



Republic of the Philippines
Department of Education
 REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO



Office of the Schools Division
 Superintendent

June 29, 2023

DIVISION MEMORANDUM
 No. 4117 548 s. 2023

CONDUCT OF THE TEACHER 1 APPLICANTS TEACHER REFLECTION ASSESSMENT

TO: Education Program Supervisors
 Public Schools District Supervisors
 District Coordinating Principals
 Elementary and Secondary School Administrators
 All Others Concerned

1. Relative to the Criteria and Point System for Hiring Teacher I Positions as stipulated in DepEd Order 007 s. 2023 otherwise known as the Hiring Guidelines on the Recruitment, Selection, and Appointment in the Department of Education, this instruction is hereby issued.
2. In consideration of the prompt and orderly release of the School Year 2023-2024 Registry of Qualified Applicants the following shall be implemented to wit:
 - 2.1. The applicant's demonstration of PPST Non-Classroom Observable Indicators (PPST NCOIs) which shall be assessed through the applicant's narrative and reflection using the Teachers Reflection Form (TRF) will be scheduled on **July 8, 2023 @ 8:00 AM-12:00NN**. Applicant who belongs to the Seventh Day Adventist may take the test on **July 9, 2023**, at the respective District Offices. Public Schools District Supervisor and District Coordinating Principal will assign among the selected TRF Evaluators.
 - 2.2. It is expected that all applicants (Old and New) shall take the assessment of PPST NCOIs as form part of the criteria for hiring to the following venues/ testing centers below:

District	Testing Center	District	Testing Center
Compostela East	Compostela CES	Pantukan North	Kingking CES
Compostela West	Gabi CES	Pantukan South	Tambongon NHS Conf. Hall
Maragusan East	Maragusan CES Gym	Mabini	Mabini NHS Conf. Hall
Maragusan West	New Albay NHS	Maco North	AOSR NHS
Monkayo East	Muñoz ES Gym	Maco South	Maco Heights Amphitheater
Monkayo West	Monkayo NHS	Laak North	Don Vicente Romualdez NHS
New Bataan	New Bataan NHS	Laak South	Laak CES
Montevista	Montevista CES, Mini Gym	Mawab	Mawab CES Gym
		Nabunturan East	Manat CES
		Nabunturan West	Nabunturan CNHS



Address: Capitol Complex, Brgy. Cabidanan, Nabunturan, Davao de Oro
 Contact No. 0951-387-1728 (TNT); 0915-399-7779 (Globe)
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- 2.3. There are four (4) non-classroom observable indicators with respective situations for the applicant to express his/her view and reflection in a narrative format based on his/her experiences as guided by prompt questions. The TRF shall be accomplished on the spot. **The applicants shall be given 45 minutes to one (1) hour to accomplish the complete set of the Teacher Reflection Form.**
- 2.4. Rubrics for rating the TRF (*Enclosure 1*) is used to rate the teacher applicant's responses. The selected TRF evaluators (*Enclosure 3*) possesses deep understanding and knowledge of the PPST NCOIs and are subject matter experts on the specialization of the position to be filled. These evaluators will serve as proctors during the assessment day.
- 2.5. Scoring Template in Enclosure 2 will be used for the summary of rating to be attached to the individual Teacher Reflection Form (TRF).
- 2.6. The Education Program Supervisors or his/her authorized representative will serve as the Test Administrators and will be responsible for the distribution and retrieval of the accomplished teacher reflection form.
- 2.7. Rating shall be submitted to the HRMPSB Secretariat – *Milagros Revilleza or Earl Tumamos* five (5) days after the conduct of the assessment (**July 14, 2023**). These results shall be forwarded to the Division Sub-committee for posting in the DOORS system.
3. District Supervisors and District Coordinating Principals may issue a District Memorandum in case they will conduct an orientation prior to the conduct of the assessment. A service credits may be given to personnel who will participate in this activity, subject to the provisions of DO 53, s. 2003.
4. Travel and other incidental expenses shall be charged to MOOE or any local Funds subject to the usual accounting and audit procedures.
5. Wide dissemination and compliance with this Memorandum is desired.

By the Authority of the
Schools Division Superintendent:

ENGR. NORBERTO S. MANLANGIT MPA
Administrative Officer V
Officer-In-Charge





Republic of the Philippines
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Enclosure 1

Teacher Reflection Form

Application Code of Teacher Applicant: _____ **Date :** _____

Rater: _____ **District/ Municipality:** _____

Direction: Share how will you able to exhibit the objectives by writing specific situations from your teaching experience/practicum students or any other related instances. Be guided by the questions or prompt provided. Limit your response to at least 100 words, you may use extra sheets when needed.

Objective 6
Maintain learning environments that are responsive to community contexts.
Question/Prompt: XXXXXXXXXXXXXXXX
Comments from Evaluators:
Exemplary ____ 5 points Fully Acceptable ____ 3 points Not fully acceptable





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Rubrics for Rating the TRF

Exemplary (E) 5 points	Fully Acceptable (FA) 3 points	Not Fully Acceptable (NFA) 1 point
<p>The applicant was able to provide anecdotal and situational examples that support the demonstration of the objective. The examples/justifications/practices/instances provided by the applicant are aligned with the objective and showcase the applicant's deep understanding of the objective.</p> <p>The response contained little to no grammatical and technical (capitalization, punctuation, etc.) errors. The applicant has good command of the language used.</p>	<p>The applicant was able to give examples/justifications/practices/instances that somehow/do not fully align with the objective. The response demonstrates limited understanding of the objective.</p> <p>The response contained few grammatical and technical (capitalization, punctuation, etc.) errors. However, these did not greatly affect the quality of the response.</p>	<p>The applicant was unable to support/provide evidence of his/her demonstration/ability to demonstrate the objective. The examples/justifications/practices/instances do not align with the objective and demonstrate little to no understanding of the objective.</p> <p>The response contained several grammatical and technical (capitalization, punctuation, etc.) errors which interfere with the understanding of the ideas presented.</p>

Reminders for the evaluators:

- Evaluators assess the applicant's demonstration and/or understanding of the objective based on the narrative and responses, NOT the quantity of narratives or experiences. **Long answers do not automatically merit an Exemplary rating.**
- Use the portion **Comments from the Evaluator** to write down statement/s that support your given rating. Some examples:

My rating is 1 because the examples given are very general and do not demonstrate his/her understanding of the indicator.

I gave a rating of 3 because although the examples are aligned with the objective, the explanation was not focused on how the activities relate to his/her teaching practices.

My rating is 5 because although only 1 example was given, it demonstrated deep understanding of the objective. The explanation directly targets the intention of the objective.





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Enclosure 2

Teacher Reflection Summary of Rating

Application Code of Teacher Applicant: _____ **Date:** _____

Rater: _____ **District/ Municipality:** _____

Indicators	Final Rating
Objective 6 Maintain learning environments that are responsive to community contexts.	
Objective 7 Review regularly personal teaching practice using existing laws and regulations that apply to the teaching profession and the responsibilities.	
Objective 8 Adopt practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity	
Objective 9 Participate in the professional networks to share knowledge and to enhance practice	
TOTAL POINTS OBTAINED	
TOTAL POINTS/HIGHEST POSSIBLE SCORE X 25 (20/20) X 25= 25 POINTS	
Other Comment/s (If any)	

Prepared by:

Attested by:

Evaluator/s
Signature Over Printed Name

PSDS/DCP
Signature Over Printed Name





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Enclosure 3 LIST OF PROCTORS/EVALUATORS PER DISTRICT

<p>MARAGUSAN EAST</p> <p>Testing Center: NEW ALBAY NHS</p> <ol style="list-style-type: none">1. TABABA, JOHNY S, EdD – SPI2. BAUTISTA, JESSICA C – SPI3. MOSNET, EVELYN L-SPI4. AYOD, GINA N – SPI5. CAMBONGGA, GLENDA C – MTI6. BANAG, ARLENE L. – MTI7. BANAG, REYNALDO B. – MTI8. LIMIKID, ANALIZA D – MTI9. BANAG, MARLOU LYN A – MTI10. BALICO, REYNILDA J-MT I11. ALDEANO, MARILYN P. MTI12. PUERTOS, ROWENA A. MTI13. AMARANTO, ROXAN S – MTI14. SARSUELO, JENNIFER B – HTI15. ZAMORA, EMILIA A – SP II	<p>MARAGUSAN WEST</p> <p>Testing Center: MARAGUSAN NHS</p> <ol style="list-style-type: none">1. MAR ULYSSES G. SOMBREO, SP 12. ROBYLISA B. BAUTISTA, SP 13. ARCELI S. THORNSBURY, SP 14. RICHARD A. PELIGRINO, SP 15. ELY P. SAROMINES, SP 16. JAYMAR D. MILLAN, ASP II, OIC7. RHODORA C. MANGARON, MT II8. ROWENA B. GARCIA, MT II9. BERNARDITO M. LOPEZ, MT 110. JEFERSON S. RETARDO, MT 111. MARIAN H. VILLACRUSIS, MT 112. LIZA L. TENORIO, MT 113. MYRNA T. COLITA, MT 114. MIRALUNA J. LOPEZ, MT 115. VENUS D. CATALYA, MT 1
<p>MACO NORTH</p> <p>Testing Center: AOSR NHS</p> <p>ELEMENTARY</p> <ol style="list-style-type: none">1. LANCIAN, CHRISTE S.2. ALVIOLA, JEANETTE A.3. YANONG, RUBELYN F.4. ABELLON, NONA FELECISIMA B.5. GOZON, JOCELYN C.6. TUBA, JASMIN A.7. ENTERINA, ELLEN A.8. ASNA, FAITH GRACE G.9. CUYOS, GEMMA B.10. OCON, MARY JOY C.11. LERAY, JONALYN D.	<p>MACO SOUTH</p> <p>Testing Center: MACO HEIGHTS AMPHITHEATER</p> <ol style="list-style-type: none">1. CARMELO D. CASTILLO - SP II2. EDWIN R. LASTRA - SP I3. REY A. ROCETE - SP I4. GEMINE G. DAYRIT - SP I5. ARACELI C. CUNAHAP - MT II6. CLAVEL ELISA K. PADA - MT II7. MARY ANN P. MENDOZA - MT I8. JUDY H. SILVOSA - MT I9. RANNIEL R. RAGA - MT I10. GELYN A. DANGHIL - MT II11. MARIGIE B. REMULTA - MT I12. JEANETTE P. SALDAÑA - MT II





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12. ROMANILLOS, ISYLE D.
13. CENIZA, MARY JOY V.
14. CANTILLA, TERESA P.

SECONDARY

1. OMBECAN, EDNA G.
2. TRINIDAD, LEAH M.
3. ARAFOL, MARY ANN B.
4. ASUQUE, MARIA ELENA P.
5. BASCO, GEMMA C.
6. BAUTISTA, TEENA MARIE B.
7. DEPRA, GINETTE C.
8. EDONG, DONNA MICHELLE F.
9. JABINES, EILEEN P.
10. BACALSO, ROY V.

13. MARIVEN L. LANIBA - MT I
14. KRISTINE P. CALIBADAN - MT I
15. ALDRIN L. OCLARIT - MT I
16. JANNETH D. TIGBAWAN - MT

MONKAYO WEST

Testing Center: **MONKAYO NHS**

1. EDGAR D. GALINDO-SP 1
2. ROLANDO P. ENGBINO-SP 1
3. MAXIMO A. APILAN-SP 1
4. REY C. ROTA-SP 2
5. KRISTIAN ANHARA L. MARTESIO-SP 2
6. ALMA V. LAPIDEZ-SP 1
7. JEHAN B. PAMAN-MT 1
8. RAMELYN. B. MABRAS-MT 1
9. EMELYN C. BAUTISTA-MT 2
10. MARIA CHONA A. CHAVEZ-MT 1
11. METOSELA M. VISAYA-MT 2
12. THELMA R. DUBLIN-MT 1
13. DULCE G. LABRADOR-MT 1
14. AMILYN B. JIMENEZ- MT 2
15. ELVIE J. CABALLERO MT 2

MONKAYO EAST

Testing Center: **MUÑOZ ES**

1. SUZANNE S. CABALLERO
2. MECHEL M. ORCELINO
3. EVALITA L. YCOT
4. SHERLEY U. GALINDO
5. NOEL B. BALIBER
6. GENNIEVIVE S. BARCELLANO
7. HIEDE D. PONGASI
8. RITA D. VALMORES
9. GIMMA T. FERNANDEZ
10. IMELDA P. MASIAN
11. NELSON M. PORRAS
12. CHRISTINE A. TEVES
13. JULIET E. LOPEZ
14. CHRISTINE MARIE D. VILLA
15. JO-MARIE A. VILLA





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MAWAB DISTRICT

Testing Center: **MAWAB CESSC**

1. ELIA P. AROMIN, SP I
2. MELINDA J. BUATES, SP II
3. ROSEMARY M. CRUDA, SP II
4. ARLINA C. DE CASTRO, SP I
5. ELLEN M. FLORES, SP III
6. IAN B. LOLO, SP I
7. HILARIO J. MOQUERA JR., SP III
8. FELIXBERTO L. LERAY, SP III
9. GERARDO N. CASSI, SP II
10. MELANY C. CAASI, SP I
11. ROBERTA A. JAVIER, ASP II
12. RESURRECCION F. ANGELO, MT II
13. REBECCA R. ATABELO, MT I
14. ROSARIO B. TAN, MT I
15. ROSAMAR R. VIÑA, MTI

NEW BATAAN DISTRICT

Testing Center: **NEW BATAAN NHS**

1. CHARMAIN JAY A. REFUERZO
2. ANTONIO A. VIERNES
3. LIGAYA A. ANG
4. TIRSO A. MAGALSO
5. THERESE D. FAILAGO
6. AILEEN S. MAGHANOY
7. MARICRISCAR A. CAPITAN
8. MARIE FLOR E. DURAN
9. RONA-MAR R. COÑATE
10. PATERNO O. PACOT
11. TERESITA A. CANASTRA
12. MARICEL M. LORENIANA
13. ANNA LIZA D. ALIGWAY
14. NENITA G. ESTAÑO
15. RONNEL C. HOMEIO

NABUNTURAN EAST DISTRICT

Testing Center: **MANAT CES**

1. ROSARIO A. NOÑEZA - SP III
2. RODELYN V. MAHINAY - SPI
3. ANNALYN D. DELA LLANA - SPI
4. MERLITA S. MATUNHAY - SPI
5. ROLLY A. AMANTE - SPI
6. GEMMA H. OMADLE - SPI
7. CRESANTO B. COSADIO - SPI
8. EMMILOU R. GOOPIO - MT II
9. ALMA CECILIA S. QUAIO - MT II
10. CHARISSE MAY L. DULLAS - MT II
11. AGNES CECILIA S. SILVERIO - MTI
12. EVELYN M. MERQUITA - MTI

NABUNTURAN WEST DISTRICT

Testing Center: **NABUNTURAN NCHS**

1. ABINA, MYRA VENSYL J. - MT II
2. ANOTA, ERNESTO T. - MT I
3. BENEDICTO, CORA R. - MT I
4. CRISTOBAL, MA. LIZA B. - MT I
5. ESPINOSA, RUTHZEL F. - MT I
6. ESTANOL, EDWIN N. - MT I
7. ESTANOL, MAE B. - MT I
8. DAIAN MAY B. - MT I
9. PLARAS, CHRYSALIS H. - MT I
10. REMERATA, DAVE A. - MT I
11. VILLANUEVA, RAUL M. - MT I
12. VISTA, CHRISTOPHER B. - MT I



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13. DAISY F. MECNCIDOR - MTI 14. NELIA S. PALMA - MTI 15. AILENE B. CALABIO - MTI	13. VISTA, MUSTIOLA C. - MT I
PANTUKAN NORTH DISTRICT <i>Testing Center: Kingking CES</i> 1. ARNOLD S. HARADJI 2. CHELO HAZEL ANN F. BAYANI 3. BRIENLYN B. CASTOR 4. CARIL G. ZOILO 5. JOAQUIN B. ESPINA 6. MERIEGINE Q LOMOC SO 7. NICOLAS O. CABA HUG 8. SABTORA D. MUÑOZ 9. LEAH MAQUIDATO 10. JENNIFER J. CABALLERO 11. SHYNN E MAGPUYO 12. ED IAN DAASIN 13. EDEN R. ABALOS 14. JENNY T. DUMAGAN 15. SUSAN L. GUCOR	PANTUKAN SOUTH DISTRICT <i>Testing Center: Tambongon NHS Conf. Hall</i> 1. VENUS MARIE B. LIBERIO 2. JULIET J. MANCAO 3. BERNADITH D. SEGOVIA 4. KRISPY AQUIL S. HINO GUIN 5. GLORY JANE A. BUENAF LOR 6. SITTI ROGAYA P. GAPALAN 7. PAMELA C. LAJERA 8. ARCHIE ANO 9. JANICE F. JURANES 10. ANA MARIE P. DINGCON G 11. ABDURAHMAN N. LIMPAO 12. SORAH C. FLORENTINO 13. ROBYN N. PRONGO 14. MARY ANN S. POLO 15. MHERRIEL A. COMEROS
COMPOSTELA WEST DISTRICT <i>Testing center: Gabi CES</i> 1. JUDYLAND T. YU 2. MERLIE P. MARTIR 3. MYRA P. DEL ROSARIO 4. GENA R. BERON 5. TERESITA D. GULA 6. RAMELYN V. MASIGA 7. FLORINA SHARIP	COMPOSTELA EAST DISTRICT <i>Testing Center: Compostela CESSC</i> 1. IVY Y. GRAJO 2. SANDY Y. GRAJO 3. NORMA MALAWANI RAKIIN 4. ROSARIO AGUINED 5. MA. TERESA APOG 6. CHARINA TUBIGON 7. EULY P. LAYAGUE



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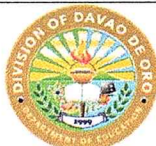
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<ol style="list-style-type: none">8. JOAN T. ESCOTON9. ROSITA R. BLASE10. ELDA MALEPIRO11. ANNA RACHEL A. SAMSON12. MARILYN A. CELADA13. MARIVI T. MORABE14. VIRGIE ARBITRARIO15. MARIA BELLA R. ALVAREZ	<ol style="list-style-type: none">8. JOSEFINA OLIVAR9. DALIA CAMUS10. KRISTIN JOY POGADO11. MARIVIC TAGUD12. MARIVIC GATAB13. EDEN AGBAYANI14. ANGELITA CANOY15. ERLINDA LOPAR
<p>LAAK SOUTH DISTRICT</p> <p><i>Testing Center: Laak CESSC</i></p> <ol style="list-style-type: none">1. ROGER H. PRADES-SP 42. JEANNETTE C. LIMEN-SP 33. LEOPOLDO C. LLEGO-SP 24. ROBERT R. REAL - SP 15. ROBERT STA. ANA -SP 16. IRENE S. STA. ANA-SP 17. VILMA J. FAJARDO-SP-18. ROLINIE B. BARASBARAS-SP 19. ROSELIE AUTHOR -SP 110. MERSON JAMES Q. ECLEO -HT III11. JOHN B. DEVELOS HT II12. FLORENDA Q. LARGO-HT I13. ADELAIDA M. GERUNDIO-HT 114. DIOSDADA ALONZO-HT 115. RICKY D. GILLESANIA-HT I16. EVANGELINE C. QUINCO-HT I17. GERALDINE A. ABELLANIDA-MT 1	<p>LAAK NORTH DISTRICT</p> <p><i>Testing Center: Don Vicente Romualdez NHS</i></p> <ol style="list-style-type: none">1. GRACE TARAY - SP12. FEBBIE DACERA - SP 13. REY DAGATAN - SP 14. FITRICIO SALINAS SP15. DEXTER S. AUTOR SP16. ELVIRA MICABALO MT 17. JENNIFER ESCABOSA MT 18. PJAY VILLAREAL MT19. DENNIS PAURILLO MT110. MARGIELYN AWAS MT1



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MABINI DISTRICT

Testing Center: **Mabini NHS - Conference Hall**

1. GINA SEVILLANO
2. CATHERINE PELENIO
3. LIZA BERNALTE
4. MICHAEL AÑODA
5. RENANTE ARCAMO
6. WARDIANA MANDAN
7. DINA LUZ ARANCON
8. ANN RESYL M. MENIL
9. RUBY P. CABALDA
10. PEBBLE P. PUMIKPIK
11. IGLEE S. OPISAN
12. ESTELITA B. PIZON
13. LORNA M. BELARMINO
14. AMOR GARCIA
15. EVELYN TANUTAN

MONTEVISTA DISTRICT

Testing Center: **Montevista CES, Mini Gym**

1. Vilma B. Sangian. - SP IV
2. NOBELLY T. LIMBAGA - SP II
3. LEAH V. ANGOSTURA. - SP II
4. JEIRMANE P. DAHAY. - SP II
5. MARIETTA M. BERZO. - SPI
6. MERCY GIFT M. SALINAS-HT II
7. LIZEL JANE M. HORCASITAS.HT
8. EMELIANA I. DEQUITO - MT- II
9. RAQUEL L. FUENTES. - MT II
10. EVELYN M. SORIANO. - MT II
11. ELENITA M. MURING MT - II
12. ROSELYN P. CAJES. - MTI
13. ELENITA F. ALIBANG. - MTI
14. DOREEN P. GRAFIA - MT - I
15. JULIE G. TOYONG - MT - I

