

Republic of the Philippines

Department of Education

DIGOS CITY DIVISION

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

OSDS-2024- 222

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 POSITIONS FOR TEACHING

POSITIONS

Date

JULY 5, 2024

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

VACANCY	QUALIFICATION STANDARDS				
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY	
SPECIAL EDUCATION TEACHER I	Bachelor's degree in Education with specialization in Special Education	None Required	None Required	LET/PBET/R.A.1080 (TEACHER)	

Plantilla Item No.: OSEC-DECSB-SPET1-750010-2013

OSEC-DECSB-SPET1-750044-2022

SG: 14

Monthly Salary: ₱ 33,843.00

No. of Vacancy/ies: 2

Publication Date: April 8, 2024 to April 18, 2024

April 30, 2024 to May 10, 2024

Place of Assignment: DIGOS CITY NATIONAL HIGH SCHOOL



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

JOB SUMMARY:

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION STANDARDS				
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY		
TEACHER III (SECONDARY GRADES)	Bachelor of Secondary Education (BSED) or Bachelor's degree plus 18 professional units in Education with appropriate major	None required	2 years relevant experience	LET/PBET/R.A.1080 (TEACHER)		

Plantilla Item No.: OSEC-DECSB-TCH3-750179-2022

SG: 13

Monthly Salary: ₱ 31,320.00

No. of Vacancy/ies: 1
Subject: FILIPINO

Publication Date: March 26, 2024 to April 5, 2024

Place of Assignment: DIGOS CITY NATIONAL HIGH SCHOOL

JOB SUMMARY:



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

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION STANDARDS		
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
TEACHER	*ACADEMIC	*ACADEMIC	*ACADEMIC	* Applicants
Ш	TRACK:	TRACK: 4	TRACK: 1 year of	for a
(SENIOR	Bachelor's	hours of	relevant	permanent
HIGH	degree with a	training	teaching/industry	appointment:
SCHOOL)	major in the	relevant to the	work experience	RA 1080
	relevant	subject area of	*ARTS & DESIGN	(Teacher); if
	strand/subject;	specialization	TRACK: 2 years	not RA 1080
	or any	*ARTS &	relevant	eligible, they
	Bachelor's	DESIGN	teaching/industry	must pass
	degree plus at	TRACK: 4	work experience	the LET
	least 12 units	hours of	*SPORTS	within five (5)
	towards	training	TRACK: 2 years	years after
	Master's degree	relevant to the	relevant	the date of
	in relevant	courses in the	teaching/industry	first hiring
	strand/subject	Track	work experience	* Applicants
	*ARTS &	*SPORTS	*TECHNICAL-	for a
	DESIGN	TRACK: 4	VOCATIONAL-	contractual
	TRACK:	hours of	LIVELIHOOD	position:
	Bachelor's	training	TRACK : 1 year of	None
	degree with a	relevant to the	relevant teaching	required
	major in field(s)	courses in the	or 1 year of	*Practitioners
	under the	Strand	industry work	(part-time
	Track; or any	*TECHNICAL-	experience	only): None
4	Bachelor's	VOCATIONAL-		required
	degree plus at	LIVELIHOOD		
	least 18 units	TRACK: At		



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

least NC II + of specialization TMC I in the relevant Appropriate to subject the *SPORTS specialization TRACK: Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 18 units of specialization in fields under the Track *TECHNICAL-VOCATIONAL-LIVELIHOOD TRACK: Bachelor's degree or completion of technicalvocational course(s) in the area of specialization

Plantilla Item No.: OSEC-DECSB-TCH3-750211-2016

SG: 13

Monthly Salary: ₱ 31,320.00

No. of Vacancy/ies: 1

Publication Date: May 10, 2024 to May 20, 2024

Place of Assignment: SENIOR HIGH SCHOOL IN DIGOS CITY

JOB SUMMARY:

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance



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

- Undertakes activities towards personal and professional growth
- Does related work

VACANCY		QUALIFICATION	ON STANDARDS	
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY
	*ACADEMIC TRACK: Bachelor's degree with a major in the relevant strand/subject; or any Bachelor's degree plus at least 6 units towards Master's degree in relevant strand/subject *ARTS & DESIGN TRACK: Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus at least 15 units	*ACADEMIC TRACK: None Required *ARTS & DESIGN TRACK: 4 hours of training relevant to the courses in the Track *SPORTS TRACK: 4 hours of training relevant to the courses in the Strand *TECHNICAL- VOCATIONAL- LIVELIHOOD TRACK: At least NC II + TMC I Appropriate to the	*ACADEMIC TRACK: None Required *ARTS & DESIGN TRACK: 1 year relevant teaching/industry work experience *SPORTS TRACK: 1 year relevant teaching/industry work experience *TECHNICAL- VOCATIONAL- LIVELIHOOD TRACK: 6 months of relevant teaching or 6 months of industry work experience	* Applicants for a permanent appointment: RA 1080 (Teacher); if not RA 1080 eligible, they must pass the LET within five (5) years after the date of first hiring * Applicants for a contractual position: None required *Practitioners (part-time only): None required
	of specialization in the relevant subject *SPORTS TRACK: Bachelor's degree with a major in field(s) under the Track; or any Bachelor's degree plus 15 units of specialization in fields under	specialization		



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

the Track *TECHNICAL- VOCATIONAL- LIVELIHOOD TRACK: Bachelor's degree; or completion of technical- vocational course(s) in the area of specialization		
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Plantilla Item No.: OSEC-DECSB-TCH2-750510-2016

SG: 12

Monthly Salary: ₱ 29,165.00

No. of Vacancy/ies: 1

Publication Date: May 10, 2024 to May 20, 2024

Place of Assignment: SENIOR HIGH SCHOOL IN DIGOS CITY

JOB SUMMARY:

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
- Maintains updated records of learners' progress
- Counsels and guides learners
- Works with relevant stakeholders, both internal and external, to promote learning and improve school performance
- Undertakes activities towards personal and professional growth
- Does related work

VACANCY	QUALIFICATION STANDARDS				
POSITION TITLE	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY	
TEACHER II	Bachelor's	At least NC II	6 months of	* Applicants for a	
(SENIOR	degree or	+ TMC I	relevant	permanent	
HIGH	completion of	Appropriate	teaching or 6	appointment: RA	
SCHOOL)	technical-		months of	1080 (Teacher);	
	vocational			if not RA 1080	



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course(s) in	to the	industry work	eligible, they
the area of	specialization	experience	must pass the
specialization			LET within five
_			(5) years after
			the date of first
			hiring
			* Applicants for a
			contractual
			position: None
			required
			*Practitioners
			(part-time only):
			None required

Plantilla Item No.: OSEC-DECSB-TCH2-750508-2016

OSEC-DECSB-TCH2-750511-2016

SG: 12

Monthly Salary: ₱ 29,165.00

No. of Vacancy/ies: 2

Track: TECHNICAL-VOCATIONAL-LIVELIHOOD

Strand: INFORMATION AND COMUNICATIONS TECHNOLOGY

BREAD AND PASTRY PRODUCTION

Publication Date: March 27, 2024 to April 6, 2024

Place of Assignment: SENIOR HIGH SCHOOL IN DIGOS CITY

JOB SUMMARY:

- Applies mastery of content knowledge and its application across learning areas
- Facilitates learning using appropriate and innovative teaching strategies and classroom management practices
- Manages an environment conducive to learning
- Addresses learner diversity
- Implements and supervises curricular and co-curricular programs to support learning
- Monitors and evaluates learner progress and undertakes activities to improve learner performance
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- Does related work

Qualified applicants to the **ABOVEMENTIONED POSITIONS** 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 its **RESPECTIVE SCHOOLS**.

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



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

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 three (3) rating period(s), 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/ChecklistOmnibusTeachingPromotionVer2), 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
 - 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
- 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.

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. 66**, **series of 200**7 (see attached Annex A, **Enclosure to DO. No. 66**, **s. 2007**). 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



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(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 to the respective schools is on **July 15**, **2024**. You may submit to the guard during weekends and holidays who shall likewise officially acknowledge receipt of the document.

The deadline for the submission of the School Heads to the Schools Division Office – Records Section is on **July 23, 2024**.

The *proposed* timeline of the selection process is as follows:

Date	Activities	Personnel Involved	Mode
July 5, 2024 –	Submission of	Applicants	Face-to-
July 15, 2024	application documents	School PSB	Face
		School Head	
July 16, 2024 -	Submission of	School PSB	Face-to-
July 23, 2024	application documents	School Head	Face
	together with School	Records Section	
	PSB's Summary of		
T 1 04 0004	Assessment	GDG D	
July 24, 2024	Forwarding the	SDS Personnel	Face-to-
	transmittal of all	AO IV – HRMO II HRMPSB	Face
	application documents	Secretariat	
	to HRMO for pre- assessment of the	Secretariat	
	documents		
July 25, 2024 -	Conduct of initial	AO IV – HRMO II	Face-to-
August 7, 2024	evaluation based on the	HRMPSB	Face
	CSC minimum	Secretariat	
	Qualification Standards	HR personnel	
	(QS)		
August 8, 2024	Issuance of letter for	HRMPSB Secretariat	Online
	qualified and		& Face-
	disqualified applicants		to-Face
August 8, 2024 -	Issuance of	AO IV – HRMO II	Online
August 17, 2024	memorandum on the	SDS	
	conduct of written		
	examination, open		
	assessment, and		
August 10, 2024	interview of applicants Conduct of written	HRMPSB	Face-to-
August 19, 2024 – August 20, 2024	examination, open	HRMPSB Secretariat	Face-to-
August 20, 2024	assessment, and	THEMI SD Secretariat	racc
	interview of applicants		
	Interview of applicants		



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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.

MPLINIUM MELANIE PESTACIO, Ph.D, CESO VI

OIC - Schools Division Superintenden

1805-1 Schools Division of Digos City

ATE:

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OSDS/ADMIN/HR/dbc



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•	CHECKLIST OF REQUIREMENTS	Annex C
Name of Applicant: Position Applied For: Office of the Position Applied For: Contact Number: Religion: Ethnicity: Person with Disability: Yes () No () Solo Parent: Yes () No ()		
		Verification

		Status of Submission	Verification (To be filled-out by the HRMO/HR Office/sub-committee)		
	Basic Documentary Requirement	(To be filled-out by the	Status of		
		applicant; Check if submitted)	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				
c.	Photocopy of valid and updated PRC License/ID				
d.	Photocopy of Certificate of Eligibility/Report of Rating				
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				
f.	Photocopy of Certificate/s of Training				
g.	Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record				
h.	Photocopy of latest appointment				
i.	Photocopy of the Performance Ratings in the last three (3) rating period(s)				
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				
l.	Screenshot of the automated e-mail response from the filled-up DepEd Digos City Job Application Form				

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 thisday of	, year
	Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)]ectronic 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.

SPECIFIC NUMBER OF POINT/S ASSIGNED TO EACH CRITERION

Average of the numerical ratings multiplied by 35% 8. Experience Experience must be relevant to the duties and functions of the position to be filled C. Outstanding Accomplishments (Meritorious Accomplishments) a. Outstanding Employee Award b. Innovations c. Research & Development Projects d. Publication/Authorship e. Consultand/Resource Speaker in Trainings/Seminars D. Education C. Defluctation D. Education D. Education	CRITERIA	TEACHING AND RELATED TEACHING
Serverience Serverience Servery Satisfactory Servery	A. Performance Rating	35
Experience must be relevant to the duties and functions of the position to be filled Every year given a point but not to exceed five (5) point C. Outstanding Accomplishments (Meritorious Accomplishments) a. Outstanding Employee Award b. Innovations c. Research & Development Projects d. Publication/Authorship e. Consultant/Resource Speaker in Trainings/Seminars D. Education C. Complete Academic Requirements for Master's Degree d. Complete Academic Requirements for Master's Degree 10 Master's Degree 10 Master's Degree 10 Master's Degree 10 Moster's Degre	Performance rating for the last 3 rating periods should be at least Very Satisfactory	Average of the numerical ratings multiplied by 35%
Experience must be relevant to the duties and functions of the position to be filled C. Outstanding Accomplishments (Meritorious Accomplishments) a. Outstanding Employee Award b. Innovations c. Research & Development Projects d. A. Deblication/Authorship e. Consultant/Resource Speaker in Trainings/Seminars Complete Academic Requirements for Master's Degree **Complete Academic Requirements for Master's Degree **Complete Academic Requirements for Doctoral Degree **Doctoral Degree **Doctoral Degree **Doctoral Degree **Doctoral Degree **Doctoral Degree **Doctoral Degree **Participant in a specicalized training, e.g. Scholarship Programs, Short courses, Study Grants **Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: **District Level **Pagional Level **Regional Level **Participant in one (1) training conducted for at least three (3) days not credited during the last promotions: **National Level **Chair/Co-chair in a technical/planning committee **District Level		5
C. Outstanding Accomplishments (Meritorious Accomplishments) 2. Outstanding Employee Award b. Innovations c. Research & Development Projects d. A. Deblication/Authorship e. Consultant/Resource Speaker in Trainings/Seminars D. Education Complete Academic Requirements for Master's Degree 10 Master's Degree 15 Complete Academic Requirements for Doctoral Degree 20 *Doctoral Degree 15 Tomplete Academic Requirements for Doctoral Degree 25 Training 5 One point for every month of attendance but not to exceed five (5) points Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: **District Level** **Pegional Level** **Paticipant in one (1) training conducted for at least three (3) days not credited during the last promotions: **National Level** **National Level** **District Level** **Di	D. Experience	
C. Outstanding Accomplishments (Meritorious Accomplishments) a. Outstanding Employee Award b. Innovations 4 b. Innovations 4 c. Research & Development Projects 4 d. Deblication/Authorship 4 c. Consultant/Resource Speaker in Trainings/Seminars 4 D. Education Complete Academic Requirements for Master's Degree 10 *Master's Degree 15 *Complete Academic Requirements for Doctoral Degree 20 *Doctoral Degree 25 Training Participant in a speccialized training, e.g. Scholarship Programs, Short courses, Study Grants Participant in a repecialized training activities in each level conducted for at least three (3) days not credited during the last promotions: *District Level *Division Level *Division Level *Ational Level *Ational Level *International Level *International Level *Oistrict Level *Oistric	Experience must be relevant to the duties and functions of the position to be filled	Every year given a point but not to exceed five (5) points
a. Outstanding Employee Award b. Innovations c. Research & Development Projects d. Publication/Authorship d. Publication/Authorship d. Consultant/Resource Speaker in Trainings/Seminars d. Publication C. Consultant/Resource Speaker in Trainings/Seminars d. Publication C. Consultant/Resource Speaker in Trainings/Seminars d. Complete Academic Requirements for Master's Degree d. 10 Master's Degree 10 Master's Degree 15 Complete Academic Requirements for Doctoral Degree 20 **Complete Academic Requirements for Doctoral Degree 25 **Training Doctoral Degree 25 **Training Sarticipant in a speccialized training, e.g. Scholarship Programs, Short courses, Study grants articipant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: **District Level **District Level **Proposition Level **Regional Level **International Level **International Level **International Level **Obistrict Level **International Level **Prospicho-chair in a technical/planning committee **International Level **Netional Level	C Outstanding Accomplishments (Meritorious Accomplishments)	20
b. Innovations 4 c. Research & Development Projects 4 d. d. Publication/Authorship 4 e. Consultant/Resource Speaker in Trainings/Seminars 4 b. De. Education 25 * Complete Academic Requirements for Master's Degree 10 *Master's Degree 15 * Complete Academic Requirements for Doctoral Degree 20 *Doctoral Degree 25 *Training 5 Participant in a speccialized training, e.g. Scholarship Programs, Short courses, Study Grants are specialized training, e.g. Scholarship Programs, Short courses, Study or severy month of attendance but not to exceed five (5) points **Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: **District Level 1 1 **Division Level 2 2 **Participant in one (1) training conducted for at least three (3) days not credited during the last promotions: **National Level 4 **International Level 5 **International Level 5 **International Level 1 **Division Level 1 **Division Level 2 **National Level 3 **National Level 4 **National Level 5 **National Level 5 **National Level 1 **Division Level 1 **Division Level 2 **National Level 3 **National Level 4 **National Level 5 **National Level 6 **National Level 6 **National Level 6 **National Level 7 **National Level 6 **Natio		4
c. Research & Development Projects 4 d. Publication/Authorship 4 e. Consultant/Resource Speaker in Trainings/Seminars 4 D. Education 25 * Complete Academic Requirements for Master's Degree 10 *Master's Degree 15 *Complete Academic Requirements for Doctoral Degree 20 *Doctoral Degree 25 *Training 5 Participant in a speccialized training, e.g. Scholarship Programs, Short courses, Study Grants 3 Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: * District Level 1 * District Level 2 * Regional Level 2 * Regional Level 4 * International Level 5 * National Level 5 * National Level 1 * Division Level 2 * Regional Level 9 * Spirit Level 1 * Division Level 1 * Division Level 2 * Regional Level 4 * National Level 1 * Division Level 5 * Chair/Co-chair in a technical/planning committee 1 * Division Level 2 * Regional Level 3 * Regional Level 4 * National Level 5 * Regional Level 5 * Regional Level 4 * National Level 5 * Regional Level 5 * Regional Level 5 * Regional Level 6 * Spirit Level 7 * Regional Level 9 * Reg		
d. Publication/Authorship e. Consultant/Resource Speaker in Trainings/Seminars D. Education *Complete Academic Requirements for Master's Degree *Complete Academic Requirements for Doctoral Degree *Complete Academic Requirements for Doctoral Degree *Doctoral Degree *Toraining *Training		
e. Consultant/Resource Speaker in Trainings/Seminars D. Education *Complete Academic Requirements for Master's Degree *Master's Degree *Complete Academic Requirements for Doctoral Degree *Doctoral Degree 25 Training 5 Participant in a speccialized training, e.g. Scholarship Programs, Short courses, Study Grants Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions: *District Level * District Level * Negional Level * Negional Level * Poixional Level * Poixion Level * Poixion Level * Poixion Level * Regional Level * National Level * Regional Level * Regional Level * National Level * Regional Level * National Level * National Level * Regional Level * National Level * National Level * National Level * Spirict Level * National Lev	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Complete Academic Requirements for Master's Degree **Complete Academic Requirements for Doctoral Degree** **Complete Academic Requirements for Doctoral Degree** **Complete Academic Requirements for Doctoral Degree** **Doctoral Degree** **Training** **Participant in a speccialized training, e.g. Scholarship Programs, Short courses, Study Grants **Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions:* **District Level** **Division Level** **Division Level** **Regional Level** **International Level** **International Level** **International Level** **International Level** **District Level** **International Level** **International Level** **National Level** **Division Level** **National Level** **National Level** **Regional Level** **National Level** **National Level** **Regional Level** **Regional Level** **Regional Level** **Regional Level** **National Level** **Substrict Level** **Altional Level** **Regional Level** **Regional Level** **Regional Level** **Regional Level** **Regional Level** **Regional Level** **Altional Level** **Substrict Level** **Substrict Level** **Altional Level** **Regional Level** **Altional Level** **Substrict Level** **Substrict Level** **Altional Level** **Substrict Level** **Substrict Level** **Altional Level** **Substrict	2000 100 100 100 100 100 100 100 100 100	
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