



Republic of the Philippines
Department of Education
Region IX, Zamboanga Peninsula
DIVISION OF PAGADIAN CITY



SCHOOL GOVERNANCE AND OPERATIONS DIVISION

August 20, 2024

DIVISION MEMORANDUM
No. 237, s.2024

2024 DIVISION SEARCH FOR PASIDUNGOG AWARDEES
(Teaching and Teaching-Related Personnel Category)

- TO: Assistant Schools Division Superintendent
Chiefs, CID and SGOD
Public Schools District Supervisors
School Heads (Elementary, Junior HS and Senior HS)
Teaching Personnel
All Others Concerned
1. Anchored on the Civil Service Commission Program on Awards and Incentives for Service Excellence (PRAISE) and DepEd Order No. 9, s. 2002 re: Establishing PRAISE in the Department of Education, the City Schools Division of Pagadian announces the **2024 Division Search for PASIDUNGOG Awardees (Teaching and Teaching-Related Personnel)**.
 2. The Search aims to primarily give encouragement, reward and recognition to top performing employees of the Division of Pagadian City who have demonstrated continuing commitment and outstanding performance thus increases the motivation level of its human resources that is essential to organizational productivity and contribute to improving delivery of basic education services.
 3. The Search is open to all regular/permanent Elementary and Secondary (Junior and Senior High School) teaching personnel and teaching-related of Pagadian City Schools Division who acquired an equivalent performance rating of "OUTSTANDING" in their IPCRF/OPCRF in the most recent rating period.
 4. In this regard, all qualified candidates shall prepare the necessary documents and submit to their respective schools and office.
 5. Enclosed in this Memorandum are the following:
 - 5.1 Rules and Mechanics
 - 5.2 Time Table
 - 5.3 Criteria for Evaluation
- A. Outstanding Teaching Personnel**
1. Outstanding Teacher (Elementary & Secondary)
 2. Outstanding Master Teacher (Elementary & Secondary)
 3. Outstanding ALS Mobile Teacher
 4. Outstanding ALIVE/Madrasah Teacher
 5. Outstanding SPED Teacher

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B. Outstanding Teaching-Related Personnel

1. Outstanding Head Teacher (Secondary - Department Head)
 2. Outstanding School Head (Elementary & Secondary)
6. The PRAISE Committee shall conduct an Orientation to all Public Schools District Supervisor, School Heads and all Teaching Personnel via MS TEAMS through this link: <https://tinyurl.com/3m5tnktw> on the August 22, 2024, 2:00 PM.
7. The PASIDUNGOG Awardees (Teaching Personnel and Teaching-Related) shall receive Monetary Incentives, Plaques and Certificates of Recognition during the PASIDUNGOG Awarding Ceremony.
8. Plaques, Certificates and other Awards shall be charged against PRAISE-PASIDUNGOG Fund (SEF Fund) subject to existing accounting and auditing rules and regulations.
9. Immediate dissemination of this Memorandum is enjoined.


FELIX ROMY A. TRIAMBULO, CESO V
Schools Division Superintendent



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(Enclosure No. 5.2 to Division Memorandum No. _____ s. 2024)

TIMETABLE

The following timeline shall be observed at all levels:

ACTIVITY	DATE	VENUE	PERSON/S RESPONSIBLE
Division Memo: 2024 Search for Division Outstanding Teachers	August 20, 2024	Division Office	PRAISE Committee
Orientation on 2024 Division Search for PASIDUNGOG Awardees	August 22, 2024, 2PM	Via MS Teams	PRAISE Committee
Submission of the documents.	August 27, 2024	School	School Screening and Selection Committee
Paper Screening & Validation	August 27-28, 2024	School	
Submission of TOP 5 candidates to the District Level for evaluation and assessment.	August 28, 2024	District	District Screening & Selection Committee
Paper Screening & Validation	August 28-30, 2024	District	
Submission of TOP 3 District nominees to the DO	September 3, 2024	DO/SGOD/HRDS	Division Screening & Selection Committee
Final Screening and Selection (determining as 1 st , 2 nd & 3 rd)	September 4-6, 2024	Division Office	PRAISE
Awarding of winners	TBA	Awarding Ceremony	PRAISE

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**GUIDELINES ON THE SEARCH FOR THE PASIDUNGOG AWARDEES
(TEACHING AND TEACHING-RELATED PERSONNEL CATEGORY)**

I. RATIONALE AND PURPOSE

The Division Search for Most Outstanding Employee (Division and School-Based) is a division-wide program on the rewards and recognition anchored on the Program on Awards and Incentives for Service Excellence (PRAISE). Guided by the provisions of *CSC MC No. 1, s. 2001 titled Program on Awards and Incentives for Service Excellence (PRAISE)*, and stipulations in DepEd Order No. 9, s. 2002 and DepEd Order No. 78, s. 2007 titled *“Strengthening the Programs on Awards and Incentives for Service Excellence (PRAISE)”*.

The search aims to primarily give encouragement, reward and recognition to top performing employees of the Division of Pagadian City who have demonstrated continuing commitment and outstanding performance thus increases the motivation level of its human resources that is essential to organizational productivity and contribute to improving delivery of basic education services.

Further, this initiative provides for an inclusive opportunity to all potential employees to benefit from the rewards and recognition system that the department has already established. This prepares every employee more competitively for nominations and participations for possible regional and national level searches and awards program.

II. THE AWARDS

As part of this program incentives, the DepEd – Pagadian City Division Office shall award Plaques/Certificates of Recognition and monetary incentives. Much more the Search Committee may choose not to give awards if there is no qualified nominee in any of the identified categories. As such, the Search Committee may also evoke an award should a winner be found to have committed falsification of documents submitted or have been found guilty of any case that was pending during the search period.

The Awarding Ceremony for the Search for 2024 PASIDUNGOG Awardees (Teaching and Teaching-Related Personnel Category) shall be held during the **Division Culmination of the World Teachers’ Day**.

III. CATEGORY

The search shall cover all School-Based Teaching and Teaching-Related Personnel of DepEd Pagadian City Division for the Fiscal Year 2024. The following categories and awards are as follows:

A. Outstanding Teaching Personnel

1. Outstanding Teacher (Elementary & Secondary)
2. Outstanding Master Teacher (Elementary & Secondary)
3. Outstanding ALS Mobile Teacher
4. Outstanding ALIVE/Madrasah Teacher
5. Outstanding SPED Teacher

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B. Outstanding Teaching-Related Personnel

1. Outstanding Head Teacher (Secondary - Department Head)
2. Outstanding School Head (Elementary & Secondary)

IV. QUALIFICATION REQUIREMENT

Candidates must meet the following qualifications:

1. Teaching Personnel (Teacher I-III, Master Teacher, ALS, and SPED Teacher)

- a. He/she has a good reputation, known probity, and moral principles in public service;
- b. Has good human relations in the school and in the community;
- c. A permanent elementary and/or secondary teacher who meets the Selection Criteria and Qualification Requirements regardless of his/her rank, and subject taught, provided he/she has six (6) or more subject loads or six (6) or more hours teaching and ancillary services;
- d. Has been teaching in the public school within three (3) consecutive years prior to the Search;
- e. Has been rated “**Outstanding**” in the last performance rating period;
- f. Has not been found guilty nor has any pending administrative or criminal offense;
- g. Has not been awarded in a similar search in the division, regional, or national level organized/sponsored by either the Department of Education or any private organization for the last three (3) years.

2. Teaching Personnel (Contract of Service (COS) - MEP Teacher)

- a. He/she has a good reputation, known probity, and moral principles in public service;
- b. Has good human relations in the school and in the community;
- c. A Passer of the Qualifying Exam for Arabic Language and Islamic Studies (QEALIS);
- d. Has at least 3 years teaching experience handling ALIVE subjects; provided he/she has three (3) or more subject loads or four (4) or more hours teaching and ancillary services;
- e. Has been rated “**Outstanding**” in the last performance rating period;
- f. Has not been found guilty nor has any pending administrative or criminal offense;



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- g. Has not been awarded in a similar search in the division, regional or national level organized/sponsored by either the Department of Education or any private organization for the last three (3) years.

24.3 Teaching-Related (School Head and Secondary Department Head)

- a. Has been a school head/secondary department head within the last three (3) consecutive years;
- b. Has been rated “**Outstanding**” in the last performance rating period;
- c. Has not been found guilty nor has any pending administrative or criminal offense;
- d. Has not been awarded in a similar search at the division, regional, or national level organized/sponsored by either the Department of Education or any private organization (for the last three (3) years).

V. THE SEARCH METHODOLOGY

There shall be three (3) stages for this search with the following percentages:

Stage 1 – Paper Screening (70%)

Stage 2 – Validation

Stage 3 – Interview (face to face/online) (30%)

Pursuant to the approved Equal Opportunity Principle (EOP) Policy, Article VI, A. GENERAL POLICY STATEMENT that CSDP acknowledges and support the right of all person to be treated with fairness and equality and commit to providing consistent, merit-based employment, performance management, training, and rewards and recognition processes that follow the Equal Opportunity, thus the search is open to all interested employees as long as they are eligible and have met the qualification requirement.

Paper Screening shall include all supporting documents submitted to the Search Committee which will be evaluated using specific criteria (see enclosure). **For the Teaching and Teaching-Related Personnel**, the minimum raw score in Paper Screening and Validation is seventy-five (75) points out of the possible 100 points to qualify for this search. Scores of the candidates in all stages of the search process shall be cumulative.

The **Validation** aims to assess the candidates in terms of his/her good reputation, known probity, and moral principles in public service.

The **Interview** (face-to-face or online) shall gauge the candidates’ ability to answer questions relevant to the award category. The judges will be using their own rubrics in assessing interview responses.

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Teaching and Teaching-Related Personnel (Head Teacher – Secondary Department Head)

Stage 1 – Paper Screening

1. All teaching, teaching-related, and non-teaching, school-based employees who have met the qualification requirements shall submit their supporting documents to the **School PRAISE-PASIDUNGOG Committee** following the timetable. (see Annex 5)
2. The School PRAISE- PASIDUNGOG Committee will evaluate the documents and rank all the candidates following the Criteria for Evaluation to determine the **TOP 5** who have garnered at least 75 points.
3. The **TOP 5 Candidates** for each category will be endorsed to the **District PRAISE-PASIDUNGOG Committee** for validation. However, if there is no candidate who garnered 75 points in the Paper Screening, the School PRAISE-PASIDUNGOG Committee is still required to submit their Paper Screening result to the **District PRAISE-PASIDUNGOG Committee** for record purposes.

Stage 2 – Validation

1. The **District PRAISE-PASIDUNGOG Committee** shall review all documents submitted and will further do validation to determine the **TOP 3**.
2. Points obtained by the candidates may change after the validation of documents. In case a candidate fails to meet the required **75 points** after the validation, the candidate will no longer be endorsed to the **Division PRAISE-PASIDUNGOG Committee** for the next screening level.
3. The documents of the **TOP 3** candidates will be submitted to the **Division PRAISE-PASIDUNGOG Committee** through the Records Section (Attn: Human Resource Development Section) following the timetable.

Stage 3 – Interview

1. The **Division PRAISE-PASIDUNGOG Committee** shall meet to deliberate on the results on the results of the paper screening and conduct an interview with all qualified candidates for each category to determine the final awardees.

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Teaching-Related Personnel (School Head)

Stage 1 –Paper Screening

1. The search is open to all elementary and secondary public schools and school heads who are eligible and have met the qualification requirements of the PASIDUNGOG Award. Documents will be submitted to the **District PRAISE-PASIDUNGOG Committee** following the timetable. (see Annex 5)
2. The **District PRAISE-PASIDUNGOG Committee** will evaluate the documents and rank all the candidates following the Criteria for Evaluation. Candidates must obtain at least 75 points to qualify to the TOP 3 of the district.
3. The **TOP 3 Candidates** in every district who obtained at least 75 points will be considered as qualifiers for the next stage which will be endorsed to the **Division Screening Committee**.

Stage 2. Validation

1. The **Division Screening Committee** will validate the documents endorsed by the **District PRAISE-PASIDUNGOG Committee** to determine the **TOP 5** who will advance to the next round.
2. Points obtained by the candidates in the District level may be changed after the validation of documents by the **Division Screening Committee**. In case a candidate fails to meet the required 75 points after the validation, the candidate can no longer proceed to the next stage.

Stage 3. Interview

1. The **TOP 3 Candidates** shall be interviewed by the **Division PRAISE-PASIDUNGOG Committee** to determine the final awardees.

VI. SCREENING AND SELECTION COMMITTEE

The Division Office will do the Final Screening and Selection. Pursuant to EOP Article VI paragraph B.5.3.c state that “Should the Screening Committee decide that background inquiry shall be conducted, the provision of the vetted findings of background inquiry shall also apply. The Search are composed of the following:

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Final Screening and Selection Committee

PRAISE COMMITTEE

Chairperson: JUDITH V. ROMAGUERA, EdD, CESO VI – ASDS
Members: MARIA DIOSA Z. PERALTA – CID Chief
MA. MADELENE P. MITUDA, EdD – SGOD Chief
MYRIEN GLIE T. MIER, CPA – Division Accountant
AMIE Q. TOMON- Budget Officer
CARLOS M. FUERZAS, JR. – Human Resource Management Office
ARTURO F. CALAGO – President, Teacher’s Association –Sec.
HAZEL AGNES P. JUMAMIL – President, Teacher’s Association Elem.
JOCELYN T. PEREZ, EdD – Public Schools District Supervisor
Secretariat: ERMAH SHEILA L. ROBLE – SEPS HRD
LAVERNE S. TARROZA – EPS II HRD

Division Screening and Selection Committee

Division Screening and Selection Sub-Committee

Category A.1 : Most Outstanding School Head

Chairperson : Education Program Supervisor
Co-Chair : PSDS
Member(s) : 3 (PSDS/EPS)
Secretariat : ADA VI (CTD)

Category A.2: Most Outstanding Secondary Department Head

Chairperson : EPS
Co-Chair : PSDS
Member(s) : 3 (PSDS/EPS)
Secretariat : ADA VI (CTD)

District PRAISE-PASIDUNGOG Sub-Committee

Chairperson : Public School District Supervisor (PSDS)
Co-Chair : PSDS/School Head
Member(s) : School Head (2)
District Federated Elementary/Secondary Teachers Association
Secretariat : Non-teaching personnel

School PRAISE ~ PASIDUNGOG Sub-Committee

Chairperson : School Head
Vice-Chair : Master/Head Teacher (preferably most senior)
Member(s) : President: School PTA
Secretariat : Non-teaching personnel

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(Enclosure 5.3 to Division Memorandum No. _____, s. 2024)

CRITERIA FOR EVALUATION
DIVISION SEARCH FOR OUTSTANDING TEACHER
(Teachers I – III)
(Elementary and Secondary)

RUBRICS:

Evaluation Criteria	Weight s	Score	Supporting Documents
1. INSTRUCTIONAL COMPETENCE	45		
1.1 Teaching Competence (average for the latest 3 rating periods) The average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 20. e.g. $(4.720 + 4.600 + 4.890) / 3$ -----x 20 = 18.947 5.00 (highest rating)	20		IPCRF Rating for the latest rating periods
1.2. Outstanding Accomplishment	10		Certificate, Official DepEd Memorandum/

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Outstanding employee or coach or trainer of winning students in the different competitions. To consider only the certificate with the highest points within the recent rating period.							Bulletin for Results Announcements Letter of Conferment
Rank	Points						
	District Level	Division Level	Regional Level	National/ International			
1st	3	5	8	10			
2nd	2	4	7	9			
3rd	1	3	6	8			
Finalist	0.5	1	2	4			
1.3 Innovation Innovation means something new. It is a demonstration of creativity, initiative, and innovativeness through development of new or superior work procedures, methods, inventions, and devices. Innovative and creative work plan, Re-Entry Action Plan, or quality-assured module (SLMs) or instructional materials (WLAs), proposed and/or implemented within the last 3 years shall be considered as innovation.					10		Copy of the innovation (only submit the innovation which is at the highest stage of implementation

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Stages of Implementation	Points				
Started the implementation <i>Note: Supporting document:</i> Proposal duly signed by the Head of Office and Progress Monitoring Report with significant milestones assigned to the plan	2				
Fully implemented in the school <i>Note: Supporting document:</i> Accomplishment Report verified by the Head of Office;	4				
Adopted in the School/ District <i>Note: Supporting document:</i> Certification of the utilization of the innovation, within the school/ district duly signed by the Head of Office	6				
Adopted in the division <i>Note: Supporting document:</i> Certification of the utilization of the innovation in the division duly signed by the Schools Division Superintendent; certification from	8				

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the LR Manager that the module/ instructional material underwent the quality-assurance procedure.					
Adopted in the region <i>Note: Supporting document:</i> Certification of the utilization of the innovation in the region duly signed by the Regional Director; certification from the LR Manager that the module/ instructional material underwent the quality-assurance procedure	10				
1.4 Research a. Initiated or headed an educational research activity duly approved by educational authorities either for improvement of instruction, for community development, or teacher welfare conducted in the last 3 years. b. A research (action or applied) must be approved by the Panel Researcher. c. Researchers must be compliant to the Research Management Guidelines (DepEd Order No. 16, s. 2017) d. Research topics must be aligned with the research agenda of the CO/RO/SDO, and according to the level of governance.		5			

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e. Points earned shall be divided according to the number of researchers in a team

Stages of Implementation	Points
Started implementation of the Action Research <i>Note: Supporting document:</i> Research Proposal presented and approved by the Panel Researcher	1
Completed Action Research Full paper duly acknowledged and noted by the Panel Researcher and recommended and approved by ASDS and SDS/ Regional Director, respectively.	2
Presented completed Action Research in the SDO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledge and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively; Certificate of Paper Presentation signed by SDS; Division Memo of the SDO Research Congress	3

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Presented research work in the RO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledged and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively; Certificate of Paper Presentation signed by SDS; Regional Memo of the SDO Research Congress		4				
Presented research work in the CO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledge and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively: Certificate of Paper Presentation signed by SDS; Regional Memo of the RO Research Congress		5				
2. PROFESSIONAL GROWTH			40			
2.1. Education			5		<i>Transcript of Records, Certificate of</i>	
Educational Level		Points				

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With MA units	1				Complete Academic Requirements (CAR)						
Completed Academic Requirements in a master's degree	2										
Master' s degree holder	3										
Completed Academic Requirements in a doctoral degree	4										
Doctoral degree holder	5										
2. Consultant/Resource Speaker/Facilitator/Discussant/Lecturer in training/seminars/workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the certificate with the highest points.		10			Memorandum, Activity Matrix, and Certificate of Recognition						
<table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr></table>		Level	Points	School	2	District	5				
Level	Points										
School	2										
District	5										

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	Division	7													
	Region	8													
	National	9													
	International	10													
2.3. Demonstration Teacher To consider only the certificate with the highest points within the three school years. <table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Regional</td><td>8</td></tr></table>			Level	Points	School	2	District	5	Division	7	Regional	8	10		Must enclose Memorandum with Activity Matrix, lesson Plan, and accomplished Classroom Observation Tool (COT)
Level	Points														
School	2														
District	5														
Division	7														
Regional	8														

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	National	9													
	International	10													
2.4. Trainings/ Seminars/ Workshops/ Conferences/ Webinars/ Online Courses attended for the last three (3) years. Trainings/Seminar/Workshop/Conferences(virtual/online/face to face) must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, these must be related to education and must have an endorsement by the DepEd.			5		<i>Issuance/ memorandum identifying as participants, Certificate of Participation/ Completion, and Certificate of Attendance/ Appearance.</i>										
<table><tr><th>Level</th><th>Points</th></tr><tr><td>Participant in three (3) or more training activities in each level conducted for at least three (3) days.</td><td></td></tr><tr><td>School</td><td>0.5</td></tr><tr><td>District</td><td>1</td></tr><tr><td>Division</td><td>2</td></tr></table>			Level	Points	Participant in three (3) or more training activities in each level conducted for at least three (3) days.		School	0.5	District	1	Division	2			
Level	Points														
Participant in three (3) or more training activities in each level conducted for at least three (3) days.															
School	0.5														
District	1														
Division	2														

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Regional	3				
Participant in one (1) training conducted for at least three (3) days					
National	4				
International	5				
Note: Only the highest level obtained shall be credited with the corresponding point/s					
2.5 Publications			10		Memorandum where name of nominee is included, Final copy of the material/s as published
a. Articles duly approved by the regional/ division committee or with the PAU should have been published in newspapers/ magazines/ journals of wide circulation at least within a province/ city or official publication or websites. Opinion/ feature articles, which need not to be approved by the Head of Office, must contain data/ scientific research and must be educational website.					
b. Books duly approved by the division committee must have been published online shall be published with ISBN/ISSN by a recognized publishing company					
c. Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs) which pass through quality assurance procedures conducted by					

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SDO/RO LR shall be included when the supporting documents are provided: i. Memorandum where name of nominee is included ii. Final copy of the material/s as published d. Points earned shall be divided among the number of authors.														
<table><tr><th>Nature of Publication</th><th>Points</th></tr><tr><td>Articles published (1 point per article but not to exceed 3 points)</td><td>1</td></tr><tr><td>Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs; not to exceed 6 points)</td><td>2</td></tr><tr><td>Co-authorship of a book</td><td>8</td></tr><tr><td>Sole authorship of a book, workbook, big books, textbook, and module</td><td>10</td></tr></table>		Nature of Publication	Points	Articles published (1 point per article but not to exceed 3 points)	1	Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs; not to exceed 6 points)	2	Co-authorship of a book	8	Sole authorship of a book, workbook, big books, textbook, and module	10			
Nature of Publication	Points													
Articles published (1 point per article but not to exceed 3 points)	1													
Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs; not to exceed 6 points)	2													
Co-authorship of a book	8													
Sole authorship of a book, workbook, big books, textbook, and module	10													
3. COMMUNITY DEVELOPMENT		5		Designation/ Assignment order stating the nature of assignment; action										

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- a. Initiated or served as coordinator/organizer of a community project or activity or of another agency or coordinator of a rural service improvement activity in a community such as feeding, nutrition, agro-industrial fairs, livelihood program, etc., for at least 2 years.
- b. Outreach programs/ activities initiated/ participated properly documented with narrative and pictorial reports attested by immediate superiors, division, or regional officials/ city/ province/ municipality.
- c. The project is community-based, not school-based and sponsored by any or the following: LGU, Rural Improvement Club, other government agencies or non-government organization, or funded by private individuals

Level	Points
Chairman/ Organizer/ Initiator	5
Member	3
Sponsor/ Donor/ Patron	2

plan noted by the School Head or Brgy. Captain or Head of the organization; Certification by benefitting barangay or community, Narrative Report with pictorials of accomplishments.

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4. PROFESSIONAL/ PERSONAL CHARACTERISTICS	10		
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled-up by the following: School level 1. Co-teacher 2. PTA President 3. Master Teacher/Head Teacher 4. School Head District level 1. Co-teacher 2. PTA President 3. Master Teacher/Head Teacher 4. School Head 5. Public Schools District Supervisor			
	100		

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CRITERIA FOR EVALUATION

DIVISION SEARCH FOR OUTSTANDING MASTER TEACHER

(Elementary and Secondary)

Evaluation Criteria	Weights	Score	Supporting Documents
1. INSTRUCTIONAL COMPETENCE	45		
<div>1.1 Teaching Competence (average for the latest 3 rating periods)</div> <div>The average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 20.</div> <div>e.g.</div> <div><div>(4.720 + 4.600 + 4.890) /3</div><div>----- x 20 = 18.947</div><div>5.00 (highest rating)</div></div>	20		IPCRF Rating for the latest rating periods
<div>1.2. Outstanding Accomplishment</div> <div>Outstanding employee or coach or trainer of winning students in the different competitions. To consider only the certificate with the highest points within the recent rating period.</div>	10		Certificate, Official Memorandum/ Bulletin for Results Announcements

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Rank	Points							Letter of Conferment
	District Level	Division Level	Regional Level	National/ International				
1st	3	5	8	10				
2nd	2	4	7	9				
3rd	1	3	6	8				
Finalist	0.5	1	2	4				
1.3 Innovation Innovation means something new. It is a demonstration of creativity, initiative, and innovativeness through development of new or superior work procedures, methods, inventions, and devices. Innovative and creative work plan, Re-Entry Action Plan, or quality-assured module (SLMs) or instructional materials (WLAs), proposed and/or implemented within the last 3 years shall be considered as innovation.					10			Copy of the innovation (only submit the innovation which is at the highest stage of implementation

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Stages of Implementation	Points				
Started the implementation <i>Note: Supporting document:</i> Proposal duly signed by the Head of Office and Progress Monitoring Report with significant milestones assigned to the plan	2				
Fully implemented in the school <i>Note: Supporting document:</i> Accomplishment Report verified by the Head of Office;	4				
Adopted in the School/ District <i>Note: Supporting document:</i> Certification of the utilization of the innovation, within the school/ district duly signed by the Head of Office	6				
Adopted in the division <i>Note: Supporting document:</i> Certification of the utilization of the innovation in the division duly signed by the Schools Division Superintendent; certification from	8				

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the LR Manager that the module/ instructional material underwent the quality-assurance procedure.					
Adopted in the region <i>Note: Supporting document:</i> Certification of the utilization of the innovation in the region duly signed by the Regional Director; certification from the LR Manager that the module/ instructional material underwent the quality-assurance procedure	10				
1.4 Research a. Initiated or headed an educational research activity duly approved by educational authorities either for improvement of instruction, for community development, or teacher welfare conducted in the last 3 years. b. A research (action or applied) must be approved by the Panel Researcher. c. Researchers must be compliant to the Research Management Guidelines (DepEd Order No. 16, s. 2017) d. Research topics must be aligned with the research agenda of the CO/RO/SDO, and according to the level of governance. e. Points earned shall be divided according to the number of researchers in a team		5			

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Stages of Implementation	Points				
Started implementation of the Action Research <i>Note: Supporting document:</i> Research Proposal presented and approved by the Panel Researcher	1				
Completed Action Research Full paper duly acknowledged and noted by the Panel Researcher and recommended and approved by ASDS and SDS/ Regional Director, respectively.	2				
Presented completed Action Research in the SDO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledge and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively; Certificate of Paper Presentation signed by SDS; Division Memo of the SDO Research Congress	3				

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Presented research work in the RO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledged and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively; Certificate of Paper Presentation signed by SDS; Regional Memo of the SDO Research Congress		4								
Presented research work in the CO research congress <i>Note: Supporting documents:</i> Full paper duly acknowledge and noted by the SDRC and recommended and approved by ASDS and SDS/ Regional Director, respectively: Certificate of Paper Presentation signed by SDS; Regional Memo of the RO Research Congress		5								
2. PROFESSIONAL GROWTH			40							
2.1. Education <table><tr><td>Educational Level</td><td>Points</td></tr><tr><td></td><td></td></tr></table>			Educational Level	Points			5			<i>Transcript of Records, Certificate of Complete</i>
Educational Level	Points									

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With MA units	1				Academic Requirements (CAR)						
Completed Academic Requirements in a master's degree	2										
Master' s degree holder	3										
Completed Academic Requirements in a doctoral degree	4										
Doctoral degree holder	5										
2.Consultant/ResourceSpeaker/Facilitator/Discussant/Lecturer in training/seminars/workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the certificate with the highest points.		5			Memorandum, Activity Matrix, and Certificate of Recognition						
<table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>0.5</td></tr><tr><td>District</td><td>1</td></tr></table>						Level	Points	School	0.5	District	1
Level	Points										
School	0.5										
District	1										

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	Division	2													
	Region	3													
	National	4													
	International	5													
2.3. Demonstration Teacher To consider only the certificate with the highest points within the three school years. <table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>0.5</td></tr><tr><td>District</td><td>1</td></tr><tr><td>Division</td><td>2</td></tr><tr><td>Regional</td><td>3</td></tr></table>			Level	Points	School	0.5	District	1	Division	2	Regional	3	5		Must enclose Memorandum with Activity Matrix, lesson Plan, and accomplished Classroom Observation Tool (COT)
Level	Points														
School	0.5														
District	1														
Division	2														
Regional	3														

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	National	4													
	International	5													
2.4. Trainings/ Seminars/ Workshops/ Conferences/ Webinars/ Online Courses attended for the last three (3) years. Trainings/Seminar/Workshop/Conferences (virtual/online/face to face) must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, these must be related to education and must have an endorsement by the DepEd.			5		Issuance/ memorandum identifying as participants, Certificate of Participation/ Completion, and Certificate of Attendance/ Appearance.										
<table><tr><th>Level</th><th>Points</th></tr><tr><td>Participant in three (3) or more training activities in each level conducted for at least three (3) days.</td><td></td></tr><tr><td>School</td><td>0.5</td></tr><tr><td>District</td><td>1</td></tr><tr><td>Division</td><td>2</td></tr></table>			Level	Points	Participant in three (3) or more training activities in each level conducted for at least three (3) days.		School	0.5	District	1	Division	2			
Level	Points														
Participant in three (3) or more training activities in each level conducted for at least three (3) days.															
School	0.5														
District	1														
Division	2														

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Regional	3						
Participant in one (1) training conducted for at least three (3) days							
National	4						
International	5						
Note: Only the highest level obtained shall be credited with the corresponding point/s							
2.5 Organized/managed Learning action cell (LAC) or an In-service Training (INSET) activity or other similar activities at least on the school level for the last three (3) years. The In-Service activity shall mainly for the improvement of instruction and/or professional development of teachers based on development needs			10		<i>Designation/ Assignment order stating the nature of assignment, Memorandum of the conduct of INSET, Action Plan, Certification of the School Head, Activity</i>		
<table><tr><td>Criteria</td><td>Points</td></tr></table>		Criteria	Points				
Criteria	Points						

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<div>1. Managed/ facilitated Learning Action Cell with complete evidences:</div> <div>Note: Supporting documents:</div> <div>a. Duly approved SLAC Plan by the SDS/ASDS</div> <div>b. Completion Reports</div> <div>c. Attendance of Participants</div> <div>d. Photos</div>	No. of times managed/facilitated LAC from the last 3 school year		Points				Completion Report, Attendance of participants
	21 and above		5				
	16-20		4				
	11-15		3				
	6-10		2				
	1-5		1				

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2. Organized In-Service Trainings with complete evidences (1 point per INSET but not to exceed 5 points)	Conducted 5 INSET with complete supporting documents 5				
Note: Supporting documents: a. Approved Training Proposal by the SDS	Conducted 4 INSET with complete supporting documents 4				
b. Attendance of participants	Conducted 3 INSET with complete supporting documents				
c. School memorandum	3				
d. Designation order signed by the school principal	Conducted 2 INSET with complete supporting documents				
e. Matrix of the activity	2				
F. Activity completion report	Conducted 1 INSET with complete supporting documents 1				

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2.6 Publications

- a. Articles duly approved by the regional/ division committee or with the PAU should have been published in newspapers/ magazines/ journals of wide circulation at least within a province/ city or official publication or websites. Opinion/ feature articles, which need not to be approved by the Head of Office, must contain data/ scientific research and must be educational website.
- b. Books duly approved by the division committee must have been published online shall be published with ISBN/ISSN by a recognized publishing company
- c. Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs) which pass through quality assurance procedures conducted by SDO/RO LR shall be included when the supporting documents are provided:
 - i. Memorandum where name of nominee is included
 - ii. Final copy of the material/s as published
- d. Points earned shall be divided among the number of authors.

10

Memorandum where name of nominee is included, Final copy of the material/s as published

Nature of Publication	Points
Articles published (1 point per article but not to exceed 3 points)	1

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Authorship of DepEd-developed and produced materials (e.g., SLMs and WLAs; not to exceed 6 points)	3						
Co-authorship of a book	8						
Sole authorship of a book, workbook, big books, textbook, and module	10						
3. Community Development					<i>Designation/ Assignment order stating the nature of assignment; action plan noted by the School Head or Brgy. Captain or Head of the organization; Certification by benefitting barangay or community,</i>		
a. Initiated or served as coordinator/organizer of a community project or activity or of another agency or coordinator of a rural service improvement activity in a community such as feeding, nutrition, agro-industrial fairs, livelihood program, etc., for at least 2 years.							
b. Outreach programs/ activities initiated/ participated properly documented with narrative and pictorial reports attested by immediate superiors, division, or regional officials/ city/ province/ municipality.							
c. The project is community-based, not school-based and sponsored by any or the following: LGU, Rural Improvement Club, other government agencies or non-government organization, or funded by private individuals.							
<table><tr><td>Level</td><td>Points</td></tr></table>		Level	Points				
Level	Points						

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	Chairman/ Organizer/ Initiator	5				Narrative Report with pictorials of accomplishments.
	Member	3				
	Sponsor/ Donor/ Patron	2				
4. Professional/ Personal Characteristics			10			
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled-up by the following: School level 1. Co-teacher 2. PTA President 3. School Head District level 1. Co-teacher 2. PTA President 3. School Head 4. Public Schools District Supervisor 5. Education Program Supervisor						
			100			

CRITERIA FOR EVALUATION

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DIVISION SEARCH FOR OUTSTANDING
ALTERNATIVE LEARNING SYSTEM TEACHER (ALS)
Mobile Teacher

Evaluation Criteria	Weights	Score	Supporting Documents		
1. INSTRUCTIONAL COMPETENCE	35				
1.1 Teaching Competence (average for the latest 3 rating periods) The average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 20. e.g. $\frac{(4.720 + 4.600 + 4.890)}{3}$ -----x 20 = 18.947 5.00 (highest rating)	20		IPCRF Rating for the latest rating periods		
1.2. Introduced/tried out effective approach or innovations in teaching which contributed to the improvement of teaching to raise the level of literacy in the target areas (e.g) community based-learning materials, etc. <table><tr><td>Stages of Implementation</td><td>Points</td></tr></table>	Stages of Implementation	Points	15		Copy of the innovation (only submit the innovation which is at the highest stage of implementation)
Stages of Implementation	Points				

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Conceptualized		7			
Started the implementation		9			
Fully implemented in the school		11			
Adopted in the district		13			
Adopted in the division		15			
2. PROFESSIONAL GROWTH			50		
2.1. Education			20		Transcript of Records, Certificate of Complete Academic Requirements (CAR)
Educational Level		Points			
With MA units		10			
Completed Academic Requirements in a master's degree		12			
Master' s degree holder		14			

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Completed Academic Requirements in a doctoral degree	16																		
Doctoral degree holder	20																		
2.2Consultant/Resource Speaker/Facilitator/Discussant/Lecturer in training/seminars/workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the certificate with the highest points.		10		<i>Memorandum, Activity Matrix, and Certificate of Recognition</i>															
<table><tr><th>Level</th><th>Points</th></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Region</td><td>8</td></tr><tr><td>National</td><td>9</td></tr><tr><td>International</td><td>10</td></tr></table>		Level	Points	School	2	District	5	Division	7	Region	8	National	9	International	10				
Level	Points																		
School	2																		
District	5																		
Division	7																		
Region	8																		
National	9																		
International	10																		

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<p>2.3. Demonstration Teacher</p> <p>To consider only the certificate with the highest points within the three school years.</p> <table><tr><th>Level</th><th>Points</th></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Region</td><td>8</td></tr><tr><td>National</td><td>9</td></tr><tr><td>International</td><td>10</td></tr></table>	Level	Points	School	2	District	5	Division	7	Region	8	National	9	International	10	10		<i>Must enclose Memorandum with Activity Matrix, lesson Plan, and accomplished Classroom Observation Tool (COT)</i>
Level	Points																
School	2																
District	5																
Division	7																
Region	8																
National	9																
International	10																
<p>2.4. Trainings/ Seminars/ Workshops/ Conferences/ Webinars/ Online Courses attended for the last three (3) years.</p> <p>Trainings/Seminar/Workshop/Conferences(virtual/online/face to face) must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, these must be related to education</p>	10		<i>Issuance/ memorandum identifying as participants, Certificate of Participation/</i>														

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and must have an endorsement by the DepEd. Each training/seminar must have been conducted for at least three(3) days.

Level	Points
Participant in three (3) or more training activities in each level conducted for at least three (3) days.	
School	2
District	5
Division	7
Regional	8
Participant in one (1) training conducted for at least three (3) days	
National	9
International	10

Completion, and
Certificate of
Attendance/
Appearance.

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Note: Only the highest level obtained shall be credited with the corresponding point/s														
3. Professional Leadership and Community Involvement Certified listing of Leadership roles in the school (cite only 5 most important) <table><tr><td>Inclusive Dates (within the last 3 school years)</td><td>Role/Position</td><td>Appointed by</td><td>Administering Institution and Address</td></tr><tr><td></td><td></td><td></td><td></td></tr></table>				Inclusive Dates (within the last 3 school years)	Role/Position	Appointed by	Administering Institution and Address					5		<i>Designation/ Assignment order stating the nature of assignment; action plan noted by the School Head or Brgy. Captain or Head of the organization; Certification by benefitting barangay or community, Narrative Report with pictorials of accomplishment</i>
Inclusive Dates (within the last 3 school years)	Role/Position	Appointed by	Administering Institution and Address											
4. PROFESSIONAL/ PERSONAL CHARACTERISTICS				10										

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Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled-up by the following: School level 1. Co-teacher 2. Barangay Education Committee Chair/ Brgy. Capt. 3. Education Program Specialist II - ALS 4. Division ALS Focal Person District level 1. Co-teacher 2. Barangay Education Committee Chair/ Brgy. Capt. 3. Education Program Specialist II - ALS 4. Division ALS Focal Person 5. Public Schools District Supervisor			
	100		

CRITERIA FOR EVALUATION

DIVISION SEARCH FOR OUTSTANDING SPECIAL EDUCATION TEACHER

(Elementary and Secondary)

Basic Requirement: **SPET or Receiving Teacher** handling any of the following classes of at least **3 years**:

- 1. Differently abled category:
 - a. Developmentally delayed learners
 - b. Children with Autism

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- c. Hearing impairment
- d. Visual Impairment
- e. Mental retardation
- f. Intellectual disability
- g. Learning disability
- h. Multiple disabilities

Evaluation Criteria	Weights	Score	Supporting Documents						
1. Instructional Competence and Teaching Effectiveness	35								
1.1 Outstanding contribution in the Special Education Program									
1.1.1. Introduced/tried out effective approach or innovations in teaching which contributed to the improvement of instructions in meeting the learners with special educational needs <table border="1"><tr><td>Stages of Implementation</td><td>Points</td></tr><tr><td>Conceptualized</td><td>3</td></tr><tr><td>Started the implementation</td><td>6</td></tr></table>	Stages of Implementation	Points	Conceptualized	3	Started the implementation	6	15		<i>Copy of the innovation (only submit the innovation which is at the highest stage of implementation)</i>
Stages of Implementation	Points								
Conceptualized	3								
Started the implementation	6								

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Fully implemented in the school	9															
Adopted in the district	12															
Adopted in the division	15															
1.1.2. Written/produced Instructional Materials (IMs) in SPED such as modules, learning activity sheets , equipment/teaching devices, technical paper/ publications		10		<i>Final copy of the material/s as published</i>												
<table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>5</td></tr><tr><td>District</td><td>7</td></tr><tr><td>Division</td><td>8</td></tr><tr><td>Regional</td><td>9</td></tr><tr><td>National</td><td>10</td></tr></table>		Level	Points	School	5	District	7	Division	8	Regional	9	National	10			
Level	Points															
School	5															
District	7															
Division	8															
Regional	9															
National	10															
1.1.3. a. Organized/trained socio-cultural activities for LWDs (i.e., choral group, dance troupe, theater and drama, arts club, & the like)		5		<i>a.Approved Training Proposal</i>												

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			<div>by the SDS</div> <div>b.Attendance of participants</div> <div>c.School memorandum</div> <div>d. Matrix of the activity</div> <div>e. Activity completion rep</div>												
<div>b. Students trained presented during programs/activities</div> <table><tr><th>Level</th><th>Points</th></tr><tr><td>School</td><td>1</td></tr><tr><td>District</td><td>2</td></tr><tr><td>Division</td><td>3</td></tr><tr><td>Regional</td><td>4</td></tr><tr><td>National</td><td>5</td></tr></table>	Level	Points	School	1	District	2	Division	3	Regional	4	National	5	5		<div>a. Certificate of Participation</div> <div>b. Output</div> <div>c. List of Learners</div> <div>d. Pictures</div>
Level	Points														
School	1														
District	2														
Division	3														
Regional	4														
National	5														

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2. Leadership	25										
2.1. Coordinated the organization of classes/implementation of SPED program <table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>3</td></tr><tr><td>District</td><td>4</td></tr><tr><td>Division</td><td>5</td></tr></table>	Level	Points	School	3	District	4	Division	5	5		a. Master Program b. Action Plan c. Accomplishment Report
Level	Points										
School	3										
District	4										
Division	5										
2.2. Participated in-service training programs related to SPED. Only those sanctioned by DepEd with Memoranda/ Advisory will be considered for the last three (3) years. <table><tr><td>Level</td><td>Points</td></tr><tr><td>Participant in three (3) or more training activities in each level conducted for at least three (3) days.</td><td></td></tr></table>	Level	Points	Participant in three (3) or more training activities in each level conducted for at least three (3) days.		10		Issuance/ memorandum identifying as participants, Certificate of Participation/ Completion, and Certificate of Attendance/ Appearance.				
Level	Points										
Participant in three (3) or more training activities in each level conducted for at least three (3) days.											

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School	2				
District	5				
Division	7				
Regional	8				
Participant in one (1) training conducted for at least three (3) days					
National	9				
International	10				
Note: Only the highest level obtained shall be credited with the corresponding point/s					
2.3.Consultant/Resource Speaker/Facilitator/Discussant/Lecturer in trainings / seminars/ workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the Certificate with the highest points			10		Memorandum, Activity Matrix and Certificate of Recognition

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	<table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>6</td></tr><tr><td>District</td><td>7</td></tr><tr><td>Division</td><td>8</td></tr><tr><td>Regional</td><td>9</td></tr><tr><td>National</td><td>10</td></tr></table>	Level	Points	School	6	District	7	Division	8	Regional	9	National	10				
Level	Points																
School	6																
District	7																
Division	8																
Regional	9																
National	10																
3. Continuous and Dedicated Service			30														
3.1. Rendering continuous and dedicated service in SPED teaching			5		Service Record/SF 7												
	<table><tr><td>No. of Years</td><td>Points</td></tr><tr><td>3-4.9</td><td>1</td></tr><tr><td>5-6.9</td><td>2</td></tr><tr><td>7-8.9</td><td>3</td></tr></table>	No. of Years	Points	3-4.9	1	5-6.9	2	7-8.9	3								
No. of Years	Points																
3-4.9	1																
5-6.9	2																
7-8.9	3																

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	9-9.9	4				
	10 and above	5				
<p>3.2. Teaching Competence (average for the latest 3 rating periods)</p> <p>Rated as SPED Teacher the average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 20.</p> <p>e.g.</p> <p>(4.720 + 4.600 + 4.890) /3</p> <p>-----x 20 = 18.947</p> <p>5.00 (highest rating)</p>				20		IPCRF Rating for the latest rating periods

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3.3 Professional Advancement		5		Transcript of Records, Certificate of Complete Academic Requirements (CAR)
Level	Points			
With MA units	1			
With Complete Academic Requirements in MA	2			
MA degree holder	3			
With doctoral units	4			
PhD/EdD degree holder	5			
4. Professional/Personal Characteristics		10		
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled-up by the following:				
School level		District level		
1. Co-teacher		1. Co-teacher		
2. PTA President		2. PTA President		
3. School Head		3. School Head		
		4. Division SPED Focal		

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	100		
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CRITERIA FOR EVALUATION

DIVISION SEARCH FOR OUTSTANDING ALIVE TEACHER

(Madrasah Education Program Teacher)

Evaluation Criteria	Weight s	Score	Supporting Documents
1. INSTRUCTIONAL COMPETENCE	35		
1.1 Teaching Competence Recent performance ratings of the candidates prior to the screening should be Outstanding. The numerical rating vs. the highest possible rating shall be multiplied by 20. e.g. 4.72 -----x 20 = 18.88 5.00 (highest rating)	20		IPCRF Rating for the latest rating periods
1.2. Written/produced instructional materials in ALIVE	15		Copy of the innovation (only submit the

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Stages of Implementation	Points				innovation which is at the highest stage of implementation	
	Conceptualized					5
	Started the implementation					7
	Fully implemented in the school					9
	Adopted in the district					12
	Adopted in the division					15
2. PROFESSIONAL GROWTH			50			
2.1. Education			20		Transcript of Records, Certificate of Complete Academic Requirements (CAR) Diploma	
Educational Level (English/Arabic)		Points				
With MA units		5				
Completed Academic Requirements in a master's degree		8				

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Master' s degree holder	12														
Completed Academic Requirements in a doctoral degree	16														
Doctoral degree holder	20														
2.2Consultant/Resource Speaker/Facilitator/Discussant/Lecturer in training/seminars/workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the certificate with the highest points.		10			<i>Memorandum, Activity Matrix, and Certificate of Recognition</i>										
<table><tr><td>Level</td><td>Points</td></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Region</td><td>8</td></tr></table>		Level	Points	School	2	District	5	Division	7	Region	8				
Level	Points														
School	2														
District	5														
Division	7														
Region	8														

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	National	9																	
	International	10																	
2.3. Demonstration Teacher To consider only the certificate with the highest points within the three school years. <table><tr><th>Level</th><th>Points</th></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Regional</td><td>8</td></tr><tr><td>National</td><td>9</td></tr><tr><td>International</td><td>10</td></tr></table>			Level	Points	School	2	District	5	Division	7	Regional	8	National	9	International	10	10		<i>Must enclose Memorandum with Activity Matrix, lesson Plan, and accomplished Classroom Observation Tool (COT)</i>
Level	Points																		
School	2																		
District	5																		
Division	7																		
Regional	8																		
National	9																		
International	10																		

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<p>2.4. Trainings/ Seminars/ Workshops/ Conferences/ Webinars/ Online Courses attended for the last three (3) years.</p> <p>Trainings/Seminar/Workshop/Conferences(virtual/online/face to face) must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, these must be related to education and must have an endorsement by the DepEd.</p> <table><tr><th>Level</th><th>Points</th></tr><tr><td>Participant in three (3) or more training activities in each level conducted for at least three (3) days.</td><td></td></tr><tr><td>School</td><td>2</td></tr><tr><td>District</td><td>5</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>Regional</td><td>8</td></tr><tr><td>Participant in one (1) training conducted for at least three (3) days</td><td></td></tr></table>	Level	Points	Participant in three (3) or more training activities in each level conducted for at least three (3) days.		School	2	District	5	Division	7	Regional	8	Participant in one (1) training conducted for at least three (3) days		10		<p>Issuance/ memorandum identifying as participants, Certificate of Participation/ Completion, and Certificate of Attendance/ Appearance.</p>
Level	Points																
Participant in three (3) or more training activities in each level conducted for at least three (3) days.																	
School	2																
District	5																
Division	7																
Regional	8																
Participant in one (1) training conducted for at least three (3) days																	

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National	9				
International	10				
Note: Only the highest level obtained shall be credited with the corresponding point/s					
3. Professional Leadership and Community Involvement			5		Designation/ Assignment order stating the nature of assignment; action plan noted by the School Head or Brgy. Captain or Head of the organization; Certification by benefitting barangay or community, Narrative Report with pictorials of accomplishments.
Certified listing of Leadership roles in the school (cite only 5 most important)					
Inclusive Dates (within the last 3 school years)	Role/Position	Appointed by	Administering Institution and Address		

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4. PROFESSIONAL/ PERSONAL CHARACTERISTICS	10		
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled-up by the followi District level School level 1. Co-teacher 2. PTA President 3. School Head 1. Co-teacher 2. PTA President 3. School Head 4. Division MEP Focal Person 5. Public Schools District Supervisor			
	100		

CRITERIA FOR EVALUATION

DIVISION SEARCH FOR OUTSTANDING HEAD TEACHER

(Secondary/Department Head)

Evaluation Criteria	Weights	Score	Supporting Documents
1. COMPETENCE	80		

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<p>1.1 Performance Rating (average for the latest 3 rating periods)</p> <p>The average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 40.</p> <p>e.g.</p> <p>(4.720 + 4.600 + 4.890) /3</p> <p>-----x 40 =</p> <p>5.00 (highest rating)</p>	40		<p><i>IPCR for the past three consecutive rating periods.</i></p> <p><i>(The latest IPCR should be “Outstanding”)</i></p>														
<p>1.2 Professional Development Programs/Training/Attended/ Participated for the last 3 years organized by DepEd. Consider only the certificate with the highest points.</p> <table><tr><td>Level</td><td>Points</td></tr><tr><td>International</td><td>10</td></tr><tr><td>National</td><td>9</td></tr><tr><td>Regional</td><td>8</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>District</td><td>5</td></tr><tr><td>School</td><td>2</td></tr></table>	Level	Points	International	10	National	9	Regional	8	Division	7	District	5	School	2	10		<p><i>Certificate of Training/ Certification (present only the highest level),</i></p> <ul style="list-style-type: none"><i>• Department Issuance</i><i>• Photos</i>
Level	Points																
International	10																
National	9																
Regional	8																
Division	7																
District	5																
School	2																

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1.3 Basic Action Research and other Innovations		5		<ul style="list-style-type: none">• Full Paper• Certificate of Recognition as presenter• Certificate of Completion
Stages of Implementation	Points			
Adopted in the region/Published in any regional publication MOV: Certification of the utilization of the innovation in the region duly signed by the Regional Director; certification from the LR Manager that the module/ instructional material underwent the quality-assurance procedure	5			
Adopted in the division MOV: Certification of the utilization of the innovation in the division duly signed by the Schools Division Superintendent; certification from the LR Manager that the module/ instructional material underwent the quality-assurance procedure.	4			
Adopted in the School/ District MOV: Certification of the utilization of the innovation, within the school/ district duly signed by the Head of Office	3			
Fully implemented in the school	2			

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MOV: Accomplishment Report verified by the Head of Office;				
Started the implementation MOV: Proposal duly signed by the Head of Office and Progress Monitoring Report with significant milestones assigned to the plan	1			

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1.4 Consultant/Resource Speaker/Facilitator/Discussant/Lecturer in training/seminars/workshops (virtual/online/face to face) must be those organized/sponsored by the DepEd for the last three (3) years. To consider only the certificate with the highest points.	10		Memorandum, Activity/Training Matrix, Certificate of Recognition, and Pictures														
<table><tr><td>Level</td><td>Points</td></tr><tr><td>International</td><td>10</td></tr><tr><td>National</td><td>9</td></tr><tr><td>Region</td><td>8</td></tr><tr><td>Division</td><td>7</td></tr><tr><td>District</td><td>5</td></tr><tr><td>School</td><td>2</td></tr></table>	Level	Points	International	10	National	9	Region	8	Division	7	District	5	School	2			
Level	Points																
International	10																
National	9																
Region	8																
Division	7																
District	5																
School	2																
1.5 Professional Advancement	10		Transcript of Records, Certificate of Complete Academic Requirements (CAR)														
<table><tr><td>Level</td><td>Points</td></tr><tr><td>Doctoral degree</td><td>10</td></tr><tr><td>CAR in doctoral degree</td><td>8</td></tr><tr><td>Master's degree</td><td>6</td></tr></table>	Level	Points	Doctoral degree	10	CAR in doctoral degree	8	Master's degree	6									
Level	Points																
Doctoral degree	10																
CAR in doctoral degree	8																
Master's degree	6																

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CAR in MA	5																	
1.6 Awards, distinctions received by the candidates within the last 3 years. Consider only the certificate with the highest points.		5		Certificate of Recognition, Memorandum, Pictures														
<table><tr><td>Level</td><td>Points</td></tr><tr><td>International</td><td>5</td></tr><tr><td>National</td><td>4</td></tr><tr><td>Regional</td><td>3</td></tr><tr><td>Division</td><td>2</td></tr><tr><td>District</td><td>1</td></tr><tr><td>School</td><td>0.5</td></tr></table>		Level	Points	International	5	National	4	Regional	3	Division	2	District	1	School	0.5			
Level	Points																	
International	5																	
National	4																	
Regional	3																	
Division	2																	
District	1																	
School	0.5																	
2. COMMUNITY DEVELOPMENT (scores will be added cumulatively but not to exceed 10 points) a. Initiated or served as coordinator/organizer of a community project or activity or of another agency or coordinator of a rural service improvement activity in a community such as feeding, nutrition, agro-industrial fairs, livelihood program, etc., for at least 2 years.		10		Designation/ Assignment order stating the nature of assignment; action plan noted by the School Head or Brgy. Captain or Head of the organization; Certification by														

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<div><div><div><div><div>b. Outreach programs/ activities initiated/ participated properly documented with narrative and pictorial reports attested by immediate superiors, division, or regional officials/ city/ province/ municipality.</div><div>c. The project is community-based, not school-based, and sponsored by any of the following: LGU, Rural Improvement Club, other government agencies or non-government organization, or funded by private individuals</div></div></div><table><tr><th>Level</th><th>Points</th></tr><tr><td>Chairman/ Organizer/ Initiator</td><td>10</td></tr><tr><td>Member</td><td>7</td></tr><tr><td>Sponsor/ Donor/ Patron</td><td>4</td></tr></table></div></div>	Level	Points	Chairman/ Organizer/ Initiator	10	Member	7	Sponsor/ Donor/ Patron	4			<i>benefitting barangay or community, Narrative Report with pictorials of accomplishments.</i>
Level	Points										
Chairman/ Organizer/ Initiator	10										
Member	7										
Sponsor/ Donor/ Patron	4										
3. PROFESSIONAL/ PERSONAL CHARACTERISTICS	10										
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled up by the following: 1. Teacher											

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2. PTA President			
3. School Head			
	100		

CRITERIA FOR EVALUATION

DIVISION SEARCH FOR OUTSTANDING SCHOOL HEAD

(Elementary and Secondary)

Evaluation Criteria	Weights	Score	Supporting Documents
---------------------	---------	-------	----------------------

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1. PROFESSIONAL COMPETENCE	20								
<p>1.1 Performance Rating (average for the latest 3 rating periods)</p> <p>The average numerical rating for the 3 periods vs. the highest possible rating shall be multiplied by 20.</p> <p>e.g.</p> <p>(4.720 + 4.600 + 4.890) /3</p> <p>-----x 20 = 18.947</p> <p>5.00 (highest rating)</p>	20		<p><i>IPCR for the past three consecutive rating periods.</i></p> <p><i>(The latest IPCR should be “Outstanding”)</i></p>						
2. INSTRUCTIONAL LEADERSHIP	10								
<p>2.1 School winning in contests for the current school years (1st - 3rd)</p> <p>e.g. Best School Paper, English Festival, Math Olympiad, etc.</p> <table border="1"><tr><td>Level</td><td>Points</td></tr><tr><td colspan="2">Each winner will be given the following corresponding points at every level. <i>(Total points not to exceed 5).</i></td></tr><tr><td>National</td><td>5</td></tr></table>	Level	Points	Each winner will be given the following corresponding points at every level. <i>(Total points not to exceed 5).</i>		National	5	5		<p>Certificate of Recognition</p>
Level	Points								
Each winner will be given the following corresponding points at every level. <i>(Total points not to exceed 5).</i>									
National	5								

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<table><tr><td>Regional</td><td>4</td></tr><tr><td>Division</td><td>3</td></tr><tr><td>District</td><td>2</td></tr><tr><td>School-Based</td><td>1</td></tr></table>		Regional	4	Division	3	District	2	School-Based	1							
Regional	4															
Division	3															
District	2															
School-Based	1															
2.2 Students'/pupils' winnings in individual contests for the current school years. (1st - 3rd place)		5		Certificate of Recognition												
<table><tr><td>Level</td><td>Points</td></tr><tr><td colspan="2">Each winner will be given the following corresponding points in every level: (Total points not to exceed 5)</td></tr><tr><td>National</td><td>5</td></tr><tr><td>Regional</td><td>4</td></tr><tr><td>Division</td><td>3</td></tr><tr><td>District</td><td>2</td></tr></table>		Level	Points	Each winner will be given the following corresponding points in every level: (Total points not to exceed 5)		National	5	Regional	4	Division	3	District	2			
Level	Points															
Each winner will be given the following corresponding points in every level: (Total points not to exceed 5)																
National	5															
Regional	4															
Division	3															
District	2															

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School-Based		1			
3. Learning Environment			10		
3.1 Management of physical facilities (Projects on School Improvement like construction, repair, beautification, landscaping, etc.)			5		Brigada Eskwela Reports on School Improvement projects (program of works, picture) signed by SDO Officials)
Level		Points			
Amounting of projects (from external funding)					
1M and above		5			
700,000 - 999,999.00		4			
400,000 - 699,999.00		3			

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	100,000 - 399,999.00	2															
	Below 100,000.00	1															
3.2 Provision of Safe Learning Environment (Institutionalization of the following DepEd Programs):			5		Summary of Accomplishment Reports for the following: <ul style="list-style-type: none">• CPP• DRRM• Eco-Friendly Sch./YES-O												
<table><tr><td>List of Accomplishment Reports:</td><td>Points</td></tr><tr><td>Child Protection Policy</td><td>1</td></tr><tr><td>Disaster Risk Reduction Mgt.</td><td>1</td></tr><tr><td>Eco-Friendly School/Solid Waste Management</td><td>1</td></tr><tr><td>Gender Awareness Development</td><td>1</td></tr><tr><td>Child-Friendly School System</td><td>1</td></tr></table>			List of Accomplishment Reports:	Points	Child Protection Policy	1	Disaster Risk Reduction Mgt.	1	Eco-Friendly School/Solid Waste Management	1	Gender Awareness Development	1	Child-Friendly School System	1			
List of Accomplishment Reports:	Points																
Child Protection Policy	1																
Disaster Risk Reduction Mgt.	1																
Eco-Friendly School/Solid Waste Management	1																
Gender Awareness Development	1																
Child-Friendly School System	1																
4. Human Resource Management Development			10														
4.1 Conduct of HRMD programs. (No. of TIP Implementation, SLAC Session, INSETS, Training and seminars workshop, Teachers			10		Summary reports of school-based trainings with												

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Continuous Prof. Development, and No. of the teachers pursuing graduate studies.) within the calendar year.				documentation signed by SDO Officials. (Additional Documents: SLAC Training Proposal and SLAC Monitoring Tool with Completion Report.)
Total No. of SLACS, INSET, Trainings etc.	Points			
13- 15	10			
10- 12	8			
7 - 9	7			
4- 6	5			
1 -3	2			
5. Parent Involvement and Community Partnership		10		
5.1 Stakeholders Participation and Involvement <ul style="list-style-type: none">Communication of the SIP/SMEA and other School Activities/ Accomplishments		5		<ul style="list-style-type: none">Report on the conduct of SOSA/SMEA /SPTA General Assembly/ Family DayPictures

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5.2 Rewards and Recognition System		5		<ul style="list-style-type: none">• <i>Copy of the Guidelines of the Reward System</i>• <i>Reports on Recognition Programs/ Activities with documentati on signed by SDO Officials.</i>								
<table><tr><td>Supporting Documents</td><td>Points</td></tr><tr><td><ul style="list-style-type: none">• Guidelines of Rewards System for Parents/Stakeholders/Community</td><td>2</td></tr><tr><td><ul style="list-style-type: none">• Recognition of Stakeholder's Accomplishments</td><td>3</td></tr></table>					Supporting Documents	Points	<ul style="list-style-type: none">• Guidelines of Rewards System for Parents/Stakeholders/Community	2	<ul style="list-style-type: none">• Recognition of Stakeholder's Accomplishments	3		
Supporting Documents	Points											
<ul style="list-style-type: none">• Guidelines of Rewards System for Parents/Stakeholders/Community	2											
<ul style="list-style-type: none">• Recognition of Stakeholder's Accomplishments	3											
6. School Leadership and Management Operations		10										
6.1 Implementation of DepEd programs and policies -Adherence to the following policies: <ul style="list-style-type: none">• Updated Transparency Board• Reporting of Accomplishment of PAPs• Presence of Help Desk/Public Assistance Desks• Presence of suggestion box/Online Client Satisfaction• Monitoring of Personnel Attendance		5										

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	5 out of 5 indicators met	5			
	4 out of 5 indicators met	4			
	3 out of 5 indicators met	3			
	2 out of 5 indicators met	2			
	1 out of 5 indicators met	1			
6.2 Resource Mobilization and Financial Management (Fiscal management)	<div>For Implementing Unit:<ul style="list-style-type: none">100% Attainment of Budget Utilization100% Compliance on the submission of Budget Execution100% Release of Salaries, Allowances and other Personnel Benefits100% Remittance of Salary Deductions, Government Financing Institutions and Private Lending Companies</div>		5		Summary of Liquidation reports signed by Division Accountant
	4 out of 4 indicators met	5			
	3 out of 4 indicators met	4			
	2 out of 4 indicators met	3			
	1 out of 4 indicators met	2			

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For Non-Implementing Units:				
• On time submission of complete MOOE liquidation reports	5			
• Submission of complete MOOE liquidation reports with 1 instance of delayed	4			
• Submission of complete MOOE liquidation reports with 2 instances of delayed	3			
• Submission of complete MOOE liquidation reports with 3 and more instances of delayed	2			
7. Professional Growth and Outstanding Accomplishments		20		
7.1 Educational Attainment		4		Certified copy of Transcript of Records with SO and Certification (EdD/PhD/MA/CAR)
Educational Level	Points			
EdD/PhD	4			
EdD/PhD CAR	3			
MA Degree	2			

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MA CAR		1												
7.2 Training Attended			4		Certification of Participation									
<table><tr><td>Level</td><td>Points</td></tr><tr><td>International at least 1, (3 days)</td><td>4</td></tr><tr><td>National at least 1, (3 days)</td><td>3</td></tr><tr><td>Regional at least 1, (3 days)</td><td>2</td></tr><tr><td>Division at least 3, (3 days)</td><td>1</td></tr></table>		Level	Points	International at least 1, (3 days)	4	National at least 1, (3 days)	3	Regional at least 1, (3 days)	2	Division at least 3, (3 days)	1			
Level	Points													
International at least 1, (3 days)	4													
National at least 1, (3 days)	3													
Regional at least 1, (3 days)	2													
Division at least 3, (3 days)	1													
7.3 Resource Speakership			4											
<table><tr><td>Level</td><td>Points</td></tr><tr><td>International</td><td>4</td></tr><tr><td>National</td><td>3</td></tr></table>		Level	Points	International	4	National	3							
Level	Points													
International	4													
National	3													

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	Regional	2													
	Division	1													
7.4 Publication			4		Photocopy of the page/s of book, Action Research, SLMs Module, journals, a newspaper with the name of author and article/cover of the book/preliminary pages of the book										
		<table><tr><td>Level</td><td>Points</td></tr><tr><td>Authorship (book)</td><td>4</td></tr><tr><td>Action Research</td><td>3</td></tr><tr><td>SLMs Module Writer/Worksheets</td><td>2</td></tr><tr><td>2 articles in journals/newspapers</td><td>1</td></tr></table>	Level	Points	Authorship (book)	4	Action Research	3	SLMs Module Writer/Worksheets	2	2 articles in journals/newspapers	1			
Level	Points														
Authorship (book)	4														
Action Research	3														
SLMs Module Writer/Worksheets	2														
2 articles in journals/newspapers	1														
7.5 Research/Innovation			4		Copy of research/ Certificate of Recognition and copy of the innovation implemented signed by the SDS										
		<table><tr><td>Level</td><td>Points</td></tr><tr><td>Regional</td><td>4</td></tr><tr><td>Division</td><td>3</td></tr><tr><td>District</td><td>2</td></tr><tr><td>School</td><td>1</td></tr></table>	Level	Points	Regional	4	Division	3	District	2	School	1			
Level	Points														
Regional	4														
Division	3														
District	2														
School	1														

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8. PROFESSIONAL/ PERSONAL CHARACTERISTICS	10		
Refer to Annex 3: Professional & Personal Characteristics Rating Sheet to be filled up by the following: <div>1. Teacher</div> <div>2. PTA President</div> <div>3. Public Schools District Supervisor</div>			
	100		

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PROFESSIONAL AND PERSONAL CHARACTERISTICS RATING SHEET

Name of Candidate: _____

School/Office: _____

Division: _____

Category: _____

Name of Immediate Superior: _____

Directions: The Responses are numerically described as follows: ⑤- Always, ④- Often, ③- May or may not be, ②- rarely, and ①- Never. Read carefully the statements and give your honest response by checking.

INDICATORS	5	4	3	2	1
A. Manifested genuine enthusiasm and pride in the nobility of teaching/related teaching profession					
1. Demonstrate punctuality at all times					
2. Participate actively in all office activities					
3. Attend in all required seminars and trainings for professional development					
4. Gets involved in all school programs and projects/office activities as required					
5. Communicate the DepEd vision, mission and core values to stakeholders					
B. Observe and demonstrates desirable personal and professional (RA 6713) and Code of Ethics RA 786) behaviors like respect, honesty, dedication, patriotism and genuine for others and all times.					
1. Maintains stature and behavior worthy of respect and emulation					
2. Respects the privacy of co-workers, does not spread office gossips or rumors					
3. Gives honest remarks regarding his/her work outputs and is willing to receive feedback					
4. Provides honest and constructive feedback and is generous enough to give credits due to co-workers					
5. Is honest, upright and trustworthy in all his/her dealings with all people					



6. Serves beyond working hours to be able to meet organizational goals and objectives					
7. Performs jobs cheerfully and with much positivism exceeding expectations of superiors as to work outputs					
8. Observes at all times loyalty to the republic and to the Filipino people, promotes use of locally produced goods, resources and technology and encourages, appreciation and pride of country and people					
9. Extends prompt and adequate services to the public					
C. Maintains harmonious relation with superiors, colleagues, subordinates, learners, parents and other stakeholders					
1. Respects authority and is able to work harmoniously with superiors and colleagues					
2. Maintains good working relationship with co-workers, parents and stakeholders					
3. Performs well whether as a team leader or member					
D. Maintains good reputation with respect to financial matters such as the settlement of his/her debts, loans and other financial affairs/liabilities					
1. Discloses personal financial interest as well as that of spouse and other minor children exercising proper discretion					
2. Settles loans and other financial affairs on time					
3. Has not been subjected to any complaint/ charged administratively relative to financial matters					
TOTAL POINTS = Total x .10					

Rated by:

Signature over Printed Name

Dated: _____





ANNEX B

**INDIVIDUAL RATING SHEET
PASIDUNGOG AWARD 2024
(Teaching Category)**

Name of Candidate: _____

School/Office: _____

Division: _____

Category: Teachers I-III

Criteria/ Indicators		Maximum Points	Score
Instructional Competence (45pts)	Teaching Competence	20	
	Outstanding Accomplishment	10	
	Innovation	10	
	Research	5	
Professional Growth (40 pts.)	Education	5	
	Resource Speakership	10	
	Demonstration Teacher	10	
	Training Programs attended	5	
	Publications	10	
Community			



Development (5 pts.)	Outreach	5	
Professional/ Personal Characteristics (10 pts.)	Personality	10	
	TOTAL POINTS	100	

Reviewed by:

PRAISE Committee

NOTED:

 Schools Division Superintendent



ANNEX B**INDIVIDUAL RATING SHEET
PASIDUNGOG AWARD 2023
(Teaching Category)**

Name of Candidate: _____

School/Office: _____

Division: _____

Category: Master Teacher

Criteria/ Indicators		Maximum Points	Score
Instructional Competence (45pts)	Teaching Competence	20	
	Outstanding Accomplishment	10	
	Innovation	10	
	Research	5	
Professional Growth (40 pts.)	Education	5	
	Resource Speakership	5	
	Demonstration Teacher	5	
	Training Programs attended	5	
	Organized/ managed LAC or INSET activity	10	
	Publications	10	
Community Development (5 pts.)	Outreach	5	



Professional/ Personal Characteristics (10 pts.)	Personality	10	
	TOTAL POINTS	100	

Reviewed by:

PRAISE Committee

NOTED:

Schools Division Superintendent



ANNEX B**INDIVIDUAL RATING SHEET
PASIDUNGOG AWARD 2023
(Teaching Category)**

Name of Candidate: _____

School/Office: _____

Division: _____

Category: ALS Mobile Teacher

Criteria/ Indicators		Maximum Points	Score
Instructional Competence (35pts)	Teaching Competence	20	
	Innovation	15	
Professional Growth (50 pts.)	Education	20	
	Resource Speakership	10	
	Demonstration Teacher	10	
	Training Programs attended	10	
Professional Leadership and Community Involvement (5 pts.)	Leadership roles	5	
Professional/ Personal Characteristics (10 pts.)	Personality	10	
	TOTAL POINTS	100	

Reviewed by:
PRAISE Committee

NOTED: _____

Schools Division Superintendent

ANNEX B**INDIVIDUAL RATING SHEET
PASIDUNGOG AWARD 2023
(Teaching Category)**

Name of Candidate: _____

School/Office: _____

Division: _____

Category: Special Education Teacher

Criteria/ Indicators		Maximum Points	Score
Instructional Competence and Teaching Effectiveness (35pts)	Innovation	15	
	Written/ Produced IMs	10	
	Organized/ Trained socio-cultural activities for LWDs	5	
	Students trained presented during programs/ activities	5	
Leadership (25 pts)	Coordinated the organization of classes/ implementation of SPED program	5	
	Participated INSET programs related to SPED	10	
	Resource Speakership	10	
Continuous and Dedicated Service (30 pts)	Rendering continuous and dedicated service in SPED teaching	5	



	Teaching Competence	20	
	Professional Advancement	5	
Professional/ Personal Characteristics (10 pts.)	Personality	10	
	TOTAL POINTS	100	

Reviewed by:

PRAISE Committee

NOTED:

Schools Division Superintendent



ANNEX B**INDIVIDUAL RATING SHEET
PASIDUNGOG AWARD 2023
(Teaching Category)**

Name of Candidate: _____

School/Office: _____

Division: _____

Category: Madrasah Education Program Teacher

Criteria/ Indicators		Maximum Points	Score
Instructional Competence (35pts)	Teaching Competence	20	
	Written/ produced instructional materials in ALIVE	15	
Professional Growth (50 pts.)	Education	20	
	Resource Speakership	10	
	Demonstration Teacher	10	
	Training Programs attended	10	
Professional Leadership and Community Involvement (10 pts.)	Leadership Roles	5	
Professional/ Personal Characteristics (10 pts.)	Personality	10	
	TOTAL POINTS	100	

Reviewed by:
PRAISE Committee

NOTED: _____

Schools Division Superintendent





ANNEX C.1


CONSOLIDATED RATING SHEET
PASIDUNGOG AWARD 2024
(Teaching Category)

Category: Teacher I-III

Criteria/ Indicators		Maximum Points	Points gained per indicator		
			Candidate 1	Candidate 2	Candidate 3
Instructional Competence (45pts)	Teaching Competence	20			
	Outstanding Accomplishment	10			
	Innovation	10			
	Research	5			
Professional Growth (40 pts.)	Education	5			
	Resource Speakership	10			
	Demonstration Teacher	10			
	Training Programs attended	5			
	Publications	10			
Community Development (5pts.)	Outreach	5			
Professionalism & Personal Characteristics (10 pts.)	Personality	10			
	TOTAL POINTS	100			

Reviewed by:
PRAISE Committee

NOTED:

Schools  Division Superintendent



ANNEX C.2


CONSOLIDATED RATING SHEET
PASIDUNGOG AWARD 2023
(Teaching Category)

Category: Master Teacher I-III

Criteria/ Indicators		Maximum Points	Points gained per indicator		
			Candidate 1	Candidate 2	Candidate 3
Instructional Competence (45pts)	Teaching Competence	20			
	Outstanding Accomplishment	10			
	Innovation	10			
	Research	5			
Professional Growth (40 pts.)	Education	5			
	Resource Speakership	5			
	Demonstration Teacher	5			
	Training Programs attended	5			
	Organized/Managed LAC or INSET Activity	10			
	Publications	10			
Community Development (5pts.)	Outreach	5			
Professionalism & Personal Characteristics (10 pts.)	Personality	10			
	TOTAL POINTS	100			

Reviewed by:
PRAISE Committee







NOTED:

Schools Division Superintendent

