



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DIGOS CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

OSDS-2026- 121

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
Elementary and Secondary School Heads
All Concerned

Subject: **DEMONSTRATION TEACHING FOR TEACHER I APPLICANTS
UNDER SA PINAS, IKAW ANG MA'AM AT SIR (SPIMS) AND DOST
BENEFICIARIES**

Date : May 14, 2026

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1. In line with the hiring and selection process for Teacher I applicants, this Office requires the submission of a Demonstration Teaching Video as part of the evaluation of applicants' teaching competencies, classroom management skills, and instructional delivery.
 2. All Teacher I applicants are advised to observe the following instructions in preparing and submitting their demonstration teaching video:
 - a. Submit a single unedited video with a maximum duration of **twenty (20) minutes**;
 - b. The lesson to be demonstrated must be aligned with the Most Essential Learning Competencies (MELCs) of the chosen subject area and grade level;
 - c. The teacher-applicant must be clearly visible and audible throughout the entire video presentation;
 - d. Teaching may be conducted with:
 - real learners,
 - simulated learners, or
 - assumed learners.



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- e. The use of simple instructional materials such as charts, slides, flashcards, and realia is highly encouraged.
 - f. The video must demonstrate actual teaching and learning interaction and should not be presented as a lecture-only recording.
3. All demonstration teaching videos shall be submitted on or before **May 19, 2026 (Tuesday)** through the Human Resource Management Office DepEd E-mail: hr.digoscity@deped.gov.ph
 4. Attached herewith is the Demonstration Teaching Rubric;
 5. For information, guidance and compliance.


MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent

DepEd Schools Division of Digos City
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BY: 



Demonstration Teaching Rubric

Domains	Indicators	Points
1. Lesson Objectives & Alignment	Objectives are clear, specific, measurable.	1
	Objectives are aligned with MELCs.	1
	Objectives are appropriate to learners' level.	1
	Objectives are visibly addressed in the lesson.	1
	Sub-total	4
2. Content Mastery & Accuracy	Demonstrates strong mastery of subject matter.	2
	Content is accurate and up-to-date.	1
	Concepts are explained clearly and logically.	1
	Uses relevant and meaningful examples.	1
	Sub-total	5
3. Teaching-Learning Strategies	Uses learner-centered strategies.	2
	Employs varied strategies (questioning, interaction, tasks).	1
	Encourages active participation and thinking.	1
	Strategies match objectives and content.	1
	Manages time effectively within 20 minutes.	1
	Sub-total	6
4. Classroom Communication & Teaching Presence	Voice is clear, audible, well-modulated.	1
	Language used is appropriate to learners' level.	1
	Shows confidence, enthusiasm, and positive presence.	1
	Maintains respectful and inclusive tone.	1



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	Sub-total	4
5. Use of Instructional Materials / ICT	Instructional materials/ICT are appropriate.	1
	Materials support understanding of the lesson.	1
	Materials are used effectively, not excessively.	1
	Sub-total	3
6. Assessment & Feedback	Uses formative assessment to check understanding.	1
	Gives immediate and constructive feedback.	1
7. Professionalism & Teacher Decorum	Displays professional appearance, ethics, and decorum.	1
		2
	Grand Total	25



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