



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4674



Introduced by Representatives Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, and Jude A. Acidre

AN ACT
INSTITUTING A PROGRAM FOR THE MANDATORY CONTINUING
EDUCATION OF TEACHERS IN THE PRIMARY AND SECONDARY
LEVELS IN BOTH PUBLIC AND PRIVATE SCHOOLS, 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 quality education at all levels and shall take appropriate steps to make such education accessible to all. Aligned with this, the State also endeavors to enhance the right of teachers to professional advancement as provided for under Section 5(4) of the same Article. This constitutional mandate is in fulfillment of the aspiration to retain the best available talent for the benefit of Filipino students and learners.

The quality of education in any country is directly linked to the quality of its teachers. As the cornerstone of nation-building, teachers play an essential role in shaping future generations through effective, responsive, and inclusive education. There remains a pressing need to institutionalize mechanisms that ensure continuous professional development for teachers, especially at the primary and secondary levels, despite ongoing efforts to improve the education system through curriculum reforms and technological integration.

Furthermore, recent disruptions and rapid shifts toward digital learning have underscored the urgent need to equip Filipino teachers with adaptive skills,

current teaching strategies, and pedagogical tools to address the evolving and diverse needs of students effectively. The State must ensure continuous opportunities for their professional growth and upskilling to keep pace with these changes.

This proposed measure seeks to institute a mandatory continuing education program for teachers in both public and private schools. It aims to ensure that educators remain current with the latest teaching strategies, innovations in pedagogy, and developments in curriculum and technology. In doing so, it addresses the evolving learning needs and styles of Filipino students in the context of a rapidly changing educational environment.

By mandating at least twenty-four (24) hours of professional development annually, this bill guarantees that teachers are equipped not only to deliver quality education but also to grow in their profession. The program shall be free of charge, accessible, and designed to be relevant to the Philippine context, while aligning with global best practices in education. It shall include training in effective classroom management, instructional design, assessment strategies, communication skills, and technology integration, among others.

This bill also provides for the creation of an Executive Committee under the Department of Education (DepEd), which shall oversee the implementation, regulation, and assessment of the program.

This measure is a step toward a stronger, more resilient, and future-ready Philippine education system. By investing in the professional growth of our teachers, we are investing in the success of our students and the future of the nation. In view of the foregoing, the swift passage of this bill is earnestly sought.

Since the 16th Congress, pertinent bills on this initiative have been filed.

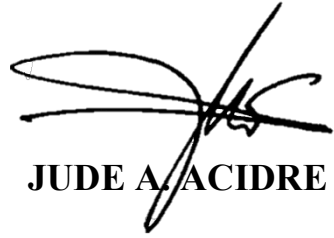
In view of the foregoing, the passage of this bill is earnestly sought.


FERDINAND MARTIN G. ROMUALDEZ


YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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

Section 1. *Short Title.* – This Act shall be known as “*The Continuing Education for Teachers Act.*”

Section 2. *Declaration of Policy.* – The State recognizes the vital role of teachers in nation-building and development through a responsible and literate citizenry. It is the declared policy of the State to protect and promote the right of all citizens to receive quality education. It is likewise universally recognized that the teacher is the key to the effectiveness of the teaching-learning process by drawing out and nurturing the best in the learner as a human being and a worthy member of society.

Towards this end, the State shall endeavor to provide and ensure quality education by strengthening the education and training of teachers nationwide and equipping them with the necessary training and skills so that they may keep abreast with developments in instructional and teaching techniques.

Section 3. *Definition of Terms.* – For purposes of this Act, the following terms are defined as follows:

- (a) “*Education Activity*” shall refer to an organized method of learning chosen by the Provider to conduct the continuing education of teachers;
- (b) “*Mandatory Continuing Education*” shall refer to an institutionalized system whereby teachers shall complete once a year, at least sixteen (16) hours of mandatory continuing education activities or any number of hours not less than twenty-four (24), as may be determined by the Executive Committee, such as but not limited to training in professional education and general education and teaching methods in their field of specialization;
- (c) “*Program*” shall refer to the system determined by the Department of Education (DepEd) with which to deliver and implement the continuing education of teachers;
- (d) “*Provider*” shall refer to the person or entity that shall be determined by the Executive Committee to conduct the Education Activities that will continually educate the teachers concerned.

(e) “*Teacher*” shall refer to all persons engaged in teaching at the primary and secondary levels, whether on full-time or part-time basis, and all other persons performing supervisory and/or administrative functions in all schools in the aforesaid levels and qualified to practice teaching under Republic Act No. 7836.

Section 4. *Coverage.* – The National Government shall engage and undertake a complete and comprehensive national program (“Program”) for mandatory continuing education for all primary and secondary teachers in both private and public educational institutions as well as formal and non-formal institutions of learning. Teachers who possess a post-graduate degree are not covered by this Act, but they may voluntarily attend and participate in the Program.

Section 5. *Implementation of the Program.* – The Program shall consist of at least twenty-four (24) hours of mandatory continuing education activities each year or any number of hours not less than twenty-four (24) per year that may be determined by the Executive Committee to be preferably conducted at least eight (8) hours per day on consecutive days, at the end of every school year and before the resumption of classes. As far as practicable, the Program shall be conducted in the school district where the teachers belong to as determined by the DepEd.

This Section shall, in no case, be a restriction on the ability of the Executive Committee concerned to provide for the manner in which the required hours of continuing education must be completed.

Section 6. *Guiding Principles.* – In the formulation and implementation of the Program, the State shall be guided by the following principles:

- (a) The Program should include training and practice in the different techniques, approaches and strategies that would help teachers to plan and impart instruction, provide appropriate reinforcement, and conduct effective assessment. It shall likewise provide effective classroom management skills, preparation, and use of instructional materials and communication skills, as well as training in new developments in the school curriculum;
- (b) The State shall ensure that the Program is not only beneficial for the students but must also be beneficial for the teacher's professional growth and development;
- (c) The State shall provide a Program that is globally competitive and at the same time customized and suited to the Philippine education setting;
- (d) The Program shall be free, and no cost shall be passed on to the teachers for attendance and completion;
- (e) The State shall ensure that the Program shall be implemented in a venue that is accessible and will not cause undue burden to the teachers. It shall ensure that the venue is accessible by the usual modes of travel and is at a place which will be most convenient for teachers;

- (f) The Program must likewise provide, upon its completion, an assessment that shall adequately quantify the effectiveness of the Program.

Section 7. *Standards for Education Activities.* – All continuing teacher's education activities must meet the following standards:

- (a) The activity shall have significant intellectual or practical content, and the primary objective shall be to increase the participant's professional competence as a teacher and his or her ability to deliver quality educational services in an efficient and competent manner;
- (b) The activity shall have a curriculum dealing with matters directly related to the practice of teaching, professional; responsibility, or ethical obligations of teachers;
- (c) The activity shall have programs of learning related to classroom subjects and other related academic activities which enhances teaching and non-teaching skills, as well as improvements in writing and oral advocacy.

This Section shall, in no case, be a restriction on the ability of the Executive Committee concerned in formulating additional standards and regulations with regard to the program and education activities.

Section 8. *The Executive Committee on Continuing Teacher Education.*
– The DepEd shall create their respective Executive Committee which shall be

directly responsible for the effective implementation of this Act within ninety (90) days from the effectivity of this Act.

The Executive Committee in the DepEd shall be composed of the Department Secretary, as the ex-officio chairman, and a Commissioner of the Professional Regulations Commission as an ex-officio member. The Chairman shall appoint the other members of the committee who shall be composed of the following:

- (a) A public school teacher chosen from at least three (3) candidates recommended by a government-recognized public school teacher's organization from Luzon;
- (b) A public school teacher chosen from at least three (3) candidates recommended by a government-recognized public school teacher's organization from the Visayas;
- (c) A public school teacher chosen from at least three (3) candidates recommended by a government-recognized public school teacher's organization from Mindanao;
- (d) A private school teacher chosen from at least three (3) candidates recommended by a government-recognized private school teacher's organization from Luzon;
- (e) A private school teacher chosen from at least three (3) candidates recommended by a government-recognized private school teacher's organization from the Visayas;

- (f) A private school teacher chosen from at least three (3) candidates recommended by a government-recognized private school teacher's organization from Mindanao.

Section 9. *The Program for Continuing Teacher Education.* – Subject to the rules that shall be adopted by the respective Executive Committees, the Program shall be conducted by the Executive Committee concerned or by an accredited service provider.

Section 10. *Appropriations.* – The amount of One Hundred Million pesos (Php100,000,000.00) shall be appropriated for the initial implementation of this Act which shall be incorporated in the Annual Budget of the DepEd. Thereafter, the amount necessary to carry out the implementation of the Program as determined by the Executive Committee of the DepEd shall be incorporated in the General Appropriations Act.

Section 11. *Annual Report to Congress.* – The DepEd shall respectively render an annual report to the Congress reporting on the accomplishment of the Program.

Section 12. *Evaluation of the Program.* – Within three (3) years from the effectivity of this Act and every three (3) years thereafter, the DepEd shall respectively conduct an assessment on the impact of the Program to the quality of education in the country.

Section 13. *Implementing Guidelines.* – The Executive Committee of the DepEd shall respectively issue the rules and regulations to implement the

provisions of this Act within One Hundred Twenty (120) days from the effectivity of this Act.

Section 14. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, the provisions not affected thereby shall remain in full force and effect.

Section 15. *Repealing Clause.* – All laws, presidential decrees, executive orders, presidential proclamations, rules and regulations or parts thereof contrary to or inconsistent with this Act are hereby repealed or modified accordingly.

Section 16. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or at least two (2) national papers of general circulation.

Approved,