Republic of the Philippines

Department of Education

DIGOS CITY DIVISION

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

OSDS-2023- 279

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:

ANNOUNCEMENT OF VACANT POSITIONS FOR HEAD TEACHER

POSITIONS

Date

September 20, 2023

This Office announces the acceptance of applications for Head Teacher positions in the Schools Division Office of Digos City. The qualification standards are as follows:

VACANCY		QUALIFICA	ATION STANDA	ARDS
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
HEAD TEACHER III (SECONDARY GRADES)	Bachelor's degree in Secondary Education; or Bachelor's degree w/ 18 professional education units with appropriate field of specialization	24 hours of relevant training	Head Teacher for 2 years; or Teacher for 5 years	LET/PBET/R.A.1080 (Teacher)

Plantilla Item No.: OSEC-DECSB-HTEACH3-750386-1998

SG: 16

Monthly Salary: ₱ 39,672.00 No. of Vacancy/ies: 1

Place of Assignment: DIGOS CITY NATIONAL HIGH SCHOOL



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)

JOB SUMMARY: Observes classes/teachers for effective and competent delivery of the curriculum. Assists the school heads in the planning of programs and activities. Coordinates with the subject area division supervisors in preparing teacher training and implements school policies and regulations.

VACANCY		QUALIFIC	ATION STANDA	ARDS
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
HEAD TEACHER I (SECONDARY GRADES)	Bachelor's degree in Secondary Education; or Bachelor's degree w/ 18 professional education units with appropriate field of specialization	24 hours of relevant training	Teacher-in- Charge for 1 year; or Teacher for 3 years	LET/PBET/R.A.1080 (Teacher)

Plantilla Item No.: OSEC-DECSB-HTEACH1-750105-1998

SG: 14

Monthly Salary: ₱ 33,843.00 No. of Vacancy/ies: 1

Place of Assignment: DIGOS CITY NATIONAL HIGH SCHOOL

JOB SUMMARY: Observes classes/teachers for effective and competent delivery of the curriculum. Assists the school heads in the planning of programs and activities. Coordinates with the subject area division supervisors in preparing teacher training and implements school policies and regulations.

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 **DIGOS CITY NATIONAL HIGH SCHOOL**.

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;



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)

- 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;
- k. Other documents as may be required by the HRMPSB for comparative assessment, including 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; and
 - 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 out 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.

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. 3 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 **September 30, 2023**.

The deadline for the submission of the respective School Heads to the Schools Division Office shall be on **October 5**, **2023**.



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)

The proposed timeline of the selection process is as follows:

Date	Activities	Personnel Involved	Mode
September 20,	Submission of application	Applicants	Face-to-
2023 - September	documents	School PSB	Face
30, 2023		School Head	
October 1, 2023 -	Submission of application	School PSB	Face-to-
October 5, 2023	documents together with	School Head	Face
	School PSB's Summary of Assessment	Records Section	
October 6, 2023 -	Forwarding the	SDS Personnel	Face-to-
October 10, 2023	transmittal of all	AO IV – HRMO II	Face
	application documents to	HRMPSB	
	HRMO for pre-assessment	Secretariat	
	of the documents		
October 11, 2023 -	Conduct of initial	AO IV – HRMO II	Face-to-
October 24, 2023	evaluation based on the	HRMPSB	Face
	CSC minimum	Secretariat	
	Qualification Standards (QS)	HR personnel	
October 25, 2023	Issuance of letter for	HRMPSB Secretariat	Online
	qualified and disqualified		& Face-
	applicants		to-Face
October 26, 2023 -	Issuance of memorandum	AO IV – HRMO II	Online
November 4, 2023	on the conduct of written	SDS	
	examination, open		
	assessment, and interview		
	of applicants		,
November 6, 2023	Conduct of written	HRMPSB	Face-to-
	examination, open	HRMPSB Secretariat	Face
	assessment, and interview		
	of applicants		1

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.

For and in the absence of the Schools Division Superintendent

Deport Schools Division of Digos City

PETER JASON C. SENARILLOS
Senior Education Program Supervisor
Officer-In-Charge

Officer-In-Charge

OSDS/ADMIN/HR/db

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Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)

CHECKLIST	OF REQUIREMENTS		Annex
ne of Applicant:tion Applied For:	Application Code:		
ce of the Position Applied For:			
tact Number:			
gion:			
nicity:			
on with Disability: Yes() No() Parent: Yes() No()			
	Status of Submission		ification RMO/HR Office/sub-committee)
Basic Documentary Requirement	(To be filled-out by the	Status of	
	applicant; Check if submitted)	Submission (Check if complied)	Remarks
Letter of intent addressed to the Head of Office or highest human resource officer			
Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience She applicable	et, if		
Photocopy of valid and updated PRC License/ID, if applicab	1p		
Photocopy of Certificate of Eligibility/Report of Rating, if			
applicable			
Photocopy of scholastic/academic record such as but not			
limited to Transcript of Records (TOR) and Diploma, including	ng		
completion of graduate and post-graduate units/degrees, if			
available			
Photocopy of Certificate/s of Training, if applicable			
Photocopy of Certificate of Employment, Contract of Service	, or		
duly signed Service Record, whichever is/are applicable			
Photocopy of latest appointment, if applicable			
Photocopy of the Performance Ratings in the last rating			
period(s) covering one (1) year performance prior to the dead	dline		
of submission, if applicable		-	
Checklist of Requirements and Omnibus Sworn Statement the Certification on the Authenticity and Veracity (CAV) of t			
documents submitted and Data Privacy Consent Form	ile		
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	n of		
Learning and Development reckoned from the date of last			
issuance of appointment			
Photocopy of Performance Rating obtained from the relevan			
work experience, if performance rating in Item (i) is not rele	vant		
to the position to be filled			
Attested:			
Human Resource Management Officer			

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
cribed and sworn to before me this day	year

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.

Shelosure No. 3 to Deplid Order No. 007, s. 2023;

 The assessment for School Administration positions shall be based on the Blowing criteria: CRITERIA AND POINT SYSTEM FOR HIRING AND PROMOTION TO SCHOOL ADMINISTRATION POSITIONS

- Conceived an unit and off or degree (version to the policies) to verified, conceiving the minimum requirements as defined to be CSC spread of the conceiving the minimum requirements as defined in the CSC-approved OS, acquired other the limit requirements as defined in the CSC-approved OS, acquired other the limit of the conceiving the minimum.

 Capterinates referred to the position to be filled, exceeding the minimum of preferences in the carrier of the position to be filled, exceeding the minimum of preferences are desired as influence of the conceiving conceiving the fill year of the conceiving the control of th

- Talde 1. Point System for Evaluative Assessment: School Administration Position.
 Collects. Breakdown of Residents.

2. The point system för evaluative assessment is detailed in Table 1.

		Points
	Education	10
	Training	10
	Experience	10
	Performance	25
	Outstanding Accomplishments	10
44	Application of Education	10
	Application of Learning and Dovelopment	10
		15
	Market Ma	****

	Education		Tratain		Experies	8
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Experience: 10 poorts	4-5 Vinessenta	*	4-5 increments		4-5 Aurenoemts	*
	2-3 Wetnesmits	e	2-3 increasents	11	2-3 finaments	п

Table 3. Rubrics for Computation of Points for Education, Training, and Exper

Vacunt position: School Principal I (Sevendary School) - 8G 19

Based on the minimum QS of the position to be filled, the HRMPSB shall decernine the baseline level for computing the points for ETE using the Increments Table as shown to Table 2.a., 2.b, and 2.c.

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Schwaliten	Englisher's degree its Secondary Bibassiers, or Secheler's degree offs. 28 professional editestion sells.	Level 6 pleasest on Tables 254
Destrong	'40 Neure natement tratisting	Level 6 Shawest on Toble : 30
Dyperferon	Visual Tracher for J years or Tracher-th-Charge for 2 private, or Shoster Tracher for 2 poers, or Tracher for 5 poers.	Savel 2 Jon HT Larvel 5 for TNC and atT Larvel 21 for Thumber Shared on Thibb 2 of

Pre groupen of determining the baseline twel for fibration. The founders operations will be the considered expension of the Discount Of its addition to make formers for the considered expension if the addition of the fibrations for all feedbacks degree for all its probabilities which for the properties make. The effect of the fibration of the properties make the effect of baseline of the fibration of a generalization units about to entire the requirement Exhibition deep etc., IEEE, they also also the correspond maint resourch free completion of a fasterial shape.

After determining the baseline level, the IRBMESB shall compute for the commercial of pagibusts, sex to qualification about 10 to about 10 to documentary requirements. Accesses that first to the difference between documentary requirements. Accesses that the first to the difference between the pagiptient's executed qualification for each and the compositing even of the minimum (naweline) QS requirement of the position to be filted.

Page 1 of 16

Only qualifications that are referent to the position to be filled and which exceed the natatinum (baseline) QS requirements of the position shall be given corresponding points in the computation of increments.

positions with mutiple QS repairment for Experience p.g. 147 for 1 year, 12 years, WG by Youns, Tencher GC years, the ALEARIBB shall identify referent experience with the highest increasest incurants. This thall be the state of the property of the population of the population for the Experience reports.

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Rubrics for Computation of Points per Criterion

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Table 3.e. Incremants Tetén - Experie

Education, Trabitag, and Reparlemee (STR). The points for ETE, corresponding to the applicative qualifications exceeding the So, shall be computed unsafe the Exercises Table (Table 2.a. 3p. 2.q. and the Rhiches for Computation of bound for PET (Rubbe 2). Only those qualifications that are relevant to the position to the signed abil be given point.

Table 2.a. Increments Table - Education

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| Table 2.h. | December 2. Table - Training | Easterness | Easterness | Easterness | Table - Training | Easterness | Table - Training | Table - Tr

Page 2 of 1g

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blang the applicable natrics for the 8thord Administration on shows in Table 3 and boased on the number of incentents control by Applicant A, the compassition of potests for ETS is as follows:

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sament feater	Reportement	I j Jimmeri, merina per
Pelists leased as becoming Public & 278 Auditors	Table 1	Trismments (I mean man in the ma
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Deed Deed	Manager	The state of the s

d. Meeting the uninfatum Doseline) Q8 requirements for Education, Training, and Experience what De given sero (i) points.
c. The following general guidelines shall be observed in giving corresponding points to referent Education. Training, and Separience qualifications:

- Educación unias and/or degreres in multiple or different imajors may the units and/or degrere anno de a referent o no per política publica for provided strater that the subjects completed are not diplicated.
 Consistent with the provisions of the GSC DRAO/HOLA, units and/or any force and consistent with the provisions of the GSC DRAO/HOLA, units and/or may be consistent with regard for politions that invoke practice of profession green extract from the section of profession of the gradient of the properties of profession of the properties of profession of the properties of profession of the profession of profession of the profe
- Relevant Experience guined from abroad or natasite the Phil may be considered proteined that the applicant submits a Co of Employment. Those documentary requirements with languages other than flegginh or Phiption shall be seconquare complete Pagishs translation.
 - - Applicable provisions under Rule VIII Part I to IV of the CSC 01040, shall apply in the approximation of resoluted Robotics. Taining, Experience qualifications and giving of points to ETE ordentials.
 Performances, Performance robers to the assessment of how hashs, duties responsibilities are certificated to encombined by the applicant as evident performance rating document or other means of verification. The applicants are reformed obligated to the current or previous for a point and it research to the point obligation for termine or previous for grant and its research to the point of means that it research to the progress of giving points for performance.

able 5. Components of Outstanding Accomplishments

Component	Pointspontacing time (thinsale
Awards and Recognition	7 rounts
Research and Immivation	4 points
Experient W.	3 points
Resource Speakership / Leurning Faulitation	2 points
NKAP Acceptated liberation Pacifitator	2 resirida

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Only those outstanding accompliatements acquired or enrord after premotions and be considered eighte to be given potent.

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The chetals of each tomponent of Outstanding Accomplishmentals, including MOVs required and widthe far pering ports, are as follows:

a. Acrost de and Recognition. This may refer to outstanding employee was und/or exerced and Recognition. This may refer to outstanding employee was an all contempting Employee Acased.

A. Pop learners, examinating the policy Acased.

A. Sey pleasners, examensation or document silvoring the Celter.

B. Certificate of Recognition/Merit.

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Applicants from external institution	
Organizational Level Search or Higher	4 points
Local Office Senrch	2 points
Applicants from central office	
National Level Search or Higher	4 points
Central Office Search	2 points
Applicants from regional office	
National Level Search or Higher	4 poirta
Regional Office Search	2 points
Applicants from achools division office	
Regional Level Search or Higher	4 politika
Dietalors/Pressing and /City Level Search	2 moints

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Outstaaling Accomplishments. Cutstanding Accomplishment consecuence contributions of an applicant, said as least, investigates, or for RNA of the applicant control are previous speaking.
 The RNA of the applicant control are accomplished by the accomplishments and the red to be obtained as consequent to the accomplishments must have led to positive results in later working the accomplishments and the red to be outlier even in their working within any eventual specified.

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| Comparison | Compariso

Objects the about the control of their Sector of trigits School (Manicipality District Level Sector) (Attancipality District Level Sector) (Attancipality District Level Sector) of 2.2, Australia on Trillianty Coach. This refers to assuring gained by agg a trainer (couch in any academic or non-academic competition) as a Konan of vertication:

A. Any issuance or memorrandum designating the applicar trainer (couch; and
 B. Cerufficate of Recognition/Appreciation as trainer/Coach Winning Contention/Picent/Activity.

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For collaborative research studies/innevations, the total points ah be divided by the number of authors/researchers indicated in t copyright page:

Onligheet Matter Expert / Marnhovrning in Antionnal TWGs or Common This shall apply to supplicative with noise or the expected to the creditated lacingleigh, salids, and experience to develop in only the creditated lacingleigh, salids, and experience to develop in only the common for the the development and edited with the common series of the the development and edited with the common series. The policies, and heartly ematerials, Subject matter caperinke or internet tryVivos or Committees matter, however, be relevant to the position updated but in order to be green pounts.

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Applicants from external (petitution	
Organizational Level Spokership or Higher	2 points
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spillounts from central office	
National Level Speakerstilly or Higher	2 roints
Central Office Level Streakership	2 polest
pplicants from regional office	
National Level Speakenskip or Bigher	2 points
Regional Office Speakership	1 point
pplicants from schools division office	
Regional Level Synakers hip or Higher	2 points
Division/Provincial/City/Jetel Speakership	1 point
Applicants from schools	
Dokain Level Breakenishs or History	2 roints

NEAP Accredited Learning Facilitator. This shall apply to applicants who have been given accreditation as Learning Facilitator by the National Educator Academy of the Philippines (NEAP).

A. Octificate of Recognition as Learning Pacilitator issued by NRAP Regional Office B. Octificate of Recognition as Learning Facilitator issued by NEAP Central Office

Applicent Chice is applying for a School Preschal I (SU-15) within SDO Bignile Chip. He is currently a Master Technic I in Rapsia Chip Fatimal Refs. School appointed in Unider 2013. For the purpose of conjusting his Ostalanding Arcompilitebreicht, for submitted the follburing MCPUs.

Outstanding Accomplishments	Points ferand on Rubric	RRAFFEB Bennerte
Assards and Recognition Outsisseding Employee Assards 2017 in Roguis National Algh School (for ACVe submitted)	2 possible	Not cendited due to run-aubmission of registred MOVs
Whening Coach (1" Piles Photojeumaliem) in 2015 RSPC (complete AlOVV malestited)	2 poleta	Ovediled
Winning Coach (1st rhips Saysuch) in 2016 Division Educason to Pagnapakato Celibration iconcides MTV's sub-sitted.	1 paint	Overlibed
Ranource Epenkerrikhy/Learning Feetlitation: Certificate of Renogavilen as Ranource Specific in 2018 Dieteke Trathelig on Producesting (complete RCVs subreiffred)	3 point	Eventited

Applicant Chloo gate styre (3) points for his Ansands as Trainer/Couch earlied is 2015 and (3), and set (1) listed for the course object-shell in 2018 Interior, some (2) or to point is given to under Custending Expelyage Assand due to non-substitution of the regulard MOTs. Chao gate a total of from (4) points in Custans-shipsy Ancerophis-beauts.

Application of Historities, Application of closterion in the contribution made;
 In pagilization to their everyties as a result of their learning fries mid-refusation friegority or united extension about each and their allimited to applicate diversity, processes, and soft much are revenue, to the condition to be filled. Protein shall be given to an applicant who has strootskilly regolded the sentings gained from suid higher relation united originary cannot fill have populated in the processing and application and contained their suid higher relation united originary control fill supplication for decisional much law and higher suits of their suits of previous order.

The applicant's inability to take the principal's test shall not be considered grounds for disqualification. No test result shall only mean no score under the Written Psamination component.

noming and self-dime	sheet Principal I - SO 19	= 165 (Phinalpal's Test numerical sover)	- 200	A = 70	
3	- 10	4	-	-	

For promotion and appointment to higher eatheol principal positi HBATSD or subject, matter capter is a may be requested by the shall develop a written examination which shall be the beals for so component on Written Easanination (5 points). Polntsys = (165/200) * 10 = 8.25

Vacant positive School Principal II - 80 20 x = 85 (some from the SDO-dea TI = 100 WA = 5

As Mendeaved Renta Detection and Bigg Trites in the studiest of direct inquirity with the replicant, focusing on their display of desired behaviors to when subjected to specific situations or confliction in their pervisors and/or current workglose. 1851 is based on the principle that past behavior therefore the pervisors that the experiments, it is belief on the period that may be behaviour that we taken the Trite Minister of the tree personal resistant of the personal resistant and the personal resistant Pointsyrp = \$5/100 * S = 4.25

i. Appinade. The BHS shall be used to assert the applicator by potential means and an experimental processing the state of the processing the state of the processing the state of the stat

The potent addressed for ERI CHARGENESS (E. Sende, For even plane and Ol Depoil for higher positions) that he to tenders the certainty of the any per annual per an experiment. The points actuated from each cut must never including effective and public for BE) component. The HIRMYS shall determine the rated public for BE) component. The HIRMYS shall determine the appropriate tense relevant to the position to the filled and a shall determine the appropriate tense relevant to the position to the filled and the stage points such area not crosseding the mustimum or celling points for BE.

figher premium shall be given to an application of education or intervention by the applicant that is relevant and applicable to the position to be filled.

Belevant intervention is described as the intervention that is directly applic that further in which where the popular applied for indiger. In interven-elseration to be applied for it can be used in the operations of the function of the creation of the functional unit.

if the intervention made by the applicant does not meet the criteria to be *Res* then said intervention shall be considered and be given corresponding points the rubrics for *Rot Relevant*.

Means of verification:

A. Action Plan approved by the Head of Office B. Accompliatunent Report verified by the Headibl Office

0.00	C. Certification of the utilization/adoption signed by the Head office	иодорфия	paudis	d) d)	- Head
Rubrics:					
MOVa Bulendrad	Points Referent	Agilinian of Blood	and of Refere	1	П
ALL MOVe	10 points		5 points		
Only A ds B	7 points		3 points		
Only A	5 sombs		I Loint		

7. Application of linearing and Development (AdD), Application of IAD propen success of the harming gained from the human resource development [Fluxerentions done justicated by the applicant which must have led to signific positive results in their charrent or previous work.

Higher premium shell be given to an application of LAD or intervention made the applicant that is relevant and applicable to the position to be filled. The definition of relevant intervention as attinuated in Rem 6 of this Order shall apply.

Means of verification.

A Certificate of Trialing or Certification on any applicable LaD interesting required to a slighted measurement for the control of the contro

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D. Actiomplishment Report together with a General Certification that the LAD intervention was used/adopted by a different office at the local/higher level.

4.1

MOVa Submittind	Pots	
#OVe	10 points	5 polate
& C	7 sointe	3 pediata
	5 adeste	1 piles

8. Potential. Potential refers to the capacity and ability of an applicant to parame the duths and responsibilities of the position to be filled, and those higher positions that are more rechalcial in auture. It may be measured through any or all of the following:

Component	Pointsy	Polandada
	Appointment to Entry Level School Frincipal positions (SP I, SSP I, ASP II)	Appointment to Other and Higher School Read positions
ritten Examinations (WE)	10 points	5 points
chantenant Pornta Interniew (RET)	S. supramba.	10 resists

Written Romensteine refer to the standardisce cannination which measures the knowledge, language prediction, stally to great life and updepent and indeeding high stall of the peptional. The est and evaluation rubtles appropriate to the school administration positions must be developed by which tradition administration positions must be developed by which tradition administration positions must be developed by which tradition and the school administration to return all to the Highlights Solgher matter expect refer to including his particular to the second position of the perfect of the specific comparative required by the position to be filled.

Pointagen; = x/T? * WAcum

positions, the purpose of lining and applications to assignment or assignment and positions, as the reprisentative associations to the Principals. Test. Neutron Joulifying Essentiation for Rebool Healis (PQESH) or a stallar standardized examination of Rebool Healis (PQESH) or a stallar standardized examination authority administer of trypical stalls to the basis for scoring the component on Weltten Resummation (10 points).

Richard vectors principal positioning accident Estimal Principal I (IRP II), specied infrasil Principal II (AEP II), Agh School, and Praiser Figit Peticol benete, incitating Assistanciashasi Principal II (AEP II).

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