



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS
DECS Complex Meralco Avenue
Pasig City

OFFICE OF THE SECRETARY

October 20, 1999

DECS MEMORANDUM
No 448, s 1999

**SEARCH FOR THE 1999 MOST OUTSTANDING
SPED TEACHERS OF THE GIFTED**

To Bureau Directors
Regional Directors
School Division Superintendents

1 A national search for the 1999 most outstanding SPED teachers of the gifted shall be conducted by the Department of Education, Culture and Sports Bureau of Elementary Education Special Education Division.

2 The Search is open to all SPED teachers who have rendered dedicated and excellent service in teaching gifted learners in the public elementary schools. Winners of national competitions similar to this are not eligible for nomination. The selection procedure is in Inclosure No 1 while the criteria for selection and required documents are specified in Inclosure No 2.

3 Winners will be announced through a DECS Memorandum. The national winner will receive P15,000.00 and a trophy while the three area winners (Luzon, Visayas and Mindanao) will receive P5,000.00 and a trophy each during the awarding ceremony at the National Conference for the Gifted at the University of the Philippines, Diliman, Quezon City.

4 Travel expenses of the 4 winners to the awarding ceremony will be borne by the Special Education Division Bureau of Elementary Education. All other expenses relative to their attendance to the awarding ceremony will be charged to local funds.

5 It is requested that the contents of this Memorandum be disseminated and given the widest publicity to all concerned.

Andrew B. Gonzalez
ANDREW B. GONZALEZ
Secretary

Incls
As stated

Reference
None

Allotment 1 (D O 50 97)

To be indicated in the Perpetual Index
under the following subjects

SFARCH
SPECIAL EDUCATION
TEACHERS

(Inclosure No 1 DECS Memorandum No 448s 1999)

SELECTION PROCEDURE

- 1 Initial selection shall be done at the division level where all the required documents shall be submitted for screening to the Division Selections Committee composed of the Assistant Schools Division Superintendent the Division Supervisor In Charge of SPED and 1 Supervisor In Charge of any subject area.
- 2 Division qualifiers shall be screened and ranked according to the suggested criteria (Inclosure No 2) by the Regional Selections Committee composed of the Assistant Regional Director the Chief of Elementary Education Division and the Regional Supervisor In Charge of SPED Likewise the Regional Selections Committee will make actual school visits to division qualifiers to observe their classes for the gifted in support of the documents submitted
- 3 The screening of candidates shall be conducted on the following schedule

Division Level	November 2 5 1999
Regional Level	November 15 19 1999
National Level	December 1 3, 1999
- 4 Required documents of regional winners shall be submitted to the Chief, Special Education Bureau of Elementary Education 2/F Bonifacio Bldg. DECS Complex Meralco Ave Pasig City not later than November 26 1999
- 5 Final screening will be done by the National Screening Committee composed of the Assistant Director of BEE, the Chief and Asst Chief of Special Education Division BEE and one SPED Professor from UP Diliman. The decision of the National Screening Committee is final and non negotiable

**CRITERIA FOR SELECTION AND DOCUMENTATION
FOR THE SEARCH OF THE 1999 MOST OUTSTANDING
SPED TEACHERS OF THE GIFTED**

GENERAL CRITERIA WITH CORRESPONDING POINTS

I Instructional Competence and Teaching Effectiveness	-	90 pts
A Outstanding Contributions in the Education of the Gifted	40 pts	
B Leadership Capabilities	30 pts	
C Awards	5 pts	
D Continuous and Dedicated Service	15 pts	
II. Personal Qualities and Character	-	10 pts
A Model of Morality and Integrity in Public and Private Life	- 5 pts	
B Good Human Relations in School and Community	- 5 pts	
TOTAL		100 pts

SPECIFIC CRITERIA

I Instructional Competence and Teaching Effectiveness

- A Outstanding Contributions in the Education of the Gifted** - **40 pts**
- 1 Introduced/Tried out effective approaches (at least 2) which contributed to the improvement of instruction in meeting the needs of the gifted learners 10 pts

Documents Needed

- Abstract of the innovative approaches and how these were implemented in the field certified by the superintendent and principal
- Certification from the principal that the innovative approaches contribute to the improvement of instruction among the gifted learners

2 Written or produced instructional materials in SPED

- a Modules/workbooks/published and utilized reference materials/books in the school/district/region (2 pts per one set of modules/workbook or 1 reference material) 10 pts
- b Equipment/Teaching Devices (2 pts per set) 5 sets 10 pts
- c Technical paper/published articles in SPED (1 pt per paper or article) 3 papers 3 pts

Documents Needed

- Photocopy of produced instructional materials certified by the superintendent and principal
- Samples of the visual aids produced certified by the superintendent and principal

- 3 Organized/Trained socio cultural activities for the gifted learners i.e choral group dance troupe theater and drama arts club etc (1 pt per organized activity) 5 pts

Documents Needed

- Certification from the principal as organizer/trainer of socio cultural activities and the participation of the groups in the school and community activities

- 4 Graduates of gifted/fast learners 2 pts
- Record of number of batches
 - Names of professionals graduated

B Leadership Capabilities - 30 pts

- 1 Coordinated in the organization of classes/ implementation of SPED program in the district/division/regional level 5 pts

Documents Needed

- Certification from the superintendent/ regional director/district supervisor as program coordinator/organizer

- Record/brief of assessment process in the organization of programs for the gifted (sample of assessment tools ranking procedure utilized assessment team etc)

2 Conducted in service training programs in the district/division/regional level 10 pts

Level	No of Times (Maximum)	Points
District	5	3
Division	4	6
Regional	3	10

Documents Needed

- Certification from the district supervisor/ coordinating principal/superintendent and regional director on the conduct of in-service trainings
- Copy of division/regional memorandum on in service training conducted

3 Served as resource speaker/discussant/ demonstration teacher 10 pts

Level	No of Times (Maximum)	Points
Division	3	3
Regional	2	6
National	1	10

4 Participated in community programs/ projects for the enhancement of the gifted learners in their areas of interest 5 points

Documents Needed

- Certification from the mayor/principal/ barangay captain/priest of project undertaken properly authenticated by the regional director/superintendent
- Abstract/Report of program/project undertaken (with pictures)

C Awards - **5 pts**
 Recipient of 2 local/regional awards
 of recognition for outstanding services in
 the education of the gifted 5 pts

D Continuous and Dedicated Service - **15 pts**
 1 Renders continuous service in teaching the gifted 5 pts
 2 Continuous service as SPED teacher with an outstanding
 performance for the last 3 years 10 pts

Number of Years	Points
2-3	2
4-5	4
6-7	6
8-9	8
10 & above	10

Documents Needed

- True copy of the performance rating for the last 3 years certified by the principal and supervisor
- Certified true photocopy of service records and certification from the principal

II Personal Qualities and Character

A Model of Morality and Integrity in Public and Private Life - **5 pts**

Unquestioned honesty and integrity	1 pt
High work standards	1 pt
Trustworthy in the discharge of duty or of obligation	1 pt
With high level of stress tolerance	1 pt
Virtuous conduct	1 pt

B Good Human Relations in School and Community - **5 pts**
Documents Needed

- Certification from the principal supervisor and PTA president on his/her personal qualities
- Names of at least 3 persons in the community as references

TOTAL **100 pts**