

**The Nuts and Bolts on Teacher's Acclivity and Advancement: The Case of Public-School Educators in  
Bangsamoro Autonomous Region in Muslim Mindanao**

**Bahriya M. Badrudin, MAEM**

<https://orcid.org/0000-0003-4546-2383>

bahriyabadrudin@sksu.edu.ph

Department of Education

Panosolen Elementary School

Gen. Salipa K. Pendatun District, Maguindanao Del Sur, BARMM, Philippines

**Abstract**

Acclivity and advancement in rank or status is a promotions. Every teacher dreams to be promoted to their current position right away. Promotion is a sign of effectiveness and activity in the field of work. Hence; the nuts and bolts of teachers' acclivity and advancement should always be transparent. This study aimed to investigate the rules and guidelines on teachers' promotion in the Ministry of Basic, Higher, and Technical Education (MBHTE) in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM). The Ministry of Basic, Higher, and Technical Education (MBHTE) is the regional executive department of the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) that is responsible for matters about education in the region. This study followed a qualitative design and used phenomenological processes. Three division personnel, three principal I position aspirants and three newly promoted school principal participants were purposively selected for a face-to-face In-depth interview to collect data for the study. Data obtained were thematically analyzed. The Ministry of Basic, Higher, and Technical Education (MBHTE) recently promoted school principals in the school divisions of Cotabato City, Maguindanao I, and Special Geographic Areas (SGA). The study established that the promotion process is based on the Revised Guidelines on the Appointment and Promotion promulgated under Deped Order No. 42, s. 2007 by the Department of Education. Promotion and designation of school heads were promulgated under Deped Order No. 85, s. 2003 where Personnel Selection Board evaluated the candidates for promotion based on their performance rating for three (3) rating periods, experience, outstanding accomplishments, education and training, and potential while promotion on teaching, related teaching, and non-teaching positions promulgated under DepEd Order No. 54. S. 1993. The promotion was based on their performance, experience, outstanding accomplishments (meritorious accomplishments), education, psychosocial attributes, potential, and training. National Guidelines on teachers' promotions are adopted but many qualified teachers and teachers in-charged are disappointed. For them, some of the criteria for promotions are not considered. The study recommends that to achieve fairness and social justice for all applicants, promotion standards should be followed during the selection process.

*Keywords: Nuts and Bolts, Acclivity and Advancement, Ministry of Basic, Higher and Technical Education, Special Geographic Area, In-Depth Interview*