



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

January 12, 2026

DIVISION MEMORANDUM

No. 015, S. 2026

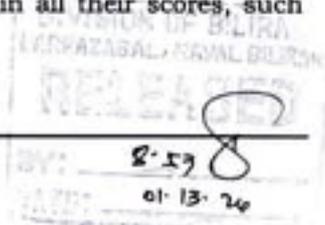
**RECRUITMENT EVALUATION SELECTION AND APPOINTMENT ETHOR
OF TEACHER APPLICANTS FOR K TO 12 TEACHER I POSITIONS
SCHOOL YEAR 2026-2027**

To: OIC- Assistant Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
Education Program Supervisors
HRMPSB Members
All others concerned
This Division

1. This Division Memorandum is issued to identify the members and establish the calendar of the Recruitment Evaluation Selection and Appointment eTHOR of Teacher I Applicants for the K to 12 teacher 1 position in Elementary, Junior High School, and Senior High School for SY 2025-2026.
2. The document evaluation, interview, and teaching demonstration shall be by the following DepEd Guidelines:

LEVEL	DEPED ORDER
Kindergarten, Elementary, SPED, Junior HS, Senior High School and Teacher 1, Teacher 2, and Master Teacher promotion	DO 007, s. 2023 dated March 22, 2023: Guidelines Recruitment Selection and Appointment in Department of Education

3. As per DepEd Order No. 21, s. 2024, previous applicants who were included in the CAR-RQA SY 2025-2026 but not yet appointed and those who did not meet the cut-off score shall be given an option to carry over / retain their CAR-RQA results and/or update their credentials without having to undergo the entire hiring process for the CAR-RQA SY 2026-2027. Should the applicants want to update their documents/credentials, they must submit Letter of application, Personal Data Sheet (PDS), Checklist of Requirements and UPDATED documents only. If they opt to retain all their scores, such



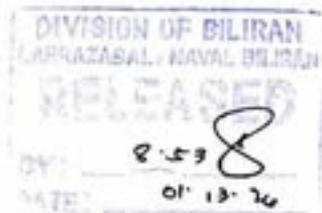


Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

intent shall be indicated in their application letter together with the PDS and Checklist of requirements.

4. Applicants shall register online using the following link <https://app.rspbiliran.com>
5. Enclosed in this order are for eTHOR and submission Comparative Assessment Results for Incumbent Teachers calendar, process flow for Teacher 1 applicants, and the designated Sub Committees.
6. The Division HRMPSB and the HRMPSB Subcommittee shall be guided by their roles and responsibilities on the conduct of the activities related to the preparation of the Comparative Assessment Results - Registry of Qualified Applicants (CAR-RQA) for Teacher 1 and Comparative Assessment Results (CAR) for Teaching promotions. The Division HRMPSB also conduct monitoring of all HRMPSB subcommittee's activities and shall provide technical assistance if necessary.
7. Expenses incurred in the conduct of all activities by the HRMPSB, Subcommittees, and other involved personnel shall be charged against the Division/School MOOE subject to the usual accounting and auditing rules and regulations.
8. Immediate dissemination and compliance of this Memorandum are enjoined.

ROBERTO N. MANGALIMAN PhD CESO VI
Schools Division Superintendent





Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

**LIST OF SECONDARY AND ELEMENTARY SCHOOLS TO SERVE AS VENUE
 FOR THE DEMONSTRATION TEACHING**

SCHOOL NAME	JHS SUBJECTS	SHS
ALMERIA NHS	ACADEMIC & TLE	TVL, ACADEMIC, ABM
TABUNAN NHS	ACADEMIC & MAPEH	TVL, ACADEMIC, ABM
BILIRAN NAHS	ACADEMIC & TLE	TVL, ACADEMIC, ABM (Agri Fishery)
BILIRAN SHS	ACADEMIC & MAPEH	TVL, ACADEMIC, ABM
CABUCGAYAN NSAT	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
CABUCGAYAN NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
CAIBIRAN NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
ICT HS of EAST BILIRAN	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
BOOL NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
CULABA NVS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM (Agri Fishery)
KAWAYAN NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
TUCDAO NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
MARIPIPI NVS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
VIGA NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
NAVAL NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM
NAVAL SF	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM (Agri Fishery)
FIDEL LIMPIADO NHS	ACADEMIC, MAPEH & TLE	TVL, ACADEMIC, ABM

SCHOOL NAME	ELEM/ SPED	REMARKS
ALMERIA CS	ELEM	All applicants for elem, except SPED teacher applicants
BILIRAN CS	ELEM	All applicants for elem, except SPED teacher applicants
BUNGA ES	ELEM	All applicants for elem, except SPED teacher applicants
CABUCGAYAN CS	ELEM	All applicants for elem, except SPED teacher applicants
CAIBIRAN CSSC	ELEM/ SPED	All applicants for elem, and SPED teacher
CULABA CS	ELEM	All applicants for elem, except SPED teacher
KAWAYAN CS	ELEM	All applicants for elem, except SPED teacher applicants
TUCDAO ES	ELEM	All applicants for elem, except SPED teacher applicants
CALUMPANG ES	ELEM	All applicants for elem, except SPED teacher
NAVAL CSSC	ELEM	All applicants for elem, and SPED teacher
CARAYCARAY CS	ELEM/ SPED	All applicants for elem, except SPED teacher
MARIPIPI CS	ELEM	All applicants for elem, except SPED teacher
HIGATANGAN ES	ELEM	All applicants for elem, except SPED teacher
LUCSOON ES	ELEM	All applicants for elem, except SPED teacher
	ELEM	All applicants for elem, except SPED teacher

DIVISION OF BILIRAN
 LINDARAGAL, NAVAL BILIRAN
RELEASED
 BY: 8.53
 01.13.20



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

	<p>E. Observers and evaluators shall strategically conduct the activities and ensure no disruption of classes.</p> <p>F. Maintain the order of the selection processes and the integrity of results.</p>
--	--

SCHEDULE OF ETHOR TIMELINES SCHOOL YEAR 2025-2026

Date	Activity	In- Charge	Venue
January 14, 2026	Online Orientation of the New Teacher Applicants on the recruitment process	Division Selection Committee	
January 15- 30, 2026	Online Registration, Submission, and Acceptance of applications from the New Teacher Applicants		
January 26- 30, 2026	Orientation of Subcommittees for the NCOI and the Demo Teaching COI Assessment	Division Selection Committee Chairperson HRMPSB Members	By District/ By Schools
February 2-13, 2026	Conduct of Classroom Observation (NCOI and COI) by Subcommittees to ECP Applicants	Subcommittees	By District/ By Schools
February 16, 2026	Conduct of Teacher Reflection Evaluation by the Subcommittees (New Teacher Applicants)	Subcommittees	By District/ By Schools
February 16-20, 2026	Conduct of Behavioral Events Interview (BEI) by HRMPSB committee to ECP Applicants.	HRMPSB Committee	

DIVISION OF BILIRAN
 LARRAZAVAL, NAVAL, BILIRAN
 RELEASED

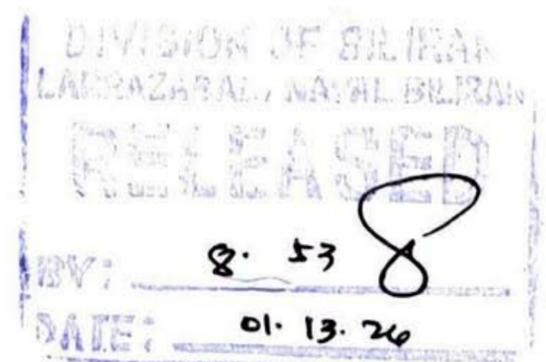
BY: 8.53 
 DATE: 01.13.26



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

February 17-27, 2026	Conduct of Demonstration Teaching by Sub-committees (New Teacher Applicants).	Subcommittees	By District/ By Schools
March 02, 2026	Submission of Consolidated Reports of the Classroom Observation (NCOI and COI), Teacher Reflection Evaluation, and Demonstration Teaching Ratings.	Subcommittees	SDO- Biliran
March 5- 6, and 9 2026	Evaluative Assessment, Consolidations, Finalization and Confirmation of Points of ECP Applicants.	Division Selection Committee/ HRMPSB	SDO- Biliran
March 10, 2026	Posting of CAR and CAR – RQA for ECP Applicants.	Division Selection Committee/ HRMPSB	SDO- Biliran
March 11, 12, and 13, 2026	Evaluative Assessment, Consolidations, Finalization and Confirmation of Points of New Teacher Applicants	Division Selection Committee	SDO- Biliran
March 16, 2026	Posting of CAR and CAR – RQA for New Teacher Applicants.	Division Selection Committee/ HRMPSB	SDO- Biliran

If there are corrections in the entries of Posted CAR, Teacher Applicants are given 10 days from the date of posting to submit a letter requesting correction or review of entries supported by competent and addressed documents to the Schools Division Superintendent.





Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BILIRAN

COMPOSITION OF THE DIVISION SUBCOMMITTEES

COMPOSITION	Roles and Responsibilities
<p>FOR TEACHER 1 HIRING</p> <p>The new subcommittees shall be composed of:</p> <p>1 Subcommittee Chairperson (PSDS/EPS) 2 Subcommittee Members</p>	<ol style="list-style-type: none">1. Conduct Classroom Observation and evaluate teacher reflections for the NCOI.2. Submit a signed checklist of requirements rating sheets (teacher observation rating and teacher reflection rating) with acquired points of T1 applicants and minutes of the conduct of the screening to the Division HRMPSB Secretariat for validation and consolidation. <p>Note:</p> <ol style="list-style-type: none">A. For classroom observations, observers should see to it that the lessons to be demonstrated by the applicants shall be the lessons scheduled to be taught for that day to ensure that while the demonstration teaching is conducted the lesson for that day is already delivered by the applicant. Hence there is no lesson gap between the teachers.B. Secure a copy of the applicant's lesson plan before demonstration teaching.C. Evaluators shall assess the applicant's demo and/or understanding of the objectives based on the PPST criteria checklist in a collegial manner (as a group).D. The teacher's reflection for PPST NCOIs should be assessed based on their narrative and responses/experiences, Not the quantity of narratives/experiences.

DEPARTMENT OF EDUCATION
SCHOOLS DIVISION OFFICE
LANZARAL, NAZAL BILIRAN
RELEASED
BY: 8.53
DATE: 01.13.26