



Republic of the Philippines  
**Department of Education**  
 REGION I



**REGIONAL MEMORANDUM**

No. 679 s. 2024

To: All Schools Division Superintendents  
 All Others Concerned

**CLARIFICATION ON THE USE OF EXISTING COMPARATIVE ASSESSMENT  
 RESULT-REGISTRY OF QUALIFIED APPLICANTS (CAR-RQA) FOR SENIOR HIGH  
 SCHOOL (SHS) TEACHER II POSITIONS IN FILLING UP OF NEW SHS  
 TEACHER I ITEMS FOR SCHOOL YEAR (SY) 2024-2025**

1. This is in reference to the attached MEMORANDUM DM-OUHROD-2024-1124 dated June 11, 2024 from Dir. Wilfredo E. Cabral, Regional Director, Officer-In-Charge, Office of the Undersecretary for Human Resource and Organizational Development, re: Clarification on the Use of Existing Comparative Assessment Result-Registry of Qualified Applicants (CAR RQA) for Senior High School (SHS) Teacher II Positions in Filling up of NEW SHS Teacher I Items for School Year (SY) 2024-2025.
2. In line with this, **it is informed that the SY 2024-2025 RQAs which are established and intended for filling-up of SHS Teacher II items shall be authorized and honored to be used in the appointment and filling-up of the new SHS Teacher I Items for SY 2024-2025.** However, for Schools Division Offices which have not yet commenced the call for application for SHS Teacher I, including all other calls for application after the issuance of the said Memorandum, shall comply with provision of DepEd Order No. 007, s. 2023 in the evaluation and hiring of Teacher I.
3. Furthermore, it is reiterated that upon issuance of the Notice of Organization, Staffing and Compensation Action (NOSCA), the hiring and appointment of newly-created SHS Teacher I items should immediately begin using the available and valid CAR-RQA to ensure 100% filling-up rate of all newly-created teaching positions on or before August 2024.
4. For information, guidance and strict compliance.

**TOLENTINO G. AQUINO**  
 Director IV

Encl.: As Stated

References: As Stated

To be indicated in the Perpetual Index  
 Under the following subjects:

ASSESSMENT	EVALUATION	ITEMS	POSITIONS
TEACHERS			

AD/PS/hfa/RM\_ClarificationontheUseofExistingCAR-RQAforSHSItems

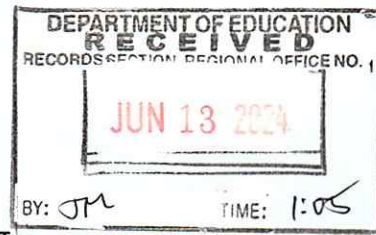
June 18, 2024





Republika ng Pilipinas  
**Department of Education**

OFFICE OF THE UNDERSECRETARY  
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



**MEMORANDUM**  
**DM-OUHROD-2024-1124**

FOR : **REGIONAL DIRECTORS**  
**SCHOOLS DIVISION SUPERINTENDENTS**  
**All Other Concerned**

FROM : **WILFREDO E. CABRAL**  
*Regional Director*  
*Officer-in-Charge, Undersecretary for Human Resource and Organizational Development*

SUBJECT : **CLARIFICATION ON THE USE OF EXISTING CAR-RQA FOR SHS TEACHER II POSITIONS IN FILLING UP OF NEW SHS TEACHER I ITEMS FOR SCHOOL YEAR (SY) 2024-2025**

DATE : 11 June 2024

This is in reference to **DM-OUHROD-2024-1095** on the *Approval of the Creation of New Teaching Items from Kindergarten to Grade 12 and Alternative Learning System (ALS) for the School Year (SY) 2024- 2025* and **DM-OUHROD-2024-0952** on the *Advance Information on the Creation and Deployment of New Teaching Items and School-Based Administrative Officer II Items for School Year (SY) 2024-2025*. Through these memoranda, it was advised that twenty-two thousand three hundred twenty-three (22,323) new teaching items for **Kindergarten to Grade 12** including the Alternative Learning System (ALS) have been allocated and approved for SY 2024-2025.

It shall be noted that Teacher I positions are proposed to be created for Senior High School (SHS) level in SY 2024-2025. Section 7 of DM-OUHROD-2024-0952 provides that the appointments to vacant positions shall be in accordance with the relevant provisions of DepEd Order (DO) No. 007, s. 2023<sup>1</sup>. However, this Office recognizes that prior the issuance of the said memorandum, most School Division Offices (SDOs) had already commenced the call for application, comparative assessment, and the finalization of the Registry of Qualified Applicants (RQA) using DO 3, s. 2016 on the *Hiring Guidelines for Senior High School (SHS) Teaching Positions Effective School Year (SY) 2016-2017*, which governs the assessment of applicants to SHS Teacher II positions, having in mind that SHS Teacher II items will be created again this year.

<sup>1</sup> *Guidelines on the Recruitment, Selection, and Appointment in the Department of Education*



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Doc. Ref. Code	DM-OUHROD	Rev	00
Effectivity	03.23.23	Page	1 of 2



In view of this, please be informed that the SY 2024-2025 RQAs which are established and intended for filling-up of SHS Teacher II items shall be authorized and honored to be used in the appointment and filling-up of the new SHS Teacher I items for SY 2024-2025. However, SDOs which have not yet commenced the call for application for SHS Teacher I, including all other calls for application after the issuance of this Memorandum, shall comply with provision of DO 007, s. 2023 in the evaluation and hiring of Teacher I.

It should be recalled that pursuant to Section 32 of the IRR of RA 10533<sup>2</sup>, part of the priority granted to SUC/HEI/TEI faculty in the hiring of SHS teachers during the K to 12 transition period, higher SHS teaching positions was opened to external applicants to provide a competitive and comparable positions with faculty positions in State Universities and Colleges (SUCs), Higher Education Institutions (HEIs) and Technical Education Institutions (TEIs) with the intent to attract and encourage faculties from SUCs, HEIs, and TEIs to apply as SHS teachers. Thus, previous years, the Department opted to create SHS Teacher II items every SY in view of the need for teachers to teach specialized subjects in the SHS.

However, the K to 12 transition period has ended in SY 2021-2022 and it has been also observed based on the filling-up monitoring that SDOs are having difficulty in filling-up of SHS Teacher II positions due to high qualification standards which have resulted in a low number of qualified applicants. These circumstances have prompted DepEd to request the creation of **SHS Teacher I positions** for SY 2024-2025 to improve the absorptive capacity and efficiency in hiring DepEd teachers.

It shall be reiterated that upon issuance of the Notice of Organization Staff Compensation Action (NOSCA), the hiring and appointment of newly created SHS Teacher I items should immediately begin using the available and valid CAR-RQA to ensure 100% filling-up rate of all newly created teaching positions on or before August 2024.

For more information and further clarification, you may reach out to the BHRDD-HRDD at telephone number (02) 8470-6630 or email address [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

Thank you.

[HRDD/RSP-Gob]

<sup>2</sup> Enhanced Basic Education Act of 2013

