



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 174

**ESTABLISHING THE EXPANDED CAREER PROGRESSION SYSTEM
FOR PUBLIC SCHOOL TEACHERS**

WHEREAS, Section 5, Article XIV of the Constitution provides that the State shall enhance the right of teachers to professional advancement, and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment;

WHEREAS, Republic Act (RA) No. 4670 or the "Magna Carta for Public School Teachers," recognizes that the advancement in education depends on the qualifications and ability of the teaching staff, and declares it a policy of the State to promote and improve the social and economic status of public school teachers, their terms of employment and career prospects in order to attract and retain in the teaching profession more individuals with proper qualifications;

WHEREAS, Executive Order (EO) No. 500 (s. 1978) established a system of career progression and promotion for public school teachers that is focused on classroom effectiveness, and attaches a premium to advancement in stature and compensation of teachers while remaining in the classroom;

WHEREAS, the evolving character of the 21st century learners, the implementation of the K-12 Reform, and the enactment of RA No. 10968, which institutionalized the Philippine Qualifications Framework, have brought significant developments in the national educational landscape;

WHEREAS, there is a need to revise and update the system of career progression for public school teachers that is anchored on the achievement of qualifications and standards for teachers and school administrators, in order to provide more opportunities for professional growth and career advancement, and ensure that teachers are consistently motivated in providing quality education to learners;

WHEREAS, the Senate and House of Representatives Joint Resolution No. 4 (s. 2009) authorized the President to modify the existing Compensation and Position Classification System of civilian personnel; and

WHEREAS, Section 17, Article VII of the Constitution provides that the President shall have control of all executive departments, bureaus and offices;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

THE PRESIDENT OF THE PHILIPPINES

Section 1. Establishment of the Expanded Career Progression System for Public School Teachers. The expanded career progression system for public school teachers is hereby established to promote professional development and career advancement among public school teachers, and define the career lines of teachers within the public school system, specifically in the elementary and secondary levels, including the Senior High School. The System shall complement other career pathways for professional teachers outside the public basic education school system, as may be defined by the Professional Regulation Commission (PRC), and provide for equivalence in duties, recognition, and compensation for teachers choosing a career line.

Section 2. Classroom Teaching Career Line. The classes in the Classroom Teaching Career Line shall be as follows: (i) Master Teacher I; (ii) Master Teacher II; (iii) Master Teacher III; (iv) Master Teacher IV; and (v) Master Teacher V. Advancement to the Master Teacher I position shall require the attainment of the minimum qualifications prescribed for the position as defined by the Civil Service Commission (CSC), and meeting the teaching proficiency level equivalent to Career Stage III (Highly Proficient) of the Philippine Professional Standards for Teachers.

Section 3. School Administration Career Line. The classes in the School Administration Career Line shall be as follows: (i) School Principal I; (ii) School Principal II; (iii) School Principal III; and (iv) School Principal IV. The advancement to School Principal I shall require the attainment of the minimum qualifications prescribed for the position as defined by the CSC, meeting the desired proficiency level for school head as defined in the Philippine Profession Standards for School Heads, and passing the school head assessment which shall be conducted for the purpose and administered by the Department of Education (DepEd). In line with this, the incumbents of the following positions may be promoted or reclassified for the abovementioned School Principal positions:

- a. Assistant School Principal I, Assistant School Principal II and Assistant School Principal III, who shall be provided with professional development interventions to equip them with the necessary competencies to be full-pledged principals, and shall be given priority in the promotion or reclassification to School Principal positions, subject to existing laws, policies and regulations, and the guidelines to be formulated pursuant to this Order; or
- b. Master Teacher I, who are aspiring for a career in school administration shall be classified, upon promotion, within the School Administration Group.

Section 4. Equivalence of Positions. The positions in the Classroom Teaching Career Line shall be equivalent to the School Administration Career Line, as follows:

Master Teacher V	School Principal IV
Master Teacher IV	School Principal III
Master Teacher III	School Principal II
Master Teacher II	School Principal I

Section 5. Creation of Additional Position Titles. Upon approval of this Order, the Department of Budget Management (DBM) shall create the new position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V, and include the same in the Index of Occupational Services, Occupational Groups, Classes and Salary Grades.

Section 6. Choice of Career Line. The positions of Teacher I to Teacher VII shall form the base of the career system. Upon achieving the qualifications and proficiency level required for Master Teacher I under Section 2 hereof, a teacher may choose to pursue the Classroom Teaching Career Line or the School Administration Career Line. For this purpose, the CSC, DepEd, and PRC shall harmonize the qualification standards for teaching positions in the public school system, specifically in the elementary and secondary levels, including Senior High School.

A teacher pursuing a promotion to Master Teacher II shall continue upwards in the Classroom Teaching Career Line while a teacher opting a career as School Principal I shall continue upwards in the School Administration Career Line. The switching from one career line to another shall be allowed, provided that the individual possesses all the necessary qualifications and expected competencies for the other career line. Both the Master Teachers and School Principals may be considered for promotion to the next higher positions in the service.

Section 7. Implementing Rules and Regulations. Within ninety (90) days from the effectivity of this Order, the CSC, DBM, DepEd, and PRC shall jointly formulate and issue the rules and regulations necessary for the effective implementation of this Order.


Section 8. Separability. If any part or provision of this Order is declared invalid or unconstitutional, other parts not affected thereby shall continue to be valid and subsisting.


Section 9. Repeal. All Orders, rules, regulations and issuances, or parts thereof which are inconsistent with this Order, are hereby repealed or modified accordingly.

Section 10. Effectivity. This Order shall take effect immediately after publication in the Official Gazette or in a newspaper of general circulation.

DONE, in the City of Manila, this 23rd day of June, in the year of Our Lord, Two Thousand and Twenty-Two.

By the President:


SALVADOR C. MEDIALDEA
Executive Secretary


Office of the President
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Atty. CONCEPCION ZENY E. FERROLINO-ENAD
DIRECTOR IV

