

**2019 PhilEd
Conference**
4 December 2019
Undersecretary Jesus L.R. Mateo
Department of Education



An Overview of Teacher Need in Basic Education

Teaching Positions in the DepEd Plantilla

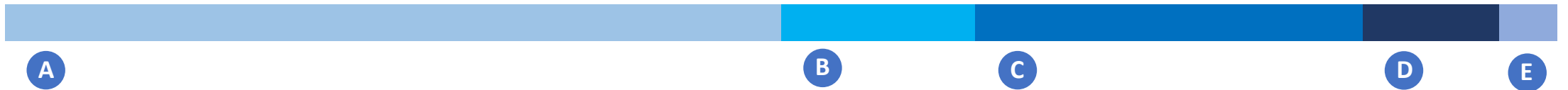
There are 28 teaching positions in the DepEd plantilla classified under **School, College and University Teaching (SCUT)** in the Index of Occupational Services (IOS) issued by DBM in CY 2018.

Position Title	SG
Teacher I	11
Teacher II	12
Teacher III	13
Head Teacher I	14
Head Teacher II	15
Head Teacher III	16
Head Teacher IV	17
Head Teacher V	18
Head Teacher VI	19
Master Teacher I	18
Master Teacher II	19
Master Teacher III	20
Special Science Teacher I	13
Special Education Teacher I	14
Special Education Teacher II	15

Position Title	SG
Special Education Teacher III	16
Special Education Teacher IV	17
Special Education Teacher V	18
School Farming Coordinator I	13
School Farming Coordinator II	14
School Farming Coordinator III	15
Vocational Instruction Supervisor I	16
Vocational Instruction Supervisor II	17
Vocational Instruction Supervisor III	18
Instructor I	12
Instructor II	13
Instructor III	14
Assistant Professor II	16

Teaching Positions in the DepEd Plantilla

There are a total of **878,248 teaching items** in the DepEd plantilla as of FY 2019.



A 49.8% are **entry level Teacher I items**

B 15.8% are **Teacher II items**

C 24.8% are **Teacher III items**

D 6.6% are **MT I to MT III items**

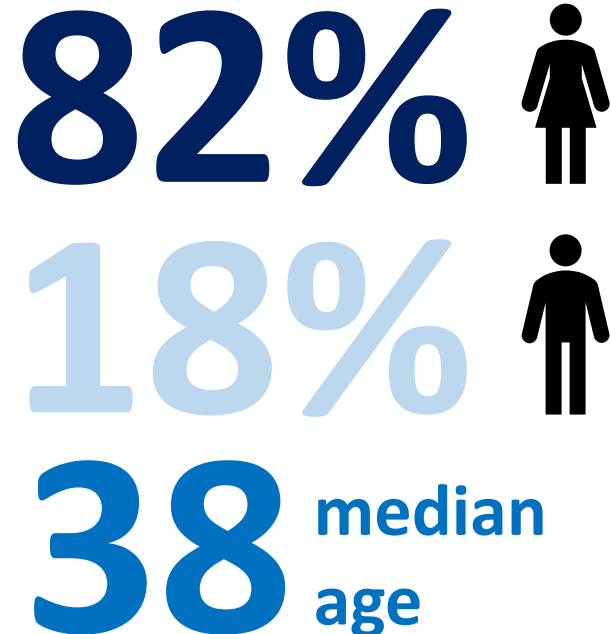
E 2.5% are **HT I to HT VI items**

Note: This does not include BARMM as DepEd does not have access to their plantilla data.

Per the DepEd Personal Services Itemization and Plantilla of Personnel (PSIPOP) harvested from the DBM Government Manpower Information System (GMIS) as of September 2019

Basic Profile of Teaching Personnel

There are **834,088** incumbents of teaching items in the DepEd plantilla as of FY 2019.



Position	Ave Age
Teacher I	34
Teacher II	42
Teacher III	44
Master Teacher I	49
Master Teacher II	51
Master Teacher III	52
Special Science Teacher I	23
SPED Teacher I	40
SPED Teacher II	47
SPED Teacher III	45
SPED Teacher IV	49
SPED Teacher V	51

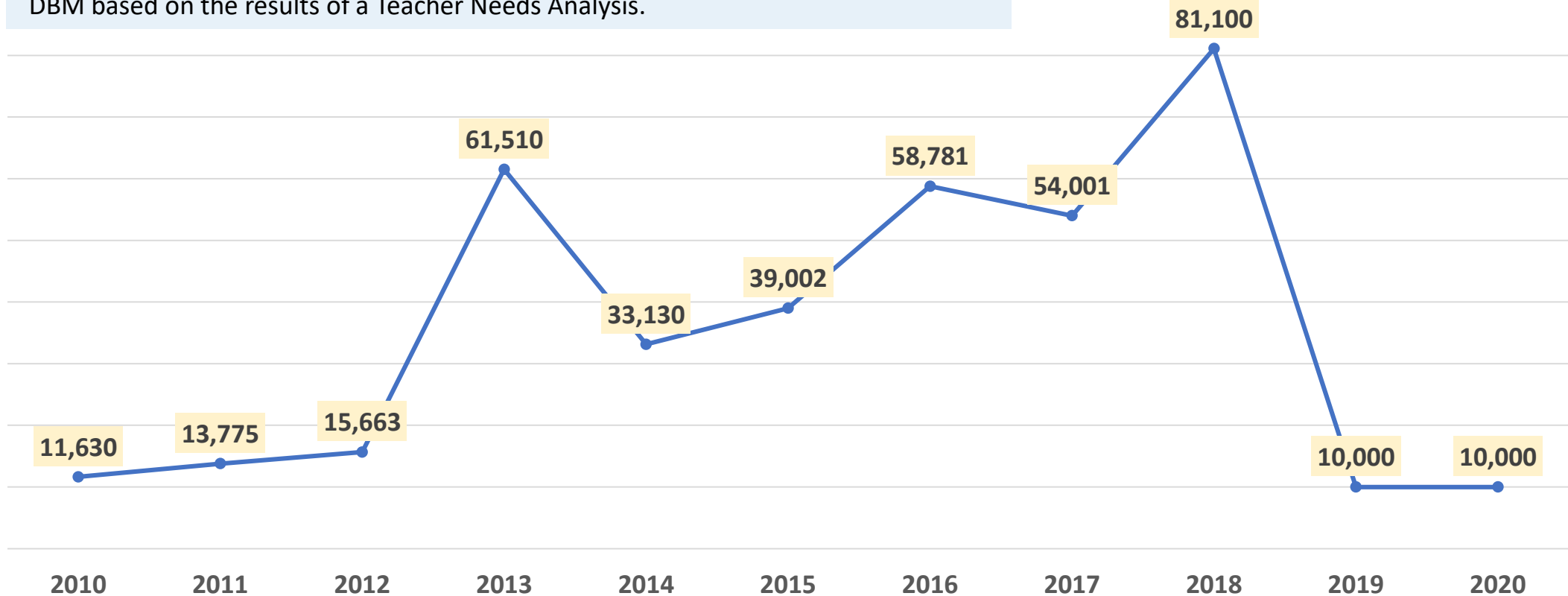
Position	Ave Age
Head Teacher I	47
Head Teacher II	49
Head Teacher III	51
Head Teacher IV	53
Head Teacher V	54
Head Teacher VI	55

Note: Note: This does not include BARMM as DepEd does not have access to their plantilla data.

Per the DepEd Personal Services Itemization and Plantilla of Personnel (PSIPOP) harvested from the DBM Government Manpower Information System (GMIS) as of September 2019

No. of Teaching Items Created per Year

Annually, DepEd Central Office requests the creation of new teaching positions from DBM based on the results of a Teacher Needs Analysis.



Source: PS-PPD Report on the Status of Filling Up FY 2010 to 2019 as of 30 October 2019

Filling up of Teaching Items

95% of the teaching plantilla or **834,088 teaching items** are filled up



44,160 (5%) are not filled

In absolute numbers, vacancies are highest in the following positions:

Teacher I	: 23,844
Teacher II	: 10,598

Teacher III	: 4,618
MT I	: 1,687

This accounts for 92% of total vacancies.

Note: Actual filling up rates are likely higher due to reporting lag in the GMIS. This does not include BARMM as DepEd does not have access to their plantilla data.

Per the DepEd Personal Services Itemization and Plantilla of Personnel (PSIPOP) harvested from the DBM Government Manpower Information System (GMIS) as of September 2019

Regional Filling Up Rate



Region	Ave Rate
Region I	97%
Region II	98%
Region III	97%
Region IV-A	94%
Region IV-B	96%
Region V	95%
Region VI	96%
Region VII	93%
Region VIII	96%
Region IX	96%
Region X	95%
Region XI	93%
Region XII	97%
Region XIII	96%
CAR	97%
NCR	90%

- Relatively high filling up rate in each region
- No sharp disparities across regions, except for NCR
 - suggests absorptive capacity of public schools should also be examined i.e. not just an issue of supply

Note: Actual filling up rates are likely higher due to reporting lag in the GMIS. This does not include BARMM as DepEd does not have access to their plantilla data.

Per the DepEd Personal Services Itemization and Plantilla of Personnel (PSIPOP) harvested from the DBM Government Manpower Information System (GMIS) as of September 2019

Vacancy Rate by Position



Position	Ave Rate
Teacher I	5%
Teacher II	8%
Teacher III	2%
Master Teacher I	4%
Master Teacher II	5%
Master Teacher III	4%
Special Science Teacher I	16%
SPED Teacher I	14%
SPED Teacher II	6%
SPED Teacher III	5%
SPED Teacher IV	0%
SPED Teacher V	0%
Head Teacher I	8%
Head Teacher II	7%
Head Teacher III	6%
Head Teacher IV	7%
Head Teacher V	9%
Head Teacher VI	12%

- Positions requiring specialization (SST I and SPED Teacher I) have higher vacancies
- Position level does not appear to influence vacancy trend except in Head Teachers

Note: Actual filling up rates are likely higher due to reporting lag in the GMIS. This does not include BARM as DepEd does not have access to their plantilla data.

Per the DepEd Personal Services Itemization and Plantilla of Personnel (PSIPOP) harvested from the DBM Government Manpower Information System (GMIS) as of September 2019

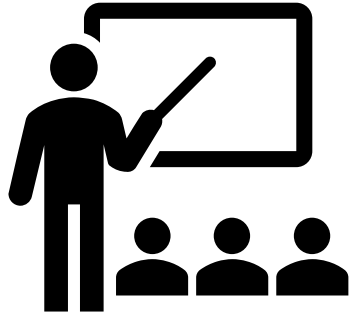
Teacher-Learner Ratios in Public Schools



Region	Total Enrollment SY18-19	No. of Teachers	Teacher-Learner Ratio
Region I	1,124,131	45,799	24
Region II	786,101	32,851	23
Region III	2,347,281	84,217	27
Region IV-A	2,925,690	96,306	30
Region IV-B	803,851	31,779	25
Region V	1,628,516	62,873	25
Region VI	1,814,660	69,545	26
Region VII	1,761,777	66,398	26
Region VIII	1,176,182	50,820	23
Region IX	938,190	36,528	25
Region X	1,115,407	40,463	27
Region XI	1,158,501	41,268	28
Region XII	1,103,394	41,057	26
CARAGA	702,450	28,505	24
CAR	350,472	16,622	21
NCR	2,063,087	68,882	29
National	22,558,138	813,913	27

Enrollment Data is from SY 18-19 Enrollment generated from the Learner Information System as of December 10, 2018

Teacher Need in Public Schools



Parameters:	
Kindergarten	1:25
Grades 1 - 3	1:30
Grades 4	1:40
Grades 5 - 10	1:40
Grades 5 - 10	5:3 specialization max of 25 learners for 2 consecutive grade level
Multi-grade	max of 40 learners
SHS	9:6 specialization

Region	ES	JHS	SHS	Total
I	144	567	855	1566
II	146	443	401	990
III	2341	1661	827	4829
IV-A	3332	2852	687	6871
IV-B	172	532	538	1242
V	80	1404	1386	2870
VI	263	1865	1044	3172
VII	655	1424	644	2723
VIII	127	569	732	1428
IX	255	1135	454	1844
X	888	1277	360	2525
XI	165	1540	501	2206
XII	365	1076	307	1748
CARAGA	215	468	320	1003
CAR	2	178	141	321
NCR	1019	1139	106	2264
ARMM	4187	1333	191	5711
National	14,356	19,463	9,494	43,313

- Based on Teacher Needs Analysis, which utilizes enrollment data and planning parameters, an additional 43,313 teaching items are needed in public schools for FY 2020 to maintain ideal learner:teacher ratios.
 - Need for particular specializations (ES, JHS, SHS) differ across regions
- Similar to FY 2019, an allocation of 10,000 teaching items was approved in the National Expenditure Plan for FY 2020.

Source: PS-PPD Report on Teacher Requirements in Public Schools for FY 2020

Estimating Teacher Need in Private Schools

Enrollment SY 2018-2019		
Public Schools	22,558,138	83.5%
SUCs, LUCs	148,313	15.9%
Private Schools	4,298,566	0.55%

Parameters:	
Kindergarten	1:25
Grades 1 - 3	1:30
Grades 4	1:40
	1:40
Grades 5 - 10	5:3 specialization max of 40 learners
SHS	9:6 specialization

Grade	Enrollment	Parameter	Teacher Need
Kindergarten	296,266	25	11,850
Grade 1	226,675	30	7,556
Grade 2	196,729	30	6,558
Grade 3	204,015	30	6,801
Grade 4	204,930	40	5,123
Grade 5	201,174	40	5,029
Grade 6	198,336	40	4,958
Grade 7 to 10 w/ year 5 enrollment	1,421,817	40	35,545
Grade 11 and 12	1,339,951	40	33,499
			116,919

Current Limitations

- DepEd does not have access to reliable data on the number of teachers in private schools, current reporting method in BEIS leads to double counting/bloating of actual numbers

What Can Be Done

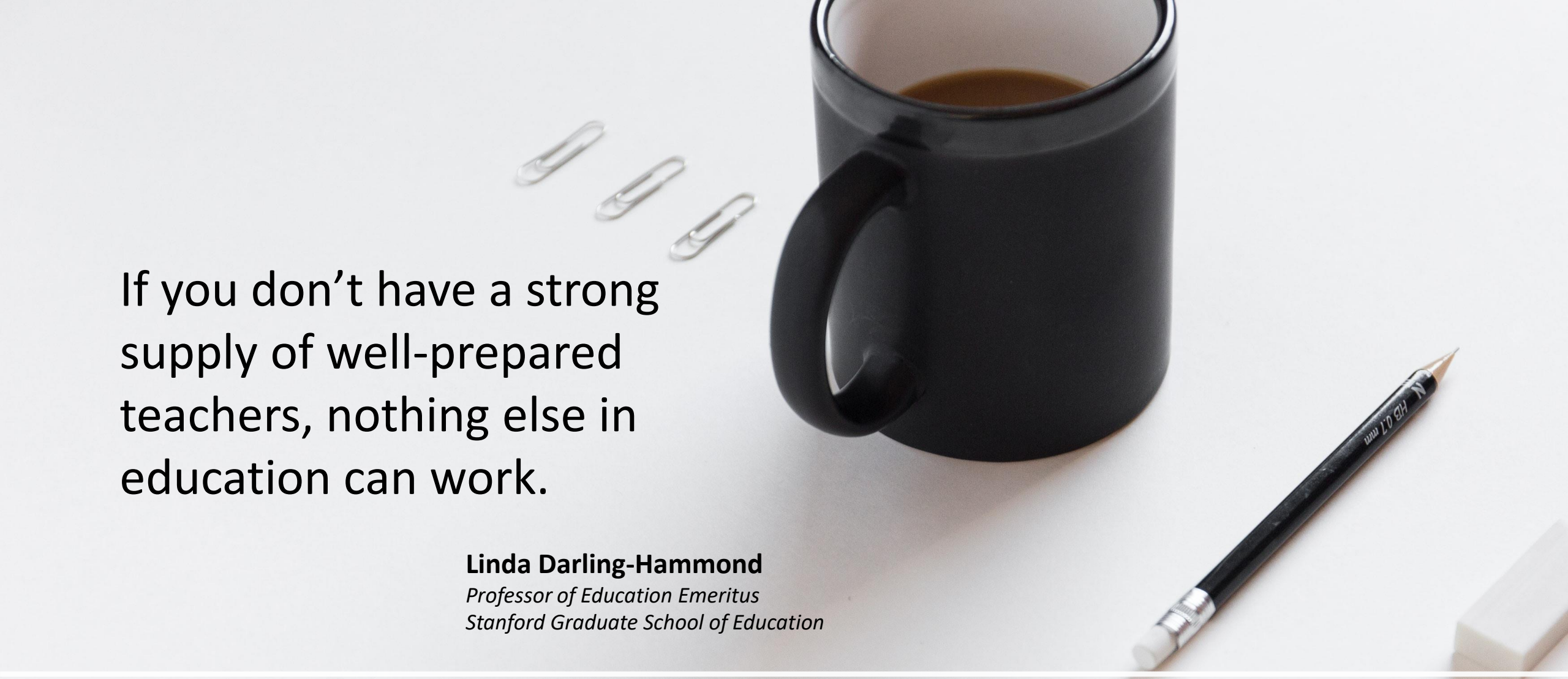
- Improve data collection in order to have robust basis for analysis of teacher:learner ratios, teacher need in private schools
- Develop HR information system to capture HR statistics on rates of hiring, promotion, turnover, etc. to improve workforce planning

Ongoing Initiatives in DepEd

- Institutionalization of HR systems anchored on the Philippine Professional Standards for Teachers (PPST)
 - Revision of policies on recruitment, selection, and placement (criteria, tools and evaluative assessment)
 - Standardized tools in assessing teacher's performance
 - Shift of focus on professional development interventions
 - Revision of promotion guidelines (criteria, tools, assessment)

Points for Consideration

- Teacher Education Institutions to consider the adoption of PPST
 - Pre-service curriculum & training
 - Assessment of pre-service teachers
- Alignment of Licensure Examination for Teachers (LET) testing objectives with the PPST
 - Measure competency
- Alignment of levels of education in the education field with the PPST and PQF
 - BSE – Proficient
 - MA – Highly Proficient
 - PhD – Distinguished

A black mug filled with coffee sits on a white surface. To its left are three silver paper clips arranged in a diagonal line. To its right is a black pencil with a silver eraser and a white eraser. The background is a plain white surface.

If you don't have a strong supply of well-prepared teachers, nothing else in education can work.

Linda Darling-Hammond
*Professor of Education Emeritus
Stanford Graduate School of Education*



Thank you for listening.