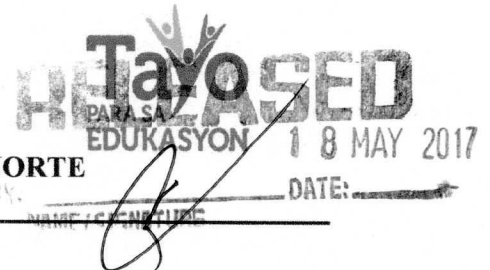





Republic of the Philippines
Department of Education
 Region IX, Zamboanga Peninsula
SCHOOLS DIVISION OF ZAMBOANGA DEL NORTE
 Dipolog City 7100



Division Memorandum

No. 159, s. 2017

TO : 1st Congressional District Master Teachers
 2nd Congressional District Master Teachers
 3rd Congressional District Master Teachers

FROM :  **NATIVIDAD P. BAYUBAY, CESO VI**
 Officer-In-Charge
 Office of the Schools Division Superintendent

SUBJECT : Revalida on the Performance of Master Teachers' for SY 2016-2017 in the Schools Division of Zamboanga del Norte

DATE : May 18, 2017

In pursuit for unadulterated accomplishments in the Schools Division of Zamboanga del Norte, its Continuous Improvement Program establishes the *Revalida* on the performance of its Master Teachers in order to have an objective, evidence-based, and transparent assessment on the satisfaction of their mandate.

Thereby, the Master Teachers concerned are advised to prepare their Individual Performance Commitment and Review Form for school year 2016-2017, together with their artefacts and wait for the advice of their PSDS as to the Schedule of their *Revalida* in their respective Districts, which shall be scheduled between May 22 and May 26, 2017.

In addition, expenses incurred by the Master Teachers and the Panel of Evaluators shall be charged to their respective School MOOE/Funds in deference to the usual Accounting and Auditing Rules.

Finally, a copy of the instrument to be used in the *Revalida* together with the composition of the Panel of Evaluators is attached to this Memorandum.

For widest dissemination.

Composition of the Panel of Evaluators for the Revalida of Master Teachers on May 22-26, 2017
for SY 2016-2017

1.) Rizal District:

Chairperson

PSDS Nestor Lanit

Members

PSDS Celsa Feras

Reynilda Salatandre

2.) La Libertad:

Chairperson

PSDS Nestor Lanit

Members

Cerlina Patagoc

Rey Bagalanon

3.) Sibutad

Chairperson

PSDS Rigel Bendaño

Members

Annabelle Salac

Carmelita Sapalleda

4.) Mutia

Chairperson

PSDS Antonina Gallo

Members

Eva Cinchez

Ranulfo Arcos

5.) Piñan

Chairperson

PSDS Glenda Gudmalin

Members

Vivian Ricardo

Lorna Sarmion

6.) Polanco I

Chairperson

PSDS Nelma Ochotorena

Members

Rolando Gerzon

Josephine Crisostomo

7.) Polanco II

Chairperson

PSDS Leyvie Boy Bellino

Members

Lanie Ocamia

Brigida Cabilin

8.) Sergio Osmeña I

Chairperson

Reynaldo Magtuba

Members

Carmelita Tambolero

Gerardo Montilla Jr.

9.) Sergio Osmeña II

Chairperson

PSDS Remegio Luy

Members

Elvis Adavan

Gerardo Montilla Jr.

10.) Katipunan I

Chairperson

Wilson Sevilla

Members

Rysa Intic

Leo Cudas

11.) Katipunan II

Chairperson

PSDS Bezer Crampatanta

Members

Melvin Sapihi

Marchel Abellera

12.) Roxas I

Chairperson

PSDS Antonio Acedo

Members

Dennipher Rillera

Emerita Abrigana

13.) Roxas II

Chairperson

PSDS Judith Pepito

Members

Judith Quezon

Oscar Gitalan

14.) Manukan I

Chairperson

PSDS Fe Sumaylo

Members

Marlou Elcamel

Daisy Flor Romaguera

15.) Manukan II

Chairperson

PSDS Roseminda Valera

Members

Esperanza Santander

Edwin Badlon

16.) Ponot

Chairperson

PSDS Marilyn Tabarno

Members

Trinidad Salasayo

Ofelia Calid

17.) Sindangan North

Chairperson

PSDS Marites Imperial

Members

Ruel Tariga

Arnold Guadalquiver

18.) Sindangan Central

Chairperson

Miela de Gracia

Members

Nilda Galaura

Anecita Aban

19.) Sindangan South

Chairperson

Carmelito Bongcawil

Members

Marissa Canastra

Dolores Cagoco

20.) Bacungan

Chairperson

Melecio Asentista

Members

Rizaldo Castillon

Celestina Lomoljo

21.) Siayan

Chairperson

PSDS Rey Teotimo Tambolero

Members

Gina Jamisola

Noralyn Sabanal

22.) Salug I

Chairperson

PSDS Mary Jean Acedo

Members

Elda Evangelista

Jennifer Bulanon

23.) Salug II

Chairperson

PSDS Lecita Tubal

Members

Angelita Galleposo

Joejil Dayonot

24.) Liloy I

Chairperson

PSDS Francisco Daarol

Members

Fernando Malazarte

Andres Gamil

25.) Liloy II

Chairperson

PSDS Julia Oidi

Members

Dionaldo Polio

Erlina Orilla

26.) Tampilisan

Chairperson

PSDS Antonio Gumela

Members

Marciano Cababat

Lucila Patagoc

27.) Kalawit

Chairperson

PSDS Roseller Murro

Members

Erisima Baliling

Minda Hangayo

28.) Labason

Chairperson

PSDS Reynaldo Alcala

Members

Cherry Ampalayo

George Templado

29.) Gotalac I

Chairperson

Arnold Dinglasa

Members

Serina Barrera

Danilo Alga

30.) Gotalac II

Chairperson

PSDS Eddie Refugio

Members

Jaime Timosa

Ramon Ensendencia

31.) Baliguian

Chairperson

PSDS Araceli Tomboc

Members

Elisar Gapol

Edilberto Borres

32.) Siocon

Chairperson

PSDS Merle Paras

Members

Marlon Micubo

Rubilita Tolentino

33.) Sirawai

Chairperson

PSDS Susan Felizarta

Members

Necitas Transmonte

Alfie Ontong

34.) Sibuco

Chairperson

PSDS Benedicto Tomales

Members

Christopher Lluisma

Ronnie Tariga

35.) Godod

Chairperson

PSDS Simlo Lomarda

Members

Renato Barbarona

Luzentes Maratas

**REVALUATION ON THE PERFORMANCE OF MASTER TEACHERS
SCHOOL YEAR 2016-2017**

District: _____

RATING SHEET

Name: _____
School: _____

Designation: _____
Date: _____

I. Professional Growth and Development (25%)

Key Indicators	5 (100%)	4 (95-99%)	3 (85-94%)	2 (50-84%)	1 (1-49%)	0
A. Conducted at least an action research related to school or classroom concerns/problems during the year (2.5%)	○ Action research is implemented	○ Action research is completed	○ Action research is in the Cost Estimate stage per DO 43, s. 2016	○ Action research is in the Research Questions stage per DO 43, s. 2016	○ Action research proposal is approved by the Principal	○ Unable to make an Action research
B. Participated in seminars, workshops, trainings within a year (school, district, division, regional, national) (5%)	○ Attended 5 Educational Trainings/Seminars	○ Attended 4 Educational Trainings/Seminars	○ Attended 3 Educational Trainings/Seminars	○ Attended 2 Educational Trainings/Seminars	○ Attended 1 Educational Trainings/Seminars	○ Unable to attend any Trainings/Seminars
C. Received (school, district, division, regional, national) awards/recognitions within a year (5%)	○ Received a National Award	○ Received a Regional Award	○ Received a Division Award	○ Received a District Award	○ Received a School Award	○ Unable to receive any award
D. Served as a demonstration teacher (school, district, division, region, national) (5%)	○ Served as a demonstration teacher in the national level	○ Served as a demonstration teacher in the regional level	○ Served as a demonstration teacher in the division level	○ Served as a demonstration teacher in the district level	○ Served as a demonstration teacher in the school level	○ Unable to serve as a demonstration teacher
E. Served as a resource speaker (school, district, division, region, national) (2.5%)	○ Served as a resource person/speaker in the national level	○ Served as a resource person/speaker in the regional level	○ Served as a resource person/speaker in the division level	○ Served as a resource person/speaker in the district level	○ Served as a resource person/speaker in the school level	○ Unable to serve as a resource person
F. Assistance in the preparation and implementation of School-based INSET (2.5%)	○ Assisted in the evaluation of the School-based INSET and results used as bases for the next School-based INSET	○ Managed and facilitated in the School-based INSET	○ Facilitated in the School-based INSET	○ Assisted for the approval of the proposal of School-based INSET	○ Assisted in the preparation of proposal for the School-based INSET	○ Unable to assist in the preparation and implementation of School-based INSET
G. Assisted in the preparation and implementation of School-based selection and promotion, and awards and recognition policies and mechanisms (2.5%)	○ Assisted in the implementation of the policies in the preparation and implementation of School-based selection and promotion, and awards and recognition	○ Assisted in the dissemination and the preparation and implementation of School-based selection and promotion, and awards and recognition policies and	○ Assisted in the approval in the preparation and implementation of School-based selection and promotion, and awards and recognition policies and mechanisms	○ Assisted in the recommendation and the preparation and implementation of School-based selection and promotion, and awards and recognition	○ Assisted in the formulation of policies and mechanisms for the School-based selection and promotion, and awards and	○ Unable to assist in the preparation and implementation of School-based selection and promotion, and awards

	policies and mechanism	mechanisms		olicies and hanisms	recognition	and recognition policies and mechanisms
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Score

II. Instructional Competence (40%)

Key Indicators	5 (100%)	4 (95-99%)	3 (85-94%)	2 (50-84%)	1 (1-49%)	0
A. Handled teaching loads of at least 300min. per day (10%)	<ul style="list-style-type: none"> Handled teaching loads of 360min. per day 	<ul style="list-style-type: none"> Handled teaching loads of 330min. per day 	<ul style="list-style-type: none"> Handled teaching loads of 300min. per day 	<ul style="list-style-type: none"> Handled teaching loads of 280min. per day 	<ul style="list-style-type: none"> Handled teaching loads of 250min. per day 	<ul style="list-style-type: none"> Unable to handle any teaching load
B. Taught 100% of the required learning competencies for the students every quarter (10%)	<ul style="list-style-type: none"> Achieved 100% of the required learning competencies for the students in every quarter 	<ul style="list-style-type: none"> Achieved 95-99% of the required learning competencies for the students in every quarter 	<ul style="list-style-type: none"> Achieved 85-94% of the required learning competencies for the students in every quarter 	<ul style="list-style-type: none"> Achieved 50-84% of the required learning competencies for the students in every quarter 	<ul style="list-style-type: none"> Achieved 1-49% of the required learning competencies for the students in every quarter 	<ul style="list-style-type: none"> Unable to achieve required learning competencies for students
C. Adopted/Implemented/Utilized contextualization, localization, and indigenization of curriculum content, strategies and materials (5%)	<ul style="list-style-type: none"> Thematic strategy has been adopted for the contextualization, localization, and indigenization of curriculum content, strategies and materials 	<ul style="list-style-type: none"> Mentored a group of teachers on contextualization, localization, and indigenization of curriculum content, strategies and materials 	<ul style="list-style-type: none"> Influenced a teacher in contextualization, localization, and indigenization of curriculum content, strategies and materials 	<ul style="list-style-type: none"> Utilized local stories, settings, folklore for the contextualization, localization, and indigenization of curriculum content, strategies and materials 	<ul style="list-style-type: none"> Utilized local materials for the contextualization, localization, and indigenization of curriculum content, strategies and materials 	<ul style="list-style-type: none"> Unable to contextualize, localize, and indigenize the curriculum content
D. Curriculum enrichment, innovations and interventions with ICT integration (5%)	<ul style="list-style-type: none"> Enriched, innovated the curriculum with interactive lessons daily 	<ul style="list-style-type: none"> Enriched, innovated the curriculum with interactive lessons weekly 	<ul style="list-style-type: none"> Enriched, innovated the curriculum with interactive lessons monthly 	<ul style="list-style-type: none"> Utilized CDs, DVDs in enriching and innovation of the curriculum with the utilization of lessons in power point presentation 	<ul style="list-style-type: none"> Utilized CDs, DVDs in enriching and innovation of the curriculum 	<ul style="list-style-type: none"> Unable to enrich the curriculum
E. Achieved above 75% NAT performance (5%)	<ul style="list-style-type: none"> Achieved at least 91-100% NAT performance 	<ul style="list-style-type: none"> Achieved at least 81-90% NAT performance 	<ul style="list-style-type: none"> Achieved at least 75-80% NAT performance 	<ul style="list-style-type: none"> Achieved at least 65-74% NAT performance 	<ul style="list-style-type: none"> Achieved at least 54-64% NAT performance 	<ul style="list-style-type: none"> 0-53%Unable to achieve any percentage for NAT performance

Score

III. Instructional Supervision (5%)

Key Indicators	5 (100%)	4 (95-99%)	3 (85-94%)	2 (50-84%)	1 (1-49%)	0
A. Observed at least 8 teachers every month (10%)	<ul style="list-style-type: none"> Twelve (12) subject Teachers are monitored and observed in a month with follow up on improvements 	<ul style="list-style-type: none"> Nine to Ten Teachers monitored and observed in a month with follow up on improvements 	<ul style="list-style-type: none"> Eight Teachers monitored and observed in a month with follow up on improvements 	<ul style="list-style-type: none"> Four to Seven Teachers monitored and observed in a month with follow up on improvements 	<ul style="list-style-type: none"> Three Teachers are monitored and observed in a month with follow up on improvements 	<ul style="list-style-type: none"> Unable to observe and monitor subject Teacher/s
B. Mentored/Coached at least 3 teachers quarterly (5%)	<ul style="list-style-type: none"> Conducted at least 5 mentoring/ coaching activities with teachers quarterly 	<ul style="list-style-type: none"> Conducted at least 4 mentoring/ coaching activities with teachers quarterly 	<ul style="list-style-type: none"> Conducted at least 3 mentoring/ coaching activities with teachers quarterly 	<ul style="list-style-type: none"> Conducted at least 2 mentoring/ coaching activities with teachers quarterly 	<ul style="list-style-type: none"> Conducted at least 1 mentoring/ coaching activities with teachers quarterly 	<ul style="list-style-type: none"> Unable to mentor or coach any teacher
C. Evaluated the Technical Assistance Extended quarterly (10%)	<ul style="list-style-type: none"> Evaluated teachers' performance 4 times a year 	<ul style="list-style-type: none"> Evaluated teachers' performance thrice a year 	<ul style="list-style-type: none"> Evaluated teachers' performance twice a year 	<ul style="list-style-type: none"> Evaluated teachers' performance once a year 	<ul style="list-style-type: none"> Evaluated less than the total number of teachers' performance once a year 	<ul style="list-style-type: none"> Unable to Evaluate teachers' performance
D. Analysed quarterly MPS per subject per grade level (5%)	<ul style="list-style-type: none"> Analysed the quarterly MPS of all subject areas in all grade levels 	<ul style="list-style-type: none"> Analysed the QMPS of all subjects in 3 grade levels 	<ul style="list-style-type: none"> Analysed the QMPS of all subjects in 2 grade levels 	<ul style="list-style-type: none"> Analysed the quarterly MPS of all the subjects taught including those of 1 to 2 teachers 	<ul style="list-style-type: none"> Analysed the QMPS of the subjects taught 	<ul style="list-style-type: none"> Unable to analyse the QMPS
E. Assisted the Principal/ School Head in the preparation and implementation of the technical assistance plan, for school discipline/child protection, school policies (5%)	<ul style="list-style-type: none"> 100% implementation of the technical assistance plan 	<ul style="list-style-type: none"> 95-99% implementation of the technical assistance plan 	<ul style="list-style-type: none"> 85-94% implementation of the technical assistance plan 	<ul style="list-style-type: none"> Initially implemented the technical assistance plan 	<ul style="list-style-type: none"> prepared the technical assistance plan still for implementation 	<ul style="list-style-type: none"> Unable to prepare nor to implement the technical assistance plan

IV. Plus Factor

Performed duties beyond his official mandate (5%)						
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Score

GRAND TOTAL OF SCORES: _____

Rated:

Verified:

Member, Panel of Evaluators

Secretariat