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Republic of the Philippines

Department of Education

Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY

June 10, 2024

DIVISION MEMORANDUM

No. 313, s. 2024

2024 PPSTA SEARCH FOR OUTSTANDING TEACHERS AND SCHOOL HEADS

TO:

Assistant Schools Division Superintendent CID and SGOD Chief Education Supervisors

Education Program Supervisors Public Schools District Supervisors

Public Elementary & Secondary School Heads Public Elementary & Secondary School Teachers

All Others Concerned

- 1. Attached are DM-OUHROD-2024-1070 from the Office of the Undersecretary and RM 641, s. 2024 dated June 3, 2024 and June 6, 2024 respectively, announcing the 2024 Philippine Public School Teachers Association (PPSTA) Search for Outstanding Teachers and School Heads.
- 2. This search is open to all **active PPSTA members** who are currently employed by the Department of Education as classroom teachers and school heads.
- 3. In view of the foregoing, all districts should conduct a district level selection following the attached PPSTA guidelines and criteria. The Public Schools District Supervisors (PSDS) will then submit the Official Result of their district level selection **ON or before June 21, 2024** addressed to the Schools Division Superintendent through Mrs. Marita P. Senolos, SEPS-HRD.
- 4. Qualified nominees of the districts will be notified for the division screening through the Division PRAISE Committee. The first in rank during the division screening for both the teacher and school head categories shall be endorsed by the Division PRAISE to the PPSTA Regional Search Committee.
- 5. Immediate dissemination of this Memorandum and guidance of all concerned are desired.



MARGARITO A. CADAYONA JR. PhD, CESO VI OIC-Schools Division Superintendent

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2024 PPSTA Search for Outstanding Teachers and School Heads

CRITERIA FOR EVALUATION

Category: Outstanding Teacher

A. Instructional Competence is determined using the five domains of the Philippine Professional Standards for Teachers (PPST) such as 1) Content Knowledge and Pedagogy, 2) Learning Environment, 3) Diversity of Learners, 4) Curriculum and Planning, and 5) Assessment and Reporting. It also includes outstanding accomplishments/awards, innovation and research conducted by the teacher that contributed to improving excellence in schools.

a. Teaching Competence (20)

	Domain 1. Content Knowledge and Pedagogy	Observed	Not Observed
1.	Content knowledge and its application within and across curriculum areas		
2.	Research-based knowledge and principles of teaching and learning.		
3.	Positive use of ICT		
4.	Strategies for promoting literacy and numeracy		
5.	Strategies for developing critical and creative thinking, as well as other higher thinking order skills		
6.	Mother Tongue, Filipino and English in teaching and learning		
7.	Classroom communication strategies		
or electric	Rating		

Rating

All seven (7) strands observed - 4

5 to 6 strands observed - 3

3 to 4 strands observed - 2

1 to 2 strands observed -1

61011	Domain 2. Learning Environment	Observed	Not Observed
1.	Learners' safety and security		1 2 1
2.	Fair learning environment		
3.	Management of classroom structure and activities		
4.	Support for learner participation		
5.	Promotion of purposive learning		
6.	Management of learner behavior	Taranta especial and a	

Rating Industry or leavest overla, groupers and Industry or models

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Rating

All six (6) strands observed - 4

5 strands observed - 3

3 to 4 strands observed - 2

1 to 2 strands observed -1

Domai	1 3. Diversity of Learners	Observed	Not Observed
1.	Learners' gender, needs, strengths, interests, and experiences	20.121/25.01	
2.	Learners' linguistic, cultural, socio-economic, and	E 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	.d
3,	Learners with disabilities, giftedness, and talents	V 4467(1843)	
4.	Learners in difficult circumstances	a un dinewa	
5.	Learners from indigenous groups	tine erevit	
Rating	SVEED in the both to marrons and selection of the contract of	The section of	Mesos of

Rating

4 strands observed -4

3 strands observed - 3

2 strands observed -2

1 strand observed - 1

Domain 4. Curriculum and Planning	Observed	Not Observed
1. Planning and management of teaching and learning	n elithrame) je	914
If All process, sales and begin to be the first section	has not assert	1,50
2. Learning outcomes aligned with learning competencies	es .	Vie
3. Relevance and responsiveness of learning programs	rante and each i	150
4. Professional collaboration to enrich teaching practice		
5. Teaching and learning resources	nt or disease	
Rating	n End Hanni	.44

Rating, 19200

All five (5) strands observed - 4

4 strands observed - 3

3 strands observed - 2

1 to 2 strands observed :1 to 2 32A and many new out that and average many and

Domain 5. Assessment and Reporting a distribution of a continuous continuous and to not assign to make			Not Observed
1.	Design, selection, organization, and utilization of	/bas	
	assessment strategies	right .	
2.	Monitoring and evaluation of learner progress and	4 Certi	
	achievement Treat In yet have odomorphes a 225 long / loor)	e ant	
3.	Fe3edback to improve Learning		

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4.	Communication of learner needs, progress an achievement	d	7721	
5.	Use of assessment data to enhance teaching a	and	81.7	rand .
	learning practices and programs	- hemondo	Section 13 vi	184
Rating		E-te	grosco zbrie	12 P

· or - dr. state (opt i

Rating

All five (5) strands observed - 4

4 strands observed - 3

3 strands observed - 2

1 to 2 strands observed - 1

b. Outstanding Accomplishments/Awards (10)- are recognitions given to teachers by reputable government and non-government organizations in acknowledgement of their exemplary and meritorious contributions in promoting quality basic education. The awards to be considered in this search are those given by recognized government and private organizations and have undergone in-depth selection process. The conduct of the search must have indorsement from the Department of Education/CSC/PRC/CESboard and other government agencies.

Level	Points	5 land and the state of the sta
International Awards	10	E Savered the size of
National Awards	8	i, preparts staatel
Regional Level	6	1 - 6-94 top do bajento A
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Division Level	(Acres S by	er at horal A simple t

Note: Candidates must present and submit supporting documents such as certificate, memorandum, and other proof. Award or recognition repeatedly given in all levels of governance will be credited only to whatever is the highest level of recognition. Any award that does not observe the usual process of recognition shall not be credited.

c. Research (10) - the research problem conducted must be relevant to the work/function of the candidate.

Me	Means of Verifications		Observed	Not Observed
	1.	Proposal duly approved by the Schools Division Superintendent/Regional Director/Authorized Representative but not Lower than the ASDS for Division /ARD for Region	traicus cesse 1 sacce celsse 6 7 saccents	A E
A C	2.	Findings and Recommendations verified by the SDS/RD/authorized representative	A Training	
	3.	Certification of Utilization of the research findings and/recommendations signed by the SDS/RD/Authorized representative	6-6 T	
	4.	Certification of Adoption by school/district duly signed by the school head/PSDS and corroborated by at least 5	Z. Mar.	

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V > 3	
N. S.	19.

6N 1.	teachers in the school or by at least 5 school heads in the district	ro ansaM .	
5.	Proof of citation by other researchers that the research was published and used in their research.		
6.	Proof that the research was published in a recognized above bulletin/research page/publication.	2.	
Rating	Laurent Dem with Spaniel Griter	1 8 - 1	

Rating

All 6 indicators observed - 10

5 indicators observed - 8

4 indicators observed - 6

3 indicators observed - 4

2 indicators observed - 2

d. Creativity and Innovation (10) – refers to intervention programs formulated, crafted and designed by the teacher that will enhance the quality of basic education. The innovation must have direct bearing to the major function of the teacher.

Means	of Verifications and the independent of the later graphest the discussion and the second of the seco	Observed	Not Observed
1.	Proposal approved by the SDS/RD/Authorized Representative such as ASDS for the Division and ARD for the Region	SEASON I	
2.	Approved Innovation/Intervention was implemented duly corroborated by the school head and at least 5 teachers if implemented in the school or corroborated by the PSDS/SDS and at least 5 school heads if implemented in the district or division or region	ligmass A letstion	
3.	Findings and recommendations were disseminated in the division/region duly signed by the SDS or RD	t	2-11
4.	Certification of adoption in the school/district/region of the recommendations by the SDS/RD		
5.	Certification of utilization or replication of the innovation by the SDS/RD		
6.	Proof or evidence that the innovation was published in a recognized publication		
Rating			

Proof of recognition or paid affection

Alt five 5) indicators observed -5

A Letter tors above yet - 4

3 Indicators observed - 3

1 Indicators observed - 7

pocuragatary avidences and pictures, int or

Rating

All six (6) indicators observed - 10

5 indicators observed - 8

4 indicators observed - 6

3 indicators observed - 4

2 indicators observed - 2

B. Professional Growth

a. Education (5)

**

Means	of Verifications assessed that the editor landow of the	Rating	Rating of the candidate
1.	Doctor of Education with Special Orden at back backs		
2.	Certificate of Academic Requirement for Section 1978		
3.	Masteral Degre with Special Order	3	84
4.	Certificate of Academic Requirement in MA	2	
5.	18 units in MA	1	
	92 V 27 L4	in contrabili	5 (1)

b. Trainings (5)

Indicators Service of Control of	Rating of the Candidate
Participated in a scholarship Program for 5 days and above or Resource speaker in an international seminar of a duly recognized organization	5
Participated in the International Trainings for at least 5 days or Resource speaker in a national Training of a reputable organization	4
Participated in a national training for at least 5 days or resource speaker in a national seminar/training related to the main function of the candidate	3
Participated or resource speaker in a regional training for at least 3 days	2
Attended a division training for at least 5 days or resource speaker in a division training	1
raji S. Ja ha Ku ziku	
Approved anounts of partylantion out inglanmed duly	

c. Accomplishments and Membership in Professional Organizations (5)

Indicate	ors - east at cear anniergem d'anneen montre et preside vint de la partie de la la la la partie de la	Observed	Not Observed
1.	Formulated community outreach programs duly approved by Head of the Organization duly corroborated by 5 members or officers	Marine Communication of the Co	
2.	Evidence or proof that the program was implemented in the targeted beneficiaries	tan Central Dyte	
3.	Accomplishment report duly signed by the head of the organization duly corroborated by at 5 officers or member	5014 z 3057 511 a	
4.	Proof of recognition or publication		
5.	Documentary evidences such pictures, list of beneficiaries and others	gira Bell (8) sec	M
Rating	100 100 100 100 100 100 100 100 100 100	in application	¢,

Rating

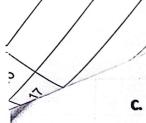
All five (5) indicators observed -5

4 indicators observed - 4

3 indicators observed - 3

2 indicators observed - 2

1 indicator observed - 1



C. Community Development

a. Outreach Activity (5) wones to a company to another a valential of

Means	of Verification พ.ส. รูเอาแม้หมู โรรคาที่ก่อยหมายค่อยแบบ ออกจากคลายค่อยหมาย	Observed	Not Observed
1.	Formulated Project proposal endorsed by concerned authorities in the District/Division and approved by the Target Beneficiary Head such as Barangay Captain/Mayor	e .a gaint	
2.	Certification of Implementation signed by Barangay Captain /Mayor duly corroborated by at least five Barangay /Municipal Councilors	en elegione de l'estable de grotgels en elegions	
3.	Certification of Adoption by other community/organization duly signed by the Barangay Captain/Mayor duly corroborated by at least five(5) Barangay /Municipal councilors	And the second of the	eros sale di organica
4.	Documentary evidence/ pictures/ write-ups/list of Beneficiaries	E 1 - 571	Compete
ja 18. 5.	Proof of Recognition or Publication		
Rating	"ermed before time centification in		

Rating

All 5 indicators observed - 5

4 indicators observed - 4

3 indicators observed -3

2 indicators observed - 2

1 indicator observed - 1

surges big Network/Linkage (5) - excess ron in the management increase or will de-

	Start	-	of Verifications	construction of the	ords with	Observed	Not Observed
	Diff Shar Shar	1.	PSDS/SDS and du the Partner agen	t proposal endorse aly approved by th cy/LGU	e Head of	¥∃ ∤	.4 pts.
TO BE THE STATE OF	SITE	2.	Certification of Ir Head of Partner corroborated by	nplementation sig agency/ LGU duly at least five Officia Partner Agency /L	ned by the	in Te	Smertnes
197 2 97	1217	3.	Certification of A community/orga	doption by other nization duly signe	ed by the	tro	टेडलेच एक्स

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	Head of Partner Agency /LGU duly corroborated by at least five(5) Officials/members of the partner agency/LGU
4.	Documentary evidence/ pictures/ write- the reserve ups/list of Beneficiaries
5.	Proof of Recognition or Publication
Rating	Control of the Contro

RATING

All 5 indicators observed - 5

4 indicators observed - 4

3 indicators observed - 3

2 indicators observed -2

1 indicator observed - 1

D. Personnel Qualities and Interview - 20 points.

Criteria	4	3	2	1
Communicative Competence 4 pts.	Spoke clearly and articulately; was confident in knowledge; integrated professional language throughout the response; no \"ums\", \"uhs\", \"er\'s\" etc.	Spoke articulately most of the time. Used general words at time instead of details; integrated a good amount of professional language throughout	Spoke in a somewhat nervous manner; lacked confidence in knowledge; sketchy use of professional language; many \"ums\", \"er\'s\" etc.	Nervous, incomplete thoughts, not articulate; no use of professional language; response riddled with \"ums\", \"uhs\", \"er\'s\" etc.
		response; some \"ums\", \"uhs\", \"er\'s\" etc.	S filo na s ác h 3170 E og	New 200 i
Ability to present ideas	Recognized that opinions might be odds with	Did not recognize that opinions might be odds	Did not recognize that opinions might be odds	Did not recognize that opinions might be odds
4 pts.	listener's; indentified that it was own opinion; Expressed opinions in a	with listener's; identified that it was own opinion; Expressed opinions in a	with listener's; did not identify that response was own opinion; Expressed	with listener's; did not identify that response was own opinion; Expressed
PA 19 FERENCES CREUX STRANSPORT	highly tactful and and matured manner	highly tactful and matured manner.	opinions in an open but unprofessional manner.	opinions in a biased or inappropriate manner.
Smartness and Alertness	Body language conveyed eagerness to respond; seemed	Body language conveyed eagerness to respond; seemed	Body language was difficult to interpret (too nervous and/or	Body language conveyed disinterest

4 pts.	natural and at ease.	fairly natural most of the time.	casual); conveyed eagerness to respond; seemed fairly natural most of the time.	and/or extreme nervousness.
Knowledge on issue/question 4 pts.	Fully integrated knowledge, content and experience in an organized, accurate and detailed manner; Engaged listener with unique answers.	Integrated knowledge, content and experience in a generalized organized and accurate manner; invited response from the listener.	Integrated some knowledge, content or experiences: Response was somewhat rambling or missing details: Listener needed to clarify responses.	Failed to integrate knowledge, content or experiences; inaccurate and/or incomplete responses; Listener was confused.
Emotional Stability 4 pts.	Professionally acknowledged the situation; mood was formal and respectful.	Somewhat Professional acknowledged the situation; mood was a little formal.	Didn't acknowledge the situation; mood was informal.	Unprofessional and mood was informal.



2024 PPSTA Search for Outstanding Teachers and School Heads

CRITERIA FOR EVALUATION

Category: Outstanding School Head

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1. L	eading Strategically (15%)	235, 12	
A. Em and a	abodied the DepEd vision, mission and core values to sustain shared understanding dignment of school programs, projects and activities based on school planning and ementation.		
	Copy of approved ESIP, AIP with accomplishment report		
		edonia le	
	and Makabansa	311-Care	
	With documents such as approved AIP, project proposal or		
	action plan, activity completion report, and impact and impact evaluation report	105	-7
Ratin			
	PAPs – Above 5		
7 -	-8 4		
5 -	-6 3		
3 -			i i
1-			
	comoted a culture of research to facilitate data-driven and evidence-based vations to improve school performance and foster continuous improvement		40 mm (44 mm)
B.1	그리고 그렇게 선생님들이 하는 것이 모든데 그런 사람이 가득했다. 이렇게 되었다는 그리고 있는 그 그래니다. 그리고 있는 그리고 있다는 그리고 있는 그리고 있는 것이다.		
	(cluster, division, region, national) with letter of	9	8
	Invitation and certificate of participation (6 pts.)		
В.:	 Supporting Documents (4 pts.) Copy of completed manuscript with the received copy of 	10	
	proposal, certificate of acceptance/approval, certificate		
	of completion and impact evaluation report		1
	Copy of approved conducted training on research		Ŷ.
	Copy of School Research/Innovation Team		
	Copy of approved conducted training on innovation		
	- Copy of approved conducted training on minovacion		
		GIVEN	RATIN

 Exhibited good practice in managing school data and information using technology to ensure efficient and effective school operations 	ij e
Records of Management (Copy of EBIES and LIS — A Company of the Copy of EBIES and LIS — A C	0 6 1
BOSY and EOSY uploading; SBM Level of Practice with	Zjarava
	s one Od
certification from the division, region nighting scores	5
from each of the 4 principles – leadership and governance,	
curriculum and instruction, accountability and preparedness, mitigation and resiliency to sustain continuous delivery of	6-4
instruction	5
Records of Regular MOOE liquidation, no suspensions and	1 worst
disallowances	040. 2 , 1
B. School preparedness, mitigation, and resiliency to sustain continuous delivery of	500 0
instructions	Contract
School Disaster Risk Reduction Plan	1
Contingency Plan	1
School Child Protection Plan	11-21
Eco-Friendly School	e 1
Homeroom Guidance	2 - 3
Costan Abrillan and a second a second and a second and a second and a second and a second an	168 - 11 8
3. Focusing on Teaching and Learning (30%)	75 54
A. Shared exemplary practice in the contextualization and implementation of learning	ord .4
standards to assist teachers in making the curriculum relevant to learners	emsel
School-based Contextualization (list of approved	Bracesco
contextualized instructional materials)	1
Copy of Monthly Instructional Supervision Plan and	
Accomplishment Report	2
Convert the cortification of the use of the contextualized	
instructional materials	2
B. Showed good practices in providing technical assistance to teachers on teaching	
standards and pedagogies	
Copy of Monthly Technical Assistance Plan,	
Implementation and Accomplishment Report	2
AND THE RESIDENCE OF THE PROPERTY OF THE PROPE	3
 Copy of Monthly Instructional Supervision Plan, 	3.5 2
Copy of Monthly Instructional Supervision Plan, Implementation and Accomplishment Report	The state of the s
Implementation and Accomplishment Report	1

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Set achievable learning outcome to	support learner achievement and	to you	12

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werage Increase in	School/District/Division	aregeinent (Corvet Ea	Macontile of ty	n
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	ated Child Friendly School score station for indicators	ied Comioxublitetion in the Machinetius in the M		
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1	of Sepon provide if technical existence (corporate and the least of the sepond of the	GIVEN	RATING SCORE
4.	Developing Self and Others (30%) transmitted model from the control of the contro	57007	
en	Modeled exemplary leadership practices within and beyond contexts and sure personal and professional development for oneself and for others		
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A.	Trainings/Conferences//Seminars Attended		

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International level	5	The second second	-	5	
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At least 6 division level	2	tamsudrks@guatrig	with mail	ny painme	ประจำสารเลก
At least 5 regional level	3	lectioners of the			
At least 4 national level					1 -1
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	Copy of PSIPOP					
	Copy of Succession		Z y management			
	Copy of List of Pror	notions for Teachin	g and Non-Teaching Person	onnel)	
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B.	Community Engager					
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		Partnership and Col		i anal s	archine rates	1 Page 17
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		TOTAL		9.07	100	Edward Comme
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