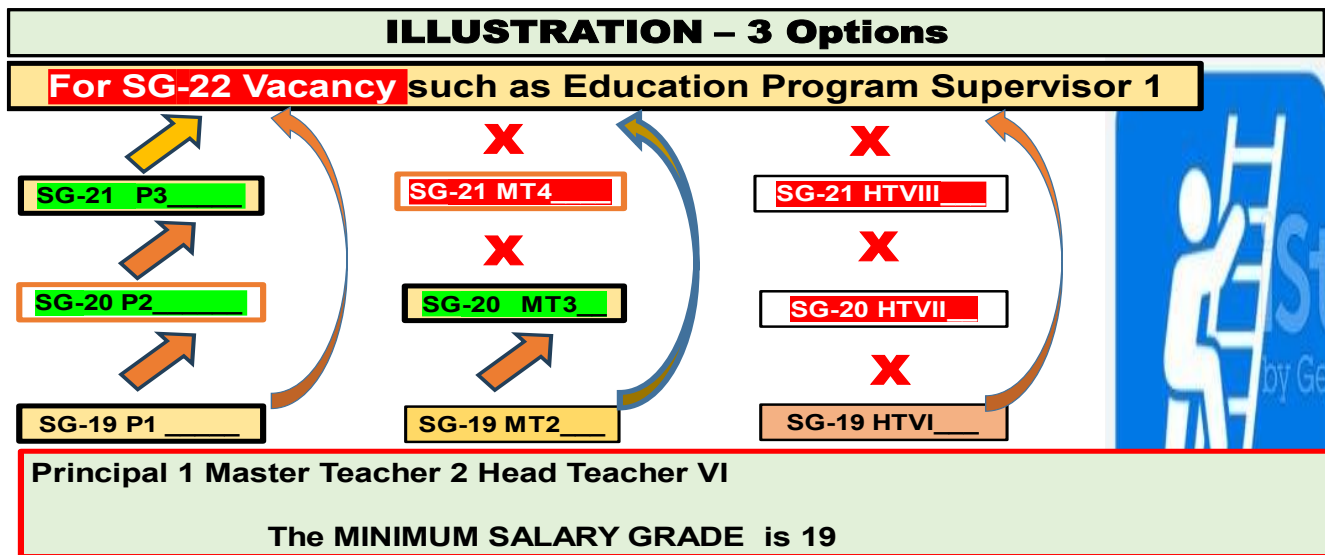
**A. INSTITUTION OF SUCCESSION PLAN**



**Promotion-Succession/Ladderized Plan**

ITEM	JOB DESCRIPTION	BASIC COURSE QS
Acc. III / SEPS (SG-19)	<b>Illustration 2</b>	
ADOF5/PO (SG-18)		
EpSII (SG-16)		
ADOF4/PDO 2 (SG-15)		
ADOF2/PDO 1 (SG-11)	SDO – Human Resource Schools-Finance Rel Functions	4-Year Course BSC, BSBA, Accounting
ADAS3 (SG-9)	Finance-Related Functions	BSC, BSBA, Accounting
ADAS2 (SG-8)	Accounting, Budgeting, Cash Management, Payroll Service	BSC, BSBA, Accounting
ADAS1 (SG-7)	Clerical support to budgeting	At least two years college
ADA6 (SG-6)	Clerical Support	At least two years college
ADA4 (SG-4)		
JOB ORDER		ENTRY ITEM
APPLICANTS		

**ENTRY ITEMS**



DAPITAN CITY NHS PSPOP		
Master Teacher II	MAHINAY, MA VILMA ENGCOL 12/22/61	OSEC-DECSB-MTCHR2-570030-2022
Master Teacher I	GAHISAN, MA DOROTHY JOY TAN QUIMIGUING, ANA FIELA B ADASA, JASMIN BALLADARES NICDAO, ERLINE BAYRON NICDAO, ERLINE BAYRON	OSEC-DECSB-MTCHR1-570168-2019 OSEC-DECSB-MTCHR1-570170-2019 OSEC-DECSB-MTCHR1-570166-2019 OSEC-DECSB-MTCHR1-570167-2019 OSEC-DECSB-MTCHR1-570167-2019
Teacher III (there are 54)		
Teaxher II there are (6)		
Teacher I (there are 10)		
Applicant Subject Area		

In **Succession Planning**, you must know, who are the possible successors of the vacated items, and the chain of vacancies emanating from the vacated items.

## B. PRE-LISTING OF RETIREMENTS, RESIGNATIONS, TRANSFERS CURRENT YEAR & SUCCEEDING, AND SETTING OF TIMELINES

### MANDATORY RETIREMENTS

PSIPOP ITEM	INCUMBENT	BIRTH	RETIREMENT
1. OSEC-DECSB-TCH3-573032-1998 ELEM	MUGOT, GLENDA LACTUAN	07/02/59	07/02/24
2. OSEC-DECSB-TCH3-570281-2014 ILANHS	BAYRON, CYNTHIA SALDON	12/28/59	12/28/24
3. OSEC-DECSB-TCH3-573103-1998 ELEM	BALLADARES, JOSEPHINE RUIZ	01/02/60	01/02/25
4. OSEC-DECSB-SP4-570016-2022 ELEM	VILLORIA, CRISTINA ZAFRA	01/20/60	01/20/25
5. OSEC-DECSB-TCH3-570620-2017 ELEM	MENDEZ, ASTERIA CABILIN	03/03/60	03/03/25
6. OSEC-DECSB-TCH3-571150-2018 ELEM	ACOYMO, LUZ TABILON	03/23/60	03/23/25
7. OSEC-DECSB-TCH3-571714-2020 ELEM,	ARBOIZ, AMUERFINA GUIMALAN	09/17/60	09/17/25
8. OSEC-DECSB-TCH3-570241-2013 BARNHS	VIADNES, NICOLASA SAMBRANA	12/06/60	12/06/25
9. OSEC-DECSB-TCH2-570018-2022 ELEM	GARINGALAO, TOMASITA SALDON	12/29/60	12/29/25

### With Letter of Intent for RETIREMENT, RESIGNATION or TRANSFER

	<u>CURRENT SCHOOL</u>	<u>RETIREMENT DATE</u>	<u>PUB / POSTING DATE</u>
1. <b>PACTOL, ELMA TUMAPON</b> OSEC-DECSB-TCH3-573057-1998	Dap City ES	Dec. 1, 2024	_____
2. <b>OBEDENCIA, LINA DRAPER</b> OSEC-DECSB-MTCHR2-570650-1998	Dap City ES	Dec. 1, 2024	_____
3. <b>BALLADARES, JOSEPHINE R</b> OSEC-DECSB-TCH3-573103-1998	Dap City ES	Jan, 3, 2025	_____
4. <b>CAGANDAHAN, REY VILLA</b> OSEC-DECSB-TCH2-570257-2010			
5. <b>ACOYMO, LUZ TABILON</b> OSEC-DECSB-TCH3-571150-2018	Ma, Uray ES	March 23, 2025	_____
Recommended by the retiree: <b>KARLA SYREN ACOYMO</b> ELEM Ilaya 9/11/24			
6. <b>CRAWFORD, MARIETES OMayao</b> OSEC-DECSB-TCH3-570197-2019	San Vicente ES	August 20, 2024	_____

### RETIREMENT

	<u>CURRENT SCHOOL</u>	<u>RETIREMENT DATE</u>	<u>PUB / POSTING DATE</u>
7. <b>ABAY, TITA TELOS</b> OSEC-DECSB-MTCHR3-570001-2017	Dap City CES	Nov. 1, 2024	_____
8. <b>GALLEMIT, EVA JUMALON</b> OSEC-DECSB-TCH3-573587-1998	Dap City CES	Nov. 1, 2024	_____
9. <b>VILLORIA, CRISTINA ZAFRA</b> OSEC-DECSB-SP4-570016-2022	PICD Barcelona D	Dec. 1, 2024	_____
10. <b>GAHUMAN, VIRGINIA MORTE</b> OSEC-DECSB-MTCHR1-570171-2019	Dap City CES	Nov. 1, 2024	_____
11. <b>CAROLLO, NORA BAGSICAN</b> OSEC-DECSB-MTCHR3-570019-2018	Dap City CES	Nov. 1, 2024	_____
12. <b>GALLEPOSO, MARY JOYCE JULY B</b> OSEC-DECSB-TCH3-570350-2016	Dap City CES	Oct. 13, 2024	_____



**C. PREPARING AHEAD POOLS OF REGISTRIES OF QUALIFIED APPLICANTS FOR ALL LEVELS FOR PRO-ACTIVE PLOTTING**

September 25, 2024

**DIVISION MEMORANDUM**

No. \_\_\_\_\_, s. 2024

**YEAR-ROUND ACCEPTANCE OF APPLICANTS FOR ALL PLANTILLA POSITIONS IN THE SCHOOLS DIVISION OF DAPITAN CITY, AND PERIODIC COMPARATIVE ASSESSMENTS BE DONE BY RESPECTIVE BOARD AND SUB-COMMITTEES TO HAVE POOLS OF QUALIFIED APPLICANTS**

To: **ALL EMPLOYEES**  
This Schools Division

1. For PROMPT FILLING UP OF NATURAL VACANCIES and NEWLY CREATED PLANTILLA POSITIONS, the Schools' Division of Dapitan City through the **Human Resource Management Promotion and Selection Board (HRMPSB)** and the **District-School Sub-Committees** are directed to accept applicants designated to the board and sub-committees, and conduct periodic comparative assessments informing respective applicants through posted schedules in respective bulletin boards and webpage if there are any.
2. The Department of Education has **43,014 UNFILLED PLANTILLA POSITIONS** based on the Congress Facts in Figures reprinted here.

**F acts in figures in Congressional Policy and Budget Research  
Department House of Representatives February 2024 (No. 14)**

Based on the 2023 Staffing Summary Record of the Department of Budget and Management (DBM), the DepEd has total plantilla positions of 1,016,147 while the number of unfilled positions was recorded at 43,014 representing 4.2% of the total plantilla positions. (Table 1)

Unutilized Budget Allocation for Unfilled Plantilla Positions. From 2019 to 2023, an average of P21.5 billion or 6.3% of the total annual budget for plantilla positions was unutilized due to failure to fill up more than 40,000 positions in the DepEd. The unutilized budget for plantilla positions reached as high as P58.3 billion in 2018 or 21% of the total budget for plantilla positions (Chart 3).

3. By ratio and proportion, it is estimated that about **38,541** of these **43,014** unfilled positions are teachers' Plantilla positions. It implies that about **1,541,640** pupils and students are without teachers of their own despite the allocated teacher Plantilla positions for these are unfilled (*computed based on the posted ratio of one teacher per 40 pupils/students*). It further implies that **38,541** teachers have to double their tasks, burdened, to accommodate these **1,541,640**

pupils and students. Hence, the Department of Education requires Catch Up Plans for schools' divisions and regions (*part of the list below*) with most unfilled Plantilla positions.

**UNREASONABLE NUMBER OF UNFILLED ITEMS, HENCE; WAS ASKED TO SUBMIT CATCH UP PLAN**



4. Since the Schools' Division of Dapitan City is among the schools' divisions listed above. **this is our way of addressing the situation to have incoming vacancies be filled up promptly through the Pools of the Registries of Qualified Applicants.**
5. For the **POOLS of the Registries of Qualified Applicants (PRQAs)** for all PSIPOP items in the Schools' Division of Dapitan City.

<u>BOARD / COMMITTEE / LEVEL</u>	<u>PSIPOP ITEM/S</u>
Human Resource Management Promotion and Selection Board (HRMPSB)	Education Program Supervisor 1 Principal 4 Elementary Principal 3 Elementary & Secondary Principal 2 Elementary & Secondary All Non-Teaching Items <b>Teacher-in-Charge Secondary and Elementary</b>
<b>Only applicants who have NO PROBLEM in MANAGING FINANCES shall be assessed.</b>	
District Sub-Committees Elementary	Master Teacher III Master Teacher II Master Teacher I Head Teacher VI Head Teacher V Head Teacher IV Head Teacher III Head Teacher II Head Teacher I Teacher 3 Teacher 2

### **School Sub-Committees Secondary**

Master Teacher III  
Master Teacher II  
Master Teacher I  
Head Teacher VI  
Head Teacher V  
Head Teacher IV  
Head Teacher III  
Head Teacher II  
Head Teacher I  
Teacher 3  
Teacher 2

The RESULTS of the above are to be submitted to the superintendent's office on or before December 2, 2024 and to be replenished whenever necessary. **But districts and schools with retirees starting November 1, 2024 must submit on or before October 15, 2024.**

The results of the Comparative Assessments by the district-school sub-committees be submitted also to the HRMPSB for adoption or validation, and after seven (7) calendar days be forwarded to the superintendent.

6. The **POOLS of the Registries of Qualified Applicants (PRQAs)** facilitate **THE PROMPT FILLING UP OF VACANCIES** including the chain of vacancies emanating from retirement, resignation or transfer for the **TIMELINES** can be set ahead to avoid vacuum in the classrooms and offices.
7. Updates of the required **Pools of the Registries of Qualified Applicants** for submission on September 20, 2024 with reference to the **Division Memorandum dated September 9, 2024.**

### **BOARD / COMMITTEE / LEVEL**

Human Resource Management Promotion  
and Selection Board (HRMPSB)

Education Program Supervisor 1	submitted
Principal 3 Elementary	submitted
Principal 2 Elementary	submitted partial
Administrative Assistant III	submitted
Administrative Assistant II	NONE
Administrative Aide VI	submitted
Teacher-in-Charge Elementary	NONE

### **District Sub-Committees Elementary**

Master Teacher II	submitted (Central, Sulangon), others not required.
Master Teacher I	submitted (Central, Sulangon), others not required
Teacher 3	submitted (Central, Sulangon), others not required
Teacher 2	submitted (Central, Sulangon), others not required

### **School Sub-Committees Secondary**

Master Teacher II	submitted (Potungan NHS), others not required.
Master Teacher I	submitted (Potungan NHS), others not required.
Teacher 3	submitted (Potungan NHS), others not required.
Teacher 2	submitted (Potungan NHS), others not required.


**Para sa Bansang Makabata, Batang Makabansa -MaTaTaG!**

**FELIX ROMY A. TRIAMBULO, CESO V**  
Schools Division Superintendent

References:

<b>RA 11032:</b>	EASE IN DOING BUSINESS
<b>ORAOHRA:</b>	OMNIBUS RULES on APPOINTMENTS <i>and</i> OTHER HUMAN RESOURCE ACTIONS
<b>DepEd Order No. 007, s. 2023:</b>	THE DEPARTMENT OF EDUCATIONMERIT SELECTION PLAN

**Para sa Bansang Makabata, Batang Makabansa -MaTaTaG!**

  
**FELIX ROMY A. TRIAMBULO, CESO V**  
Schools Division Superintendent

References:

<b>RA 11032:</b>	EASE IN DOING BUSINESS
<b>ORAOHRA:</b>	OMNIBUS RULES on APPOINTMENTS <i>and</i> OTHER HUMAN RESOURCE ACTIONS
<b>DepEd Order No. 007, s. 2023:</b>	THE DEPARTMENT OF EDUCATIONMERIT SELECTION PLAN