



REPUBLIKA NG PILIPINAS  
 REPUBLIC OF THE PHILIPPINES  
**KAGAWARAN NG EDUKASYON, KULTURA AT ISPORTS**  
 DEPARTMENT OF EDUCATION, CULTURE AND SPORTS  
 UL Complex, Maraloc Avenue  
 Pasig, Metro Manila



Sana-Sana  
 sa DECS

August 1, 1997

DECS ORDER  
 No. 57, s. 1997

FURTHER IMPLEMENTATION OF THE CAREER PROGRESSION SYSTEM  
 FOR MASTER TEACHERS

To: Undersecretaries  
 Assistant Secretaries  
 Regional/Bureau/Center Service Directors  
 Schools Superintendents  
 District Supervisors

1. Pursuant to Executive Order No. 500 dated March 21, 1978, qualified Master Teacher I/II may now be recommended for reclassification to Master Teacher III/IV on the basis of the criteria given in MEC Order No. 10, s. 1979 (copy inclosed).

2. The number of Master Teacher III positions in each district shall not exceed 25% of the total number of MT I positions. Likewise, the number of MT IV shall not exceed 25% of the present number of MT II positions. The total number of Master Teachers I-IV shall not exceed 10% of the total number of teachers in each district.

To illustrate:

District A has 120 teachers

Present number of:	MT I	-	8	-	2
	MT II	-	4	-	1
	Total:		12		

Under this DECS Order:

MT I	-	6
MT II	-	3
MT III	-	2
MT IV	-	1
Total:		12

3. Corresponding additional guidelines shall be formulated for your guidance in the implementation of this DECS Order.

4. Please be guided accordingly.

  
RICARDO T. CLORIA  
Secretary

Incl.:  
AS stated

Reference:  
MEC Order: (No. 10, s. 1979)

Allotment: 1-3--(D.O. 50-97)

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

POLICY  
RULES & REGULATIONS  
TEACHERS

(Inclosure to DECS Order No. 57, 4, 1997)

#### CRITERIA FOR MASTER-TEACHER

(Note: A candidate must possess all the qualifications indicated to be considered for the Master Teacher position.)

##### Master Teacher I

1. Permanent teacher.
2. Bachelor's degree for teachers or equivalent as provided in Magna Carta for Teachers.
3. Very satisfactory performance rating for the last two years (at least 25 pts.)
4. At least three years experience.
5. At least 25 points in leadership and potential (see attached table) or has been a demonstration teacher on the district level plus 10 points in leadership and potential.

##### Master Teacher II

1. Master Teacher I (or ESP I) for at least one year.
2. Very satisfactory rating (at least 35 pts.) as Master Teacher I (or ESP I).
3. Bachelor's degree for teachers or equivalent as provided in Magna Carta for Teachers, plus completion of academic requirements for M.A.
4. At least 30 points in leadership, potential, and achievement, or demonstration teacher on the division level plus 20 points in leadership and potential provided the activities or accomplishments listed for this purpose had not been credited or used for earlier promotions.

##### Master Teacher III

1. Master Teacher II.
2. M.A. in education or equivalent.

The following are considered M.A. equivalents:

- a. Bachelor's degree for teacher or equivalent plus 20 years experience and at least 20 units for M.A.
- b. Bachelor's degree for teacher or equivalent plus at least 20 graduate units and at least 18 credit allowances (See table of credit allowances.)
3. Very satisfactory performance rating (at least 35 pts.) as Master Teacher II.
4. At least 45 points in leadership, potential and achievement provided the activities or accomplishments cited for this purpose had not been credited for an earlier promotion.

Master Teacher IV

1. Master Teacher III
2. At least an M.A. in Education, M.A.E., or M.Ed.
3. Outstanding performance rating as Master Teacher III.
4. At least 60 points in leadership, potential, and achievements provided the accomplishments and achievements cited for this purpose had not been credited for an earlier promotion.