



Senate
Office of the Secretary

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

'22 JUL 12 A10 :22

SENATE
S. B. No. 323

RECEIVED BY

Introduced by Senator SONNY ANGARA

AN ACT
ESTABLISHING THE TEACHER EDUCATION FOR ACHIEVERS PROGRAM TO
IMPROVE THE QUALITY OF TEACHERS IN THE PHILIPPINES,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

“Teachers are one of the most influential and powerful forces for equity, access and quality in education and key to sustainable global development” – UNESCO New Delhi Director Eric Falt (2019)

The Asian Development Bank in its Brief No. 154 (2020) reported that millions of children are attending school without achieving even basic learning outcomes. Hence, a great deal of policy attention has turned to teaching practices, as teaching practice is a key determinant of student learning.

The dismal rankings of the Philippines in various international assessments namely the Programme for International Student Assessment (PISA) in 2018, Southeast Asia Primary Learning Metrics (SEA-PLM) and Trends in International Mathematics and Science Study (TIMSS) both in 2019, revealed a learning crisis in the country despite numerous reforms in our education system. The results could be attributed to several factors including individual and household factors; school inputs such as curriculum, learning environment and community support, and more importantly, the quality of teachers and the competence to teach our learners.

To address the learning crisis and respond to the call of examining the effectiveness of teacher certification system as well as the quality of graduate education for teachers, this bill seeks to establish the Teacher Education for Achievers (TEACH) program by providing incentives to scholars in order to attract the brightest candidates to get their training from the best tertiary education institutions in the country. Incentives include full tuition and other fees, living expenses, book allowance, relocation allowance, medical insurance, and licensure review support, among others.

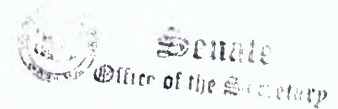
In addition, the bill provides that TEACH scholars will be mentored by highly competent faculty and professionals. To allay fears of not getting a job after graduation, the bill ensures that scholars have a guaranteed teaching position in our public school system.

Through this bill, this Representation hopes to produce a well-trained and qualified teaching workforce in the country in order to improve the learning outcomes of Filipino students. Thus, the passage of this bill is earnestly sought.




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

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CHAPTER I

GENERAL PROVISIONS

SECTION 1. Short Title. – This Act shall be known as the "*Teacher Education for Achievers (TEACH) Act of 2022.*"

SEC. 2. Declaration of Policy. – The State recognizes the invaluable role of teachers as agents of constructive social, economic, moral, intellectual, cultural and political change in school and the community, within the context of national policies. To this end, the State promotes and uplifts the image of teaching professionals as a source of national pride. It is likewise declared that in order to protect and promote the right of all citizens to quality education at all levels, the State shall prioritize accessible and quality teacher education, learning and development, and placement and professionalization of teaching professionals.

To implement this, the State shall provide scholarships to qualified applicants to enable them to pursue education and training in the areas of learning and education and to provide incentives for them to be teachers in the public primary and secondary school system, including Technical-Vocational Education and Training (TVET), Senior High School (SHS), Special Education (SPED), wherever public interest may require.

1 **CHAPTER II**

2 **ESTABLISHING THE TEACHER EDUCATION FOR ACHIEVERS PROGRAM**

3 **SEC. 3. *Establishment of the Teacher Education for Achievers***

4 ***Program.*** – The Teacher Education for Achievers (TEACH) Program, which shall
5 provide quality pre-service teacher education, is hereby established. It shall ensure
6 that future teachers are classroom-ready and contributors to improve learning
7 outcomes by providing the best training, full financial and psychosocial support, and
8 employment assistance to qualified grantees.

9 **SEC. 4. *Approved Courses and Priority Programs.*** – Grantees shall pursue
10 degrees in teacher education in the partner Teacher Education Institution (TEI), as
11 identified and approved by the Department of Education (DepEd) as priority
12 education degrees. For its initial implementation, the TEACH Program shall offer two
13 tracks: (1) Certificate in Teaching Program (CTP) track – for those who are
14 graduates of any bachelor’s degree except in Education; and (2) Undergraduate
15 Level track – for incoming third year college students. Grantees may pursue the
16 completion of the appropriate degree from any of the following:

- 17 (a) Bachelor of Early Childhood Education;
18 (b) Bachelor of Special Education;
19 (c) Bachelor of Elementary Education;
20 (d) Bachelor of Secondary Education (major in any of the following: English,
21 Biology, Chemistry, General Science, Mathematics, or Physics);
22 (e) Bachelor of Science in Chemistry for Teachers;
23 (f) Bachelor of Science in Mathematics for Teachers;
24 (g) Bachelor of Science in Physics for Teachers;
25 (h) Bachelor of Science in Biology for Teachers;
26 (i) Certificate in Teaching Program or its equivalent; and
27 (j) Similar degrees, as may be approved by the DepEd.

28 **SEC. 5. *Qualifications.*** – The minimum qualifications that the applicants must
29 possess to apply for the TEACH Program are:

- 30 (a) Must be a Filipino citizen residing in the Philippines;

1 (b) Must pass the qualifying examination system, comprised of the selection
2 process and the aptitude test for teachers as well as the appropriate
3 examination and assessment by the TEI;

4 (c) Must have at least an 85% general weighted average or its equivalent in the
5 degree that he or she is currently enrolled in or graduated from;

6 (d) Must not have service obligations under other programs in conflict with the
7 TEACH Program obligations.

8 The DepEd shall promulgate and periodically review the qualification criteria of
9 applicants for the TEACH Program.

10 **CHAPTER III**

11 **PROGRAM COMPONENTS, INCENTIVES AND RETURN OF SERVICE**

12 **SEC. 6. *Key Components of the TEACH Program.*** – The TEACH Program
13 shall be designed and structured to provide holistic support for the grantees,
14 whether it be physical, psychosocial and academic, to help them towards their
15 career as future teachers. This includes the following: (1) scholarship package
16 outlined in Section 7 hereof, (2) the provision of continuous mentorship and training
17 and development to the TEACH Program grantees, based on their actual needs, (3)
18 teaching position upon graduation, and (4) other incentives outlined in Section 10
19 hereof.

20 The DepEd and the Commission on Higher Education (CHED), through the
21 Teacher Education Council, shall provide screening guidelines for highly competent
22 faculty and professionals from the TEIs who will qualify and serve as mentors under
23 this Program.

24 **SEC. 7. *Scholarship Component of the TEACH Program.*** – TEACH Program
25 grantees shall be eligible to receive the following:

26 (a) Tuition, laboratory, miscellaneous and other related school fees,

27 (b) Allowance for prescribed books, supplies, equipment;

28 (c) Clothing or uniform allowance;

29 (d) Transportation allowance or allowance for dormitory or boarding house
30 accommodation, whichever is appropriate;

31 (e) Graduation and related miscellaneous fees;

32 (f) Relocation allowance, if applicable;

1 (g) Professional Teachers board review fees and licensure fees: *Provided*, that
2 the support shall only be limited to the first licensure examination of the
3 scholar, taken within five years from graduation;

4 (h) Annual medical and accident insurance, and related health reimbursements;
5 and

6 (i) Monthly living allowance.

7 DepEd shall be responsible for the proper implementation and disbursement of
8 the monies arising from this Section. Guidelines on proper disbursement of funds
9 shall be issued within ninety (90) days from the effectivity of this Act.

10 **SEC. 8. *Conditions for the Grant of Scholarship.*** – Scholars accepted to the
11 TEACH Program must execute a service contract, subject to the following:

12 (a) Commitment to immediately pursue his or her pre-service teacher education
13 program and must finish the entire program within the prescribed time frame
14 and subject to the retention policies of the TEI; *Provided*, that the scholar
15 may be allowed, for valid and justifiable reasons, to file for a leave of absence
16 for one (1) academic period;

17 (b) Commitment to teach full-time in the public primary and secondary education
18 system for a period, as provided under this Act;

19 (c) Commitment to repay the amounts disbursed pursuant to the terms of their
20 service contract, if the grantee drops out from the approved degree program
21 where grantee is currently enrolled in; and

22 (d) Commitment to all the other terms and conditions of the scholarship, as
23 provided under this Act and as may be prescribed in the implementing rules
24 and regulations.

25 Failure to comply with the terms and conditions of the service contract will result
26 in the full repayment of the scholarship monies and penalties, as applicable, within
27 an approved period.

28 **SEC. 9. *Service Obligations.*** – As their Return of Service ("ROS"), the TEACH
29 Program grantees shall teach full-time in the public primary and secondary education
30 system for at least one (1) year for each year of the scholarship or a fraction
31 thereof, in a public school primary or secondary school, as may be approved by the
32 DepEd; *Provided*, that the DepEd shall not consider practicum teaching as return

1 service under this provision. These service obligations may be amended, subject to
2 the service contract, as approved by the DepEd.

3 **SEC. 10. *Incentives.*** – Successful TEACH Program grantees shall be entitled to
4 the following incentives:

5 (a) Scholarships in identified TEIs for the approved courses and priority programs
6 under Section 4 of this Act;

7 (b) Eligibility for immediate hiring subject to passing the Licensure Examination
8 for Teachers (LET) within five (5) years after their date of hiring;

9 (c) A teacher position in a public primary or secondary school with a starting
10 salary grade equivalent to Teacher III;

11 (d) Receipt of appropriate salaries and other benefits for services rendered under
12 the mandatory job placement as ROS under Section 10 (c) of this Act; and

13 (e) A one-time relocation allowance, should he/she be assigned in a place other
14 than his/her permanent residence.

15 (f) Continued teacher education and training through the scholarships granted
16 under Republic Act No. 10533 or the "Enhanced Basic Education Act of 2013".

17 **CHAPTER IV**

18 **IMPLEMENTATION**

19 **SEC. 11. *Program Recruitment Plan.*** – The DepEd and CHED, through
20 the Teacher Education Council ("TEC") created under Republic Act No. 7784, shall
21 develop an annual implementation plan which will include a thorough teacher
22 demand analysis and recruitment campaign to attract incoming undergraduate
23 students and program shifters to the Program.

24 **SEC. 12. *Selection of Eligible Teacher Education Institution.*** – TEACH
25 Program grantees may only complete their approved course/program under Section
26 4 of this Act through eligible partner TEIs. A public or private TEI may be eligible for
27 partnership/coverage under this Program, subject to compliance with any of the
28 following conditions:

29 (a) must have its teacher education program accredited as a Center of Excellence
30 level, or

31 (b) must have its teacher education program accredited as a FAAP Level IV, or

1 (c) must have a BLEPT passing rate of at least 75% passing rate in six of the last
2 ten years.

3 The TEI shall be subject to a service partnership contract that will outline the
4 terms and conditions of its coverage under this Program.

5 **SEC. 13. *Mandates of the Department of Education (DepEd).*** – The
6 DepEd shall be the lead implementing agency of the provisions of this Act. It shall
7 establish a TEACH Program Management Unit that shall be responsible for the
8 evaluation, award-giving, and monitoring and evaluation of all scholarship grants
9 and awardees; *Provided* that, administrative expenses must not exceed five percent
10 (5%) of the total budget per year.

11 DepEd shall ensure hiring of qualified graduates under this Program as public-
12 school teachers with the incentives outlined under Section 10 of this Act, and
13 coordinating the same with the Civil Service Commission (CSC) and the Department
14 of Budget and Management (DBM). DepEd shall provide forward estimates of
15 teacher needs for every specialization and level to help in mapping out the scholar
16 recruitment plan under Section 11. It shall coordinate with its regional offices to
17 ensure regional support and coordination with other offices in the implementation of
18 this program; *Provided* that, additional staff will be provided to DepEd regional
19 offices in support of the Program, as necessary. The DepEd, through the TEC, shall
20 ensure that the policies for the program are supported by relevant stakeholders and
21 shall ensure the continuous monitoring and evaluation, including the impact of hiring
22 of teaching professionals facilitated through Section 8 of Republic Act No. 10533 or
23 the “Enhanced Basic Education Act of 2013” and Republic Act No. 10612 or the Fast-
24 Tracked S&T Scholarship Act of 2013.

25 **SEC. 14. *Mandates of the Commission on Higher Education.*** – CHED
26 shall set the standards for and validation of the qualifications of partner TEIs and
27 continue to monitor the eligibility of the partner TEIs, to ensure the Program’s
28 effective and efficient implementation. CHED shall submit the necessary information
29 to DepEd to help with the implementation of this Program. It shall continue to
30 improve and uplift the quality standards for TEIs and higher education to expand the
31 number of eligible TEIs for the TEACH Program.

1 CHED shall take the lead in coordinating with the Unified Student Financial
2 Assistance System for Tertiary Education (UniFAST) Board under Republic Act No.
3 10931, to ensure complementarity and harmonization with this Act. CHED shall
4 ensure that the scholarships for in-service teacher education under Section 10(f) are
5 made available to the Program grantees.

6 **SEC. 15. *Mandates of the Teacher Education Council.*** – The TEC shall
7 provide multi-stakeholder support for the TEACH Program in determining the policy,
8 monitoring and evaluation assistance. It shall spearhead the creation of a monitoring
9 and evaluation plan, including an impact evaluation study to be initiated in the fifth
10 year of the TEACH Program and every two years thereafter, including an outcome
11 tracking system for the scholar-graduates. From the impact evaluation study, it shall
12 make recommendations regarding teacher education policies, planning and teacher
13 education development projects.

14 **SEC. 16. *Mandates of the Teacher Education Institutions (TEIs).*** –
15 Partner TEIs shall help in the administration of the Program in their respective
16 schools, subject to the terms and conditions of their commitments under Section 12
17 of this Act. Every TEI is tasked with the rigorous selection and monitoring of the
18 mentors for the grantees of the TEACH Program. It shall ensure pre-service teacher
19 education that is innovative and responsive, taking into account student-learning-
20 centered professional teaching of knowledge and skills for educators who will have a
21 strong sense of professionalism, moral character and with strong respect for
22 diversity, and ethnic cultures, concern for society, and international vision.

23 CHAPTER V

24 MISCELLANEOUS PROVISIONS

25 **SEC. 17. *Appropriations.*** – The amount necessary for the implementation
26 of this Act shall be charged against the available appropriations of the DepEd, under
27 the current General Appropriations Act. Thereafter, the amount necessary for its
28 continuous implementation shall be included in the Annual General Appropriations.

29 **SEC. 18. *Other Sources of Funding.*** – Other sources of funds such as
30 grants, donations, collections and other forms of assistance from public or private
31 entities, whether domestic or foreign, may be tapped and facilitated by the DepEd in
32 relation to the implementation of the TEACH Program.

1 **SEC. 19. *Review and Monitoring.*** – The DepEd, through the TEC, shall
2 report to the President and Congress after the first five (5) years, and every two (2)
3 years thereafter, on the implementation of the provisions of this Act and shall submit
4 recommendations for its improvement. All the TEC government agencies are also
5 tasked to monitor the implementation of the TEACH Program as well as the actual
6 hiring in public schools of the TEACH Program graduates, and to undertake such
7 studies and include these in their respective annual reports.

8 **SEC. 20. *Implementing Rules and Regulations (IRR).*** – Within sixty
9 (60) days from the effectivity of this Act, the DepEd through the TEC, and in
10 consultation with the, CHED, Technical Education and Skills Development Authority,
11 CSC and DBM, shall promulgate the necessary rules and regulations for the effective
12 implementation of this Act.

13 **SEC. 21. *Separability Clause.*** – If for any section or provision of this Act is
14 declared unconstitutional, the other section or provision not so declared shall
15 continue to be in full force and effect.

16 **SEC. 22. *Repealing Clause.*** – All laws, decrees, orders, rules and
17 regulations and other issuances or parts thereof, which are inconsistent with this
18 Act, are hereby repealed or modified accordingly.

19 **SEC. 23. *Effectivity.*** – This Act shall take effect fifteen (15) days following
20 its complete publication in the *Official Gazette* and in at least one (1) newspaper of
21 general circulation.

Approved,