



Republic of the Philippines  
**Department of Education**


**DepEd ORDER**  
No. **22, s. 2015**

02 JUN 2015

**HIRING GUIDELINES FOR THE REMAINING TEACHING POSITIONS  
EFFECTIVE SCHOOL YEAR (SY) 2015-2016**

To: Undersecretaries  
Assistant Secretaries  
Bureau Directors  
Regional Directors  
Schools Division Superintendents  
Heads, Public Elementary and Secondary Schools

1. The **Hiring Guidelines for the Remaining Teacher I Positions for School Year (SY) 2015-2016** are enclosed for the information and guidance of all concerned.
2. The issuance of these Guidelines aims to augment the need of qualified applicants in schools divisions with great teacher requirements.
3. These Guidelines shall be used only in the event that the Schools Division Office (SDO) still has available Teacher I positions after having implemented DepEd Order (DO) 7, s. 2015 on the *Hiring Guidelines for Teacher I Positions Effective School Year (SY) 2015-2016*.
4. Only new applicants and applicants who were not included in the initial Registry of Qualified Applicants (RQA) DO 7, s. 2015 shall be covered by these Guidelines.
5. Immediate dissemination of and strict compliance with this Order is directed.

  
BR. ARMIN A. LUISTRO FSC  
Secretary

Encl.: As stated

Reference: DepEd Order: (No. 7, s. 2015)

To be indicated in the Perpetual Index under the following subjects:

APPOINTMENT, REAPPOINTMENT, EMPLOYMENT  
CHANGE

POLICY  
TEACHERS



**(Enclosure to DepEd Order No. 22, s. 2015)**

**HIRING GUIDELINES FOR REMAINING TEACHER I POSITIONS EFFECTIVE  
SCHOOL YEAR (SY) 2015-2016**

**1.0 BACKGROUND AND RATIONALE**

Last 27 March 2015, the Department of Education (DepEd) issued DepEd Order (DO) No. 7, s. 2015 on the *Hiring Guidelines for Teacher I Positions Effective School Year (SY) 2015-2016*. As there are schools divisions that do not have an adequate number of qualified applicants to fill their teaching positions after having implemented the evaluation and selection process set forth in the aforementioned Order, there is a need for the issuance of additional guidelines on the hiring of teachers to ensure that our public elementary and secondary schools have sufficient, quality teachers.

To augment the need for qualified applicants in schools divisions with great teacher requirements, these hiring guidelines are hereby promulgated for the remaining Teacher I positions left unfilled after having implemented DO 7, s. 2015 effective SY 2015-2016.

**2.0 COVERAGE**

- 2.1 These Guidelines shall be used only in the event that the Schools Division Office (SDO) still has available Teacher I positions left after having implemented DO 7, s. 2015. Thus, all applicants who have passed the evaluation process set forth in DO 7, s. 2015 (i.e. those who have achieved 70 points and above) shall have been appointed and assigned to their respective stations before these Guidelines are used.
- 2.2 Applicants who have previously undergone the SY 2015-2016 evaluation process (per DO 7, s. 2015) but were not included in the initial Registry of Qualified Applicants (RQA) shall be covered by these guidelines. These applicants shall no longer undergo the entire evaluation process again; only a recalibration or updating of points in accordance with the modified points system set in these Guidelines shall be done.
- 2.3 The remaining positions shall also be open to new applicants. These applicants shall undergo the evaluation and selection process set forth in this Order.

**3.0 DEFINITION OF TERMS**

- 3.1 **Applicant** refers to a person who holds a valid certificate of registration/professional license as a teacher from the Professional Regulation Commission (PRC) seeking to be appointed to a Teacher I Position.
- 3.2 **Bona fide resident** refers to an applicant who has been residing for at least six (6) months at the barangay, municipality, city or province in which the school being applied to for a teaching position is located, as evidenced by the Personal

Data Sheet (CSC Form 212, Revised 2005) and a Voter's Identification Card or any proof of residency deemed acceptable by the School Screening Committee.

- 3.2.1 An applicant who has taught as an LGU-funded teacher, Kindergarten Volunteer Teacher (KVT) or substitute teacher for at least one (1) school year in the barangay, municipality, city or province where the school being applied to for a teaching position is located shall also be considered as a bona fide resident, to be validated by a certificate of employment.
- 3.3 **Locality** refers to the barangay, municipality, city or province where the school being applied for is located.
- 3.4 **Qualified applicant** refers to an applicant who has been screened and who, therefore, meets the evaluation and selection criteria used by the Schools Division as provided for in the enclosed guidelines.
- 3.5 **Registry of Qualified Applicants (RQA)** refers to the official list of applicants who obtained an overall score of seventy (70) points and above based on the criteria set and as a result of the evaluation and selection processes.

#### **4.0 BASIC RULES ON HIRING AND DEPLOYMENT OF TEACHER POSITIONS**

- 4.1 Public school teachers requesting for transfer to another station are not considered new applicants and are therefore not subject to these hiring guidelines. DepEd Order No. 22, s. 2013, otherwise known as the "*Revised Guidelines on the Transfer of Teachers from One Station to Another,*" shall be strictly observed.
- 4.2 Upon a teacher's appointment, assignment to a station, and acceptance of the position, he or she shall not be transferred to another school until after rendering at least three (3) years of service in that school.
- 4.3 Residents of the locality, LGU-funded teachers, substitute teachers, volunteer teachers, and Philippine Business for Education (PBE) graduates under the 1000 Teachers Program (1000 TP) shall be subject to these hiring guidelines.
- 4.4 As provided in Section 26 (b) Paragraph 2 of RA 9293 entitled "*An Act Amending Certain Sections of Republic Act Numbered Seventy-eight Hundred and Thirty-six (RA 7836), Otherwise Known as the Philippine Teachers Professionalization Act of 1994,*" teachers who have not practiced their profession for the past five (5) years shall be required to take at least twelve (12) units in education courses, consisting of at least six (6) units of content courses.

#### **5.0 APPLICATION PROCESS AND REQUIREMENTS**

- 5.1 Applicants who already applied for the initial round of hiring per DO 7, s. 2015 shall no longer resubmit their documentary requirements but may submit additional supporting documents to update their points.
- 5.2 New applicants shall register to the Department's online system at [application.deped.gov.ph](http://application.deped.gov.ph), where they must encode their Personal Data Sheet

(PDS) and select the division(s) where they want to be ranked. Once submitted, a Unique Applicant Number (UAN) will be issued.

5.2.1 Each division shall assign an e-mail address (either its official division office's e-mail or its HR's e-mail) where the system will forward the applications.

5.2.2 Applicants who are not able to submit the UAN shall still be allowed to apply. The UAN shall not be treated as an eligibility requirement. Even without the UAN, applicants may still go through the evaluation process, be ranked in the Registry of Qualified Applicants (RQA), and be hired.

5.3 New applicants shall submit to the SDO or the school head of the elementary or secondary school where a teacher shortage or vacancy (regular and/or natural) exists, a written application (preferably with the UAN indicated), supported by the following documents:

- a. CSC Form 212 (Revised 2005) in two copies with the latest 2x2 ID picture
- b. Certified photocopy of PRC professional identification card or a PRC certification showing the teacher's name, LET rating, and other information recorded in the PRC Office
- c. Certified photocopy of ratings obtained in the Licensure Examination for Teachers (LET)/Professional Board Examination for Teachers (PBET)
- d. Certified copy of transcript of records
- e. Copies of service records, performance rating, and school clearance for those with teaching experience. If unavailable, the applicant must submit a justification citing the reason/s for unavailability.
- f. Certificates of specialized training, if any
- g. Certified copy of the Voter's ID and/or any proof of residency deemed acceptable by the School Screening Committee
- h. NBI Clearance
- i. Omnibus certification of authenticity and veracity of all documents submitted, signed by the applicant

5.3 The applicant assumes full responsibility and accountability on the validity and authenticity of the documents submitted, as evidenced by the Omnibus certification of authenticity (Item 5.2.i above). Any violation shall automatically disqualify the applicant from the selection process.

## **6.0 EVALUATION AND SELECTION COMMITTEES**

6.1 The Schools Division Superintendent (SDS) shall issue a Memorandum organizing and designating the members of the following committees:

6.1.1 School Screening Committee

6.1.2 Division Selection Committee

6.2 The Committees shall have the following compositions and functions:

6.2.1 School Screening Committee

6.2.1.1 Composition

- a. The Committee at the elementary level shall be chaired by the School Head with four (4) teachers as members. In the case of primary, incomplete elementary and multi-grade (MG) schools, the Committee shall be chaired by the cluster school head with four (4) teachers from the cluster schools as members.
- b. The Committee at the secondary level shall be chaired by the School Head. The Department Head concerned and three (3) teachers from the different learning areas (as needed based on the school's vacancies) shall be members. For small secondary schools that do not have department heads, the School Head shall be the Committee Chair with four (4) subject leaders from different learning areas as members.
- c. Committee members shall be identified by the School Head using the abovementioned specifications. The School Head shall then transmit the Composition of the School Screening Committee to the Schools Division Superintendent for the issuance of a corresponding Designation Order.

6.2.1.2 Functions

- a. Ensures that the updated lists of vacancies are regularly posted at conspicuous places and at the websites of schools and teacher education training institutions at all times. The step-by-step procedure in applying for the remaining Teacher I positions, including a copy of this Order, must also be posted.
- b. Receives applications and documents.
- c. Verifies and certifies as to completeness, veracity, accuracy, and authenticity of documents.
- d. Issues a certification to each applicant that it has received the application specifying the documents that have been submitted in support of the application.
  - i. The School Screening Committee shall not refuse acceptance of any application. If any of the required documents are incomplete or invalid, the Committee shall immediately notify the applicant to facilitate the complete and proper submission of documents.
  - ii. Regardless of being incomplete or invalid, however, all applications must still be forwarded to the Division

Selection Committee, albeit such submissions must be noted and marked by the Committee.

- e. Produces copies of the received applications and documents before submitting the original submissions to the Division Selection Committee. The copies are then to be compiled and/or bound, with a table of contents and proper pagination, and are to be kept in the Office of the School Head for records purposes.

## 6.2.2 Division Selection Committee

### 6.2.2.1 Composition

#### For Elementary Schools

*Chair:* Assistant Schools Division Superintendent (ASDS)

*Members:*

- Three (3) Education Program Supervisors/Specialists
- Division Chapter President of the Philippine Elementary Schools Principals Association (PESPA)
- Division Level President of the Parent-Teacher Association (PTA)
- Authorized representative of an accredited teachers' union, as evidenced by the Certificate of Accreditation issued by the Civil Service Commission (CSC)

In the evaluation of SPED elementary applicants, the SPED Division Coordinator shall be part of the Committee.

For MG schools, the Division MG Coordinator shall be part of the Committee.

#### For Secondary Schools (Grades 7 to 10)

*Chair:* Assistant Schools Division Superintendent

*Members:*

- Three (3) Education Program Supervisors/Specialists
- Division Chapter President of the National Association of Public Secondary School Heads, Inc. (NAPSSHI) or the National Association of Secondary Schools of the Philippines (NASSHPHIL)
- Division Level President of the Parent-Teacher Association (PTA)

Authorized representative of an accredited teacher's union, as evidenced by a Certificate of Accreditation issued by the Civil Service Commission

In the evaluation of SPED secondary applicants, the SPED Division Coordinator shall be part of the Committee.

- a. In schools divisions where there is no ASDS, the Superintendent shall designate an Education Program Supervisor as the Chair of the Division Selection Committee.
- b. The official in charge of personnel actions shall provide secretariat services and maintain the minutes of proceedings of the selection and deliberation process. The minutes shall be signed by the Chair and all members of the Division Selection Committee.

#### 6.2.2.2 Functions

- a. Receives from the School Screening Committee the list of applicants with the corresponding documents.
- b. Verifies the documents submitted by the School Screening Committee as to completeness, accuracy, authenticity, and veracity.
- c. Evaluates applicants on Education, Teaching Experience, LET/PBET Rating, Interview, Demonstration Teaching, and Specialized Training and Skills based on the criteria set forth in these guidelines.
- d. Reviews and consolidates the results of the individual ratings of applicants, based on the scores they obtained in each criterion for evaluation.
- e. Prepares separate division-wide RQAs for Kindergarten, Elementary, and Secondary
- f. Sends to each applicant a written communication detailing the scores he or she has received for each evaluation criterion as well as the final overall rating, signed by the Chair.
- g. Secures list of its LGU-funded teachers from the office of the provincial governor, city/municipal mayor, or provincial/city/municipal administrator.
- h. Ensures that LGU-funded and volunteer teacher applicants go through the application process as provided for in these guidelines.
- i. Recalibrates and/or updates the scores of applicants who have undergone the evaluation process per DO 7, s. 2015 in accordance to the guidelines set in this Order.

- j. Submits the complete results of the evaluation of applicants, including pertinent records of deliberations, to the SDS for approval.

6.3 In cases involving applicants who may be assigned in a school located in an indigenous peoples (IP) community and/or serving IP learners, the School and Division Screening Committees may appropriately consult with IP elder(s)/leaders recognized by the community to verify and better assess such applications in reference to relevant provisions of these guidelines.

**7.0 EVALUATION AND SELECTION PROCEDURE AND CRITERIA**

Applicants shall be evaluated using the following criteria:

<b>CRITERIA</b>	<b>POINTS</b>
a. Education	20
b. Teaching Experience	15
c. LET/PBET Rating	15
d. Specialized Training and Skills	15
e. Interview	10
f. Demonstration Teaching	10
g. Communication Skills	15
<b>TOTAL</b>	<b>100</b>

**7.1 Education – 20 points**

<b>General Weighted Average (GWA)</b>	<b>Equivalent Points</b>
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Education shall be rated in terms of the applicant’s academic achievement. Thus, all subjects with corresponding units must be included in the computation.

7.1.1 Rating of Education shall be based on the following equivalents, with 1.0 as the highest and 3.0 as the lowest:



1.2 – 1.0	18.00
1.5 – 1.3	17.40
1.8 – 1.6	16.80
2.1 – 1.9	16.20
2.4 – 2.2	15.60
2.7 – 2.5	15.00
3.0 – 2.8	14.40

When the percentage rating is used, the following table of equivalents shall be used, with 1.0 as the highest and 3.0 as the lowest:

<b>Percentage Rating</b>	<b>GWA</b>	<b>Percentage Rating</b>	<b>GWA</b>
99.00 – 100	1.0	86.50 – 87.50	2.0
97.75 – 98.75	1.1	85.25 – 86.25	2.1
96.50 – 97.50	1.2	84.00 – 85.00	2.2
95.25 – 96.25	1.3	82.75 – 83.75	2.3
94.00 – 95.00	1.4	81.50 – 82.50	2.4
92.75 – 93.75	1.5	80.25 – 81.25	2.5
91.50 – 92.50	1.6	79.00 – 80.00	2.6
90.25 – 91.25	1.7	77.75 – 78.75	2.7
89.00 – 90.00	1.8	76.50 – 77.50	2.8
87.75 – 88.75	1.9	75.00 – 76.25	2.9 – 3.0

Applicants with non-education degrees shall be rated using their GWAs in their baccalaureate degrees and the eighteen (18) professional units in education.

If the school issues a certification of GWA with a corresponding percentage rating that does not conform to the above table, the committee shall refer to the grading system of the school.

For schools with “unique” grading systems, a corresponding transmutation table shall be constructed.

Applicants with a Master's Degree (MA or MS) shall be given +1 point, while applicants with a Master's Degree and with a Doctorate (PhD) shall be given +2 points.

#### 7.1.2 Additional requirements for kindergarten applicants

- a. He/she must have obtained any of the following degrees, or its equivalent:

##### Degrees:

- Bachelor in Early Childhood Education
- Bachelor of Science in Preschool Education
- Bachelor of Science in Family Life and Child Development
- Bachelor in Elementary Education, with specialization in Kindergarten, Preschool or Early Childhood Education (ECE)
- Bachelor in Elementary Education, Major in Teaching Early Grades
- Bachelor of Arts/Science Degree in discipline allied to Education, such as Psychology, Nursing, Music and Arts, et cetera, with at least 18 units in content courses or subjects in ECE

##### Equivalent:

- Bachelor in Elementary Education, Major in Special Education (SPED) with 18 units in ECE
- Bachelor of Secondary Education with additional Diploma in ECE including Practice Teaching in Kindergarten Education
- Other degree courses and/or with at least 18 units in Early Childhood Education

The Division Selection Committee may consider any other similar Bachelor's degree in Early Education.

- b. In cases where there are limited eligible teachers with ECE units, the following measures may be adopted.
  - Upon appointment, the teacher shall be required by the SDO to earn ECE units gradually. Nine (9) ECE units may be earned at the end of Year 1; eighteen (18) units, Year 2; and twenty-one (21) units, Year 3.
- c. Kindergarten teacher applicants must not be more than forty-five (45) years old.

#### 7.1.3 Additional requirements for SPED elementary applicants

- a. He/she must possess any of the following qualifications:

<b>Educational Qualification</b>	<b>Requirement</b>
BSEEd- BS Special Education	With Specialization in SPED-Undergrad
BSEEd/BSSPEd	With 18 Units MA-SPED and 3 years actual teaching in SPED VS Performance Rating
BSEEd/BSSPEd	With 15 units MA-SPED and 4 years of actual teaching in SPED VS Performance Rating
BSEEd/BSSPEd	With 12 Units in MA-SPED and 5 years of actual teaching in SPED VS Performance Rating
BSEEd/BSE	With 9 units MA-SPED and 6 years actual teaching in SPED VS Performance Rating
BSEEd/BSSPEd/BSE	With teaching experience in SPED or Inclusive Setting VS Performance Rating

In cases where applicants do not have the appropriate educational qualifications for SPED, they may still be evaluated but shall be categorized separately from those who have met the said requirements.

- b. He/she must have at least three (3) years of experience in providing educational services to any of the categories of children with special needs. This is to be verified by a certification from the Principal to be submitted as part of the application.
- c. A certification from the Principal that the applicant has had a Very Satisfactory performance rating for the last three (3) years must be submitted as part of the application.

#### 7.1.4 Additional requirements for SPED secondary applicants

He/she must possess any of the following qualifications:

- Bachelor of Secondary Education, major in Special Education
- Bachelor of Secondary Education plus 18 units in special education in the graduate level
- Bachelor of Secondary Education plus 15 units in special education with 2 years of very satisfactory teaching experience in the regular schools and is willing to be trained within a year
- Bachelor of Secondary Education plus 12 units in special education with 4 years of very satisfactory teaching experience in the regular schools and is willing to be trained within a year

- Bachelor of Secondary Education plus 9 units in special education with 6 years of very satisfactory teaching experience in the regular schools and is willing to train within a year
- Bachelor of Secondary Education plus 2 years of very satisfactory teaching experience as a SPED teacher

## 7.2 Teaching Experience – 15 points

Teaching experience in Early Childhood (EC) kindergarten/preschool, elementary, secondary, tertiary, higher education, Special Education (SPED), Alternative Learning System (ALS), Technical-Vocational Education and Training (TVET), learning institutions offering culture-based education programs for indigenous peoples (IP) – even prior to passing the LET – shall be given **0.50 point for every month of service** but shall not exceed twelve (12) points.

Example: 8 months = **4 points**  
 10 months = **5 points**

The full **0.50** point per month of teaching experience shall be given to the applicants who have come from schools and institutions that are government-accredited or -recognized. Certificate/s of employment shall be used to determine validity of teaching experience.

Teaching experience of kindergarten volunteer teachers (KVT) and LGU-funded teachers shall merit additional points on top of the score they obtain from the above points system, as follows:

Less than 1 year experience = +1 point  
 1 to less than 3 years experience = +2 points  
 3 or more years experience = +3 points

## 7.3 LET/PBET Rating – 15 points

Equivalent points of applicants rating in the LET/PBET shall be as follows:

LET Rating	Points
87 and above	15
84 – 86	14
81 – 83	13
78 – 80	12
75 – 77	11

PBET Rating	Points
82 and above	15
79 – 81	14
76 – 78	13
73 – 75	12
70 – 72	11

#### 7.4 Specialized Training and Skills – 10 points

Specialized training for skills development in fields related to the work, duties, and functions of the Teacher I position to be filled shall be given a maximum of 10 points.

In the assignment of points, the following should be met:

- Presentation of certificate(s) – 1 point per day of training attended, not to exceed 4 points
- Demonstration of the skill – not to exceed 6 points

For applicants who may be assigned to a school located in an IP community and/or serving IP learners, knowledge and proficiency in the language(s) and culture of the concerned IP community shall be validated with the following:

Quality	Indicator/Evidence	Points
<p><b>Language proficiency</b>  <b>For those applying to teach in Kindergarten –Grade 3:</b>                      Fluency in the community language needed to teach using the mother tongue</p>	<p>Can speak the community’s language with adequate fluency and ease to discuss various concerns with adults in the community</p> <p><i>A certificate or any form of attestation from the IP elder(s)/leaders recognized by the community may be submitted to support this</i></p>	<p>3</p>
<p><b>For those applying to teach in Grades 4-10:</b> Familiarity with the day-to-day conversational language of the community needed to interact with community members and culture-bearers*</p> <p>(* Culture bearers are elders, leaders, and other community members recognized for their expertise on particular Indigenous Knowledge Systems and Practices (IKSPs) who are willing to facilitate the learning of IKSPs.)</p>	<p>Can take part in simple conversations using the community’s local language</p> <p><i>A certificate or any form of attestation from the IP elder(s)/leaders recognized by the community may be submitted to support this</i></p>	<p>3</p>

<b>Familiarity with and respect for the community’s culture</b>	A certificate or any form of attestation from the IP elder(s)/leaders recognized by the community	3
<b>Competency in indigenization of the teaching-learning process/Indigenous Peoples Education (IPEd)</b>  Has undergone training related to the indigenization of the teaching-learning process  Has practiced appropriate indigenization of the teaching-learning process in previous teaching engagements	Presentation of training certificate/s  Certification from previous learning institution/s served  1 year 2-3 years 4-5 years 6-7 years 7-9 years 10 years and over	1 point per day of training attended    0.5 1 2 2.5 3 4

If the total points reached by an applicant exceed ten (10) points, a rating of 10 is given.

### 7.5 Interview – 10 points

The Division Selection Committee shall interview applicants and ensure that all have equal opportunities to be assessed. Applicants shall be interviewed on topics such as:

- Professional experiences
- Instructional skills
- Technology/computer skills
- Classroom discipline and management
- Knowledge of content/materials
- Planning skills
- Relationships with administration, staff, parents, and students
- Personal qualities

The Committee shall rate applicants from *Not Fully Acceptable (NFA)*, *Fully Acceptable (FA)*, to *Exemplary (E)*, using standards and equivalent points listed below for each of the three (3) listed competencies indicated thereafter.

<b>Exemplary (E)</b>  <b>5 points</b>	<b>Fully Acceptable (FA)</b>  <b>3 points</b>	<b>Not Fully Acceptable (NFA)</b>  <b>1 point</b>
<i>Applicant’s response contained <b>many, if not all</b>, of the target behaviors. His/her responses indicate <b>well-developed skills and aptitude</b> for that competency, which would most likely lead to job success. The person’s responses are of <b>superior quality</b> for this job.</i>	<i>Applicant’s response covered <b>some</b> of the target behaviors, but not quite at the level that would be ideal for that competency. Still, the quality of the person’s answers leads you to believe that he/she <b>would be successful with some additional exposure and/or training</b>.</i>	<i>Applicant’s response contained <b>very few</b> of the target behaviors. Either the behaviors he/she discussed were <b>not at, or even close to</b>, the level indicated in the target behaviors, <b>or</b> the person <b>did not give you enough information</b> for you to have confidence that he/she has that competency at the level needed for success.</i>

Indicators of Competencies:

<b>I. Teaching Ability: Demonstrates an appropriate knowledge of content and pedagogy</b>	
<ul style="list-style-type: none"> <li>• Conveys ideas and information clearly</li> <li>• Provides reasonable examples of effective lesson-planning, instructional strategies, and/or student assessment</li> <li>• Makes content meaningful to students in the district</li> <li>• Sets concrete, ambitious goals for student achievement</li> <li>• Addresses the multiple and varied needs of students</li> <li>• Focuses on achieving results with students</li> <li>• Indicates confidence that all students should be held to high standards</li> <li>• Maintains high expectations for students when confronted with setbacks; continues to focus on the students’ academic success</li> <li>• Reflects on successes and failures</li> </ul>	E  FA  NFA
<b>II. Classroom Management: Demonstrates ability to deal effectively with negative student behavior</b>	
<ul style="list-style-type: none"> <li>• Assumes accountability for classroom environment and cultures</li> <li>• Conveys reasonable understanding of potential challenges involved in</li> </ul>	

teaching in a high-need school <ul style="list-style-type: none"> <li>• Demonstrates ability to deal effectively with negative student behavior</li> <li>• Persists in offering viable or realistic strategies to deal with classroom management challenges</li> <li>• Remains productive and focused when faced with challenges</li> <li>• Conveys willingness to try multiple strategies or something new when things change or when confronted with challenges</li> <li>• Displays willingness to adapt classroom management style to meet the particular needs or culture of a school</li> </ul>	E FA NFA
<b>III. School Fit: Demonstrates skills and needs for development that can be a good fit with the school</b>	
<ul style="list-style-type: none"> <li>• Interacts with interviewer in appropriate or professional manner</li> <li>• Respects the opinions of others</li> <li>• Recognizes that families impact student performance</li> <li>• Strategies create positive relationships with administrators, faculty, students</li> <li>• Expresses personal and professional expectations and/or preferences that are in line with the school culture</li> <li>• Demonstrates interests and skills that match the school's culture and needs</li> <li>• Interacts appropriately with supervisors, colleagues, parents and students</li> </ul>	E FA NFA

The number of points attained for each of the three (3) listed competencies (*Teaching Ability, Classroom Management, School Fit*) shall be added and then divided by fifteen (15). The quotient shall then be multiplied by 0.10 or 10%. The product shall then be multiplied by 100.

Example: Sum of points attained for the three competencies = 9  
 $[(9/15) \times .10] \times 100 = 6$   
 Score for Interview = 6 / 10

### 7.6 Demonstration Teaching – 15 points

Applicants shall be evaluated according to the rubrics indicated on the following pages.



<b>Component</b>	<b>Transforming 4 points</b>	<b>Developing 3 points</b>	<b>Emerging 2 points</b>	<b>Beginning 1 point</b>
<b>A. Lesson Planning and Preparation</b>				
1. Selecting Instructional Objectives	Teacher’s objectives reflect high level learning related to curriculum frameworks and standards; they are adapted, where necessary, to the needs of individual students, and permit practical/ workable methods of assessment.	Teacher’s objectives represent valuable learning and are suitable for most students in the class; they reflect opportunities for integration and permit practical/ workable methods of assessment.	Teacher’s objectives are of moderate value or suitability for students in the class, consisting of a combination of objectives and activities, some of which permit practical/ workable methods of assessment.	Teacher’s objectives represent trivial learning, are unsuitable for students, or are stated only as instructional activities, and they do not permit practical/ workable methods of assessment.
2. Mapping Coherent Instruction	All of the elements of the instructional design support the stated instructional objectives, engage students in meaningful learning, and show evidence of student input. Teacher’s lesson or unit is highly coherent and has a clear structure.	Most of the elements of the instructional design support the stated instructional objectives and engage students in meaningful learning and the lesson or unit has a clearly defined structure.	Some of the elements of the instructional design support the stated instructional objectives and engage students in meaningful learning, while others do not. Teacher’s lesson or unit has a recognizable structure.	The various elements of the instructional design do not support the stated instructional objectives or engage students in meaningful learning and the lesson or unit has no defined structure.
3. Instructional Materials, Resources, and Technology	All materials and resources support the instructional objectives and key concepts, and most engage students in	All materials and resources support the instructional objectives and key concepts, and most	Some of the materials and resources support the instructional objectives and key	Materials and resources do not support the instructional objectives and key

	meaningful learning. There is evidence of student participation in selecting or adapting materials.	engage student in meaningful learning. Technology used to enhance and support instruction.	concepts, and some engage students in meaningful learning.	concepts or engage students in meaningful learning.
<b>Component</b>	<b>Transforming 4 points</b>	<b>Developing 3 points</b>	<b>Emerging 2 points</b>	<b>Beginning 1 point</b>
<b>B. Classroom Management</b>				
1. Managing Classroom Procedures	Classroom routines and procedures are seamless in their operation, and students assume considerable responsibility for their smooth functioning.	Classroom routines and procedures have been established and function smoothly for the most part, with little loss of instruction time.	Classroom routines and procedures have been established, but function unevenly or inconsistently, with some loss of instruction time.	Classroom routines and procedures are partly inefficient, resulting in the loss of much instructional time.
2. Organizing Physical Space	Teacher's classroom is safe and students contribute to ensuring that the physical environment supports the learning of all students.	Teacher's classroom is safe and learning is accessible to all students; the teacher uses physical resources well and ensures that the physical arrangement supports the learning activities.	Teacher's classroom is safe and essential learning accessible to all students but the future arrangement only partially supports the learning activities.	Teacher makes poor use of the physical environment resulting in unsafe or inaccessible conditions for some students. There is poor alignment between the physical arrangement and the lesson activities.
<b>Component</b>	<b>Transforming 4 points</b>	<b>Developing 3 points</b>	<b>Emerging 2 points</b>	<b>Beginning 1 point</b>
<b>C. Teaching-Learning Process</b>				
1. Knowledge of Content and Pedagogy	Teacher's knowledge of content and pedagogy is extensive, showing evidence of a continuing search for improved	Teacher demonstrates solid understanding of the content and its prerequisite relationships and	Teacher's content and pedagogical knowledge represents basic understanding but	Teacher displays little understanding of the subject or structure of the discipline, or of content-related

	practice. Teacher actively builds on knowledge of prerequisites and misconceptions when describing instruction or seeking causes for student misunderstanding.	connections with other disciplines. Teacher's instructional practices reflect current pedagogical knowledge.	does not extend to connections with other disciplines or to possible student misconceptions.	pedagogy.
2. Questioning and Discussion Skills	Teacher formulates many of the high-level questions and assumes responsibility for the participation of all students in the discussion.	Teacher's use of questioning and discussion techniques reflects high-level questions, true discussion, and full participation by all students.	Teacher's use of questioning and discussion techniques is uneven, with some high-level questions, attempts at true discussion, and moderate student participation.	Teacher makes poor use of questioning and discussion techniques, with low-level questions, limited student participation, and little true discussion.
3. Students' Learning	Students are intellectually engaged in challenging content, through well-designed learning tasks, and suitable scaffolding by the teacher, and fully aligned with the instructional outcomes. There is evidence of some student initiation of inquiry, and student contributions to the exploration of important content. The pacing of the lesson provides students the time needed	The learning tasks and activities are aligned with the instructional outcomes and are designed to challenge student thinking, resulting in active intellectual engagement by most students with important and challenging content, and with teacher scaffolding to support that engagement. The pacing of the lesson is	The learning tasks or prompts are partially aligned with the instructional outcomes but require only minimal thinking by students, allowing most students to be passive or merely compliant. The pacing of the lesson may not provide students the time needed to	The learning tasks and activities, materials, resources, instructional groups and/or technology are poorly aligned with the instructional outcomes, or require only rote responses. The pace of the lesson is too slow or rushed. Few students are intellectually engaged or interested.

	to intellectually engage with and reflect upon their learning and to consolidate their understanding.	appropriate, providing most students the time needed to be intellectually engaged.	be intellectually engaged.	
4. Students' Response to Activities	All students are cognitively engaged in the activities and in their exploration of content. Students initiate or adapt activities and projects to enhance understanding.	Most activities are appropriate to students. Almost all students are cognitively engaged in them.	Some activities are appropriate to students and engage them cognitively but others do not.	Activities are inappropriate for students in terms of their age or backgrounds. Students are not engaged mentally.
5. Learning Activities	Learning activities are highly relevant to students and instructional objectives and key concepts. They progress coherently, producing a unified whole and reflecting recent professional research.	Most of the learning activities are suitable to students and instructional objectives and key concepts. Progression of activities in the unit is fairly even, and most activities reflect recent professional research.	Only some of the learning activities are suitable to students or instructional objectives and key concepts. Progression of activities in the unit is uneven, and only some activities reflect recent professional research.	Learning activities are not suitable to students or instructional objectives and key concepts. They do not follow an organized progression and do not reflect recent professional research.
<b>Component</b>	<b>Transforming 4 points</b>	<b>Developing 3 points</b>	<b>Emerging 2 points</b>	<b>Beginning 1 point</b>
<b>D. Language Proficiency</b>				
1. Use of language	Teacher's spoken and written language is correct and expressive, with well-chosen vocabulary that enriches	Teacher's spoken and written language is clear and correct. Vocabulary is appropriate to	Teacher's spoken language is audible, and written language is legible. Both are	Teacher's spoken language is inaudible, or written language is illegible. Spoken or written

	the lesson.	students' age and interests.	used correctly. Vocabulary is correct but limited or is not appropriate to students' ages or backgrounds.	language may contain many grammar and syntax errors: vocabulary may be inappropriate, vague, or used incorrectly, leaving students confused.
2. Conveyance of Information and Ideas	Conveys information and ideas with clarity.	Conveys information and ideas with considerable clarity.	Conveys information and ideas with limited clarity.	Presents orally using correct intonation and body language to clarify a message.
<b>Component</b>	<b>Transforming</b>	<b>Developing</b>	<b>Emerging</b>	<b>Beginning</b>
<b>E. Assessment of Learning Outcomes</b>	<b>4 points</b>	<b>3 points</b>	<b>2 points</b>	<b>1 point</b>
1. Congruence with Instructional Objectives	The assessment is completely congruent with the instructional objectives and key concepts, both in content and process.	All the instructional objectives and key concepts are assessed through the proposed plan, but the approach is more suitable to some goals than to others.	Some of the instructional objectives and key concepts are assessed through the proposed approach, but many are not.	Content and methods of assessment lack congruence with instructional objectives and key concepts.
2. Assessing Student Learning	Teacher's plan for student assessment is fully aligned with the instructional outcomes, with clear criteria and standards that show evidence of student contribution to their development.	Teacher's plan for student assessment is aligned with the instructional outcomes, using clear criteria, is appropriate to the needs of students. Teacher intends to use assessment results to plan for	Teacher's plan for student assessment is partially aligned with the instructional outcomes, without clear criteria, and inappropriate for at least some students. Teacher	Teacher's approach to assessing student learning contains no clear criteria or standards, and lacks congruence with the instructional objectives. The results of assessment have minimal impact on the

		future instruction for groups of students.	intends to use assessment results to plan for future instruction for the class as a whole.	design of future instruction.
<b>Component</b>	<b>Transforming 4 points</b>	<b>Developing 3 points</b>	<b>Emerging 2 points</b>	<b>Beginning 1 point</b>
<b>F. Reinforcement of Learning</b>				
1. Providing Opportunities to Strengthen KPUP	The teacher integrated and carried out the plan for reinforcing learning through well-defined agreement and established connection to next lesson.	The teacher integrated and carried out the plan for reinforcing learning through well-defined task as an agreement and but unable to establish connection to the next lesson.	The teacher integrated agreement in the plan without traces of reinforcing learning and connecting it to the next lesson.	The teacher failed to integrate and carry out the provision for reinforcing learning of the lesson taught.

The number of points attained for each of the fifteen (15) listed components shall be added and then divided by sixty (60). The quotient shall then be multiplied by 0.15 or 15%. The product shall then be multiplied by 100.

Example:

Sum of points attained for the 15 components = 45

$$[(45 / 60) \times 0.15] \times 100 = 11.25$$

$$\text{Score for Demonstration Teaching} = 11.25 / 15$$

Applicants for K to 3 who will perform Demonstration Teaching using the mother tongue of the locality where the school being applied for is located shall be given an additional +5 points on top of the score they have obtained.

For applicants who may be assigned in a school located in an IP community and/or serving IP learners, the Division Selection Committee shall give due recognition to an applicant's knowledge and skill in integrating indigenous knowledge, culture, and skills into the teaching-learning process (as demonstrated in the above aspects).

Applicants shall undergo Demonstration Teaching designed specifically for the teaching positions they are applying for.

## **7.7 English Communication Skills – 15 points**

An English Proficiency Test (EPT) shall be administered to applicants by the National Education Testing and Research Center (NETRC). The respective Division Testing Coordinators shall coordinate with NETRC regarding the conduct and schedule of the exam in their division.

The total percentage score obtained by an applicant shall be multiplied by the weight of fifteen (15) points, as follows:

Percentage Score	=	98% or 0.98
Weighted Points	=	15
Rating	=	.98 x 15 = 14.7 points

## **8.0 CONSTITUTING AND UTILIZING THE REGISTRY OF QUALIFIED APPLICANTS (RQA)**

- 8.1 The RQA is the list of qualified applicants for appointment, which shall include their names, permanent addresses, and final evaluation ratings.
- 8.2 It shall be used in filling-up the remaining teacher vacancies only after having implemented DO 7, s. 2015 and there are still vacant Teacher I positions left.
- 8.3 The cut-off score for inclusion in the RQA is seventy (70) points.
- 8.4 The RQA should 1) publish applicants' names in alphabetical order, 2) show both the results of each criterion and the final overall rating, 3) only include those who obtained total scores of seventy (70) and above, 4) indicate the date of posting, and 5) be signed by the SDS.
- 8.5 Separate RQAs for Kindergarten, Elementary, and Secondary shall be prepared by the Division Selection Committees. The RQA for Kindergarten shall be prepared by the Division Selection Committee for Elementary Schools.
- 8.6 Subject area specialization of the qualified applicants shall be the primary consideration in the secondary school level. Thus, the applicant to be appointed should have the subject-area specialization needed by the school.
- 8.7 The RQAs for Secondary Schools shall be prepared by subject area specialization, as follows: English, Filipino, Algebra, Trigonometry, Geometry, Statistics, General Science, Biology, Chemistry, Physics, Araling Panlipunan, Edukasyon sa Pagpapakatao, Music & Arts, Physical Education & Health, and SPED. Depending on the schools' TLE offerings, separate RQAs for Agri-Fishery Arts, Home Economics, Information and Communications Technology (ICT), and Industrial Arts shall be prepared as well.
- 8.8 In schools with SPED teacher requirements, SPED specialization of qualified applicants shall be the primary consideration. As such, the applicant to be appointed should have the qualifications stated in Section 7.1.1.3.
- 8.9 Following DepEd Memorandum No. 141, s. 2013 on the *Hiring of Graduates of 1000 Teachers Program of the Philippine Business for Education*, qualified applicants under PBE's 1000 TP program shall be given priority in hiring.

- 8.10 The RQAs should be ready by the last week of June 2015 so that qualified applicants may be appointed by 01 July 2015.
- 8.11 As a general rule, only applicants listed in the RQA are eligible for hiring and appointment, with priority given to bona fide residents of the barangay, municipality, city, or province (in the order as aforesated) where the school is located.
- 8.11.1 In cases where the number of qualified applicants from the barangay is greater than the number of available Teacher I items, priority in hiring shall be given to applicants from the barangay according to their overall rating (number score) in the RQA, from highest to lowest. The same rule shall apply in the appointment of applicants from the municipality, city, and province.
- 8.12 In cases where all those in the RQA have been appointed and assigned to their respective stations and there are still available positions, the concerned Schools Division Office shall coordinate with a neighboring SDO whose RQA has not yet been exhausted and facilitate their applicants' deployment to the Division, subject to the applicants' written concurrence. If an applicant refuses to be deployed to the other division, no deployment shall be effected. The evaluation process shall not be repeated; the scores given by the neighboring SDO shall be respected.
- 8.13 In connection with Item 8.12 above, the order of utilizing RQAs shall be as follows:
1. RQA in accordance with DO 7, s. 2015
  2. RQA in accordance with this Order
  3. RQA(s) of neighboring SDO(s)
- 8.14 In the event that there are still available positions after having implemented the guidelines in this Order, a new call for the submission of applications shall be initiated by the SDO, for evaluation and selection subject to the criteria and guidelines set in this Order.

## **9.0 APPOINTMENT OF QUALIFIED APPLICANTS**

The Schools Division Superintendent (SDS) shall:

- 9.1 Post the signed, complete results (RQAs) in at least three (3) conspicuous places in the Division Office and on the website of the Division Office. The RQAs must have the contents indicated in Section 8.4.
- 9.2 Provide the School District and every kindergarten, elementary, and secondary school with copies of the RQAs for posting in their areas of jurisdiction. Regional Directors, LGUs, and Legislative District Representatives shall also be provided with copies of the RQAs.
- 9.3 Advise newly-hired teachers to report for their first day of work as soon as appointment papers are in order.



## **10.0 MONITORING OF DIVISION COMPLIANCE**

Regional Directors shall regularly monitor and ensure strict compliance with the provisions of these hiring guidelines, as follows:

- 10.1 Dissemination and discussion of these guidelines with teachers, school heads, district supervisors, superintendents, and other schools division officials;
- 10.2 Preparation of schools to receive and acknowledge applications;
- 10.3 Organization of Division Selection Committees and School Screening Committees;
- 10.4 Briefing and orientation of members of these committees regarding their roles and functions;
- 10.5 Preparation of scoring sheets, interview guides, and tests of applicants;
- 10.6 Briefing and information-sharing with local governments and other local stakeholders in teacher hiring;
- 10.7 Preparation of a report on the observations, both positive and negative, in actual division practices in implementing these guidelines; and
- 10.8 Submission of said report on a quarterly basis to the Office of the Secretary through the Office of the Assistant Secretary for Planning and Development.

## **11.0 GRIEVANCE AND PROTEST PROCEDURES**

Aggrieved qualified applicants in the RQAs of the Schools Division Office and those who are disqualified under Item 5.2.i of these guidelines may file a protest or complaint, respectively.

## **12.0 EFFECTIVITY**

The guidelines and criteria provided in this Order shall take effect immediately.

**BR. ARMIN A. LUISTRO FSC**  
Secretary