

## Department of Education REGION I

SCHOOLS DIVISION OFFICE DAGUPAN CITY

Office of the Schools Division Superintendent

April 19, 2024

DepEd SDO Dagupan City

DIVISION MEMORANDUM No. 169, s. 2024

#### VACANCIES FOR TEACHING, NON-TEACHING, SCHOOL ADMINISTRATION AND RELATED-TEACHING POSITIONS

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Administrative Officers
School Heads
Teachers and Non-Teaching Personnel
Others Concerned

1. This Division is hereby accepting applications for the following vacant positions:

No.	Position	itle/SG/					
	Monthly Salary/ Item Number	Education	Training	Experience	Eligibility	Competency (if applicable)	
1	Master Teacher II/ SG19/P51,3 57/ MTCHR2- 61333-199	Bachelor of Elementary Education (BEEd) or Bachelor's degree plus 18 professional units in education; and 24 units for a Master's degree in education or its equivalent	4 hours relevant training	1 yr as Master Teacher I or 4yrs as Teacher III	RA 1080 (Teacher); LET/PBET	p	Elementary
2.	Head Teacher III/ SG 16/ P39,672/ HTEACH3- 61561-1998	Bachelor's Degree in Elementary Education; or Bachelor's Degree with 18 professional education units	hours of relevant training	HT for 2 yrs; or TIC for 2 years; or Teacher for 5 yrs	RA 1080 (Teacher); LET/PBET		Elementary





Address: Burgos St., Poblacion

Oeste, Dagupan City

Telephone: (075) 653-4101 Website: depeddagupan.com



#### Department of Education

#### REGION I SCHOOLS DIVISION OFFICE DAGUPAN CITY

#### Office of the Schools Division Superintendent

No.	Position Title/ SG/ Monthly	CSC- approved Qualification Standards						
	Salary/ Item Number	Education	Training	Experience	Eligibility	Competency (if applicable)		
3.	Education Program Specialist II/ SG 16/ P39,672/ EPS2- 60038-2015	Bachelor's degree in Education or its equivalent	4 hours of relevant training	2 years experience in education research, developme nt, implement ation or other relevant experience	RA 1080; Career Service (Profession al) Appropriat e Eligibility for Second Level Position		School Governance and Operations Division	
4.	Teacher III/ SG 13/ P31,320/ TCH3- 60467-2013	Bachelor of Secondary Education or Bachelor's degree plus 18 professional units in Education with appropriate major	None Require d	2 years relevant experience	RA 1080 (Teacher); PBET/LET		Dagupan City NHS	
5.	Teacher III/ SG 13/ P31,320/ TCH3- 70698-1998	Bachelor of Elementary Education or Bachelor's degree plus 18 professional units in Education	None Require d	2 years relevant experience	RA 1080 (Teacher); PBET/LET		Elementary	
6.	Teacher II/ SG 12/ P29,165/ TCH2- 60106-2014	Bachelor of Elementary Education or Bachelor's degree plus 18 professional units in Education	None Require d	1 years relevant experience	RA 1080 (Teacher); PBET/LET		Elementary	
7.	Administra tive Assistant III / SG9/P21,21 1/ ADAS3- 60163-2014	Completion of two- year studies in college or High School Graduate with relevant vocational/trade course	4 hours of relevant training	1 year of relevant experience	Career Service Sub- professiona l/ First Level Eligibility		Carael National High School	







Address: Burgos St., Poblacion

Oeste, Dagupan City

Telephone: (075) 653-4101 Website: depeddagupan.com



#### Department of Education

#### SCHOOLS DIVISION OFFICE DAGUPAN CITY

#### Office of the Schools Division Superintendent

- 2. The duties and responsibilities of each vacant position is attached as Enclosure 1.
- 3. Applicants are advised to determine if they meet the minimum qualification standards approved by the Civil Service Commission and the selection criteria set forth in DepEd Order No. 007, s. 2023 prior to submission of application documents.
- 4. All interested applicants to the above-mentioned vacant positions, whether internal or external to DepEd, are required to submit two sets of folders containing the following documents:

#### Mandatory documentary requirements:

- a. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent (<u>Enclosure 2</u> of this memorandum and Annex C of DepEd Order No. 007, s. 2023), duly notarized by authorized official
- b. Letter of intent addressed to the Schools Division Superintendent;
- Duly accomplished Personal Data Sheet (CS Form No. 212, Revised 2017) with Work Experience Sheet, if applicable (downloadable at CSC Website);
- d. Photocopy of valid and updated PRC License/ID, if applicable;
- e. Photocopy of Certificate of Eligibility/Rating, if applicable;
- f. Photocopy of Scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available;
- g. Photocopy of Certificate/s of Training, if applicable;
- Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable;
- i. Photocopy of latest appointment, if applicable;
- j. Photocopy of Performance Rating in the last rating period(s) covering one (1) year performance in the current/latest position prior to the deadline of submission, if applicable;
- k. Other documents as may be required by the HRMPSB for comparative assessment, including but not limited to:
  - Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment; and
  - ii. Photocopy of the Performance Rating obtained from the relevant work experience, if performance rating in item I is not relevant to the position to be filled, if applicable.





Address: Burgos St., Poblacion

Oeste, Dagupan City

Telephone: (075) 653-4101 Website: depeddagupan.com



# Department of Education region i schools division office dagupan city

#### Office of the Schools Division Superintendent

- 5. Deadline for submission of abovementioned documentary requirements shall be on [items a to j] on the set deadline shall not be included in the pool of official applicants. However, non-submission of documentary requirements (item k.) shall not warrant exclusion from list of official applicant.
  - 6. No additional documents shall be accepted after the deadline.
  - 7. Submission of applications may be done thru any of the following modes:
    - Personal submission to the Division Office Records Section not later than 5PM on set deadline (preferred mode); OR
    - b. Online submission thru the official email address not later than 12midnight on set deadline (if personal submission is not practicable): depeddagupanhragmail.com. The scanned copies of the application documents shall be saved in one file only with filename in this format: position applied for full name of applicant (ex. Administrative Officer II\_Juan C. Dela Cruz)
- 8. Applicants should submit first the above-stated documents to the Personnel Unit for initial checking as to the completeness of the requirements before it can be stamped "received" at the Records Section. As to the applicants who will be submitting documents online, an acknowledgement email with information as to initial checking of completeness of documents will be sent the next working day;
- 9. The schedule of activities for assessment will be sent thru the email address of qualified applicants.
- 10. An applicant may apply for one or more positions provided he/she meets the qualifications of the position he/she is applying for and should submit two sets of documentary requirements for each positions being applied for.
- 11. An Open-Ranking System shall be adopted in the conduct of comparative assessment wherein qualified applicants must be present to witness the actual evaluation of their papers vis-à-vis criteria wherein they will conform with their document's assessment results.
- 12. All qualified applicants shall be evaluated in accordance with the following DepEd issuances:
  - a. For **Master Teacher II** applicants- MEC Order No. 10, s. 1979 and MEC Order 29, s. 1979. (*Please see Enclosure 3 Evaluation for Master Teacher*);







Address: Burgos St., Poblacion

Oeste, Dagupan City Telephone: (075) 653-4101 Website: depeddagupan.com



#### Department of Education

#### REGION I SCHOOLS DIVISION OFFICE DAGUPAN CITY

#### Office of the Schools Division Superintendent

- For Head Teacher III applicants, DepEd Order no. 007, s. 2023. (Please see <u>Enclosure 4</u> – Scoring Sheet for School Administration positions);
- c. For Education Program Specialist II applicants DepEd Order no. 007, s. 2023. (Please see <u>Enclosure 5</u> Scoring Sheet for Related Teaching Positions);
- d. For Administrative Assistant III applicants- DepEd Order no. 007, s. 2023.
   (Please see <u>Enclosure 6</u> Scoring Sheet for Non– Teaching Positions);
- e. For **Teacher III** and **Teacher II** applicants DepEd Order No. 66, s. 2007. (Please see Enclosure 7 Individual Evaluation Sheet for Teaching Positions)
- 13. This Office highly encourages all interested and qualified applicants including PWD and members of indigenous communities to join the assessment.

14. For information and guidance.

ROWENA C. BANZON, CESO V

Schools Division Superintendent

Rawyuken J



Address: Burgos St., Poblacion

Oeste, Dagupan City Telephone: (075) 653-4101 Website: depeddagupan.com



# Department of Education region i schools division office dagupan city

#### Office of the Schools Division Superintendent

Enclosure No. 1 to Division Memorandum No. \_\_\_\_\_, s. 2024

#### **DUTIES AND RESPONSIBILITIES**

#### MASTER TEACHER II

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES				
Professional Growth	Conducts at least one action research every year				
and	Serves as demonstration teacher, facilitator or resource person at the school level				
	Serves as OIC of the school in the absence of the school head				
	Functions as head/coordinator of the department in the absence of an Head Teacher/Department Head				
	Takes active participation in the planning and implementation of training programs in school, district and division levels				
	Assists the school selection committee in the evaluation of credentials when hiring or promoting teachers				
	Represents the school in conferences or events as delegated by the school head				
	Participates actively in school strategic planning process involving internal and external stakeholders				
	Takes charge of the school reading recovery program, remedial and/or enrichment program				
Instructional	Introduces innovative teaching approaches and strategies				
	Carries regular teaching loads for the assigned grade/subject				
	Teaches/Takes over the class if the assigned teacher is absent; works beyond official time				
	Leads in the preparation of instructional materials				
	Enriches the curriculum of his/her field of specialization				
	Consolidates and interprets competency assessment results				
	Checks, improves and prepares sample lesson plans for the assigned grade/subject area				
	Interprets test results and utilizes them for improvement of instruction				
	Initiates improvement in instructional programs				
Instructional	Provides technical assistance to teachers to improve their competencies				
Supervision	Performs regular class monitoring using process observation tools				
	Conducts post conferences with teachers for feedback on teaching-learning process				
	Helps identify potential demonstration teachers				
	Gives demonstration to new/striving teachers				
	Designs and validates training programs for teachers				

#### **HEAD TEACHER III**

KEY RESULT AREA/S DUTIES AND RESPONSIBILITIES			
SBM Plan	Supports School-Based Management (SBM)		
	Assists in the development and implementation of School Improvement Plan (SIP) along with the		
	Annual Improvement Plan (AIP)		
	Ensures adherence to DepEd Orders and other issuances		

Page 1 of 4





Address: Burgos St., Poblacion Oeste, Dagupan City

Telephone: (075) 653-4101 Website: depeddagupan.com email: dagupan.city@deped.gov.ph

School Curriculum	Assists in reporting learning outcomes to parents and other stakeholders through the School				
Monitoring and	Report Card				
Evaluation	Monitors the teaching-learning process				
	Evaluates learning outcomes				
	Recommends changes in policies affecting curriculum and instruction				
	Implements innovations and alternative delivery schemes				
	Localizes/indigenizes curriculum				
	Prepares and submits monthly supervisory/accomplishment report				
	Monitors teachers and master teachers				
School Resource	Prepares specific budget and accounts for funds received				
Management	Maximizes the use of textbooks, references and other instructional materials				
	Ensures proper use and maintenance of school facilities, equipment, textbooks and				
	supplies/materials				
Human Resource	Motivates and supports teachers to attain peak performance through awards, recognition and				
Management	incentives				
	Recommends staffing requirements and assists in the selection and hiring of teachers				
	Conducts department-based training as a result of training needs analysis				
	Evaluand performance of teachers				
	Promotes harmonious working relationship among teachers				
	Recommends promotion of teaching and non-teaching personnel				
	Proposes plans and implements SB INSET				
Special Tasks – Assignm	Assists in maintaining the school BEIS				
	Assists in working for possible accreditation				
	Assists in implementing programs of the school				
	Coordinates with stakeholders on resource generation and mobilization				
	Promotes the corporate image of the Department of Education				
	Establishes and ensures support and cooperation of stakeholders				
	Provides technical assistance in school-related grievances and assists in enforcing school safety				
	procedures and policies				

#### **EDUCATION PROGRAM SPECIALIST II**

KEY RESULT AREA/S			
Hr Strategic Plans And	Gather data from reports, research findings and benchmark studies data as inputs to HRD needs		
	assessment and findings as basis for HRD plans and programs.		
	Assist in preparing report on HR development needs and situation analysis to facilitate by		
	providing the facts and data gathered		
	Assist in the preparation of a Human Resource Development Plan for the Schools Division to		
	ensure the availability of competent personnel in the schools division when needed.		

Professional And	Provide technical support in identifying professional and competency development needs of
Career	individual personnel in the schools division, implementing the system designed for such , in order
Development	to arrive at profiles on individual and group competency development needs.
	Provide technical support in implementing system for preparing HR Development Plans (including professional and career development plans of employees) of personnel of the schools division.
Training And Career Development	Customize training and career development manuals and handouts packaging to make it applicable to the SDO situation and requirements.
Materials	Reproduce in print or electronic format training and development materials to be used as reference by participants.
	Prepare training venue and logistical requirements or coordinate venue arrangements to ensure a physical environment conducive to learning.
Scholarship And Professional	Provide technical support in the screening and selection of applicants for scholarship by gathering
Program Coordination	additional data and coordinating acquisition of supporting documents as basis for final selection.  Provide support in coordinating with institutions recommended scholars and documentary
	requirements to facilitate attendance and availment of the scholarship.
	Provide support in the registration of scholars in courses as needed.
	Assist in monitoring, evaluating and submitting report on the status and progress of scholars, and the benefits of the scholarship programs to the agency.
Training And	Gather and encode data and maintain records on training participants and training and
Development Record	development activities using data capture tools and instruments designed for the system.
Succession and Exit	Generate TDIS Records and Documents on performance in Leadership and Development programs for high potential employees to be considered in the candidate pool
	Gather data needed in the identification of high potential employees targeted to be part of a
	candidate pool for critical positions in the SDO Collect records and documents of personnel in the candidate pool to create a portfolio for
	candidates to be used as reference in the selection process.  Assist in coordinating the implementation of retirement programs for employees due for
You do not be a few of	retirement to prepare them and the organization for the transition.  Gather data from resigning personnel to get feedback on factors that helped or hindered
	employees in the performance of his/her work and implications towards continuous improvement
	in the work climate and in the workplace
Employees Welfare	Assist in gathering data on welfare needs of employees.  Provide technical support in proposal preparation, design, and implementation (upon approval) or
	language to recoond to the welfare needs of various employee groups.
	Provide technical support in the review, proposal preparation and coordination of the
	implementation of reward and recognition programs

		reciliited Assistance	Tochnical Acciet					
C. C	Identified needs in relation to HRD and other matters on governance and operations	Assist in providing Technical Assistance to schools and learning centers by responding to the		to management	programs and submission of report on its status, progress, and impact in order to provide feedback	Description of cultivated well at a	Provide technical support in the conduct of monitoring and evaluation of employee welfare	

# TEACHER II - III

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
Teaching Learning	Teaches one or more grades/levels using appropriate and innovative teaching strategies
Process	Facilitates learning in the elementary/secondary schools through functional lesson plans (for new
	teachers up to 3 years) Daily Log (for teachers teaching 4 years and above) of activities and
	appropriate, adequate and updated instructional materials
	Counsels and guides pupils/students
	Maintains Daily Routine (classroom cleanliness, classroom management, overall physical classroom
	atmosphere
Pupils/Student	Monitors and evaluates pupils/students' progress
Outcomes	Undertakes activities to improve performance indicators
	Maintains updated pupils/students progress regularly
	Maintains updated pupil/student school records
Community	Supports activities of governmental and non-governmental organizations
Invovement	Maintains harmonious relationship with fellow teachers and other school personnel as well as with
	parents and other stakeholders
Professional Growth	Conducts Action Plan
and Development	Supervises curricular and co-curricular projects and activities

# ADMINISTRATIVE ASSISTANT III

Reviews, revises and gives feedback on the work of accounting and bookkeeping staff	
Provides inputs for improvement of accounting section	
application of such by SDO, schools and learning centers	Procedures
matters based on issuances of CO Finance and oversight agencies and monitors understanding and	and Recording
Recommends to management and drafts correspondence pertaining to financial/bookkeeping	Financial Transactions
accuracy and updated records	
Prepares the reconciliation of books of accounts to make the necessary adjustments to maintain	
incorporation in the books of accounts or progress reports	
Prepares schedules to support statements of accounts and other financial statements for	Account Tracking
statements	
Prepares trial balances, monthly statements of income and expenditure and other financial	
Prepares adjusting entries and journal vouchers	
Verify financial statements made by subordinate, verify the journal voucher	Reports
Ascertains that transaction have been properly recorded in books	Financial Records and
DUTIES AND RESPONSIBILITIES	KEY RESULT AREA/S

	Name and Signature of Applicant
cribed and sworn to before me this day of	, year
	Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronics Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other documents or legal writing and a) (w)here the law requires a document to be in writing, that requirement is met by an electronic documents if the said electronic documents maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.

- PER	AND DESCRIPTION	part of the second	And the second s	
Enclosure I	No. 3 to	Division	Memorandum No.	. s. 2024

#### EVALUATION FOR MASTER TEACHER

Rat	tee:	District:
301	1001.	
For	r Mas	ter Teacher I
	1.	Teacher III for at least one (1) year
	2.	Bachelor's degree in elementary/secondary education or its equivalent with at least 24 units in Master's Degree in Education
	3. 4.	At least Very Satisfactory (VS) performance ratings for the last three (3) years At least three (3) years teaching experience
	5.	At least 40 hours of relevant cumulative training in the area of specialization
	6.	At least 25 points in leadership and potential in the criteria of Master Teacher or has been a demonstration teacher at least in the school (HS) / district (ES) level plus 15 points in leadership and potential in the criteria for Master Teacher
For	r Mas	ter Teacher II
	1.	Master Teacher I for at least one (1) year
	2.	Completed academic requirements for a Master's Degree in Education
	3.	At least Very Satisfactory performance ratings
	4. 5.	At least 72 hours of relevant cumulative training in the area of specialization  Demonstration teacher at least in the division level
	6.	At least 30 points in leadership and potential in the criteria of Master Teacher <u>or</u> has been a demonstration teacher in the division level plus 20 points in leadership and potential provided the activities or accomplishments listed for this purpose had not been credited or used for earlier promotions
A.		Introduced any of the following which has been adopted or used by the school (20 points)
	1.	Curriculum or instructional materials
		Required documents:
		Certification by the Public Schools District Supervisor/Principal (elementary), Department Head of the Scho
		(secondary) as to the authenticity, functionality and utilization in the school for MT1; district for MT2
		Certification of evaluation by Education Program Supervisors in charge of the subject area, recommending approv
		by Assistant Schools Division Superintendent and approved by the Schools Division Superintendent  Certification/testimonies of teachers who adopted/used the curriculum instructional materials
		Certification/testimonies of teachers who adopted/used the curricular mistractional materials
	2.	Effective teaching techniques or strategies  Required documents:
		Proper endorsement by the Public Schools District Supervisor/Principal, the Head Teacher of Department
		evaluation by Education Program Supervisors in charge of the subject area, approval recommended by Assistan Schools Division Superintendent
		Certification/testimonies of teachers who adopted/used the teaching techniques or strategies
		At least two (2) copies of lesson plan using techniques or strategies
	3.	Simplification of work as in reporting system, record keeping, etc. or procedures
		that resulted in cost reduction
		Required documents:
		Proper endorsement by the Head Teacher of Department, Principals evaluation by Education Program
		Supervisors in charge of the subject area, approval recommended by Assistant Schools Division
		Superintendent and approved by Schools Division Superintendent
		Implementation of the simplified work by the proponent
		Certification of the Head Teacher and Principal on the effectiveness (cost reduction) of the work and/or
		procedures
	4.	Worthwhile income-generating project benefiting student/OSYs and results given
		recognition/certification by higher officials in the division
		Required documents:
		Feasibility study duly signed by the initiator of the project and endorsed/certified by district and division officials
		On the check by the ALS Education Program Supervisor, Research Supervisor and/or Assistant Schools
		Division Superintendent in charge of ALS  Certification by district and division level evaluation committee as to the feasibility, viability and economic
		profitability of the project
		Programmed on successful and an arrangement of the contract of

ы.	Required documents: (any 2 or 3 of the fall and 1)
	and a sea ments. (any 2 of 5 of the following)
	Approved designation by the proper authorities  Action Plan
	Accomplishment report for the year
	Pictorials (optional)
B2.	Served as adviser of school publication, school organization or interest clubs and discharged duties satisfactorily for at
	least two years and not considered part of the regular teaching load (12 points)
	Required documents:
	Certification by proper authorities as to role or function
	List of activities/ projects/ accomplishments
c.	Served as chairman of a special committee, such as curriculum study committee, committee to prepare instructional
	materials, committee to chair/ spearhead/ initiate school program/ projects/ thrusts and discharge to work efficiently
	(12 points)
	Required documents:
	Approved designation/ assignment by proper authorities
	List of members of said committee
	Accomplishment report/ sample output
D.	Initiated or headed as educational research activity or investigatory project duly approved by educational authorities,
	either for improvement of instruction, for teacher welfare or for community development (12 points)
	Required documents:
	Permit to conduct action research/ investigatory project duly signed by division authorities (attach to the permit in
	the research proposed or outline)
	Certificate of completion of the research and certified correct by the division authorities concerned
	Copy of the research
E.	Coordinator of a community project or activity or programs of another agency or rural improvement activity, etc. for
	at least 2 years (12 points)
	Required documents:
	Certification as to the designation of the Barangay Captain and noted School Head
	Action Plan
	Program of Activities
	Accomplishment report certified correct by the Barangay Captain and School Head
F.	Organized/ managed and in-service training activity or other similar activities at least on school level for MT1; district
	for MT2 (12 points)
	Required documents:
	Training design/ program of activities by proper authorities
	List of participants/ certificate of participation
	Output of the in-service training
G.	Credited with meritorious achievements such as (10 points):
	1. Trainor/coach to contestants who received merits, commendations or any form of recognition
	National Level (10 points)
	Regional Level (5 points)
	Division Level (3 points)
	Congressional Level (2 points)
	District Level (1 point)
	Required documents:  Official designation as trainor/ coach issued by proper authorities
	Plaque, certificate of recognition/ merit, medal, trophy

	2.	at the country of acting the property of the country of the countr	
		National Level (10 points)	
		Regional Level (5 points)	
		Division Level (3 points)	
		Congressional Level (1 point)	
		District Level (0.25 point)	
		Required documents:	
		Official designation as coach issued by proper au	thorities
		Plaque, certificate of recognition/ merit, medal,	trophy
	3.	Solution of Boy, Girl Scout Activities	
		National Level (10 points)	
		Division Level (3 points)	
		Required documents:	
		Official designation as coordinator or coa	ch issued by proper authorities
		Plaque, certificate of recognition/ merit, r	nedal, trophy
н.		Authorship (10 points)	
	1.		
		Sole authorship (10 points)	
		Co-authorship (5 points)	
	2.		ne)
		Required documents:	
		Books and articles must be critical with re	evance to education
		Articles are published in the school paper	er, community paper, professional magazine or
		publication of national circulation (articles	should not exceed 3 points)
		Title	Publication Date:
			Published:
		Title	
			Publication Date:
			Published:
		Title	Publication Date:
			Published:
		Title	
		Title	Publication Date:
			Published:
		Title	Publication Date:
			Published:
1.		Demonstration Teaching (10 points)	
BR		Required documents:	
		Certification	
		Lesson plan approved by principal or higher	rauthorities
		Pictorials if any	i dationates

#### SCORING SHEET for Schools Administration Positions

(based on DepEd Order 007, s. 2023)

Name of	f Applicant: ANGELICA IGNACIO	BAUTISTA
---------	-------------------------------	----------

Position Applied For: Administrative Assistant II

Date of Assessment:

TRAINING  Crelitation of triviancy  Linking proformation being control 1 (s) or performance, from current or produced present on the foliation of t	Criteria	Means of Verification	Weight Allocation	Computation/ Rubrics / Remarks	Score
EXPERIENCE  Service Record of COL  Lead portnamenae Ramp (covering 1 year performance from current or producing the interest to project in the Miles  Lead portnamenae Ramp (covering 1 year performance from current or producing the interest to project in the Miles  Auturnal s and Recognition  A May insurance, monoparation or decument covering the Coloria for the Security AND  B. Confidence of Recognizion/Avea  B. Confidence of Recognizion/Avea  B. Confidence of Recognizion/Avea  C. Confidence of Recognizion/Avea  B. Confidence of Recogn	EDUCATION	OTR or Cert of Units Earned	10		
DEFINITION OF EDUCATION  Listed performance Europ Counting 1 year performance from current cor province pilor reversal to (phylipminascer Record) 29 Marylam mascer Record 20 Marylam mascer Record) 29 Marylam mascer Record 20 Marylam ma	TRAINING	Certificate of Training			
Limited performance is aming cowning 1 year performance from coverage on projecting pith prices and in a project of the bit of the control of	EXPERIENCE	Service Record of COE	10		-
Limited periformance litturing counting 1 year periformance from current or provious pile reverse to provious pile reverse pile reverse to provious pile reverse pile reverse to provious pile reverse pile reverse pile reverse to provious pile reverse pile rever	DEDECORANICE		10		1
A Any incurrency memoranthm are decomend throwing the Citients for the Search, ABC  a. J. Outstanding Employee Amond  a. A. Any incurrency memoranthm or decomend throwing the Citients for the Search, ABC  B. Certificate of Exceptiblen, Mexit  a. A. Any incurrency Cooch  B. Certificate of Exceptiblen, Mexit  A Any incurrency Cooch  B. Certificate of Exceptiblen, Mexit  A Any incurrency Cooch  B. Certificate of Exceptiblen, Mexit  A Any incurrency Cooch  B. Certificate of Exceptiblen, Mexit  Annuals, growing a place trainer in the Exceptible Control of the National Control of Control	PERFORMANCE		25		
A Any insurance or encountered are decounted showing the Citizate for the Especial Control Service (ACC)  B. Certificate of Exception (News)  B. A Exception of News)  B. A Exception of News)  B. A Exception of News of Office or the Superson Streen, Commission or News)  B. A Exception of News of Office or the Superson (News)  C. Certificate or Advision of this News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News)  B. A Exception of News of Office or the Superson (News)  C. Certificate or Advision of this News)  B. A Exception of News of Office or the Superson (News)  C. Certificate or Advision of this News)  B. A Exception of News of Office or the Superson (News)  C. Certificate or Advision of this News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News)  B. A Exception of News of Office or the Superson (News)  C. Certificate or Advision of this News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Office or the Superson (News)  B. A Exception of News of Of			rious job relevant to	(Performance Roting/5) x Weight Allocation	
a J Outstanding Employee Award  B. Certificate of Recognision, Mexic  a J. A. Any Issuance or memorandum or education of the Coloris for the C					
A character of Exception Merital and Exception Merital  2 A contributed of Exception Merital and Exception And Exception And Exception Merital And Exception And		A Analist cares management of deciment charging the Catacin for the C			_
A Application of Strainer / Cooch  A Application of Strainer / Cooch  B. Contilicate of Recognical Approximation as Trainer / Cooch of a Visioning  Contribute of Recognical Approximation as Trainer / Cooch of a Visioning  Contribute of Recognical Approximation as Trainer / Cooch of a Visioning  A Preposal civily approved by the Next of Office or the dissipation of Recognical Provided House Trainer (Comprise in My Repair Users in the Resource 1 - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	a.1 Outstanding Employee Award		arch, And		
Research and Innovation  A Peopula civility (sent / Actually)  A Peopula civility appreciate My appreciation as Trainer / Coach of a Winning Central Actually  A Peopula civility appreciate My the Nead of Office or the daugeword Beacuret Commission per Collins  B Accommissionment Report verified by the Nead of Office or the daugeword Beacuret Commission per Collins  C Central Central of Williams and Actual Collins  C Central Central of Williams and Actual Collins  C Central Central of Williams and Actual Collins  D Central Central of Williams and Actual Collins  C Central Central of Williams and Actual Collins  D Central Central of Williams and Actual Collins  C Central Central of Williams and Actual Collins  D Central Central of Williams and Actual Collins  E Proud of Catacian My other researcher (whose tetular interacts) by another speakhold of expectation of the Internal Collins  E Proud of Catacian My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other concepts of My other production of the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other researcher (whose tetular internal Collins) by the Collins of My other (Central Central Collins) by the Collins of My other (Central Collins) by the Collins of My other Central Central Collins of My other Central Central Collins of My o	a.2 Award as Trainer / Coach		th; AND		-
Research and innovation  A Preposal delay approved by the Neral of Office or the daughstand flatearine. Committee per 10 Jan. 2012  B Accomplishment Report verified by the Neral of Office or the daughstand flatearine. Committee per 10 Jan. 2012  B Accomplishment Report verified by the Neral of Office or the daughstand flatearine. Committee per 10 Jan. 2012  D Certification of adaptation of the Innovation of				Level -3 pt	
Research and innovation  A Proposal civily approved by the Mond of Office or the disagnated Research Commisses per DO 36, 193027  B Accommissionment Report verified by the Mand of Office or the disagnated Research Commisses per DO 36, 193027  B Accommissionment Report verified by the Mand of Office or the disagnated Research Commisses per DO 36, 193027  C Certification of eshiptication of the Innovation or revolute, which the whole/define day signed by the Head of Office or the Monatoria of the Innovation of revolute, which the Whole/define day signed by the Head of Control of the Innovation of					
Research and innovation  A. Preposal cells approved by the head of Office or the drawpassed flaccord. Commissee per IOD Ja. 1207  B. A. Preposal cells approved by the head of Office or the drawpassed flaccord. Commissee per IOD Ja. 1207  C. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office D. Certification of unitoration of the headers of Office of the headers of the head				Champion or Highest Placer in the Division	
A Accomplication of utilization of the intersection of the intervention of the interve	Research and Innovation		4	- 20	
B. Accommissionment Report verificate by the Alexa of Office Conflictation of indications of the binous size or research; within the school/defice duly signed of the plan size of Office Conflictation of addition of this innovation or research by another school/effice duly signed by this live addition of this innovation or research by another school/effice duly signed by this live add of Office E. Proof of catalogy by either researchers (whose study/ricesarch, whicher problems of the concepts) developed in the receivable. E. Proof of catalogy by authorized booky of the concepts) developed in the receivable. E. Resource Speakership In NTWGs or committees B. Certification of participation or Attendance, and C. Output/Megation by the organization / Deptid  Resource Speakership / Learning Facilitation B. Certification of participation of Attendance, and B. Certification of Participation of Attendance, and B. Certification of Participation of Attendance, and B. Certification of Recognition of Menty Commendance / Approximation / Training Matrix, AND B. Certification of Recognition of Menty Commendance / Approximation / Training Matrix, AND B. Certification of Recognition of Menty Commendance / Approximation / Training Matrix, AND B. Certification of Recognition of Menty Commendance / Approximation / Speakership in Rights Office / Speakership in applicants local infide / 1-pi / Speakership in applicants loc			h Committee per DO	MAN Submitted	
C. Certification of substantions of the binosession or responsh, within the school/affice day signed by the head of Office  D. Certification of adoption of the innovation or responsh by another school/effice day signed by the head of Office  E. Froof cartification of adoption of the innovation or responsh by another school/effice day signed by the head of Office  E. Froof cartification of adoption of the innovation or responsh by another school/effice day signed by the head of Office  E. Froof cartification of participation or another school/effice of participation or another special by authorised booky) of the conceptly disveloped is the responsible of the school o					ts
D. Certification of adiaption of the innovation or research by another school/effice duly signed by the licid of Office  E. Proof of catalon by other researchers (whose study/research, whether published or engulations, is tiliumine approved by authorized body) of the conceptly developed in the research.  Subject Matter Expert / Membership in NTWGs or Committees  A. Businese of Memorandous thorough the membership in NTWG or committees  A. Businese of Memorandous thorough the membership in NTWG or committees  A. Businese of Memorandous thorough the membership in NTWG or committees  A. Businese of Memorandous for the cognition of Attendance, and  C. Output/Megalos by the cognition of Attendance, and  C. Output/Megalos by the cognition of Attendance, and  B. Certificate of Participation or Attendance, and  C. Sittle decircle of exception of Invation / Training Matrix, AND  Societies of Recognition of Memorandous / Appreciation, AND  Societies of Recognition of Memorandous of Appreciation of Note of Commendation of Appreciation, AND  Societies of Recognition of Memorandous of Appreciation of Note of Commendation of Appreciation of Note of Recognition of Memorandous of Appreciation of Note of Recognition of Note of Note of Note of Note of Note of Recognition of Note			al/office duly signed		0.00
by the Need of Office  End of Catalon Say other recursached: (whose study/research, whether published or supublished, is is laurate approved by authorised body) of the concept/s developed in the recursach.  Subject Matter Expert / Membership in NTWGs or Committees  A. Issuance of Memorandson showing the membership in NTWG or committee;  B. Certificate of Patilipation on Attendance, and C. Output/Melption by the organization / Deptid  C. Output/Melption by the organization / Deptid  A. Issuance of Memorandson Attendance, and C. Output/Melption by the organization / Deptid  A. Issuance of Memorandson Attendance, and C. Output/Melption by the organization / Deptid  A. Issuance of Memorandson / Deptid  A. Issuance of Memorandson of Patilipation of Memorandson / Deptid  A. Issuance of Memorandson of Patilipation of Memorandson / Deptid  A. Issuance of Memorandson of Memorandson of Patilipation of Memorandson / Patilipation of Memorandson of Patilipation of Memorandson / Patilipation of Memorandson of Memorandson / Patilipation / Patilipation / Patilipation / Patilipation / Patilipation / Patilipation / P					2276
E. Pread of crassion by where recessivers (wheelther published or annualished, is liturative approved by authorised booky) of the concepts developed in the receivant.  Subject Matter Expert / Membership in NTWGs or Committees  A. Bissance of Memorandum Bloowing the membership in NTWG or committee;  B. Cardificate of Paclicipation or Attendance, and Coupt.Widepin by the commonandum bloowing the membership in NTWG or committee;  B. Cardificate of Paclicipation or Attendance, and Coupt.Widepin by the commonandum flowation / Deptid  A. Instance / Memorandum / Invatation / Training Matrix, AND  A. Stance of Recognition of Memiry Commendation / Appreciation, AND  C. Silies deckly used antifors Sension guido/s  NEAP Accredited Learning Facilitator  A. Cardificate of Recognition on Memiry Commendation / Appreciation, AND  C. Silies deckly used antifors Sension guido/s  D. Cardificate of Recognition as Learning Facilitator stoud by NEAP Regional Office  D. Cardificate of Recognition as Learning Facilitator stoud by NEAP Regional Office  D. Cardificate of Recognition as Learning Facilitator stoud by NEAP Regional Office  A. Accomplishment Report verified by the Head of Office  D. Cardification of the unititation / adeption signed by the Head of Office  A. Accomplishment Report verified by the Head of Office  D. A. Accomplishment Report verified by the Head of Office  A. Accomplishment Report specification on any applicable LED miscreation accorded that is aligned with the Individual Development Plan (IDP), for resterial and policical accordination from R Rits the LED intervention as slighed with the core six of the application in Liter current or profession spoiline shall be required.  D. A. Cardificate of Iranning or Cardification on any applicable LED miscreation accorded that is aligned with the Individual Development Plan (IDP), for resterial applicant, a cardification from R Rits the LED intervention with a conscillation from R Rits the LED intervention with a conscillation from R Rits the LED intervention with a co			office duly signed		75.0
Subject Matter Expert / Membership in NTWGs or Committees  A. Issuance of Memorandum showing the membership in NTWG or committee;  B. Certificate of Participation or Attendance, and Collabs/Medicine by the reganization / Deptid  A. Number of Participation or Attendance, and Collabs/Medicine by the reganization / Deptid  A. Number of Memorandium / Newtation / Training Matrix, AND B. Certificate of Recognition of Memorandium / Newtation / Training Matrix, AND B. Certificate of Recognition of Memorandium / Newtation / Appreciation, AND C. Side deck/s used and/full session guite/s.  A. Certificate of Recognition as Learning Facilisator usued by NEAP Regional Office Accredited National Assessar Accredited National Trainer Accredited National Train					
A. Issuance of Memorandum showing the membership in KTVIG or committees:  B. Certificate of Participation or Attendance, and C. Output/Adoption by the organization / Deptid C. Stating of Recognization / Moral / Commendation / Appreciation; AND C. Certificate of Recognization of Moral / Commendation / Appreciation; AND C. Stating deck/s used analyze Section guido/s  NEAP Accredited Learning Facilitator  A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office D. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office D. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office Accredited Rational Accessor Accessing the Information of the unitization of page by the Head of Office D. Accessing the Information Accessor Accessing the Informatio			developed in the		
Resource Speakership / Learning Facilitation  A. Insuance / Memorandum / Invitation / Training Matrix, AND B. Certificate of Recognition in Hinkation / Training Matrix, AND C. Silide decky's used analysis session publicy's  D. Silide decky's used analysis session publicy's  A. Certificate of Recognition as Learning Facilitator issued by REAP Regional Office A. Certificate of Recognition as Learning Facilitator issued by REAP Regional Office A. Certificate of Recognition as Learning Facilitator issued by REAP Regional Office A. Certificate of Recognition as Learning Facilitator issued by REAP Regional Office A. Certification of the unitiation / Interest of Recognition as Learning Facilitator issued by REAP Regional Office A. Action Plan approved by the Head of Office B. A. Action Plan approved by the Head of Office C. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation / adoption signed by the Head of Office A. A. Certification of the unitiation of the unitiati	Subject Matter Expert / Membership in	NTWGs or Committees	3		
Resource Speakership / Learning Facilitation  A. Kesance / Memorandum / Invitation / Training Matrix, AND  B. Certificate of Recognition of Monit / Commendation / Appreciation, AND  C. Silder deck/s userd ansi/or Session public/s  NEAP Accredited Learning Facilitator  A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  B. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  C. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  B. Accredited Nebbandl Trainer  A. Action Flan approved by the Head of Office  B. Accomplishment Report verified by the Head of Office  C. Certification of the utilization / adoption signed by the Head of Office  C. Certification of the utilization / adoption signed by the Head of Office  ALMOVS. Selemated Relocation  Alt MOVS. Selem		A. Issuance of Memorandum showing the membership in NTWG or commi	ttee;	MOVs Submitted:	
Resource Speakership / Learning Facilitation  A. Maunice / Memorandium / Invitation / Training Matrix, AND  B. Corrificate of Recognition / Monit / Commendation / Appreciation; AND  C. Side deck/s sund antifort Servicin guide/s.  NEAP Accredited Learning Facilitator  A. Certificate of Recognition as Learning Facilitator susued by REAP Regional Office  A. Certificate of Recognition as Learning Facilitator susued by REAP Central Office  D. Certificate of Recognition as Learning Facilitator susued by NEAP Central Office  A. Action Flan approved by the Hoad of Office  B. Accomplishment Report verified by the Moad of Office  B. Accomplishment Report verified by the Moad of Office  C. Certification of the utilization / adoption signed by the Head of Office  B. Accomplishment Report verified by the Moad of Office  C. Certification of the utilization / adoption signed by the Head of Office  A Cuttlicate of Fraining or Certification on any applicable LED intervention acquired that is aligned with the individual Development Plan (IDP); for external applicant, a certification from Hit But the LED intervention produced by the Head of Office  C. Accomplishment Report together with a Seneral Certification that the LED intervention was used/adopted by the Head of Office.  C. Accomplishment Report together with a General Certification that the LED intervention was used/adopted by the Head of Office.  C. Accomplishment Report together with a General Certification that the LED intervention was used/adopted by the Head of Office.  C. Accomplishment Report together with a General Certification that the LED intervention was used/adopted by the Head of Office.  D. Accomplishment to Entry Level Appointment to other and Higher				1000 C 10	
A. Researce / Memorandum / Invitation / Training Matrix, AND B. Certificate of Recognition / Mort / Commendation / Appreciation; AND C still detack/s used antifox Session guide/s.  PAPACCE dited Learning Facilitator  A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office B. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office Accredited National Trainer 1.15 pts Accredited National Trainer 1.15 pts Accredited Recognition and Learning Facilitator issued by NEAP Central Office B. Accomplishment Report verified by the Head of Office B. Accomplishment Report verified by the Head of Office C. Certification of the unlikation / adoption signed by the Head of Office ACC Certification of the unlikation / adoption signed by the Head of Office ACC Certification of the unlikation / adoption signed by the Head of Office ACC Certification of the unlikation / adoption signed by the Head of Office ACC Certification on any applicable LEO intervention acquired that is aligned with the individual Development Plan (IOP) for reterroid applicant, a certification from Hit flust the LEO intervention is aligned with the core task of the applicant in their current or presidents position half in the required, B. Action Plan approved by the Elemans From the LEO intervention on any application of the applicant in their current or presidents position half in the required, B. Action Plan application Plan (IEEP) / 100 Embedded Learning (IELI) Impact Project applying the learnings from the LEO intervention on one/attended, duly approved by the Head of Office C. Accomplishment Report tegether with a General Certification that the LEO intervention was used/adopted by the office at the local brush plan fewer.  D. Accomplishment Report tegether with a General Certification that the LEO intervention was used/adopted by a different office at the local brush plan fewer.  D. Accomplishment to Entry Level Appoi				Only A and B -2 pt	-
B. Certificate of Recognition / Monit / Commendation / Appreciation; AND C. Silde dack/s used analysis Service guide/s  A. Certificate of Recognition as Learning Facilitator issued by REAP Regional Office B. Certificate of Recognition as Learning Facilitator issued by REAP Central Office B. Certificate of Recognition as Learning Facilitator issued by REAP Central Office B. Accredited National Trainer Accredited National Trainer Accredited Regional Trainer Accredited Regiona	Resource Speakership / Learning Facilit		2		-
NEAP Accredited Learning Facilitator  A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  B. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  Certificate of Recognition as Learning Facilitator issued by NEAP Central Office  Accredited National Trainer  1.5 pts Accredited Regional Trainer  1.6 pts Accredited Regional Trainer  1.7 pts Accredited Regional Recording Regional Trainer  1.7 pts Accredited Regional Trainer  1.7 pts Accredited Regional Trainer  1.7 pts Accredited Regional Recording Regional Trainer  1.7 pts Ac				Speakership in Higher Office/ Level - 2 p	5
A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office  B. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office  Accredited National Trainer  1.15 pts Accredited National Trainer  1.15 pts Accredited Regional Trainer  1.15 pts Accomplishment Report verified by the Head of Office  B. Accomplishment Report verified by the Head of Office  C. Certification of the utilization / adoption signed by the Head of Office  All MOVs Submitted Relevant Not Relevant  All MOVs 10 pts 5 pts Only A 6 7 pts 3 pts Only A 6 7 pts 1 pt  ACCOMPLICATION OF L&D  A. Curtificate of Fraining or Certification on any applicable L&D intervention accounted that is aligned with the Individual Development Plan (IDP); for external applicant, a certification from Hit that the L&D intervention is sligned with the core task of the applicant in their current or previous position shall be required;  B. Action Plan approved by the Head of Office  A. Cartificate of Fraining or Certification on any applicable L&D intervention accounted that is aligned with the Individual Development Plan (IDP); for external applicant, a certification if from Hit that the L&D intervention size slighted with the core task of the applicant in their current or previous position shall be required;  B. Action Plan Appoint and (IEEP) / Job Embedded Learning (IELI/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report tegether with a General Certification that the L&D intervention was used/adopted by the office at the local level;  D. Accomplishment Report tegether with a General Certification that the L&D intervention was used/adopted by a different office at the local/ingher level.  Appointment to Certification that the L&D intervention was used/adopted by a different office at the local/ingher level.  Appointment to chart Appointment to other and Higher		_			
A Action Plan approved by the Head of Office  A Action Plan approved by the Head of Office  B. Accomplishment Report verified by the Head of Office  C Certification of the utilization / adoption signed by the Head of Office  A Contribution of the utilization / adoption signed by the Head of Office  A Contribution of the utilization of the utilization is given by the Head of Office  A Contribution of the utilization of the utili	NEAP Accredited Learning Facilitator		2		
APPLICATION OF EDUCATION  A Action Plan approved by the Head of Office B Accomplishment Report verified by the Head of Office C Certification of the utilization / adoption signed by the Head of Office C Certification of the utilization / adoption signed by the Head of Office AI MOVS Submitted Relevant Not Relevant AII MOVS 10 pts 5 ots Only A & 8 7 pts 3 pts Only A & 5 pts 1 pt  APPLICATION OF L&D  A Curtificate of fraining or Certification on any applicable L&D intervention acquired that is aligned with the individual Development Plan (IDP) for external applicant, a certification from HR that the L&D interventions is aligned with the core task of the applicant in the current are previous position shall be required; B. Action Plan/Re-entry Action Plan (REAP) / 10b Embedded Learning (IEL)/Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office. C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level. D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  Appointment to Entry Level Appointment to other and Higher		A_ Certificate of Recognition as Learning Facilitator issued by NEAP Regions	Office	Accredited National Assister - 2 p	15
A Action Plan approved by the Head of Office  — B. Accomplishment Report verified by the Head of Office  — C. Certification of the utilization / adoption signed by the Head of Office  — C. Certification of the utilization / adoption signed by the Head of Office  — C. Certification of the utilization / adoption signed by the Head of Office  — A. Cortification of the utilization / adoption signed by the Head of Office  — A. Cortification of the utilization / adoption signed by the Head of Office  — A. Cortification of the utilization of the		B. Certificate of Recognition as Learning Facilitator issued by NEAP Central	Office		
A Action Plan approved by the Head of Office  B. Accomplishment Report verified by the Head of Office  C. Certification of the utilization / adoption signed by the Head of Office  All MOVs Submitted Relevant  All MOVs 5 by 5 obs Only A 8 7 pts 3 pts Only A 8 5 pts 1 pt  ACTIVICATION OF L&D  A. Certificate of Fraining or Certification on any applicable L&D intervention acquired that is aligned with the individual Development Plan (IDP); for external applicant, a certification from Hit that the L&D intervention is aligned with the core task of the applicant in their current as previous position shall be required;  B. Action Plan/Re-entry Action Plan (REAP) / tob Embedded Learning (IEL) Impact Project applying the learnings from the L&D intervention done/attended, dily approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local level;  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/inghar level.  D. Accomplishment to Entry Level Appointment to other and Higher			1	Accredited Regional Trainer -1 pt	-
## Accomplishment Report verified by the Head of Office  ### C. Certification of the utilization / adoption signed by the Head of Office  ### All MOVS 10 pts 5 pts 0 nly A & 8 7 pts 3 pts 0 nly A & 8 7 pts 3 pts 0 nly A & 5 pts 1 pt  ### ACCOMPLICATION OF L&D  ### A. Certificate of Fraining or Certification on any applicable L&D intervention acquired that is aligned with the Individual Development Plan (IDP); for external applicant, a certification from HR that the L&D intervention is aligned with the core task of the applicant in their current or previous position shall be required;  ### B. Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (IEL) Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  ### Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;  ### D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  #### Appointment to Entry Level Appointment to other and Higher	APPLICATION OF EDUCATION	The state of the s	10		-
C. Certification of the utilitation / adoption signed by the Head of Office  All MOVS 10 pts 5 pts 1 pt 2 pts 3 pts 3 pts 3 pts 3 pts 3 pts 3 pts 4 pt				MOVs Submitted Relevant Not Relevant	
APPLICATION OF L&D  A. Cartificate of Training or Certification on any applicable L&D intervention acquired that is aligned with the individual Development Plan (IDP); for external applicant, a certification from HR that the L&D intervention is aligned with the core task of the applicant in their current or previous position shall be required;  B. Action Plan/Re-entry Action Plan (IREAP) / Job Embedded Learning (IEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  POTENTIAL  Appointment to Entry Level Appointment to other and Higher				All MOVs 10 pts 5 pts	-
A. Cartificate of fraining or Certification on any applicable L&D intervention acquired that is aligned with the Individual Development Plan (IDP); for external applicant, a certification from HR that the L&D intervention is aligned with the core task of the applicant in their current or previous position shall be required;  B. Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (IEL) Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level:  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  POTENTIAL  Appointment to Entry Level Appointment to other and Higher				THE PROPERTY OF THE PROPERTY O	
A. Cartificate of Fraining or Certification on any applicable L&D intervention acquired that is aligned with the Individual Development Plan (IDP); for external applicant, a certification from HR that the L&D intervention is aligned with the core task of the applicant in their current or previous position shall be required;  B. Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (IEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  POTENTIAL  Appointment to Entry Level Appointment to other and Higher			1 10	Only A 5 pts 1 pt	+
aligned with the Individual Development Plan (IRPI); for external applicant, a certification from HR that the L&D intervention is aligned with the core task of the applicant in their current or previous position shall be required;  ### Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (IEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  ### Cocomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level:  ### D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  ### POTENTIAL  ### Appointment to Entry Level   Appointment to other and Higher	APPLICATION OF L&D	Contilients of Entiring or Contiliention on any applicable (SD intervention)			
current or previous position shall be required;  ### Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (JEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  ### C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local lovel;  ### D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  #### Only A & B ** 5 pts ** 1 pt **  **POTENTIAL**  Appointment to Entry Level** Appointment to other and Higher**		aligned with the Individual Development Plan (IDP); for external applica	nt, a certification		
B. Action Plan/Re-entry Action Plan (REAP) / Tob Embedded Learning (IEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level:  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  POTENTIAL  Appointment to Entry Level Appointment to other and Higher			oplicant in their	LIPN's Exhaultted. Palarrett. Not Relayint	
applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office.  C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level:  D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.  POTENTIAL  Appointment to Entry Level Appointment to other and Higher		The state of the s	Impact Project	PIOVS SIGNATURE CONTRACTOR CONTRACTOR	
D. Accomplishment Report together with a General Certification that the L&O intervention was used/adopted by a different office at the local/higher level.  Only A & 3 5 pts 1 pt  POTENTIAL  Appointment to Entry Level Appointment to other and Higher		applying the learnings from the L&D intervention done/attended, duly a	pproved by the Head	All MOVs 10 pts 5 pts	
POTENTIAL Local/higher level.  Appointment to Entry Level Appointment to other and Higher		C. Accomplishment Report together with a General Certification that the Luced/adopted by the office at the local level;	&D Intervention was	Only A, B & C 7 pts 3 pts	
POTENTIAL 15  Appointment to Entry Level Appointment to other and Higher		D. Accomplishment Report together with a General Certification that the Lucod/adopted by a different office at the local/higher level.	&D intervention was	Only A & B 5 pts 1 pt	
	POTENTIAL		15		-
(Score / Total Number of test items ) x weight subcuton			her	(Score / Total Number of test items ) x weight allocat	ion
Written Examinations 10 5  Rehavioural Events Interview 5 10	Written Examinations				

#### SCORING SHEET for RELATED-TEACHING POSITIONS

(based on DepEd Order 007, s. 2023)

Name of Applicant: MICHELLE M. FELSTEAD

Position Applied For: Senior Education Program Specialist

Date of Assessment:

Criteria	Means of Verification	Wei	ght Allocati	on	Computation ( 2 - Later 1 2 - Later 1	
		SG 11-15	SG 16-22	5G 24	Computation/ Rubrics / Remarks	Score
EDUCATION	OTR or Cert of Units Earned	10	10	10		
TRAINING	Certificate of Training	10	10	10		
		1				+-
EXPERIENCE	Service Record of COE	10	10	10		
PERFORMANCE		20	20	25		-
For positions with experience requirement:	Latest performance Rating covering 1 year performance from current or pre-			on to be	(Performance Rating/5) x Weight Allocation	1
For positions without experience	filled  Board Examination or Career Service Eligibility ratings; OR				(Board Exam or CS rating / 100) x Weight Allocation	-
requirement:						
	PD 907 or Foreign School Honor Graduate Eligibility (FSHGE)				Summa Cum Loude -20 Magna Cum Laude -19	ats
OUTSTANDING ACCOMPLISHMENTS		10	1 5	10	Com Lcode -18	ets
Awards and Recognition		10	2	10		-
a.1 Academic or Inter-School award (for	A. Academic or Interschool Award; or	-				-
applicants with no or less than one year work experience)	B. Certificate of any document showing TOSP Award; or				At least 3 academic or inter-school awards or TOSP Award or Top 10 in Board / CS Exam	ts
	C. Certification or any documents showing top-notching a Board Examination				At least 2 academic/ inter-school awards -1;	
a.2 Outstanding Employee Award (for	A. Any issuance; memorandum or document showing the Criteria for the St  B. Certificate of Recognition/Merit	earen; AND			Awards given by higher office -2 p	3 11 1
Research and Innovation	D. Committee of the Com	T	5		Awards given by aplicant's local office 1;	
	A. Proposal duly approved by the Head of Office or the designated Research B. Accomplishment Report verified by the Head of Office C. Certification of utilization of the innovation or research, within the school Office D. Certification of adoption of the innovation or research by another school E. Proof of citation by other researchers (whose study/research, whether proof of citation by other researchers (whose study/research, whether proof of citation by other researchers)	ni/office duly sign	or DO 16, 5,201 gned by the He aned by the Hea	ad of	MOVs Submitted:  A, B, C & D - 5 p A, B, C & E - 5 p Only A, B and C - 4 p Only A and B - 3 p Only A 2 pp	ats Ats ats •
Subject Matter Expert / Membership in N	A. Issuance of Memorandum showing the membership in NTWG or commi	I	3		MOVs Submitted:	
	B. Certificate of Participation or Attendance; and     C. Output/Adoption by the organization / DepEd				All MOVs -3 p Only A and B -2 p	
Resource Speakership / Learning Facilitat			2			
	A issuance / Memorandum / Invitation / Training Matrix; AND B. Certificate of Recognition / Merit / Commendation / Appreciation; AND				Speakership in Higher Office/ Level -2	
	C. Slide deck/s used and/or Session guide/s				Speakership in aplicant's local office -1;	it
NEAP Accredited Learning Facilitator			2			
	Certificate of Recognition as Learning Facilitator issued by NEAP Regiona     Certificate of Recognition as Learning Facilitator issued by NEAP Central				Accredited National Assessor -2 ( Accredited National Trainer -1) Accredited Regional Trainer -1	pts
APPLICATION OF EDUCATION		10	1 15	10	Activates regional funds	
For positions with experience regulrement	A. Action Plan approved by the Head of Office B. Accomplishment Report verified by the Head of Office C. Certification of the utilization / adoption signed by the Head of Office				For SG 11-15 and SG 24   MOVS Submitted   Relevant   Not Relevant   All MOVS   10 pts   5 pts   Only A & B   7 pts   3 pts   Only A   5 pts   1 pt   For SG 16-22   MOVS Submitted   Relevant   All MOVS   15 pts   9 pts   Only A & B   12 pts   6 pts   Only A & B   12 pts   6 pts   Only A & 9 pts   3 pt   1 pts   10 p	
For positions with no experience requirement	Certificate of GWA/ OTR/ Diploma/ Special Order or other certifications				(GWA /100) x weight allocation	
ADDUCATION OF LCD		1 10	T 10	10		
APPLICATION OF L&D	A. Certificate of Training or Certification on any applicable L&D intervention individual Development Plan (IDP); for external applicant, a certification aligned with the core task of the applicant in their current or previous policy.  B. Action Plan/Re-entry Action Plan (REAP) / Job Embedded Learning (IEL)/ from the L&D intervention done/attended, duly approved by the Head of C. Accomplishment Report tagether with a General Certification that the L& the office at the local level;  D. Accomplishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complishment Report tagether with a General Certification that the L& Complish Report tagether with a General Certification that the L& Complish Report tagether with a General Certification that the L& Complish Report tagether with a General Certification that the L& Complish Report tagether with a General Certification that the L& Complish Report tagether with a General Certification that the L& Complish Report tagether with a G	n acquired that if from HR that the esition shall be r impact Project of Office.	is aligned with the L&D intervel equired; applying the le was used/ado	the action is samings opted by	MOVs Submitted: Relevant Not Relevant All MOVs 10 pts 5 pts Only A, B & C 7 pts 3 pts Only A & B 5 pts 1 pt	
	different office at the local/higher level.			1		
		20	20	1 15		
POTENTIAL Written Examinations		20	20	15		

### Enclosure No. 6 to Division Memorandum No. , s. 2024 SCORING SHEET for NON-TEACHING POSITIONS

(based on DepEd Order 007, s. 2023)

Name of Applicant: MARIE BHIA ROSAL BANCE

Position Applied For: Administrative Officer II

Date of Assessment:

C :				Wei	ght Alloca	tion				1
Criteria		Means of Verification		General Services	SG 1 - 9 (Mon-General Sension)	5G 10-23	Computation	on/ Rubrics	/ Remarks	Scor
EDUCATION	OTR or Cert	t of Units Earned		5	5	5				
TRAINING	Certificate	of Training		5	5	10				
EXPERIENCE	Service Rec	ord of COE		20	20	15				
PERFORMANCE			-	10	20	20		_		4
For positions with experience requirement:	Latest perform	nance Rating covering 1 year performance from cur	rent or previo		ant to the po	sition to be	(Performance Rati	ina/51 x Welat	at Allocotion	4
	milion							ng of a secion	n Anotonion	
For positions without experience requirement:		ation or Career Service Eligibility ratings; OR					(Board Exam or CS re	ating / 100) x W	Velght Allocation	
	PD 907 or Fore	eign School Honor Graduate Eligibility (FSHGE)					Summo Cum Laude Magna Cum Laude Cum Laude		-20 -19	pts
OUTSTANDING ACCOMPLISHMENTS				5	10	10	ELIT GROOT		-18	RIA.
Awards and Recognition					4					
a.1 Citation and Commendation (for applicants to general services positions only)	A. Letter o	f Citation or Commendation from previou	s employer				- Three (3) or more t - Two (2) letters of c - One (1) letter of cit	citation	an -4) -3) -2	
a.2. Academic or Inter-School award (for applicants with no or less than one year work experience)	B. TOSP AWE	or Interschool Award; or ard; or ion or any document that the applicant belongs to t	he Top 10 in ti	ne Board or	Civil Servicle	Eligibility	- At least 3 academic TOSP Award or Top	c or inter-schoo	of awards or	
	Examinati	ion					- At least 2 academic			1
a.3 Outstanding Employee Award (for	A. Any issu	Jance; memorandum or document showing	ne the Crite	ria for the	Search: 4	ND	At least 1 academic	The second of the second	awards -21	Control of the Contro
applicant with previous work experience) Research and Innovation		ate of Recognition/Merit	-				Awards eiven by a			
	B. Accomplis C. Certificati Office D. Certificati Office E. Proof of c	duly approved by the Head of Office or the designate shment Report verified by the Head of Office ion of utilization of the innovation or research, with ion of adoption of the innovation or research by and citation by other researchers (whose study/research is developed in the research.	in the school/o	office duly s	igned by the	Head of Head of	//OVs Submitted:	A, B, C & D A, B, C & E Only A, B and Only A and B Only A		pts pts pts
Subject Matter Expert / Membership in N	NTWGs or Com	mittees			3					-
	-	of Memorandum showing the membership in NTWG e of Participation or Attendance; and	or committe	e;			ViUVs Submitted:	All MOVs	-3 p	nts
Bassing Sandawkis (Laurian Facility		doption by the organization / DepEd						Only & and B	-2 c	its
Resource Speakership / Learning Facilitat	A. Issuance	/ Memorandum / Invitation / Training Matrix AND e of Recognition / Merit / Commendation / Apprecia	ation: AND		2		ipeakership in High	er Office/ Level	-2	pts
		kis used aartiar Session enidals	THE STATE OF THE S				ipeakership in aplic	ant's local office	e -1	pt
NEAP Accredited Learning Facilitator		e of Recognition as Learning Facilitator issued by NE e of Recognition as Learning Facilitator issued by NE			2		Accredited National	Trainer		i pts
APPLICATION OF EDUCATION				n/a	10	10	Accredited Regional	- ARREN	-10	
For positions with experience requirement	B. Accomplis	on approved by the Head or Office shment Report verified by the Head of Office son of the utilization / adoption signed by the Head of	of Office	1			MOVs Submitted All MOVs Only A & B Only A	Relevant 10 pts 7 pts 5 pts	Not Relevant 5 pts 3 pts 1 pt	1
For positions with no experience requirement	Certifica	ate of GWA/ OTR/ Diploma/ Special Order	r or other co	ertificatio	ns		GWA /100) x wei	ght allocation		
APPLICATION OF 1&D	- Annual Control of the Control of t			n/a	10	10				
	Individual aligned w	e of Training or Certification on any applicable L&O LDevelopment Plan (IDP); for external applicant, a cr with the core task of the applicant in their current or	ertification fre previous posit	om HR that t tion shall be	he L&D inter required;	vention is	MOVs Submitted:	Relevant N	lot Relevant	
	from the	on/Re-entry Action Plan (REAP) / Job Embedded Lear L&D intervention done/attended, duly approved by shment Report together with a General Certification	the Head of O	iffice.			All MOVs Only A, B & C	10 pts 7 pts	5 pts 3 pts	
	D. Accompli	e at the local level; shment Report together with a General Certification at office at the local/higher level.	n that the L&D	interventio	n was used/a	idopted by	Only A & B	5 pts	1 pt	
POTENTIAL			_	55	20	20				
Written Examinations				n/a	5	5				
Skills or Work Sample Tests				n/a n/a	10	10				
Behavioural Events Interview	No. 311			n/a	1-		-	-	Andrew Market	

INDIVI	DUAL	EVALU	ATION	SHEET

#### INDIVIDUAL EVALUATION SHEET

INDIVIDUAL EVALO	AIIONS	AILLI		INDIVIDUAL EVA	ALUATION S	HEET	
NAME OF APPLICANT:	(Dej	Teaching Ed Order No. 66	i, s. 2007)	NAME OF APPLICANT:	(De)	Teachin DEd Order No. 6	ng Position 6, <i>s</i> 2007
Critoria	Dte	Domarko	Seare	0.141			

Date of Assessment:				Date of Assessment:			
Criteria	Pts.	Remarks	Score	Criteria	Pts.	Remarks	Score
A. Performance Ratings (3 Ratings)	35			A. Performance Ratings (3 Ratings)	35		
B. Experience	5			B. Experience	5		
Experience must be relevant to the duties and functions of t	he position to be filled			Experience must be refovant to the duties and functions of the positi			
Every year given a point but not to exceed 5 points				Every year given a point but not to exceed 5 points			
C. Outstanding Accomplishments				C. Outstanding Accomplishments	THE REAL PROPERTY.		
a. Outstanding employee award	4			a. Outstanding employee award	4		
- awardee in the school/office	.75 pt.			- awardee in the school/office .75 pt.			
awardee in the district/crea/cluster     awardee in the division/city/province	1 pt 2 pts			- awardee in the district/area/cluster 1 pt			
- awardes in the division - awardes in the region	3 pts			- awardee in the division/city/province 2 pts - awardee in the region 3 pts			
- National awarded	4 pts			- National awardee 4 pts			1
b. Innovations	4			b. Innovations	4		
- conceptualized	.5 pt			- conceptualized .5 pt.			
- started the implementation	1 pt			- started the implementation 1 ot			
- fully implemented in the school/office - adopted in the district/area/cluster	2 pts. 3 pts			- (ully implemented in the school/office 2 pts adopted in the district/area/cluster 3 pts.			
adopted in the division/city/province	4 pts.			- adopted in the division/city/province 4 pts.			
c. Research and development p	rojects 4		1	c. Research and development project	cts 4		1
- conducted in the school/office	2 pts.			- conducted in the school/office 2 pts.			
- conducted in the district/area/cluster	3 pts			- conducted in the district/erea/cluster 3 pts			
- conducted in the division/city province	4 pts.			conducted in the division/city province 4 pts.			
d. Publication/authorship	4			d. Publication/authorship	4		
- articles published - 1 pt. each (maximum of 4 articles) - co-authorship of a book	2 pts			- articles published - 1 pt. each (maximum of 4 articles) - co-authorship of a book 2 pts			
- sole authorship of a book	4 pts			- sole authorship of a book 4 pts			
e. Resource speaker/consultant			1	e. Resource speaker/consultant	4		
- district / grea / cluster level	.75 pts.			- district / area / cluster level .75 pt	5.		
- division / city/ province level	1 pt			- division / city/ province level 1 pt.	~~	1111	
- regional level	2 pts.			regional level 2 pts.			1
- national level - International level	3 pts.			- national level 3 pts international level 4 pts.			
D. Education	25			D. Education	25		
- Master's Degree (Acad Reqis) - Master's Dogree	10 pts			- Master's Degree (Acad Reqts) 16 pts - Master's Degree 15 pts	5		1
- Doctoral Degree (Acad Regts.)	15 pts 20 pts.			- Doctoral Degree (Acad. Regts.) 20 pts			
→ Coctoral Degree	25 pts			- Doctoral Degree 25 pts			
E. Training	5			E. Training	5		
Participant in a specialized training, e.g. Specialized Programs Short Courses, Study Grants	1 point for every month of attendance but not to exceed 5 points				for every month ndance but not to cope 5 points		
Participant in three (3) or more training activities in each level conducted for at least three (3) days not credited during the last promotions.				Participant in three (3) or more training activities in each evel conducted for all least three (3) days not credited during the last promotions.			
- District Level	1 pl.			- District Level 1 pt.			
- Division Level	2 pts.			- Division Level 2 pts.			
Regional Level  Haracipant in one (1) training conducted for at least three (3) days not credited during the last promotions:	3 pts.			Regional Level 3 pts.  Porticipant in one (1) training conducted for at least three (3) days not credited during the last promotions:			
- National Level	4 pts			- National Lovel 4 pts.			
- International Level	5 pts			- International Level 5 pts.			
Chair /Co-Chair in a technical/planning committee	WAS STATE OF THE S			Chair (Co-Chair in a technical/planning committee		1 6 6 6 6 6	
- District Lovel	1 pt.			- District Level 1 pt Division Level 2 pts.			
- Division Level - Regional Level	2 pts 3 pts.			- Regional Level 3 pts.			
- National Level	4 pts			- National Lovel 4 pts			
- International Level	5 pts			- International Level 5 pls			
F. Potential	5			F. Potential	5		-
G. Psycho-social Attributes	5			G. Psycho-social Attributes	5		
	100			Total	100		
Total	100			1000			

Thereby attest to the conduct of the application and assessment process in accordance with the applicable guidelines; and acknowledge, upon discussion with the Human Resource Ment Promotion and Soloction Board, the results of the comparative assessment and the points given to me based on my qualifications and submitted documentary requirements for TEACHER III.

Furthermore, I hereby effix my signature in this Form to attest to the objective and judicious conduct of the HRMPSB evaluation through Open Ranking System.

I hereby attest to the conduct of the epplication and assessment process in accordance with the applicable guidelines; and acknowledge, upon discussion with the Human Resource Merit Promotion and Selection Board, the results of the comparative assessment and the points given to me based on my qualifications and submitted documentary requirements for TEACHER III.

Furthermore, I hereby affix my signature in this Form to attest to the objective and judicious conduct of the HRMPSB evaluation through Open Ranking System.

(Applicant's signature) (Applicant's signature)