



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DEL NORTE

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RECORDS SECTION
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Office of the Schools Division Superintendent
Office of the Schools Division Superintendent

DIVISION MEMORANDUM

CID-2022-060

To: Rebecca C. Sagot, CESO VI, ASDS
Eduard C. Amoguis, EdD, Chief EPS -CID
Dominic M. Dizon, EdD – PSDS
Talaingod District School Heads

Subject: **TALAINGOD DISTRICT SEARCH FOR MOST OUTSTANDING
TEACHERS 2022**

Date: September 13, 2022

1. In recognition of the dedication and commitment of Talaingod District teachers, the District will hold the Search for Most Outstanding Teachers 2022 on September 28, 2022.
2. This aims to recognize the exemplary and outstanding performance and accomplishment of public elementary and secondary teachers on their valuable contributions to the Department of Education.
3. With this, all schools are encouraged to submit at least two (2) entries for the said search not later than September 22, 2022.
4. Attached here are the criteria for the Most Outstanding Teachers 2022 based on the Achievement of Great Instructional Leadership Award (AGILA).
5. It is expected that the winners of this event will represent the Talaingod District to the Search for the Most Outstanding Teacher in the Division Level.
6. Immediate dissemination of this memorandum to all concerned is desired.


DEE D. SILVA, DPA, CESO
Schools Division Superintendent

Enclosure: As stated.
CID/ dmd





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TEACHERS' DAY CELEBRATION
Talaingod District

SEARCH FOR MOST OUTSTANDING TEACHERS

All Teacher with Outstanding Rating in their Performance are automatically nominees for the search for outstanding teachers. All entries shall submit their documents in color coded folders on Sept 16, 2022 at the Principal's Office of Sto. Nino Central Elementary School.

CATEGORY	COLOR CODE
Elementary Teachers I - III	Blue
Kindergarten	Pink
Multigrade Teacher	Gray
Junior High School I- III	Green
Senior High School I- III	Yellow
IPED Teacher	Red
Master Teachers	Black

The nominees shall be evaluated based on the criteria in Enclosure No. 1 and there shall be separate evaluation for each category. Evidences should be in the form of signed testimonies, certification by the Division/Regional/District Officials/ other stakeholders, certificate of participation/ recognition for the **last three years** and educational attainment documents. The conduct of evaluation & validation will be on September 19-23, 2022 to come up with 1 winner for each category which will then be declared on September 28, 2022.

Enclosure No.1

CRITERIA FOR ELEMENTARY TEACHER I - III, KINDERGARTEN, JUNIOR HIGH SCHOOL TEACHER I - III, SENIOR HIGH SCHOOL TEACHER I - III

Evaluation Criteria	Weight	Score
I. INSTRUCTIONAL COMPETENCE AND TEACHING EFFECTIVENESS	70 PTS	
I.I Competence in Teaching as evidenced by high performance evaluation obtained as a teacher and student achievements	15	
a. Performance ratings for the last 3 rating periods preceding the search *Outstanding - 15pts * Very Satisfactory - 10pts		
b. Innovation before and during the new normal	55	
1.2.1 Introduced and tried our innovative teaching approaches/implemented Learning Continuity Plan (LCP) which contributed to the improvement of		



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<p style="text-align: center;">instruction within three years and in this time of pandemic new normal. 15pts</p> <p>Documents to be submitted: Photocopies of model lesson plans utilizing said approaches/differentiated teaching strategies, teaching innovations through contextualization and localization within 3 years. Certification from Principal/supervisor mentioning extent of use (school, district, or division)</p>		
<p>1.2.2 Instructional/Teaching devices/Learning modalities prepared and utilized in teaching to improve teaching and shared with other schools (2 points per material) 11 pts</p> <p>Documents to be submitted: Photos of innovative teaching devices using indigenous/local materials prepared and utilized</p>		
<p>1.2.3 Evaluative materials/virtual monitoring tools prepared and utilized to improved teaching and pupil's performance in class, 2 pts per evaluative material; 8 points</p> <p>Documents to be submitted Photocopies of sample assessment and instruments prepared and utilized (periodic tests, summative tests, rubrics, etc.) include brief description and extent of use whether school, district, division or regional level)</p>		
<p>1.2.4 Research and Creative output 9 pts 1 pt per research work (maximum of 4 points) 1 pt per published/unpublished work (maximum of 2 pts)</p> <p>Documents to be submitted Certified true copies of action researches and other studies conducted related to teaching (except those presented for post graduate studies) Copies of published/unpublished work poetry, musical composition or essay/ article(state name of magazine and other periodicals where published)</p>		
<p>1.2.5 Utilized the findings and recommendations through implementation to address the need (certification from the school head as to its output and outcomes, other supporting documents 12 points</p>		
<p>II. LEADERSHIP AND MANAGEMENEMT</p>	10 PTS	
<p>1. Personal and Professional Development Involvement in instructional and co-curricular activities a. As a Demonstration Teacher/virtual demo teacher 2pts</p> <p>2. Classroom Management</p>		



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<p>Served as demonstration teacher of classes/LAC session /virtual demo in LAC session (school, district, regional, and national levels).</p> <p style="padding-left: 40px;">District Level - 2pts Division Level - 1pt Regional Level - 2 pts</p> <p>Documents to be submitted</p> <p style="padding-left: 40px;">Certificate of Recognition/Appreciation Certification from the Principal/supervisor as demonstration teacher</p> <p>b. As facilitator/virtual facilitator 1pt</p> <p>Documents to be submitted</p> <p style="padding-left: 40px;">Certification from the principal/supervisor as facilitator/resource person/demonstration teacher/virtual demo teacher Certificate of recognition/appreciation</p> <p>c. As trainer/Adviser/Coach 1pt</p> <p style="padding-left: 40px;">Organized socio-cultural activities for students Trained students in socio-cultural activities Adviser of school club</p> <p style="padding-left: 40px;">Coach of student-winners in academic, literary, musical, arts, dance and sports competition Organized remedial and enrichment program</p> <p>Documents to be submitted</p> <p style="padding-left: 40px;">Certification from the principal/supervisor for organizing socio-cultural activities Certification from the principal/supervisor as adviser of school clubs Certified true copies of certificates as coach of student – winners Certification from the principal/supervisor for organizing remedial and enrichment programs</p> <p>11.2 Awards received for the 3 years</p> <p style="padding-left: 40px;">1 pt. per award (maximum of 2) Recipient of school/district/division/regional awards of recognition for exemplary services as teacher Recipient of local/municipal awards and recognition</p>		
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<p>Documents to be submitted Certified true copies of awards and recognition received</p> <p>11.2.1 School project initiated, implemented, and sustained Ex. Science Investigatory Project, livelihood project, any project relevant to teaching learning process of different subject areas 1 pt per project (maximum of 2pts) 2pts</p> <p>Document to be submitted Certification from the principal for initiating schools project</p>		
III. PROFESSIONAL AND COMMUNITY INVOLVEMENT		10 PTS
<p>A. Professional Qualities</p> <p>a.1. Educational Attainment and Professional Growth</p> <p>4pts Full -Fledged Doctor</p> <p>4pts Completed Academic Requirements</p> <p>3pts Full=fledged Master’s Degree</p> <p>2pts M.A. Academic Requirement</p> <p>1pt College Graduate</p> <p>0.5 pts</p> <p>Documents to be submitted Certified true copies of TOR for the highest degree obtained</p> <p>A.2 Seminars/workshops/training attended 2pts</p> <p style="padding-left: 40px;">Regional 2pts</p> <p style="padding-left: 40px;">Division 1pts</p> <p style="padding-left: 40px;">District 0.5 pts</p> <p>Documents to be submitted Certified true copies of certificates of participation and attendance in seminars, workshops and other training advancement</p> <p>A.3 Punctuality and Attendance 1pt</p> <p style="padding-left: 20px;">a. Submits reports on or/before the dates</p> <p style="padding-left: 20px;">b. Is regular in coming to school and observes punctuality</p> <p style="padding-left: 20px;">c. Renders voluntary services beyond official time</p> <p style="padding-left: 20px;">d. participates in school activities</p> <p>Documents to be submitted Certification on punctuality of attendance signed by the HRMO Certification from the school head/principal/supervisor</p>		



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<p>B. Community Involvement</p> <p>B.1 Active membership in professional, civic and religious organizations 1pt</p> <p>Documents to be submitted Certification from the president of the organization</p> <p>B.2 Resource Generation, support and Networking 1pt</p> <p>B.2.1 Initiated school/class activities that resulted to improvement of the community. (e.g. barangay cooperatives, livelihood projects, functional literacy, ect.) 2pts per school/ class activity 6 pts</p> <p>Documents to be conducted Certificate of recognition /participation from the principal/supervisor/ Barangay Chairman Other evidences such as photos, projects by-laws Description of activities</p> <p>B.2.2 Networking 1pt per services/resources 1pt Non-government services/resources drawn to the school to help improve school/ community environment</p> <p>Documents to be submitted Certification from the NGO Evidences such as photos Description of services</p>		
<p>IV. PERSONAL QUALITIES AND CHARACTER</p>	<p>10 PTS</p>	
<p>1. Model of morality and integrity 6pts Demonstrates honesty, humility, dedication, diligence, good faith, courtesy, generosity, kindness, love and concern for children Demonstrates personal sacrifices for the good of the service</p> <p>2. Good human relations in the school and in the community 4pts Demonstrates good relations with pupils, co-teacher, school head and community</p> <p>Document to be submitted Certification from the principal/supervisor/community leaders/ parents' certification (attested by PTA President) / learners' testimonies (attested</p>		



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by Student Council)		
TOTAL	100PTS	

Enclosure No.2

CRITERIA FOR MASTER TEACHER

Evaluation Criteria	Weight	Score
I. INSTRUCTIONAL COMPETENCE AND TEACHING EFFECTIVENESS BEFORE AND DURING NEW NORMAL EDUCATIONAL LANDSCAPE	70 PTS	
1.1 Competence in Teaching as evidenced by high performance evaluation obtained as a teacher and student achievements	15	
c. Performance ratings for the last 3 rating periods preceding the search *Outstanding - 15pts * Very Satisfactory – 10pts Documents to be submitted; Service Record, Performance Ratings		
d. Innovation before and during the new normal educational relevance	55	
2.2.6 Introduced and tried our innovative teaching approaches/ which contributed to the improvement of instruction. 15pts Documents to be submitted: Photocopies of model lesson plans utilizing said approaches/differentiated teaching strategies, teaching innovations through contextualization and localization Certification from Principal/supervisor mentioning extent of use (school, district, division or regional)		
2.2.7 Instructional/Teaching devices/Learning modalities prepared and utilized in teaching to improve teaching and shared with other schools (2 points per material) 9 pts Documents to be submitted: Photos of innovative teaching devices using indigenous/local materials prepared and utilized		
2.2.8 Evaluative materials prepared and utilized to improve teaching and pupil's performance in classes, 2 pts per evaluative material; 8 pts Documents to be submitted Photocopies of sample assessment and instruments prepared and utilized (periodic tests, summative tests, rubrics, etc.) include brief description and extent of use whether school, district, division or regional level)		
2.2.9 Research and Creative output 10 pts 1 pt per research work (maximum of 4 points)		



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<p style="text-align: center;">1 pt per published/unpublished work (maximum of 2 pts)</p> <p>Documents to be submitted</p> <p style="padding-left: 20px;">Certified true copies of action researches and other studies conducted related to teaching (except those presented for post graduate studies)</p> <p style="padding-left: 20px;">Copies of published/unpublished work poetry, musical composition or essay/ article(state name of magazine and other periodicals where published)</p>		
<p>2.2.10 Utilized the findings and recommendations through implementation to address the need (certification from the school head as to its output and outcomes, other supporting documents)</p> <p style="text-align: center;">12 pts</p>		
<p>II. LEADERSHIP AND MANAGEMENT BEFORE AND DURING NEW NORMAL EDUCATIONAL LANDSCAPE</p>	10 PTS	
<p>1. Personal and Professional Development Involvement in instructional and co-curricular activities</p> <p>A. As a Demonstration Teacher 2pts</p> <p>2. Classroom Management Served as demonstration teacher of classes (school, district, regional, and national levels). District Level - 2pts Division Level - 1pt Regional Level - 2 pts</p> <p>Documents to be submitted Certificate of Recognition/Appreciation Certification from the Principal/supervisor as demonstration teacher</p> <p>B. As facilitator/virtual facilitator 1pt Documents to be submitted Certification from the principal/supervisor as facilitator/resource person/demonstration teacher/virtual demo teacher Certificate of recognition/appreciation</p> <p>C. As trainer/Adviser/Coach 1pt Organized socio-cultural activities for students Trained students in socio-cultural activities Adviser of school club</p>		



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<p style="text-align: center;">Coach of student-winners in academic, literary, musical, arts, dance and sports competition Organized remedial and enrichment program</p> <p>Documents to be submitted Certification from the principal/supervisor for organizing socio-cultural activities Certification from the principal/supervisor as adviser of school clubs Certified true copies of certificates as coach of student – winners Certification from the principal/supervisor for organizing remedial and enrichment programs</p> <p>11.2 Awards received for the 5 years 1 pt. per award (maximum of 2) Recipient of school/district/division/regional awards of teacher recognition for exemplary services as Recipient of local/municipal awards and recognition</p> <p>Documents to be submitted Certified true copies of awards and recognition received</p> <p>11.2.1 School project initiated, implemented, and sustained Ex. Science Investigatory Project, livelihood project, any project relevant to teaching learning process of different subject areas 1 pt per project (maximum of 2pts) 2pts</p> <p>Document to be submitted Certification from the principal for initiating schools project</p>		
<p style="text-align: center;">III. PROFESSIONAL AND COMMUNITY INVOLVEMENT</p>	10 TS	
<p>A. Professional Qualities a.1. Educational Attainment and Professional Growth 4pts Full -Fledged Doctor 4pts Completed Academic Requirements 3pts Full=fledged Master’s Degree 2pts</p>		



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<p>1pt</p> <p>0.5 pts</p> <p>Documents to be submitted</p> <p>Certified true copies of TOR for the highest degree obtained</p>	<p>M.A. Academic Requirement</p> <p>College Graduate</p> <p>A.2 Seminars/workshops/training attended 2pts</p> <table style="margin-left: 40px;"> <tr> <td>Regional</td> <td>2pts</td> </tr> <tr> <td>Division</td> <td>1pts</td> </tr> <tr> <td>District</td> <td>0.5 pts</td> </tr> </table> <p>Documents to be submitted</p> <p>Certified true copies of certificates of participation and attendance in seminars, workshops and other training advancement</p>	Regional	2pts	Division	1pts	District	0.5 pts		
Regional	2pts								
Division	1pts								
District	0.5 pts								
<p>A.3 Punctuality and Attendance</p> <p>a. Submits reports on or/before the dates</p> <p>b. Is regular in coming to school and observes punctuality</p> <p>c. Renders voluntary services beyond official time</p> <p>d. participates in school activities</p> <p>Documents to be submitted</p> <p>Certification on punctuality of attendance signed by the HRMO</p> <p>Certification from the school head/principal/supervisor</p>	<p>1pt</p> <p>D. Community Involvement</p> <p>B.1 Active membership in professional, civic and religious organizations 1pt</p> <p>Documents to be submitted</p> <p>Certification from the president of the organization</p>								
<p>B.2 Resource Generation, support and Networking</p> <p>B.2.1 Initiated school/class activities that resulted to improvement of the community. (e.g. barangay cooperatives, livelihood projects, functional literacy, ect.)</p> <p>class activity 6 pts</p> <p>Documents to be conducted</p> <p>Certificate of recognition /participation from the principal/supervisor/</p>	<p>1pt</p> <p>2pts per school/</p>								



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<p style="text-align: center;">Barangay Chairman</p> <p>Other evidences such as photos, projects by-laws Description of activities</p> <p>B.2.2 Networking 1pt per services/resources</p> <p>1pt Non-government services/resources drawn to the school to help improve school/ community environment</p> <p>Documents to be submitted Certification from the NGO Evidences such as photos Description of services</p>		
IV. PERSONAL QUALITIES AND CHARACTER	10 PTS	
<p>7. Model of morality and integrity</p> <p>5pts Demonstrates honesty, humility, dedication, diligence, good faith, courtesy, generosity, kindness, love and concern for children Demonstrates personal sacrifices for the good of the service</p> <p>8. Good human relations in the school and in the community 5pts Demonstrates good relations with pupils, co-teacher, school head and community</p> <p>Document to be submitted Certification from the principal/supervisor/community leaders/parents' certification (attested by PTA President) / learners' testimonies (attested by Student Council)</p>		
TOTAL	100 PTS	

Enclosure No.3

CRITERIA FOR MOST OUTSTANDING TEACHER - IPED & MULTIGRADE

Evaluation Criteria	Weight	Score
I. INSTRUCTIONAL COMPETENCE AND TEACHING EFFECTIVENESS	70 PTS	
I.I Competence in Teaching as evidenced by high performance evaluation obtained as a teacher and student achievements	15	
A. Performance ratings for the last 3 rating periods preceding the search *Outstanding - 15pts * Very Satisfactory - 10pts		



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<p>B. Pupils performance for the last 3 school years preceding the last search 10pts Academic performance of students (Mean Percentage Score) for the last 2 school years preceding the search</p> <p>75% above 10pts 74-70 9pts 69-65 8pts 64-60 7pts 59-55 6pts 54-50 5pts 49-45 4pts 44-40 3pts 39 below 2pts</p>		
<p>2. OUTSTANDING CONTRIBUTION IN EDUCATION</p>	40	
<p>Number of years in the service as teacher (5pts)</p> <p>3 years 1 pt 4-5 years 2 pts 6-7 years 3 pts 8-9 years 4 pts 10 years & above 5pts</p>		
<p>2.2.2 Introduced ad tried out innovative teaching approaches that contributed to the improvement of instruction 10 pts (2 pts per innovative teaching strategy introduced/used) Documents to be submitted Photocopies of model lesson plans utilizing said approaches/teaching strategies Certification from principal/supervisor mentoring extent of use (sch, district, division or regional)</p>		
<p>2.2.3 Instruction / teaching devices prepared and utilized in teaching to improve teaching and shared with other schools (10pts) (2pts per material) Documents to be submitted Photos of innovative teaching devices using indigenous/local materials prepared and utilized</p>		
<p>2.2.4 Evaluative materials prepared and utilized to improved teaching and pupils performance in class (10pts) (2pts per evaluative material) Documents to be submitted</p>		



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Photocopies of sample assessment and instruments prepared and utilized (periodic test, summative test, rubrics ect.) Include brief description and extent of use whether school, district, division, or regional level.		
2.2.5 Research and Creative output (5pts) 1 pt per research work (maximum of 3 pts) 1pt per published/unpublished work (maximum of 3 pts) Documents to be submitted Certified true copies of action researches and other studies conducted related to teaching.(except those presented for post graduate studies)		
1.3 LEADERSHIP POTENTIALS	15 PTS	
1.3.1 Involvement in co-curricular activities a. As demonstration teacher (3pts) b. As facilitator 2pts c. As trainer /Adviser/Coach (5pts) 1.3.2 Awards received for the last 5 years (2pts) 1.3.3. School projects initiated, implemented and sustained (3pts)		
II PROFESSIONAL AND COMMUNITY INVOLVEMENT	20 PTS	
A. Professional qualities a.1 Educational Attainment and Professional Growth 5pts Full -Fledged Doctor 5pts Completed Academic Requirements 4pts Full=fledged Master's Degree 3pts M.A. Academic Requirement 2.5pt College Graduate 2 pts a.2 Seminars /workshops attended 3pts Regional 3pts Division 2pts District 1pts a.3 Punctuality and Attendance 2pts a. Submits reports on or/before the dates b. Is regular in coming to school and observes punctuality c. Renders voluntary services beyond official time		



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<p style="text-align: center;">d. participates in school activities</p> <p>B. Community Involvement 10PTS</p> <p>b.1 Active membership in professional, civic, and religious organization (2pts)</p> <p>b.2 I Initiated school/class activities that resulted to improvement of the community. (e.g. barangay cooperatives, livelihood projects, functional literacy, ect.) 2pts per school/ class activity</p> <p>6 pts</p> <p>Documents to be conducted</p> <p>Certificate of recognition /participation from the principal/supervisor/ Barangay Chairman</p> <p>Other evidences such as photos, projects by-laws Description of activities</p> <p>b.2.2 Networking (1pt per service/ resources) max of 2 pts</p>		
III. Personal Qualities	10PTS	
<p>a. Model of morality and integrity 5pts</p> <p>Demonstrates honesty, humility, dedication, diligence, good faith, courtesy, generosity, kindness, love and concern for children</p> <p>Demonstrates personal sacrifices for the good of the service</p> <p>b. Good human relations in the school and in the community 5pts</p> <p>Demonstrates good relations with pupils, co-teacher, school head and community</p> <p>Document to be submitted</p> <p>Certification from the principal/supervisor</p>		
TOTAL	100PTS	