

REPUBLIKA NG PILIPINAS

REPUBLIC OF THE PHILIPPINES

KAGAWARAN NG EDUKASYON DEPARTMENT OF EDUCATION

DepEd Complex, Meralco Avenue, Pasig City, Philippines

Tanggapan ng Kalihim Office of the Secretary

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DepEd ORDER No. 5(), s. 2003

JUN 1 9 2003

ADOPTIVE MEASURES IN FILLING-UP VACANT TEACHING POSITIONS

To: Undersecretaries
 Assistant Secretaries
 Bureau Directors
 Regional Directors
 Schools Division/City Superintendents
 Heads, Public Elementary and Secondary Schools

- 1. In order to address the imbalances resulting from the excess/shortage of teachers in the public school system due to the increase or decrease in enrolment and non-availability of new teaching positions in the General Appropriations Act for CY 2003, a Teacher Deployment Analysis (Rainbow Spectrum) has been formulated, copy enclosed.
- 2. Guided by this analysis, the following policies shall be strictly observed by the DepEd officials concerned in the filling-up of existing vacancies for teaching positions in the Division Offices, to wit:
 - a. No appointment or assignment shall be issued by the Schools Division Superintendent to any existing vacant teaching position arising from natural vacancies such as retirement, death, resignation, promotion, transfer in his/her division without prior clearance/authorization from the Regional Director concerned.
 - b. In this regard, the Regional Director shall only issue authority to fill-up vacancies for public schools where such natural vacancy/ies exist under the HOT colored schools namely:

1st priority - Black - no nationally funded teachers

2nd priority - Red - severe teacher shortage

3rd priority - Orange - moderate teacher shortage

4th priority - Gold - manageable ratio

Provided however, that public schools falling under the category of COOL colored schools which are offering multi-grade classes and servicing school-less barangay with newly constructed classroom as part of their catchment areas may be issued authority to fill-up vacancies.

The Regional Director shall be guided by the Teacher Deployment Analysis (Regional Level) copy enclosed, covering his/her region in the issuance of authority to fill-up vacancies.

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c. Existing vacancles for teaching positions in the public schools classified COOL colored schools shall not be filled-up, namely:

Blue - excessive surplus teacher provision
Sky Blue - moderate surplus teacher provision

Green - generous teacher provision

Yellow - national mean ratio

For this purpose, the Regional Director shall in no case issue an authority to fill-up such vacancies until such time that these teaching positions have been redeployed to other public schools. These vacant teaching positions shall be redeployed or transferred by the Schools Division Superintendent concerned to the different public schools classified as **HOT** colored schools taking into consideration the following priorities in their redeployment, as follows:

1st priority - Black - no nationally funded teacher 2nd priority - Red - severe teacher shortage 3rd priority - Orange - moderate teacher shortage 4th priority - Gold - manageable ratio

5th priority - Cool Colored School - multigrade classes

The Schools Division Superintendent shall likewise be guided by the Teacher Deployment Analysis (Division Level) covering his/her division in the redeployment of these positions. This will be provided by the Division Office concerned to the different public schools.

- d. After the transfer/redeployment, the Schools Division Superintendent concerned may fill-up such vacancies subject to the clearance/authority from the Regional Director and upon submission of the List of redeployment to the Regional Office.
- e. The report of redeployment shall also be submitted to the DBM Regional office for its reference in the subsequent release of allotment and NCA to the DepEd Regional Office.
- f. The Regional Director shall submit to the Central Office thru the Office of Assistant Secretary for Planning immediately the comprehensive report of redeployment in his/her region and list of public schools issued the authority to fill-up vacancies.
- 3. Appointment or assignment to be made by the Schools Division Superintendent relative to the existing teaching vacancies shall be governed by the guidelines to be issued relative to recruitment, appointment or assignment of public school teachers.
- 4. Any DepEd official or employee who shall be found violating this issuance or part hereof shall be charged administratively.

5. Immediate dissemination of and compliance with this Order is directed.

EDILBERTO C. DE JESUS Secretary

Maricar/do-adoptive measures 06-5-03

Encl.: As stated Reference: None

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

To be indicated in the <u>Perpetual Index</u> under the following subjects:

APPOINTMENT, EMPLOYMENT, REAPPOINTMENT OFFICIALS TEACHERS

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CARAGA	REGION REGION Region I Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIIII Region IX	(Desks * 2) + ((Desks	Sets of tebles (2,200) Enrolment 301,353 182,653 479,194 562,908 162,409 325,509 456,441 360,713 227,973 185,303 209,967	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 4,066 8,668 12,486 7,148 5,720 4,746 5,074	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 60.46 39.86 39.04 41.38	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,448	2,106 668 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389	SCHOOL Sets of Chairs & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,062	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430	Total Senting 228,7 114,0 334,0 340,3 85,7 170,0 280,7 224,3 166,5 112,6 128,3
100.00	REGION REGION Region II Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIII Region XI Region X Region X	(Desks * 2) + (\$\forall 200 \forall 300 \forall 100.00	Enrolment 301,353 182,653 479,194 562,908 162,409 325,509 456,441 360,713 227,973 185,303 209,967 243,268	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 6,074 5,883	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 50.46 39.86 39.04 41.38 41.35	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,448 3,524	2,106 658 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389	SCHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,062 1,463	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091	Total Senting 228,7 114,0 334,0 340,3 85,7 170,0 289,7 224,3 166,5 112,6 128,3 138,1
ACR 100.00 87,745 2,414 36.35 1,814 3,366 2,027 52,618 6 NCR 100.00 567,656 16,655 34.29 7,056 6,808 3,145 296,735 3	REGION REGION Region I Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIII Region XI Region X Region XI Region XII	(Desks * 2) + ((Desks	Sets of tebles (2,200) Enrolment 301,353 182,653 479,194 562,908 162,409 325,509 456,441 360,713 227,973 185,303 209,967 243,268 219,266	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 6,074 5,883 4,936	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 50.46 39.86 39.04 41.38 41.35 44.42	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,448 3,524 3,449	2,106 668 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389 43	SCHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,052 1,463 1,640	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091 116,667	Total Senting 228,7 114,0 334,0 340,3 85,7 170,0 286,7 224,3 166,5 112,6 128,3 138,1 123,2
NCR 100.00 567,656 16,665 34.29 7,056 6,808 3,145 296,735 3	REGION REGION Region I Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIII Region XI Region XI Region XI Region XII Region XIII REGION XIIII REGION XIII REGION XIII REGION XIII REGION XIII REGION XIII R	(Desks * 2) + (\$\forall 200 \forall 300 \forall 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00	Sets of tebles 2,2000 Enrolment 301,353 182,653 479,194 562,908 162,409 325,509 456,441 360,713 227,973 185,303 209,967 243,268 219,266	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 5,074 5,883 4,936 3,336	Teacher Deploymen Analysis 8TR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 50.46 39.86 39.04 41.38 41.35 44.42 42.59	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,448 3,524 3,449 2,419	2,106 668 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389 43 1,672 664	SCHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,052 1,463 1,640	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091 116,667 73,536	7otal Senting 228,7 114,0 334,0,3 85,7 170,0 288,7 126,3 166,9 112,6 128,7 123,2 76,8
40A 100.00 507,000 10,000 57.25	REGION REGION Region I Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIII Region X Region X Region XII Region XII Region XIII Region XIII Region XIII Region XIII Region XIII RARAGA RAMM	(Desks * 2) + (\$\forall 200 \forall 300 \forall 100.00 100.00	Sets of tebles (2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 6,074 5,883 4,936 3,336 2,032	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 60.46 39.86 39.04 41.38 41.35 44.42 42.59 40.92	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,448 3,524 3,449 2,419 1,772	\$chool Deeks	\$CHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,062 1,463 1,640 1,141 2,905	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091 116,667 73,536 35,487	Total Senting 228.7 114.0 334.0 340.3 85.7 170.0 288.7 224.3 166.5 126.3 138.1 123.4 76.5 58.5
	REGION REGION REGION Region II Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region XI Region XI Region XI Region XII RARAGA RAMM CAR	(Desks * 2) + ((Desks	Enrolment 301,353 182,653 479,194 552,908 466,441 360,713 227,973 185,303 209,967 243,268 219,266 142,069 83,157 87,745	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 6,074 5,883 4,936 3,336 2,032 2,414	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 60.46 39.86 39.04 41.38 41.35 44.42 42.59 40.92 36.35	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,449 2,419 1,772 1,814	\$chool Deeks 2,106 668 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389 43 1,672 564 8,814 3,366	\$CHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,052 1,463 1,640 1,141 2,905	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091 116,667 73,536 35,487 52,618	Total Senting 228,7 114,0 334,0,3 85,7 170,0 288,7 128,3 166,5 112,6 128,7 128,6 138,1 123,6 58,6
TOTAL 99.58 4,787,584 119,095 40.20 79,507 42,074 48,175 2,788,617 2,98	REGION REGION Region II Region III Region IV-A Region IV-B Region VI Region VIII Region VIII Region VIIII Region XI Region XI Region XII Region XII Region XIII CARAGA ARMM CAR	(Desks * 2) + ((Desks	Enrolment 301,353 182,653 479,194 552,908 466,441 360,713 227,973 185,303 209,967 243,268 219,266 142,069 83,157 87,745	Total Nationally Funded Teachers 8,209 4,723 11,233 11,866 8,668 12,486 7,148 5,720 4,746 6,074 5,883 4,936 3,336 2,032 2,414	Teacher Deploymen Analysis STR C 36.71 38.67 42.66 46.60 39.94 37.55 36.56 60.46 39.86 39.04 41.38 41.35 44.42 42.59 40.92 36.35	nt .	Total Instrc'l. Rooms 5,992 3,727 7,763 7,671 3,005 5,854 8,856 5,677 4,492 2,988 3,449 2,419 1,772 1,814	\$chool Deeks 2,106 668 2,132 4,864 109 978 3,467 2,507 1,086 511 2,389 43 1,672 564 8,814 3,366	\$CHOOL Sets of Chaire & Tables 7,161 3,981 3,771 2,194 421 1,606 5,779 2,481 4,997 411 3,052 1,463 1,640 1,141 2,905	210,245 104,727 322,236 326,200 84,657 270,277 214,355 164,774 110,665 115,430 133,091 116,667 73,536 35,487 52,618	

Teacher Deployment Analysis Rainbow Spectrum

35.00-39.99 Yellow National Mean Ratio 40.00-44.99 Gold Manageable Ratio	RATIO		Color Code	
25.00-29.99 Sky Blue Surplus teacher provision 30.00-34.99 Green Generous teacher provision 35.00-39.99 Yellow National Mean Ratio 40.00-44.99 Gold Manageable Ratio 45.00-49.99 Orange Moderate teacher shortage 50.00 + Red Severe teacher shortage	<25.0∆		Phie	Excessive surplus teacher provision
30.00-34.99 Green Generous teacher provision 35.00-39.99 Yellow National Mean Ratio 40.00-44.99 Gold Manageable Ratio 45.00-49.99 Orange Moderate teacher shortage 50.00 + Red Severe teacher shortage				
40.00-44.99 Gold Manageable Ratio 45.00-49.99 Orange Moderate teacher shortage 50.00 + Red Severe teacher shortage	30.00-34.99	—3 6.		
45.00-49.99 Orange Moderate teacher shortage 50.00 + Red Severe teacher shortage	35.00-39.99		Yellow	National Mean Ratio
50.00 + Red Severe teacher shortage	40.00-44.99		Gold	Manageable Ratio
	45.00-49.99		Orange	Moderate teacher shortage
No teacher Black No nationally funded teacher	50.00 +		Red	
	No teacher		Black	No nationally funded teacher