

103542



Republic of the Philippines
Department of Education

DIGOS CITY DIVISION

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

OSDS-2023- 120

To : Assistant Schools Division Superintendent
 Division Chiefs and Unit Heads
 Education Program Supervisors
 Public Schools District Supervisors
 Public Elementary and Secondary School Heads
 Division Teaching and Non-Teaching Personnel
 All Others Concerned

Subject : RE-ANNOUNCEMENT OF VACANT POSITION FOR RELATED-TEACHING POSITION

Date : June 14, 2023

This Office announces the acceptance of applications for related-teaching position in the Schools Division Office of Digos City. The qualification standards are as follows:

VACANCY	QUALIFICATION STANDARDS			
	POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE
EDUCATION PROGRAM SPECIALIST II	Bachelor's degree in Education or its Equivalent	4 hours relevant training	2 years experience in education, research, development, implementation or other relevant experience	PBET/Teacher/RA 1080/Career Service (Professional); Appropriate Eligibility for Second Level Position
Plantilla Item No.: OSEC-DECSB-EPS2-750105-2014 SG: 16 Monthly Salary: ₱ 39,672.00 No. of Vacancy/ies: 1 Place of Assignment: SCHOOL GOVERNANCE AND OPERATIONS DIVISION JOB SUMMARY:				



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)
Telephone Nos.: (082) 553-8375; (082) 553-8396

- To assist in providing technical support to strengthening partnerships with both internal and external educational stakeholders and respond to the needs of the schools and learning centers for the resources and capacity to implement sustainable programs and projects to enhance the delivery of quality basic education.
- To assist in providing technical support in implementing quality management systems in the schools division office, the schools and learning centers and monitor adherence to standards and policies towards effective and efficient delivery of quality basic education.
- To assist districts and schools/learning centers in the implementation of an M&E system to monitor their progress.

Qualified applicants to the **ABOVEMENTIONED POSITION** shall address their application letter to **MELANIE P. ESTACIO, Ph.D, CESO VI, OIC – SCHOOLS DIVISION SUPERINTENDENT**, and submit it with the pertinent documents to the **DIVISION OFFICE – RECORDS SECTION**.

Further, the application letter and following pertinent documents listed below shall be produced in TWO SETS (2 copies each) enclosed in ONE (1) white folder with the FOLDER TAG printed with full SURNAME, GIVEN NAME and MIDDLE NAME of the applicants with FONT (CALIBRI 20 BOLD) for 201 File purposes, to wit:

- a. Letter of intent addressed to the Head of Office;
- b. Duly accomplished PDS (CS Form No. 212, Revised 2017) with Work Experience Sheet, if applicable;
- c. Photocopy of valid and updated PRC License/ID, if applicable;
- d. Photocopy of Certificate of Eligibility/Rating, if applicable;
- e. Photocopy of scholastic/academic record, such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available;
- f. Photocopy of Certificate/s of Training, if applicable;
- g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;
- h. Photocopy of latest appointment, if applicable;
- i. Photocopy of the Performance Rating in the last rating period(s) covering one (1) year performance in the current/latest position prior to the deadline of submission, if applicable;
- j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form pursuant to RA No. 10173 (*Data Privacy Act of 2012*), using the attached form (*Annex C or you may download the file on this link: <https://bit.ly/ChecklistOmnibus>*), notarized by the authorized official; and
- k. Other documents as may be required by the HRMPSB for comparative assessment, including but not limited to:
 1. Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment; and



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2. Photocopy of the Performance Rating obtained from the relevant work experience, if Performance Rating in Item 20(i) is not relevant to the position to be filled, if applicable; and
1. Screenshot of the automated e-mail response from the filled-up DepEd Digos City Job Application Form.

Applicants are required to fill up the electronic google form upon submission of application documents. Please access this link: <https://bit.ly/Deped-Digos-Application2>.

All submission must be EAR-TAGGED for ease in the evaluation /review of the documents.

Applicants who failed to submit complete mandatory documents (items a to j) on the set deadline indicated in the official memorandum shall not be included in the pool of official applicants. However, non-submission of the additional documentary requirements or those that may be required by the HRMPSB (item k) shall not warrant exclusion from the pool of official applicants.

The Human Resource Management Personnel Selection Board of this office shall deliberate the applicant's documents pursuant to D.O. No. 007, series of 2023 (see attached Enclosure No. 4 to D.O. No. 007, s. 2023). A division memorandum will be issued for the names of the applicants who will qualify for the interview. Such memorandum will be posted in the DepEd Digos City website (www.depeddigoscity.org). At the same time, qualified applicants will be informed through e-mail and/or text message.

Original copy of documents must be presented during the conduct of evaluation of documents, thus, only those submitted documents will be given corresponding points.

The deadline for the submission of the applications for interested applicants shall be on **June 24, 2023**.

The proposed timeline of the selection process is as follows:

Date	Activities	Personnel Involved	Mode
June 14, 2023 – June 24, 2023	Submission of application documents	Applicants School PSB School Heads	Face-to-Face
June 26, 2023 – June 28, 2023	Forwarding the transmittal of all application documents to HRMO for pre-assessment of the documents	SDS Personnel AO IV – HRMO II HRMPSB Secretariat	Face-to-Face
June 29, 2023 – July 12, 2023	Conduct of initial evaluation based on the CSC minimum Qualification Standards (QS)	AO IV – HRMO II HRMPSB Secretariat HR personnel	Face-to-Face



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July 13, 2023	Issuance of letter for disqualified applicants	HRMPSB Secretariat	Online & Face-to-Face
July 14, 2023 – July 23, 2023	Issuance of memorandum on the conduct of written examination, open assessment, and interview of applicants	AO IV – HRMO II SDS	Online
July 24, 2023	Conduct of written examination, open assessment, and interview of applicants	HRMPSB HRMPSB Secretariat	Face-to-Face

This Office highly encourages all interested and qualified applicants, including persons with disability (PWD), members of indigenous communities, and those with diverse sexual orientation, gender identity, and expression (SOGIE), to apply.

Widest dissemination of this Memorandum is earnestly desired.

Melanie P. Estacio
MELANIE P. ESTACIO, Ph.D, CESO VI
 OIC – Schools Division Superintendent

JepEd Schools Division of Digos City
 RECORDS SECTION

RELEASED
 22-103542
 DATE: JUN 14 2023 TIME: 4:27pm
 BY: *[Signature]*

OSDS/ADMIN /HR/dbc



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CHECKLIST OF REQUIREMENTS

Name of Applicant: _____ Application Code: _____
 Position Applied For: _____
 Office of the Position Applied For: _____
 Contact Number: _____
 Religion: _____
 Ethnicity: _____
 Person with Disability: Yes () No ()
 Solo Parent: Yes () No ()

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
		Status of Submission (Check if complied)	Remarks
a. Letter of intent addressed to the Head of Office or highest human resource officer			
b. Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable			
c. Photocopy of valid and updated PRC License/ID, if applicable			
d. Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available			
f. Photocopy of Certificate/s of Training, if applicable			
g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable			
h. Photocopy of latest appointment, if applicable			
i. Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the deadline of submission, if applicable			
j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form			
k. Other documents as may be required for comparative assessment, such as but not limited to: Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment			
Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled			

Attested:

 Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

 Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

 Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.

CRITERIA AND POINT SYSTEMS FOR SENIOR AND PROMOTION TO ADVANCED TEACHING POSITIONS

- The assessment for related teaching positions shall be based on the following criteria:
 - Education units and/or degree relevant to the position to be filled, approved OS, minimum qualifications requirements as defined in the CSC.
 - Training hours relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years.
 - Experience relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years.
 - Performance based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position.
 - Outstanding Accomplishments acquired after the last promotion.
 - Application of Education acquired after the last promotion.
 - Application of Learning and Development (L&D) acquired after the last promotion, and
 - Potential measured using other evaluative assessments.
- The point system for evaluative assessment is detailed in Table 1. The point system shall be based on the level and salary range of the position. Points assigned to specific criteria that are not relevant to the position to be filled.

Table 1. Point System for Evaluative Assessment Related-Teaching Positions

Criteria	Bachelors of Points (60-11.18 to 14.04)		Masters of Points (14.04 to 16.27)	
	Education	Experience	Education	Experience
a. Education	10	10	10	10
b. Training	10	10	10	10
c. Experience	10	10	10	10
d. Performance	20	20	20	20
e. Accomplishments	10	0	0	10
f. Application of Education	10	15	10	10
g. Application of L&D	10	10	10	10
h. Potential Writing Test, (BET) - 1000	20	20	20	15
TOTAL	100	100	100	100

Table 2.A. Instruments Table - Education

Education units and/or degree relevant to the position to be filled, approved OS, minimum qualifications requirements as defined in the CSC. Training hours relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years. Experience relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years. Performance based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position.

Increment Level	From	To
1	One hour of education	Two hours of education
2	Two hours of education	Four hours of education
3	Four hours of education	Eight hours of education
4	Eight hours of education	Sixteen hours of education
5	Sixteen hours of education	Thirty-two hours of education
6	Thirty-two hours of education	Sixty-four hours of education
7	Sixty-four hours of education	One hundred twenty-eight hours of education
8	One hundred twenty-eight hours of education	Two hundred fifty-six hours of education
9	Two hundred fifty-six hours of education	Five hundred twelve hours of education
10	Five hundred twelve hours of education	One thousand two hundred twenty-four hours of education
11	One thousand two hundred twenty-four hours of education	Two thousand four hundred forty-eight hours of education
12	Two thousand four hundred forty-eight hours of education	Four thousand nine hundred ninety-six hours of education
13	Four thousand nine hundred ninety-six hours of education	Nine thousand nine hundred ninety-two hours of education
14	Nine thousand nine hundred ninety-two hours of education	Eighteen thousand three hundred thirty-six hours of education
15	Eighteen thousand three hundred thirty-six hours of education	Thirty-six thousand six hundred seventy-two hours of education
16	Thirty-six thousand six hundred seventy-two hours of education	Seventy-two thousand one thousand three hundred forty-four hours of education
17	Seventy-two thousand one thousand three hundred forty-four hours of education	Four hundred thirty-six thousand two thousand seven hundred eighty-eight hours of education
18	Four hundred thirty-six thousand two thousand seven hundred eighty-eight hours of education	Eight hundred seventy-two thousand five thousand five thousand seven hundred thirty-six hours of education
19	Eight hundred seventy-two thousand five thousand five thousand seven hundred thirty-six hours of education	One million seven hundred forty-four thousand one thousand one thousand four hundred seventy-two hours of education
20	One million seven hundred forty-four thousand one thousand one thousand four hundred seventy-two hours of education	Three million four hundred eighty-eight thousand two thousand two thousand nine hundred forty-four hours of education
21	Three million four hundred eighty-eight thousand two thousand two thousand nine hundred forty-four hours of education	Six million nine hundred seventy-six thousand four thousand four thousand eight hundred eighty-eight hours of education
22	Six million nine hundred seventy-six thousand four thousand four thousand eight hundred eighty-eight hours of education	Thirteen million nine hundred fifty-two thousand eight thousand nine thousand seven hundred seventy-six hours of education
23	Thirteen million nine hundred fifty-two thousand eight thousand nine thousand seven hundred seventy-six hours of education	Twenty-seven million nine hundred zero thousand seven thousand nine thousand five thousand five thousand five hundred fifty-two hours of education
24	Twenty-seven million nine hundred zero thousand seven thousand nine thousand five thousand five hundred fifty-two hours of education	Fifty-four million eight thousand zero thousand one thousand nine thousand one thousand one thousand one hundred zero hours of education
25	Fifty-four million eight thousand zero thousand one thousand nine thousand one thousand one thousand one hundred zero hours of education	One hundred and eight million six thousand zero thousand three thousand eight thousand two thousand two thousand two hundred zero hours of education
26	One hundred and eight million six thousand zero thousand three thousand eight thousand two thousand two thousand two hundred zero hours of education	Two hundred and sixteen million four thousand zero thousand seven thousand six thousand four thousand four thousand four hundred zero hours of education
27	Two hundred and sixteen million four thousand zero thousand seven thousand six thousand four thousand four thousand four hundred zero hours of education	Three hundred and thirty-two million eight thousand zero thousand eleven thousand two thousand eight thousand eight thousand eight hundred zero hours of education
28	Three hundred and thirty-two million eight thousand zero thousand eleven thousand two thousand eight thousand eight thousand eight hundred zero hours of education	Six hundred and sixty-four million six thousand zero thousand twenty-two thousand four thousand seventeen thousand seven thousand seven hundred zero hours of education
29	Six hundred and sixty-four million six thousand zero thousand twenty-two thousand four thousand seventeen thousand seven thousand seven hundred zero hours of education	One billion three hundred and twenty-eight million twelve thousand zero thousand forty-four thousand thirty-four thousand thirty-four hundred zero hours of education
30	One billion three hundred and twenty-eight million twelve thousand zero thousand forty-four thousand thirty-four thousand thirty-four hundred zero hours of education	Two billion six hundred and fifty-six million twenty-four thousand zero thousand eighty-eight thousand six thousand six thousand eight hundred zero hours of education
31	Two billion six hundred and fifty-six million twenty-four thousand zero thousand eighty-eight thousand six thousand six thousand eight hundred zero hours of education	Five billion three hundred and one hundred twelve million four thousand eight hundred sixteen thousand twelve thousand twelve thousand one hundred zero hours of education
32	Five billion three hundred and one hundred twelve million four thousand eight hundred sixteen thousand twelve thousand twelve thousand one hundred zero hours of education	Ten billion six hundred and twenty-four million eight thousand thirty-two thousand twenty-four thousand twenty-four hundred zero hours of education

Table 2.B. Instruments Table - Training

Training hours relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years. Experience relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years. Performance based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position.

Increment Level	From	To
1	1 hour	2 hours
2	2 hours	4 hours
3	4 hours	8 hours
4	8 hours	16 hours
5	16 hours	32 hours
6	32 hours	64 hours
7	64 hours	128 hours
8	128 hours	256 hours
9	256 hours	512 hours
10	512 hours	1024 hours
11	1024 hours	2048 hours
12	2048 hours	4096 hours
13	4096 hours	8192 hours
14	8192 hours	16384 hours
15	16384 hours	32768 hours
16	32768 hours	65536 hours
17	65536 hours	131072 hours
18	131072 hours	262144 hours
19	262144 hours	524288 hours
20	524288 hours	1048576 hours
21	1048576 hours	2097152 hours
22	2097152 hours	4194304 hours
23	4194304 hours	8388608 hours
24	8388608 hours	16777216 hours
25	16777216 hours	33554432 hours
26	33554432 hours	67108864 hours
27	67108864 hours	134217728 hours
28	134217728 hours	268435456 hours
29	268435456 hours	536870912 hours
30	536870912 hours	1073741824 hours
31	1073741824 hours	2147483648 hours
32	2147483648 hours	4294967296 hours

Table 3.A. Instruments Table - Experience

Experience relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years. Performance based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position.

Increment Level	From	To
1	1 year	2 years
2	2 years	4 years
3	4 years	8 years
4	8 years	16 years
5	16 years	32 years
6	32 years	64 years
7	64 years	128 years
8	128 years	256 years
9	256 years	512 years
10	512 years	1024 years
11	1024 years	2048 years
12	2048 years	4096 years
13	4096 years	8192 years
14	8192 years	16384 years
15	16384 years	32768 years
16	32768 years	65536 years
17	65536 years	131072 years
18	131072 years	262144 years
19	262144 years	524288 years
20	524288 years	1048576 years
21	1048576 years	2097152 years
22	2097152 years	4194304 years
23	4194304 years	8388608 years
24	8388608 years	16777216 years
25	16777216 years	33554432 years
26	33554432 years	67108864 years
27	67108864 years	134217728 years
28	134217728 years	268435456 years
29	268435456 years	536870912 years
30	536870912 years	1073741824 years
31	1073741824 years	2147483648 years
32	2147483648 years	4294967296 years

Table 3.B. Instruments Table - Qualification of the Applicant

Qualification of the applicant based on actual Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Qualification of the Applicant	Minimum Baseline OS Requirements	Points
Education	Minimum Baseline OS Requirements	0
Training	Minimum Baseline OS Requirements	0
Experience	Minimum Baseline OS Requirements	0
Education	Education units and/or degree relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years.	10
Training	Training hours relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years.	10
Experience	Experience relevant to the position to be filled, exceeding the minimum required for the last promotion but within the last five (5) years.	10
Performance	Performance based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position.	20
Accomplishments	Outstanding Accomplishments acquired after the last promotion.	10
Application of Education	Application of Education acquired after the last promotion.	10
Application of L&D	Application of Learning and Development (L&D) acquired after the last promotion, and	10
Potential	Potential measured using other evaluative assessments.	10
TOTAL		100

Table 3.C. Instruments Table - Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.D. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.E. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.F. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.G. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.H. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education
Training	One hour of training	Two hours of training	Four hours of training	Eight hours of training	Sixteen hours of training
Experience	One year of experience	Two years of experience	Four years of experience	Eight years of experience	Sixteen years of experience
Performance	One year of performance	Two years of performance	Four years of performance	Eight years of performance	Sixteen years of performance
Accomplishments	One accomplishment	Two accomplishments	Four accomplishments	Eight accomplishments	Sixteen accomplishments
Application of Education	One application of education	Two applications of education	Four applications of education	Eight applications of education	Sixteen applications of education
Application of L&D	One application of L&D	Two applications of L&D	Four applications of L&D	Eight applications of L&D	Sixteen applications of L&D
Potential	One potential	Two potentials	Four potentials	Eight potentials	Sixteen potentials

Table 3.I. Rubric for Competation of Points per Criterion

Rubric for Competation of Points per Criterion. This rubric is for use in determining the minimum baseline OS requirements for Education, Training, and Experience. The minimum baseline OS requirements for Education, Training, and Experience shall be given zero (0) points.

Criterion	Level 1	Level 2	Level 3	Level 4	Level 5
Education	One hour of education	Two hours of education	Four hours of education	Eight hours of education	Sixteen hours of education

