



Republic of the Philippines
Department of Education
 REGION II – CAGAYAN VALLEY
 SCHOOLS DIVISION OF NUEVA VIZCAYA

December 5, 2024

DIVISION MEMORANDUM
 No. **532**, s. 2024

**PARTICIPANTS TO THE REGIONAL TRAINING ON THE IMPLEMENTATION
 OF EO 174: EXPANDED CAREER PROGRESSION FOR TEACHERS**

To: Assistant Schools Division Superintendent
 CID and SGOD Chiefs
 Education Program Supervisors
 Public Schools District Supervisors/District In Charge
 Elementary and Secondary School Heads
 All Others Concerned

1. Relative to Regional Memorandum No. 479 Re: Adjustment on the Schedule and Number of Participants for Conduct of the Regional Assessors' Training dated November 27, 2024, this office would like to request the attendance of the following employees on the said activity on December 9-12, 2024 at DepED Region 02 NEAP Conference Hall, Carig Sur, Tuguegarao City:

Name	Position
ADONIS C. CEPEREZ EdD, CESE	Assistant Schools Division Superintendent
ROMULO S. ANCHETA PhD	Chief Education Supervisor, SGOD
MARICEL S. FRANCO PhD	Chief Education Supervisor, CID
MARITESS E. VIDAD	Administrative Officer V
PRINCES C. AQUITANIA	Administrative Officer IV (Personnel)
RONNIE B. BIBAS	Education Program Supervisor
FLORENCE F. ESPARRAGO	Head Teacher V
SINGASING G. VALDEZ	Public Schools District Supervisor
MENALYN A. SALVADOR	School Principal I
REYNOLD B. MARIANO	Head Teacher III
MICHAEL C. MANZANO	Master Teacher II

2. Participants are advised to bring with them their laptops, chargers and extension cords for the workshops.
3. Travel expenses and other allowable expenses of trainees/attendees shall be charged against SDO/school/ local funds subject to the existing budgeting, accounting, and auditing rules.
4. For information, guidance and compliance.



ORLANDO E. MANUEL PhD, CESO V
 Schools Division Superintendent
 11-2024-431



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Republic of the Philippines
Department of Education
 Region II – Cagayan Valley

DepEd Regional Office No. 02
 QR Code
 DOCS ID No. 112824017
 Created by: HRDD
 Date Created: 11/28/2024

November 27, 2024

REGIONAL MEMORANDUM

No. **479** s. 2024

**ADJUSTMENT ON THE SCHEDULE AND NUMBER OF PARTICIPANTS
 FOR CONDUCT OF THE REGIONAL ASSESSORS' TRAINING**

To: School Division Superintendents
 All Others Concerned

1. This has reference to the conduct of **Regional Training on the Implementation of EO 174: Expanded Career Progression for Teachers** released through Regional Memorandum No. 377, s. 2024, dated October 7, 2024.

2. Due to the adjustment in the conduct of the **National Training of Trainers (NTOT) on Assessors Training and Deepening of Classroom Observation and Portfolio Assessment**, which was rescheduled by the Central Office to be conducted on December 2-6, 2024, as well as the unforeseen administrative considerations and the significant disruptions caused by recent typhoons in our region, this Office announces the new schedule and the number of pax for the conduct of the said activity, detailed below:

Original Schedule and Pax	New Schedule and Pax
November 5-8, 2024 @ 4 participants per SDO	December 9-12, 2024 (See Enclosure for the participants per SDO)

2. The HRD Fund under OSEC 2-24-2603 and/or the OPDNTP Fund with OSEC-2-24-7320 will cover the board and lodging and travel expenses, per diem, incidental expenses of the Regional Technical Working Group (RTWG), Program Management Team (RPMT), Secretariat, Trainers/Resource Persons, including the board and lodging of all the participants. The travel expenses and other allowable expenses of trainees/attendees shall be charged against SDO/school/local funds subject to the existing budgeting, accounting, and auditing rules and regulations.

3. For meal arrangements, please refer to the table below:

Day	Breakfast	AM Snacks	Lunch	PM Snacks	Dinner
Day 1	x	/	/	/	/
Day 2	/	/	/	/	/
Day 3	/	/	/	/	/
Day 4	/	/	/	/	x

3. Please note that everyone should bring their laptops, chargers, and extension cords for the workshops.




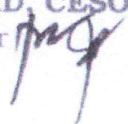
4. The final briefing of the RTWG, RPMT, Secretariat, Trainers/Resource Persons will be on Day 1, December 9, 2024 at 1:00 p.m.

5. Enclosed to this Memorandum are the expected participants (Enclosure 1), and the Program Matrix for reference and guidance.

6. All other provisions stipulated in the previous Regional Memorandum remain in effect.

6. For your information, guidance, and immediate dissemination to all concerned.




BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director 

Reference: DM-OUHROD-2024-1994

Encls: As stated

To be indicated in the Perpetual Index under the following:

TRAINING PROGRAMS
WORKSHOPS

HRDD/RBC/iln

Enclosure 1: Expected Participants

A. Expected No. of Participants, RP, RPMT Members

SDOs	No. of Pax	No. of PMT	RP	Total
Batanes	4	1		5
Cagayan	9	1		10
Cauayan City	9	1		10
City of Ilagan	9	1		10
Isabela	9	1	1	11
Nueva Vizcaya	9		1	10
Quirino	9	1		10
Santiago City	9		1	10
Tuguegarao City	9	1		10
RO	10 <i>(All Chiefs or Representatives, 3 from the Personnel Section)</i>	11	3	24
Total	86	18	6	110

B. List of Regional Program Management Team (RPMT)

NAME	Designation	Office
Benjamin D. Paragas	Director IV/Regional Director Program Consultant	ORD
Florante E. Vergara	Director III/Assiastant Regional Director Program Adviser	OARD
Romel B. Costales	EPS/OIC Chief Program Manager	HRDD
Joy S. Ferrer-Lopez	EPS/PMT/RP	HRDD
Daisy M. Doral	EPS/PMT/RP	HRDD
Isidra L. Nicolas	SEPS/PMT/Logistic Officer	HRDD
Claribel B. Calagui	EPS II/PMT/Secretariat	HRDD
Maricel C. Cambia	EPS II/PMT/Secretariat	HRDD
Camille Grace I. Uy	EPS II/ PMT/Secretariat	HRDD
Nigel J. Domingo	Dorm. Manager II/ PMT/Secretariat	HRDD
Milky Jayne P. Bulusan	ADAS III/ PMT/Secretariat	
Dr. Kae Kryzzl Paragas-Mamba	Medical Officer IV/Welfare Officer	ESSD
Joy T. Soriano	OIC Chief, QAD/M&E Coordinator	QAD
Joey M. Apolinario	EPS/PMT/M&E Focal	QAD

C. List of Vetted Faculty/Resource Persons

Division	Name
RO-HRDD	Romel B. Costales
RO-HRDD	Joy S. Ferrer-Lopez
RO-HRDD	Daisy M. Doral
Isabela	Maribel Ancheta
Nueva Vizcaya	Florence Esparrago
Santiago City	Marjorie Pillon



Republic of the Philippines
Department of Education
 REGION II - CAGAYAN VALLEY

DepEd Regional Office No. 02



DOCS ID No.
100724049

Created by HRDD
Date Created: 10/07/2024

7 October 2024

REGIONAL MEMORANDUM

No. **377** s. 2024

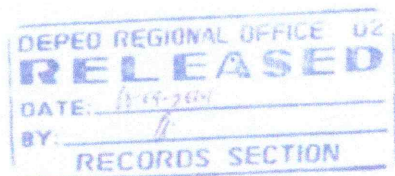
REGIONAL ASSESSORS' TRAINING ON THE IMPLEMENTATION OF EO 174: EXPANDED CAREER PROGRESSION FOR TEACHERS



To: Schools Division Superintendents
 All Others Concerned

1. In reference to Memorandum DM-OUHROD-2024-1994, titled "Program Matrix, Cost Estimates, and Technical Specifications for the Conduct of Regional Assessors' Training," this Office, through Human Resource Development Division, will facilitate the roll-out of the said training on November 5-8, 2024. The details regarding the venue will be communicated through a separate issuance.
2. This activity aims to provide a capacity-building support program for schools divisions, ensuring that the Department equips and trains competent, credible, and objective assessors of teacher competencies who will serve as members of the Human Resource Merit Promotion and Selection Board (HRMPSB) and its sub-committees at the Schools Division level.
3. The Schools Division Offices (SDOS) shall select four (4) participants using the following qualifications:
 - a) Member of the HRMPSB or its sub-committee/s for teacher promotion (Master Teacher, Head Teacher, School head, Supervisor, SGOD/CID Chief)
 - b) With high proficiency in training facilitation as resource person (preferably NEAP-recognized trainer/facilitator)
 - c) With experience in IPCRF assessment for teachers, conducting classroom observation, and provision of feedback.
 - d) Trained in the implementation of PPST assessment for L&D purposes.
 - e) With proficient knowledge and understanding on the effective and proper implementation of competency-based standards, particularly PPST
 - f) Trained in the implementation of RPMS-PPST
 - g) With outstanding performance rating in RPMS
4. The SDOs are requested to endorse their participants using the template below on or before October 18, 2024 via email hrdd.region2@deped.gov.ph with the subject line "SDO_ASSESSORS_RT" (e.g. SDOBATANES_ASSESSORS_RT).

No.	Name	Position	Email	Contact Number

5. The participants are directed to bring their own laptops, chargers, and extension cords for the whole duration of the activity.
6. Meanwhile, ten (10) RO-PMT members and Trainers/Resource Persons, who were trained during the NTOT, along with CO representatives and select NTWG members, will oversee the implementation of the training program.
7. Attached hereto is the training matrix/indicative program of the activity for ready reference.
8. The board and lodging, training supplies, and materials for the participants, as well as the travel and incidental expenses of the Regional Program Management Team (RPMT), Trainers, Central Office Representatives, and select members of the National Technical Working Group (NTWG), shall be charged to the PSF/OSEC-2-24-2603. On the other hand, the travel expenses and per diem of field participants (from Schools Division Offices/Districts/Schools) shall be charged to local funds, subject to the usual accounting, budgeting, and auditing rules and regulations.
9. Should you have questions and concerns, please coordinate with **Joy S. Ferrer-Lopez** or **Isidra L. Nicolas**, through email hrtd.region2@deped.gov.ph or mobile number 09266056343.
10. For immediate dissemination and appropriate action.




BENJAMIN D. PARAGAS PhD, CESO III
 Director IV/Regional Director 

Reference: DM-OUHROD-2024-1994

Encls: As stated

To be indicated in the Perpetual Index under the following:

TRAINING PROGRAMS
 WORKSHOPS

ANNEX A

TRAINING MATRIX/PROGRAM DESIGN

Session No.	Duration	Topic	Session Objectives	Methodology	Outputs
1	1 hour	Session 1: Teacher Development Framework	Present background and current context of Teacher Development Framework in relation to career progression	Lecture	Reflection
2	1 hour	Session 2: Overview of the Expanded Career Progression Policy and the Assessors Program	Discuss the standards-based Career Progression System, Teacher Promotion process, the Assessors Program, and the role of an Assessor	Lecture Feedback session (open forum) Self-reflection	Expanded Career Progression Policy and the Assessors Program (presented) Consolidated feedback (questions, comments, insights) from participants
3a	1 hour & 15 mins.	Session 3a: Procedures and Requirements for Reclassification	Discuss the standards-based Teacher Reclassification process Introduce and discuss the elements of the M-TPPS Form	Sharing session Lecture Different procedures and requirements in the process of reclassification. Process applicable to the new system of reclassification by virtue of EO 174. Feedback session (open forum)	Appreciated the procedures and requirement for reclassification through a reflective journal.
3b	2 hours	Session 3b: QS (need) and Performance Requirements Workshop 1: Accomplishment of MTPPS (Part I & II - QS & Performance)	Present new QS and performance requirements in relation to application for higher teaching position. Demonstrate how to accomplish Parts I & 2 of the MTPPS with Teacher-Applicant's POV	Discussion and analysis of case/scenario Problem-solving exercise Workshop	Accomplished MTPPS (Parts I and II) Consolidated feedback (questions, comments, insights) from participants
4	1 hour & 30 mins.	Session 4: ETE and Performance (Chapters 2 & 3) Workshop 2a: Simulation of ETE and Performance Computation using sample application documents	Introduce tools in assessing teacher-applicants' qualifications for promotion, based on existing criteria and parameters. Demonstrate computation of Education, Training, Experience (ETE) and Performance criteria that comprise 30% (ETE) and 30% (Performance) and of	Activity 1. The participants will be grouped by region. An Activity Sheet will be distributed to each group. The group will compute the ETE and performance and present it to the plenary after 15 minutes. Analysis 1. Questions eliciting higher order thinking skills will be thrown to the participants for	Accomplished Modified Teacher Preparation Phy Schedule (M-TPPS) with correct rating for ETE and Performance)

		Workshop 1b: Processing	the total points for reclass.	<p>them to assess and reflect on their experiences during the workshop.</p> <p>Abstraction</p> <ol style="list-style-type: none"> 1. Deepening of the contents through discussion and guided simulation of another sample of computation of ETS and Performance of an applicant <p>Application</p> <ol style="list-style-type: none"> 1. The group will take the copies of the application documents they brought along with them 2. The participants will assess the ETS and Performance of the Applicant. 3. The participants will use the M-TPPS as their final output to be presented. 4. The selected group will present their output for entiquing and suggestions. 	
5	1 hour & 30 mins.	Session 5: Presentation of COIs and NCOIs and Rubric (per position)	Present Classroom Observation Indicators (COIs) and Non-Classroom Indicators (NCOIs) and their Rubrics as reference for the remaining evaluative assessment comprising 25% (COI) and 15% (NCOI)	Lecture Group discussion Q&A	List of COIs and NCOIs Consolidated feedback (questions, comments, insights) from participants
6	3 hours & 30 mins.	<p>Session 6: Assessing the Classroom Observable Indicators</p> <p>Workshop 2a: Simulation of Classroom Observation</p> <p>Workshop 2b: Processing</p> <p>Workshop 2c: Accomplishment of M-TPPS COI portion</p>	<p>Deepen understanding of classroom observations vis-a-vis protocols and requirements.</p> <p>Demonstrate competence in assessing and rating classroom observations.</p> <p>Express commitment in upholding focused, unbiased, evidence-based, and consensual classroom observation assessment for continuous improvement and improved learning outcomes.</p>	<p>Priming</p> <p>Winning Memory (Classroom Observation Charades)</p> <p>Activity</p> <ol style="list-style-type: none"> 1. Warm-up (Observation Notes Form) 2. Warm-up (Rating Sheet, Inter-observer Agreement Form) <p>Analysis</p> <p>Abstraction</p> <ol style="list-style-type: none"> 1. Classroom Observation in the ECP 2. Classroom Observation in the Big Picture of the Assessment Process 3. Classroom Observation protocols <p>Application</p> <ol style="list-style-type: none"> 1. Simulation of classroom observation 2. Processing 3. Reflection <p>Closing</p>	<p>Accomplished COT-ECP Forms (i.e. Observation Notes Form, COT Rating Sheet, Inter-Observer Agreement Form)</p> <p>Accomplished Modified-Teacher Preparation Pay Schedule (M-TPPS) Form-COI Portion</p> <p>Journal Reflection</p>

	7	<p>Session 7. Evaluation of NCOI Annotations or BEI</p> <p>Workshop 7a. Simulation of NCOI Evaluation 7b. Processing</p> <p>Workshop 7c. Accomplishment of MTPPS NCOI portion</p>	<p>Present Non-Classroom Observation Process and Requirements.</p> <p>Demonstrate assessment process for NCOI in the assessors' POV</p>	<p>ACTIVITY 1 <i>Non-Classroom Observable Indicators' Definition Window</i></p> <p>Analysis <i>Asks questions based on the experienced activity e.g. NCOI definition, practices in assessing teacher's attainment of NCOI's, and MOVs of NCOIs.</i></p> <p>Abstraction <i>Discussion on the following:</i></p> <ol style="list-style-type: none"> 1. The Non-Classroom Observable indicators (NCOIs) 2. Teachers' attainment of the FPST NCOIs 3. FPST Domains and Strands 4. Teacher Applicant's Annotations 5. Portfolio Annotations Form (PAF) 6. Interview 7. NCOI Annotation Form 8. Rubric for the Demonstration of NCOI through Portfolio Annotation 9. Rubric for the Actual and Potential Demonstration of NCOI through Interview 10. NCOI Rating Sheet 11. NCOI Inter-Assessor Agreement Form. <p>Activity 2 <i>Logical Sequencing of Processes</i></p> <p>Analysis <i>Asks questions based on the experienced activity.</i></p> <p>Abstraction <i>Discussion on the protocols and steps in assessing the demonstration and understanding of the BNCOs of teacher-applicants through Portfolio Annotation.</i></p> <p>Application <i>1. Participants will be given a task card to simulate the assessment and rating of the non-classroom observable indicators. 2. Outputs will be processed.</i></p> <p>Closing</p>	
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8	1 hour & 30 mins	<p>Session 8: Behavioral Events Interview</p> <p>Workshop 4a: Scenario-based workshop on BEI</p> <p>Workshop 4b: Processing</p>	<p>Discuss pointers in effective facilitation of Assessors Training rollout</p>	<p>Simulation, role-playing, scenario-based workshop</p> <p>Reflective practice through self-reflection/self-analysis and processing of experience from activities</p>	<p>Accompanied Interview Rating Sheet, Interviewer's Notes, and MTPPS (with rating for Interview)</p> <p>Consolidated feedback (questions, comments, insights) from participants</p>
9	1 hour & 30 mins	<p>Session 9: Walkthrough of Session Guides</p> <p>Workshop 5a: Scenario-based workshop on facilitation</p> <p>Workshop 5b: Processing</p>	<p>Discuss pointers in effective facilitation of Assessors Training rollout</p>	<p>Group discussion, simulation, and problem-solving exercise</p> <p>Self-reflection/self-analysis exercise and processing of experience from activities</p>	<p>Notes/Observations from the Oral Presentations</p> <p>Consolidated feedback (questions, comments, insights) from participants</p>
10	2 hours and 30 mins	<p>Planning Session for Regional Rollout</p>	<p>Prepare action plans for the rollout of Assessors Training in the Regions</p>	<p>Brainstorming group session</p> <p>Plenary and group discussion/presentation</p> <p>Self-reflection/self-analysis exercise</p>	<p>Implementation Plan per Region</p>