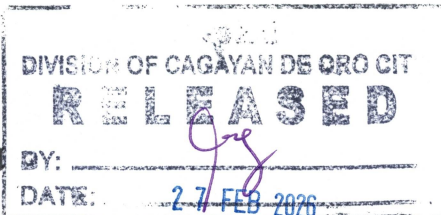




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

27 Feb 2026

DIVISION MEMORANDUM

No. 233 s.2026

**INITIAL EVALUATION RESULTS (IER) OF THE
SCHOOL ADMINISTRATOR POSITIONS**

TO: Assistant Schools Division Superintendent
Public Schools District Supervisors
All Elementary and Secondary Public School Heads and Principals
CTD and SGOD Personnel
All Others Concerned

1. The field is hereby informed of the release of the Initial Evaluation Results (IER) of the following positions in this Division:
 - a. Principal I (Elementary)
 - b. Principal I (Secondary)
 - c. Principal III (Elementary)
2. The IER refers to the report prepared by the Human Resource Management Officer (HRMO) following the Initial Evaluation conducted by the respective Sub-Committee which contains the list of qualified and disqualified applicants vis-à-vis the minimum qualifications required by the position to be filled as indicated in the CSC-approved QS (Qualification Standards).
3. Immediate and wide dissemination of this memorandum is directed.


ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: N o n e

Reference: As stated

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

EVALUATION POSITIONS

RECRUITMENT

SELECTION

DM-083-OSDS-PERSONNEL-CAA / ier of the school administrator positions
February 27, 2026

INITIAL EVALUATION RESULT (IER)

Position: **PRINCIPAL I (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 19 - Php 59,153.00**

Qualification Standards:

Education: **Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management**

Training: **32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations,**

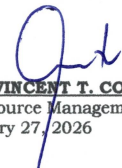
Instructional Leadership acquired within the last 5 years.

Experience: **5 years teaching experience and 1-year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision.**

Eligibility: **R.A.1080, as amended (Teacher)**

NO.	APPLICATION CODE	EDUCATION	TRAINING		EXPERIENCE		ELIGIBILITY	Remarks (QUALIFIED or DISQUALIFIED)
			DETAILS	HOURS MINIMUM QS) (CSC	DETAILS	YEARS MINIMUM QS) (CSC		
1	CDO2026-SP1-002	Bachelor of Science in Industrial Education (BSIED); Master of Science in Teaching Mathematics; Master of Arts in Educational Administration (33 units)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
2	CDO2026-SP1-003	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (MAEdA) - Educational Administration	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
3	CDO2026-SP1-009	Bachelor of Science in Industrial Education (BSIED) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
4	CDO2026-SP1-011	Bachelor of Secondary Education (BSEd) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
5	CDO2026-SP1-013	Bachelor of Secondary Education (BSEd) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
6	CDO2026-SP1-015	Bachelor of Elementary Education (BEEEd) ; Master of Arts in Education (MAEd)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
7	CDO2026-SP1-016	Bachelor of Science in Information Management (BSIM); Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
8	CDO2026-SP1-018	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (MAEdA) - Educational Administration	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
9	CDO2026-SP1-019	Bachelor of Elementary Education (BEEEd) ; Master of Arts in Education (MAEd) - Educational Management	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:


ANGELA VINCENT T. CORRALES
 Human Resource Management Officer
 Date: February 27, 2026

INITIAL EVALUATION RESULT (IER)

Position: **PRINCIPAL III (ELEMENTARY)**

Salary Grade and Monthly Salary: **SG 21 - Php 73,303.00**

Qualification Standards:

Education: **Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 15 units in Management**

Training: **40 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations, Instructional Leadership acquired within the last 5 years.**

Experience: **5 years teaching experience and 3 years experience in school management and operations.**

Eligibility: **R.A.1080, as amended (Teacher)**

NO.	APPLICATION CODE	EDUCATION	TRAINING		EXPERIENCE		ELIGIBILITY	Remarks (QUALIFIED or DISQUALIFIED)
			DETAILS	HOURS MINIMUM QS) (CSC	DETAILS	YEARS MINIMUM QS) (CSC		
1	CDO2026-SP3-002	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education Administration (MAEdA)	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
2	CDO2026-SP3-003	Bachelor in Secondary Education (BSEd); Master in Technical Teacher Education	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
3	CDO2026-SP3-004	Bachelor of Elementary Education (BEEd) ; Master of Arts in Education Administration (MAEdA)	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
4	CDO2026-SP3-005	Bachelor of Elementary Education (BEEd) ; Master of Arts in Educational Management	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
5	CDO2026-SP3-006	Bachelor of Elementary Education (BEEd) ; Master of Arts in Educational Supervisor	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
6	CDO2026-SP3-007	Bachelor of Elementary Education (BEEd) ; Master of Arts in Educational Planning and Management	with relevant trainings	40 hours +	with relevant experience	3 years + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:


ANGELA VINCENT T. CORRALES
 Human Resource Management Officer
 Date: February 27, 2026

INITIAL EVALUATION RESULT (IER)

Position: **PRINCIPAL I (SECONDARY)**

Salary Grade and Monthly Salary: **SG 19 - Php 59,153.00**

Qualification Standards:

Education: **Master's degree in Education, or Educational Management, or Educational Leadership; or Master's degree in relevant learning area with at least 9 units in Management**

Training: **32 hours of training in any of or a cumulative of the following: Curriculum, Pedagogy, School Management and Operations,**

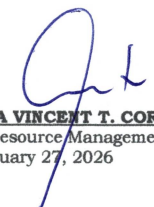
Instructional Leadership acquired within the last 5 years.

Experience: **5 years teaching experience and 1-year relevant experience in any of the following: learning area coordination, subject area supervision, school management and operations, instructional supervision.**

Eligibility: **R.A.1080, as amended (Teacher)**

NO.	APPLICATION CODE	EDUCATION	TRAINING		EXPERIENCE		ELIGIBILITY	Remarks (QUALIFIED or DISQUALIFIED)
			DETAILS	HOURS (CSC MINIMUM QS)	DETAILS	YEARS (CSC MINIMUM QS)		
1	CDO2026-SP1-004	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (MAEd) - Educational Management	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
2	CDO2026-SP1-005	Bachelor of Science in Industrial Education (BSIED); Master of Science in Teaching Mathematics; Master of Arts in Educational Administration (33 units)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
3	CDO2026-SP1-006	Bachelor of Secondary Education (BSEd) ; Master of Arts in Education (MAEdA) - Educational Administration	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
4	CDO2026-SP1-007	Bachelor of Secondary Education (BSEd) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
5	CDO2026-SP1-008	Bachelor of Science in Industrial Education (BSIED) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
6	CDO2026-SP1-012	Bachelor of Secondary Education (BSEd) ; Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
7	CDO2026-SP1-017	Bachelor of Science in Information Management (BSIM); Master of Arts in Educational Administration (MAEdA)	with relevant trainings	32 hours +	with relevant experience	1 year + as School Head	RA 1080 (Teacher) ; NQESH/NASH	QUALIFIED
*** Nothing Follows ***								

Prepared and certified correct by:


ANGELA VINCENT T. CORRALES
 Human Resource Management Officer
 Date: February 27, 2026