



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF EL SALVADOR CITY**

---

**Office of the Schools  
Division Superintendent**

DIVISION ADVISORY  
No. 034, s. 2023  
March 8, 2023

*In compliance with DepEd Order No. 8, s. 2013,  
this Advisory is issued not for endorsement as per DO No. 28, 2001  
but for the information of DepEd Officials, Personnel/ Staff and the concerned public  
(visit <https://depedelsalvadorcity.net>)*

**SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2023**

The Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink. is inviting teachers and master teachers to join the **SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2023**. Attached herewith are the invitation letter, nomination form, rules and mechanics, criteria for evaluation, and the schedule of the event.

The participation of both public and private schools shall be on a voluntary basis. As such, the participants themselves shall shoulder any registration fees and travel/incidental expenses. Further, participation shall be subject to the *no-disruption-of-classes policy* stipulated in DepEd Order No. 09, s. 2005 entitled *Instituting Measures to Increase Engaged Time-On-Task and Ensuring Compliance Therewith*, Section 3 of Republic Act No. 5546 (Policy on Contributions), and DepEd Order No. 066, s. 2017 (Policy on Off-Campus Activities).

Immediate and wide dissemination of this Advisory is desired.

Encl:

As stated

Reference:

Letter of Invitation from the Organizer  
To be indicated in the Perpetual Index  
under the following subjects:

TRAINING PROGRAMS

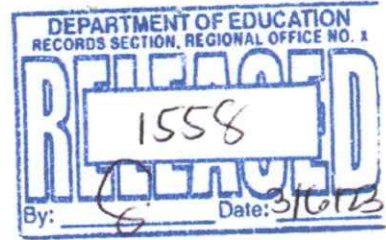
SGOD/HRD/merogim



Address: Zone 3, Poblacion, El Salvador City | Website: [www.depedelsalvadorcity.net](http://www.depedelsalvadorcity.net)  
Tel. No. (088) 555-0475 | Email: [elsalvador.city@deped.gov.ph](mailto:elsalvador.city@deped.gov.ph)



Republic of the Philippines  
**Department of Education**  
 REGION X - NORTHERN MINDANAO



Regional Advisory No. 36, s. 2023

February 23, 2023

Complying with DepEd Order No. 8, s. 2013,  
 this Office issues this Advisory, not for endorsement per DO 28, s. 2001,  
 but for the information of DepEd officials,  
 personnel/staff, and the concerned public.  
 (Visit [deped10.com](http://deped10.com))

**SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2023**

This issuance refers to the letter from the *PANDAIGDIGANG SAMAHAN NA NAGPAPAHALAGA SA PROPESYONAL NA PAGLOAGO, INK.*, dated November 30, 2023, regarding its awarding ceremony.

Participation in this activity shall be voluntary. As such, the participants themselves shall shoulder any registration fees and travel/incidental expenses. Further, their participation shall be subject to the *no-disruption-of-classes policy* stipulated in DepEd Order No. 9, s. 2005 titled *Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance therewith*, Section 3 of Republic Act No. 5546 (Policy on Contributions), and DepEd Order No. 66, s. 2017 (Policy on Off-Campus Activities).

For further clarifications and questions, please email at [huris.cscourses@gmail.com](mailto:huris.cscourses@gmail.com).

Please see the attachment for the complete details.

This Office directs the immediate and wide dissemination of this Advisory.

ATCH.: As stated

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

INVITATIONS

PROFESSIONAL DEVELOPMENT PROGRAMS

HRDD/arnel



DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City  
 (088) 856-3932 | (088) 881-3137 | (088) 881-3031  
 Department of Education Region 10  
[region10@deped.gov.ph](mailto:region10@deped.gov.ph)  
<http://deped10.com>





Department of Education Region 10 &lt;region10@deped.gov.ph&gt;

## Requesting of the Approval for the Second National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2023

1 message

Pandaigdigang Samahan, Ink. <pandaigdigangsamahan.22@gmail.com>  
To: Department of Education Region 10 <region10@deped.gov.ph>

Sun, Jan 22, 2023 at 6:51 PM

Dear DepEd Region X - Northern Mindanao:

With humility, I respectfully request from your office for an approval for the Second National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2023.

Attached herewith are the invitation letter, Nomination Form, Rules and Mechanics, Criteria for Evaluation, and the Schedule of the event.

I am anticipating that this invitation merits your approval.

Thank you and God bless!

**JOMEL E. SALCEDA, LPT, DLitt, DHum**  
*Founder and Chairman*  
Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
09772136654



### 2 attachments

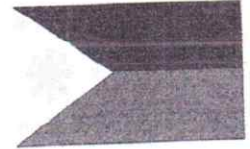
- Invitation Letter \_ Second National Gawad Tamaraw.pdf  
420K
- Enclosure 1 and Enclosure 2.pdf  
703K





## Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.

Purok Pag-asa, Brgy. Payompon, Mamburao, Occidental Mindoro



January 22, 2023

### **DR. ARTURO B. BAYOCOT**

Regional Director  
DepEd Regional Office X  
Masterson Avenue, Zone 1, Upper Bulalang Cagayan de Oro City

Dear Dr. Bayocot:

Greetings of peace and love!

We are sincerely pleased to inform you that Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink. will have its **Second National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers**. This event is an opportunity to recognize the outstanding performance of teachers who have meaningfully taken their journey of empowering and inspiring learners through their continuous academic, personal, and professional development. The hybrid online and face to face awarding will be on November 30, 2023.

In the aforementioned, we offer our invitation to all teachers and master teachers on voluntary basis for both public and private school teachers who may be interested.

Attached herewith is the Enclosure 1: Nomination Form and Enclosure 2: Guidelines, Qualifications, Criteria for Evaluation, and the Schedule of the Event.

In the aforementioned, may I seek assistance from your office, if possible to disseminate this information to all teachers within your area of jurisdiction. For more information and/or clarifications regarding this communication, you may reach us through our mobile number **0977-213-6654** and/or email address [pandaigdigangsamahan.22@gmail.com](mailto:pandaigdigangsamahan.22@gmail.com)



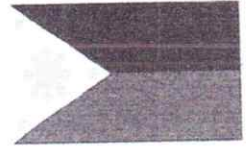
FB Page: Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
FB Group: Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
Email Address: [pandaigdigangsamahan.22@gmail.com](mailto:pandaigdigangsamahan.22@gmail.com)  
Mobile Number: 09772136654

Pandaigdigang Samahan na  
Nagpapahalaga sa Propesyonal  
na Paglago, Ink.



**Pandaigdigang Samahan na Nagpapahalaga sa  
Propesyonal na Paglago, Ink.**

Purok Pag-asa, Brgy. Payompon, Mamburao, Occidental Mindoro



We are hoping that this request merits your approval.

Thank you so much and more powers!

Very truly yours,

**JOMEL E. SALCEDA, LPT, DLitt, DHum**

*Founder and Chairman*



FB Page: Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
FB Group: Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
Email Address: [pandaigdigangsamahan.22@gmail.com](mailto:pandaigdigangsamahan.22@gmail.com)  
Mobile Number: 09772136654

Enclosure No. 1

**Directions:**

Accomplish the nomination form and attach a one-page write-up (A4 size bond paper, single space) about the nominee and why the nominee deserves the award.

**NOMINATION FORM**  
**2<sup>nd</sup> NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING**  
**TEACHERS AND MASTER TEACHERS 2023**

THE SCREENING AND SELECTION COMMITTEE

Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.  
Mamburao, Occidental Mindoro

Recent 2x2

picture

of the nominee

Sir/Madam:

After reviewing the rules and criteria for the 2<sup>nd</sup> National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers, I hereby nominate:

Name of Nominee \_\_\_\_\_

Category \_\_\_\_\_

I hereby certify that, to the best of my knowledge, the information contained in the accompanying supporting documents are true and correct.

The Nominee and the undersigned understand that the decision of the Screening and Selection Committee is final and that we agree to abide by it.

Name of Nominator \_\_\_\_\_ Position \_\_\_\_\_

Signature of Nominator \_\_\_\_\_ Date Signed \_\_\_\_\_

**RULES AND MECHANICS**  
**2<sup>nd</sup> NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS**  
**AND MASTER TEACHERS 2023**

**I. WHAT ARE THE AWARDS?**

There are two (2) awards for the two categories: one (1) in the Teacher Category and one (1) in the Master Teacher Category. The Screening and Selection Committee may choose not to give awards in any of the categories if the candidate/s fall short of the standards set by the Committee. The committee may also revoke an award given should the winner be found to have committed falsification of documents submitted or have been found guilty of any case that was pending during the search period.

**Teacher Category: Outstanding Teacher**  
**Master Teacher Category: Outstanding Master Teacher 2023**

**II. WHO ARE ELIGIBLE TO JOIN?**

**A. Teachers and Master Teachers:**

**The nominee:**

1. Must be a model of morality and integrity both in public and private life;
2. Must have good human relations in the school and in the community;
3. Must be a Filipino citizen teaching in the elementary or secondary levels, or handling classes under the alternative learning system, with full-time or permanent appointment and full teaching load;
4. Must have Very Satisfactory performance ratings for the last three (3) rating periods;
5. Have not been found guilty of any administrative or criminal offense; and
6. Must be a member of Pandaigdigang Samahan na Nagpapahalaga sa Propesyonal na Paglago, Ink.

**III. WHO ARE NOT QUALIFIED?**

1. Teachers and Master Teachers who have been suspended for any administrative or criminal offense.

**IV. WHO CAN NOMINATE?**

- Public Schools District Supervisors
- Cluster Heads
- Principals
- School Heads



**V. WHAT ARE THE NECESSARY ATTACHMENTS?**

1. Duly accomplished nomination form with one-page write-up about the nominee
2. Comprehensive Curriculum Vitae
3. Certification that nominee has not been suspended for any administrative or criminal offense
4. Certified true copies of Performance Ratings in the last three (3) rating periods.
5. Supporting documents following the specific criteria on Documents Analysis.  
Photocopies must be certified true and verified against the original.

**VI. WHAT IS THE TIMETABLE FOR THIS SEARCH?**

**2<sup>nd</sup> NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS  
AND MASTER TEACHERS 2023**

January 31, 2023 – September 30, 2023	Submission of nomination form and requirements and credentials (Hard Copy) and Documents Analysis
October 1-10, 2023	Live Interview via Google Meet
October 11-31, 2023	Announcement of Nominees
November 1-15, 2023	Announcement of Awardees and Top 10 (in no particular order)
November 30, 2023	Awarding Ceremony (venue to be announced)
<b><u>Courier: J&amp;T Express Philippines for hard copy documents:</u></b> Receiver: JOMEL E. SALCEDA Address: Purok Pag-asa (Kanan), Brgy. Payompon, Mamburao, Occidental Mindoro Cellphone Number: 09772136654	



**CRITERIA FOR EVALUATION**  
**2<sup>nd</sup> NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS**  
**AND MASTER TEACHERS 2023**

- 1. Instructional Competence .....50 points**
    - a. Teaching Competence - 10 pts
    - b. Outstanding Accomplishments - 20 pts
    - c. Action Research - 10 pts
    - d. Creativity and Innovations - 10 pts
  - 2. Professional Growth .....30 points**
    - a. Education - 10 pts
    - b. Speakership - 5 pts
    - c. Demonstration Teaching - 5 pts
    - d. Trainings - 5 pts
    - e. Publications - 5 pts
  - 3. Community Development/Services ..... 10 points**
    - a. Outreach Activities - 5 pts
    - b. Networking Linkages - 5 pts
  - 4. Online Interview ..... 10 points**
- 
- Total ..... 100 points**

**1. Instructional Competence**

**a. Teaching Competence 10 points**

1 . Teaching Competence - Average Numerical Rating of IPCRF for the last three (3) years.

Rating	Points	Rating	Points
5.0	10	4.5	5
4.9	9	4.4	4
4.8	8	4.3	3
4.7	7	4.2	2
4.6	6	4.1-below	1

**b. Outstanding Accomplishments 20 points**

**1. Outstanding Employee Awardee (10 points)**

Only the highest level/place obtained shall be credited with the corresponding point/s.

School Level		District Level		Division Level		Regional Level		National Level	
1st	1 pt	1st	3 pts	1st	5 pts	1st	8 pts	1st	10 pts
2nd	.5	2nd	2 pts	2nd	4 pts	2nd	7 pts	2nd	9 pts
3rd	.25	3rd	1 pt	3rd	3 pts	3rd	6 pts	3rd	8 pts

Supporting document/s:

- (1) Certificate of Recognition, (2) Rank List or Memorandum

**2. Outstanding Accomplishment -Highest Level obtained for the last three (3) years. (10 points)**

Coach/trainer of winning students in different competitions.

**1st Place**

- International ..... 10 points
- National ..... 8.5 points
- Regional ..... 7 points
- Division ..... 5.5 points
- District ..... 4 points
- School ..... 2.5 points

**2nd Place**

- International ..... 9.5 points
- National ..... 8 points
- Regional ..... 6.5 points
- Division ..... 5 points
- District ..... 3.5 points
- School ..... 2 points

**3rd Place**

- International ..... 9 points
- National ..... 7.5 points
- Regional ..... 6 points
- Division ..... 4.5 points
- District ..... 3 points
- School ..... 1.5 points

Supporting document/s:

- (1) Certificate of Recognition, (2) Rank List or Memorandum

**c. Action Research (10 points)**

Action research should be properly documented and approved by immediate superiors and attested by division or regional officials. Points shall be divided by the number of researchers in case of group/team research.

Level (1 research only)	Points
Conducted in the school level	2
Conducted in the district/cluster level	4
Conducted in the division	6
Conducted in the region	8
Conducted in the national level	10

Supporting document/s:  
(1) Copy of the action research

**d. Creativity and Innovations (10 points)**

Innovative and creative work plan, module or instructional material, Continuous Improvement Program (CIP) projects, properly documented and approved by immediate superiors and attested by division or regional officials. Points shall be divided by the number of members in case of group/team projects.

Level	Points
Fully implemented in the school	2
Adopted in the district/cluster	4
Adopted in the division	6
Adopted in the region	8
Adopted in the national level	10

Supporting document/s:  
(1) Copy of the Innovation

**2. Professional Growth - 30 points**

**a. Education - 10 pts**

Level	Points
At least 27 MA units	2
Completed Academic Requirements for Master's Degree	4
Master's Degree	6
Completed Academic Requirements for Doctoral Degree	8
Doctoral Degree	10

Supporting document/s:

- (1) Certified true copy of Transcript of Records,
- (2) Certificate of Graduation/CAR,

**b. Consultant / Resource Speaker / Paper Presenter /Trainer in Trainings/Seminars/ Workshops (For the Last 3 years) - 5 pts**

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Points
School Level	0.5
(2 seminars to get 0.5 point)	
District/Cluster Level	1
(2 seminars to get 1 point)	
(1 seminar to get 0.5 point)	
Division Level	
( 2 seminars to get 2 points)	2
(1 seminar to get 1 point)	
Regional Level	3
(1 seminar to get 3 points)	
National Level (1 seminar to get 4 points)	4
International Level (1 seminar to get 5 points)	5

Notes:

Seminars, trainings, paper presentations, workshops must be those organized sponsored by the DepEd.

For those not organized/sponsored by the DepEd, such as those by other government agencies and private organizations, these must be related to education and must have an endorsement by the DepEd.

Supporting document/s:

- (1) Certificate of Recognition,
- (2) Letter of Invitation or Training Matrix/Program with the name of resource speaker,
- (3) DepEd Endorsement (for those not organized/sponsored by the DepEd)



**c. Demonstration Teaching ( For the Last 3 years) - 5 points .**

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Point/s
School Level	0.5
(2 demo teachings to get 0.5 point)	
District/Cluster Level	1
(2 demo teachings to get 1 point)	
(1 demo teaching to get 0.5 point)	
Division Level	
( 2 demo teachings to get 2 points)	2
(1 demo teaching to get 1 point)	
Regional Level	3
(1 demo teaching to get 3 points)	
National Level (1 demo teaching to get 4 points)	4
International Level (1 demo teaching to get 5 points)	5

Supporting document/s:

- (1) Certification of demonstration teaching;
- (2) Copy of Lesson Plan used in demonstration teaching.

**d. Trainings/Seminars/Workshops/Conferences attended for the last 3 years (5 points)**

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Point/s
School Level	0.5
(2 seminars to get 0.5 point)	
District/Cluster Level	1
(2 seminars to get 1 point)	
(1 seminar to get 0.5 point)	
Division Level	
( 2 seminars to get 2 points)	2
(1 seminar to get 1 point)	
Regional Level	3
(1 seminar to get 3 points)	
National Level (1 seminar to get 4 points)	4
International Level (1 seminar to get 5 points)	5

Notes:

Trainings/Seminars/Workshops/Conferences attended must have been conducted for at least 3 days. Hence, a 3-day seminar is equivalent to 1 seminar only.

Trainings/Seminars/Workshops/Conferences attended must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, such as those by other government agencies and private organizations, these must be related to education and must have an endorsement by the DepEd.

Supporting document/s:

- (1) Certificate of Participation,
- (2) DepEd Endorsement (for those not organized/sponsored by the DepEd)

**e. Publication/Authorship (For the Last 3 years) (5 points)**

Articles/books must be related to education.

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Points
Articles published in a school organ/newsletter (3 articles to get 1.5 points) (2 articles to get 1 point) (1 article to get 0.5)	0.5 per article
Articles published in a journal/newspaper/magazine of wide circulation (2 articles to get 2 points) (1 article to get 1 point)	1 per article
Co-authorship of a book (shall be divided by the number of authors)	4
Sole authorship of a book (1 book to get 5 points)	5

Supporting document/s:

- For articles: (1) Copy of the magazine, newspaper, newsletter  
For books: (1) Copy of the book

**3. Community Development/Services for the last 3 years (10 points)**

**a. Outreach Programs (5 points)**

Outreach programs/activities initiated where nominee served as proponent/chairman.

No. of Times	Point/s
1	1
2	2
3	3
4	4
5	5

Notes:

For outreach programs/activities where nominee served as member/participant only, the maximum point to be given is 1 point only regardless of the number of times of participation.

For outreach programs undertaken with other government agencies and private organizations/NGOs, these must have documented coordination with the school and the DepEd.

Supporting document/s:

- (1) Action Plan signed by proper authorities
- (2) Narrative and pictorial reports attested by immediate superiors, division or regional officials
- (3) Documentation (ex. endorsement) to show coordination with the school and the DepEd (for outreach programs undertaken with private organizations)

**b. Networking/linkages (in the past three (3 years) (5 points)**

served as instrument for sourcing of funds and other donations in kind for classroom and/ or school facilities, activities properly documented with narrative and pictorial reported attested by immediate supervisors, division or regional officials.

Estimated amount Of Donations (Cash or in kind)	Point/s
○ Php 201,000 and above	5
○ Php 151, 000.00 to 200,000.00	4
○ Php 101, 000.00 to 150,000.00	3
○ Php 61, 000.00 to 100,000.00	2
○ Php 1, 000.00 to 50, 000.00	1

Supporting document/s

- (1) Narrative and pictorial reports attested by immediate superiors, division or regional officials;
- (2) Documentation.

4. Online Interview (10 points)

Interview Rating Sheet for Outstanding Teachers and Master Teachers 2023

CRITERIA	1	.7	.3
1. <b>Communication Skill</b> speaks effectively in Filipino and English			
2. <b>Ability to Present Ideas</b> Presents well organized and precise ideas with marked command of the language used			
3. <b>Alertness</b> Manifests presence of mind and awareness of the environment			
4. <b>Judgment</b> Demonstrates sound judgment			
5. <b>Leadership Ability</b> Able to make decisions and resolve issues			
6. <b>Human Relations</b> Takes initiative to organize work groups, adopt procedures and standards in his/her own level			
7. <b>Decisiveness</b> Considers alternatives and recommends solutions when faced with problem situations			
8. <b>Stress Tolerance</b> Exercises high degree of tolerance for tension resulting from increasing volume of work, organizational change, environmental conflict, etc.			
9. <b>Time Management</b> Demonstrate good time management			
10. <b>Build Trust</b> Keeps commitments, confidentiality, integrity, and honesty with colleagues/ teammates; is open to views of others, and takes responsibility for own actions in a conflict resolution			
<b>TOTAL POINTS</b>			