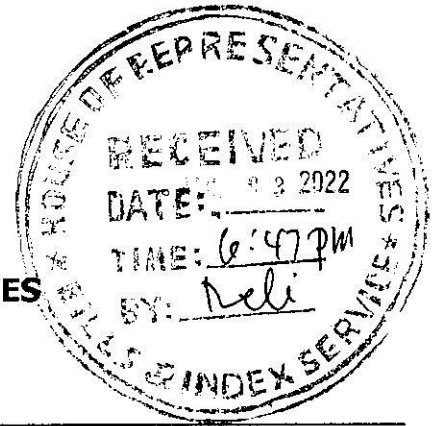


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE OF REPRESENTATIVES

H.B. No. 3175



Introduced by Representative Ralph G. Recto

AN ACT
INSTITUTIONALIZING A PROGRAM OF PROFESSIONAL TRAINING FOR
TEACHERS TO IMPROVE THE QUALITY OF EDUCATION BY PROVIDING
WELL-TRAINED AND COMPETENT TEACHERS AND APPROPRIATING
FUNDS THEREFOR

EXPLANATORY NOTE

Section 1 Article XIV of the 1987 Constitution provides that the State shall protect and promote the right of all citizens to a quality education at all levels and shall take appropriate steps to make such education accessible to all. Also stated under Section 5(4) of the same article is that the State shall enhance the right of teachers to professional advancement. Non-teaching academic and non-academic personnel shall enjoy the protection of the State.

Education is a fundamental aspect in the development of a country. Education is a driver of growth and prosperity. It raises productivity, increases incomes and reduces poverty. Our teachers who provide the education have the ability to shape leaders of the future. Teachers who mold the minds and hearts of the young help build a positive and inspired future generation. They play a crucial role in nation building. Through quality education provided by competent teachers, the students are given the opportunity to alter the direction of their lives as well as make a difference in the lives of others.

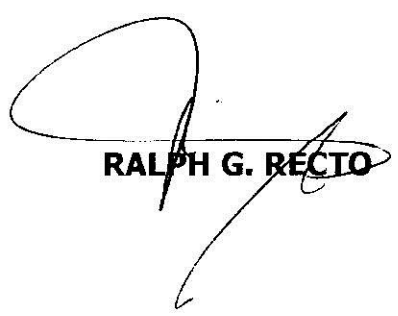
As of 2021, the official enrollment in formal basic education has reached 27,232,095 based on Department of Education's Learner Information System (LIS).

This enrollment is 1,005,073 or 3.83% higher than the 26,227,022 enrollment last school year.¹

The government designed different learning modalities to address the learning crisis and to ensure that quality education is delivered to all learners despite the COVID-19 pandemic. However, teachers have encountered problems because of the new setup and the different resources that learners use. Moreover, monitoring the learners and their progress has been challenging because the schools and teachers have to adhere to health protocol requirements. It is timely and relevant now to address the challenges brought to our educational system, especially on the quality of our teachers, for the purpose of sustaining effective learning and teaching.

This bill aims to institutionalize teacher training programs to upgrade teaching skills of aspiring teachers and give them support mechanisms on how to adapt to the new norm of learning and teaching. This bill will ensure that the State will produce a qualified and well-trained teaching workforce in the country.

In view of the foregoing, the immediate approval of this bill is earnestly sought.



RALPH G. RECTO

¹ <https://www.deped.gov.ph/2021/11/18/deped-posts-4-increase-in-enrollment-for-basic-education-in-sy-2021-2022/>

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AN ACT

**INSTITUTIONALIZING A PROGRAM OF PROFESSIONAL TRAINING FOR
TEACHERS TO IMPROVE THE QUALITY OF EDUCATION BY PROVIDING
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FUNDS THEREFOR**

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 SEC. 1. *Short Title.* – This Act shall be known as the “*Professional Training for*
2 *Teachers Act*”.

3 SEC.2. *Declaration of Policy.* – It is hereby declared the policy of the State to
4 protect and promote the right of all citizens to quality education and shall take
5 appropriate steps so make such education accessible to all. To this end, the State
6 recognizes the right of teachers to professional advancement.

7 Towards this end, the State shall provide and ensure the quality of education
8 by institutionalizing teacher training programs to strengthen the educational system
9 and equipping them with the necessary training and skills that will eventually
10 produce a qualified and well-trained teaching workforce in the country.

11 SEC 3. *Coverage.* – This Act shall cover all public elementary and high school
12 teachers to address the need for professional training and learning that is imperative
13 for teachers and to enhance their practice as teachers.

14 SEC. 4. Institutionalization of Professional Training for Teachers. – It is
15 hereby mandated that a program of professional training for teachers for public
16 elementary and high school teachers shall be an integral and essential part of the
17 Department of Education (DepEd) Professional Development Programs. All teachers

1 shall undergo different in-service training depending on their career stage as
2 teachers as provided in the DepEd Order entitled National Adoption and
3 Implementation of the Philippine Professional Standards for Teachers (PPST).

4 SEC. 5. *Philippine Professional Standards for Teachers Career Stages.* –
5 Career stages indicated hereunder will be the basis for the nature of trainings of
6 each teacher under a certain career stage:

- 7 a. Career Stage 1: Beginning Teachers – Teachers who have gained the
8 qualifications recognized for entry into the teaching profession. They
9 possess the requisite knowledge, skills and values that support the
10 teaching and learning process. They manage learning programs and have
11 strategies that promote learning based on the learning needs of their
12 students.
- 13 b. Career Stage 2: Proficient Teachers – Teachers that are professionally
14 independent in the application of skills vital to the teaching and learning
15 process. They provide focused teaching programs that meet curriculum
16 and assessment requirements. They display skills in planning,
17 implementing and managing learning programs. They are reflective
18 practitioners who continually consolidate the knowledge, skills and
19 practices of Career Stage 1 teachers.
- 20 c. Career Stage 3: Highly Proficient Teachers – Teachers that consistently
21 display a high level of performance in their teaching practice. They
22 manifest an in-depth and sophisticated understanding of the teaching and
23 learning process. They have high education-focused situation cognition,
24 are more adept in solving and optimizing opportunities gained from
25 experience. They provide support and mentoring to colleagues in their
26 professional development, as well as work collaboratively with them to
27 enhance the learning and practice potential of their colleagues. They
28 continually seek to develop their professional knowledge and practice by
29 reflecting on their own needs, and those of their colleagues and students.
- 30 d. Career Stage 4: Distinguished Teachers – Teachers that embody the
31 highest standard for teaching grounded in global best practices. They
32 exhibit exceptional capacity to improve their own teaching practice and

1 that of others. They are recognized as leaders in education, contributors
2 to the profession and initiators of collaborations and partnerships. They
3 exhibit commitment to inspire the education community and stakeholders
4 for the improvement of education provision in the Philippines.

5 SEC. 6. *Expenses Coverage and Conduct of Training Days.* – Trainings,
6 seminars and workshops expenses shall be conducted free of charge by the DepEd.
7 These shall be conducted before every start and end of the school year, which shall
8 focus on improving, enhancing, and updating the new methods of teaching that will
9 help teachers upgrade their competence based on their professional standards.

10 Trainings, seminars, and workshops shall be conducted during workdays and
11 within the work hours of the teachers. If it is not possible to hold such trainings on
12 weekdays, attendance of teachers to scheduled trainings on a weekend or on
13 holidays shall be duly compensated. Compensation shall be equivalent to the
14 corresponding salary of the teacher per day or pro-rated per hour.

15 SEC. 7. *Continuity of Training.* – The Teacher Training Program shall be
16 continuous such that teachers move from one career stage to the next until they are
17 comfortable, efficient, and skilled in the performance of their duties.

18 Additional courses and topic-specific seminars may be offered which shall be
19 open to all public school teachers who are interested on learning the specific subject
20 matter.

21 SEC.8. *Appropriations.* – The amount necessary to implement this Act shall be
22 sourced from the available appropriations of the DepEd and from the fifty percent
23 (50%) share of the National Government from the income of the Philippine
24 Amusement and Gaming Corporation (PAGCOR), and shall be appropriated under
25 the DepEd in the annual General Appropriations Act (GAA).

26 SEC. 9. *Implementing Rules and Regulations.* – The DepEd shall be the lead
27 implementing agency of this Act. The DepEd shall formulate the implementing rules
28 and regulations of this Act within ninety (90) days after its approval. Such rules and
29 regulations shall take effect fifteen (15) days after its publication in a newspaper of
30 general circulation in the Philippines.

31 SEC. 10. *Separability Clause.* – If any provision of this Act shall be held
32 unconstitutional, the remainder of the Act not otherwise affected thereby shall

1 remain in full force and effect.

2 SEC. 11. *Repealing Clause.* – All existing laws, presidential decrees, executive
3 order, proclamations or administrative regulations that are inconsistent with the
4 provisions of this Act are hereby amended, modified, superseded, or repealed
5 accordingly.

6 SEC. 12. *Effectivity.* – This Act shall take effect fifteen (15) days after its
7 publication in the *Official Gazette* or in at least two (2) newspaper of general
8 circulation.

Approved,