Republic of the Philippines
Department of Education

DepED
DEPARTMENT OF EDUCATION

Office of the Secretary

MAY 2 2 2008

DepED MEMORANDUM
No. **270** , s.   2008

TEACHER INCENTIVE PROVISION IN THE SCHOOL (TIPS): THRU IT WORKS MULTI-INTERVENTION PACKAGE INITIATIVES IN THE SCHOOL-BASED MANAGEMENT CONTEXT

To: Regional Directors
         Schools Division/City Superintendents
         Heads, Public and Private Secondary Schools

1.   In conformity with the government's thrust on global competitiveness, the Department of Education (DepED) through the Bureau of Secondary Education (BSE) is encouraging each public and private school nationwide to conduct year-long out-of-the-box creative activities every Independence Day celebrations starting SY 2008-2009.

2.   The annual launch of said year-long activities, such as the Teacher Incentive Provision in the School (TIPS): Thru IT Works! (Innovative Teachers Will Optimize Reform and Know-how in School) Multi-Intervention Package Initiatives in the School-Based Management Context and similar innovations, will at the same time give awards of recognition during Independence Day rites to previous year's teachers with outstanding performance, thereby sustaining the school-community public/private *bayanihan* spirit in addressing the twin goals of broadening access to secondary education and improving the student achievement levels in English, Science and Math.

3.   Thus, a matter of this Department's policy in supporting systematic and sustainable strategic interventions in the field towards gearing up for global competitiveness, the said school-based initiatives aim to:

   a. provide incentives to deserving teachers as 21st century models of excellence who have shown exemplary performance and creativity in implementing school-based innovations in teaching and learning using optimally blended learning solutions;
   b. institutionalize efficiently and effectively last mile multi-intervention teaching and learning package initiatives by teachers in the school-based management context and blended learning solutions setting; and
   c. mainstream the maximum multiplier effect of teachers who have undergone school/local/division/regional/national/international trainings through their similar counterpart school-based initiatives.

4.   The guidelines in implementing the said initiatives in school-based management context and technology environment setting are in the enclosure.

5.   Parallel to this year-round undertaking, the field is enjoined to come up with the usual action plans on its planning and implementation, progress monitoring, impact evaluation, findings and recommendations that may include insights on areas for improvement and sharing of best practices vis-à-vis its strategic contribution to this Department's major final outputs (MFO).

6.   Immediate and wide dissemination of this Memorandum is desired.

JESLI A. LAPUS
Secretary

Encl.: As stated

Reference: DepED Order: No. 23, s. 2004

Allotment: 1—(D.O. 50-97)

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

          CELEBRATIONS & FESTIVALS
          TEACHERS

Sally: TIPS
May 15, 2008

GUIDELINES ON THE IMPLEMENTATION OF THE <u>TEACHER INCENTIVE PROVISION IN THE SCHOOL (TIPS)</u>: THRU *IT WORKS!* MULTI-INTERVENTION PACKAGE INITIATIVE IN THE SCHOOL-BASED MANAGEMENT CONTEXT

Hereunder are the guidelines on the implementation of the <u>Teacher Incentive Provision in the School (TIPS)</u>: Thru *IT WORKS (Innovative Teachers Will Optimize Reform and Know-how in School)* Multi-Intervention Package Initiatives in the School–Based Management Context starting SY 2008-2009 every Independence Day rites.

1.   A prototype model of the said initiative is the learning resource mobilization interventions in a school-based management context (e.g., **10 x TEENS**, community-school action for reducing dropouts or CARED, learner-friendly instructional designs or LID, etc.) that can be mainstreamed in public and private schools nationwide. Shown hereunder is the prototype **10 x TEENS** (10 x Technology for Education and Edutainment Nook in School) package with ten (10) multi-directional interventions.

1.1 **<u>B</u>umble Maze of Words (BMW)**: Fun in vocabulary-building puzzle thru print/non-print crossword puzzle; instructional designs with hyperlinks to online freeware: e.g. *TextTwist/Word Slinger/BookWorm/Bonnie's Bookstore, Wikipedia English, ThinkQuest Library: English, Video Archive, and www.skoool.ie's English Notes*; & <u>*N-puzzible Dama*</u> boardgames in English and Filipino, among others, as part of the whole-school approach to reading and writing for successful learning activities;

1.2 **<u>E</u>VE's Place**: Teacher-made *Edutainment Video Episodes (EVE)* as hyperlinked video learning designs in ESM using value-added presentation materials adapted from CONSTEL episodes in CD format; strategic learning materials (SLMs) and similar lesson exemplars developed by CONSTEL ESM pilot teachers; etc.

1.3 **<u>P</u>rint Cartoons Corner (PCC)**: *'Max the Matrix & Co.'*, a math story-telling module on authentic problem-based matrix adventure in Asian context developed by superintendent-eligible Jesus L. Huenda and published by UP NISMED, UP Diliman with permission from SEAMEO RECSAM, Penang, Malaysia; SEDIP's EASE (Effective Alternative Secondary Education) modules; and similar teacher-made ESM modules developed by SEAMEO RECSAM/INNOTECH/SEAMOLEC/RELC and PASMEP/PROBE/BEAM/STRIVE scholar-grantees, among others;

1.4 **<u>D</u>igital Math Cartoons (DMC) Zone**: Exciting and challenging cartoon characters acting out difficult ESM lessons in *www.teacherplanet.com, www.skoool.ie*, etc.; *Fibo the Frog Mathemajess'yan*, an interactive CAI material integrating English, Science and Values Education in a Math-II lesson developed by *DaMath/SciDama/N-puzzible Dama/eNtrepinoy Dama* inventor Jesus L. Huenda; and other ICT-based self-instructional materials (SIMs) developed by SEDIP/ PROBE/STRIVE/BEAM/ASEAN *SchoolNet*-SEAMOLEC/ITLA/FIT-ED/SMART pilot teachers;

1.5 **<u>O</u>nline Juan (OJ)**: Virtual initiative for students at risk of dropping-out or Open High School online interactive lessons in ESM (e.g. *www.skoool.ie*; *www.aralanet.org*'s *iTeach v-Classroom*; *www.e-Turo.org*; *iSchool* Web Board's netclass, wikispace, edublogs, and webmail at *www.deped.gov.ph*; ThinkQuest; *Wikipedia* English/ Science/Math portals; *www.caleducation.net*; *www.teacherplanet.com*; Web Quest portal, etc.); <u>*eDaMath*</u> as digital version of *DaMath* in *'Juan (1)-on–Juan(1)'* or *'Online Juan(1)-to-many'* mode; Strong Republic School's *Eskwela ng Bayan* thru

Dream Channel; learning episodes in Knowledge/Discovery/National Geographic Channels; PTV4-CONSTEL's lessons on least mastered skills in ESM; SEAMEO INNOTECH's *'Text-2-Teach'* project; DOST-SEI's online training of selected public/private science and mathematics teachers in partnership with RSTCs; *aralaNETeacher:* Internet-based learning (*www.aralanetdesk.com*); etc.;

1.6 **Sci Garden-Venture (SGV):** Awareness on global warming and climate change by playing *SciDama* boardgames on energy and water conservation (power/water patrol), scientific notation, temperature humidity index (THI), table of elements, and thermodynamics; project-based activities with hyperlinks to wikipedia science portal, ThinkQuest Library: Science and Technology, and simulations at *www.skoool.ie* (e.g., reaction of metals with acid, displacement reaction), etc.;

1.7 **Math Trail Clinic (MTC):** Play and learn math skills such as *Math Trail Clinic (MTC)* peer mentoring; *'Math Challenge of the Week'* school/classroom bulletin board; math simulations at *www.skoool.ie* (e.g. co-ordinates, angle/triangle types, Pythagora's Theorem, etc.); *Math Sudoku* in *www.teacherplanet.com*; and *DaMath* boardgames on counting/whole numbers, fractions, decimals, binary system, integers, Fibonacci sequence, radicals, logarithms, and polynomials, among others;

1.8 **ICT4E Lane:** *'Sa-CAI na tayo!'* teacher-made computer-aided instructional designs such as web-enhanced learning activities developed by Innovative Teachers Leadership Awards or ITLA participants thru *www.pil.ph*, Master in IT Education or MITE DepED-NEAP scholar-grantees, and pilot teachers of ASEAN *SchoolNet/FIT-ED/iSchool/Classroom eLearning/Intel Teach/SMART* schools programs, etc;

1.9 **Livelihood Kiosk:** *'Larong NeGOsyo'* thru *eNtrepinoy Dama* boardgames, and Youth Entrepreneurship and Cooperativism in Schools (YECS) club's *BEST (Business and Expense Skills Training)* game; online/offline ILO/DepED-CSCA interactive modules on entrepreneurship; co-curricular telecollaborative project on local job survey, online commercial journalism contest, robofest camp, and Korean-English-Filipino dictionary for entrepreneurs thru APEC ICT Model School Network at *www.alcob.com*; and solar-powered Internet Café in the school, etc;

1.10 **eGabay-Aral Blogs:** *'Juan (1) - to – many'* online peer mentoring for students and teachers (Partners in Learning's teacher community at *www.pil.ph*; teacher web board, and ESM web boards at DepED website's *iSchool* Web Board; and solutions administrator John J. Macasio's *www.aralanetdesk.com* (To join this learning community log on to: *www.aralaneteacher.ning.com /?xgi=3iKmxcS*) (Note: The above mnemonic acronym of the underlined first letter is *BEP DO SMILE*)

2. Similar school-based initiatives by teachers may entitle him/her to incentives, among others, as follows (Note the mnemonic acronym below is *PRO R & R*):

2.1 **P**lus factor in the Performance Appraisal System for Teachers (PAST);
2.2 **R**ecommendation for the selection of outstanding teachers award (school/division/ regional/national/international levels including Internet card/flash disc and/or PC/lap top as one of its top prizes);
2.3 **O**ne load less similar to advisorship of school organ, science/math club, YECS club, Damath clique, eLearning cell, robotics guild, etc;
2.4 **R**ecommendation for scholarship/fellowship grant locally and/or abroad; and
2.5 **R**ecommendation for study-tour to model performing schools here and abroad including paper presentations (e.g. ITLA, APEC, SEAMEO INNOTECH/UNESCO).

3. The said teacher incentives may be sourced as finance mobilization in the school-community/public-private *bayanihan* spirit under the school–based management setting thru any or a combination of the following (Note: The mnemonic acronym is <u>LAPEL</u>):

3.1 <u>L</u>ocal School Board/Local Government Unit (LGU);

3.2 '<u>A</u>dopt – A – School' Program;

3.3 <u>P</u>TA or PTCA and/or school alumni association;

3.4 <u>E</u>ntrepreneurs group/business sector (e.g. *'Go Negosyo'* experts, etc.); and

3.5 <u>L</u>ocal civic/NGO sectors such as the following:

    3.5.1 Public-private collaboration thru local civic-spirited organizations (e.g., Rotary/Lions/Kiwanis clubs, etc.);

    3.5.2 Print and/or digital supplementary modules including teacher training thru:
- Intel *Teach to the Future* Program c/o Intel Microelectronics Philippines, Makati City (*www.intel.com*);
- *SMART Schools/SMART SWEEP* Programs (*www.smartschools.com*) c/o Philippine Business for Social Progress (PBSP) at *www.pbsp.org.ph*;
- Partners in Learning's *'No Teacher Left Behind'* initiatives at *www.pil.ph*;
- Database Technology Program (DTP) for selected Computer Ed teachers nationwide c/o Oracle (Philippines) Corp., Makati City (*www.oracle.com*);
- Short-term courses in SEAMEO RECSAM (Penang, Malaysia)/INNOTECH (UP Diliman, Quezon City)/ RELC (Singapore)/SEAMOLEC (Indonesia);
- PROBE/BEAM/STRIVE/CIDA/JICA/USAID/UNICEF/CEM/EQUALS/Plan International c/o DepEd-EDPITAF at *www.deped.gov.ph*; and
- EDucational Outreach via eLearning (*www.sandiwaan.org/edo.htm*);

    3.5.3 Educational television (E-TV) broadcasts of learning episodes thru:
- Knowledge Channel and/or ABS-CBN Foundation-TV2;
- National Geographic Channel and/or Discovery Channel via free TV5;
- *'Eskwela ng Bayan'* via Dream Channel; and
- CONSTEL (Continuing Studies in Education via Television) and People's Television Network, Inc. (PTNI)-PTV4;

    3.5.4 Telecollaborative activities by students and their teachers/parents thru:
- World Links – Philippines c/o Foundation for IT Education and Development (FIT-ED), Makati City, including its *Coke.edVenture* project (*www.fit-ed.org*);
- ASEAN *SchoolNet* Project c/o UNESCO Bangkok (*www.unesco.bkk.org*);
- *APEC ICT Model School Network* c/o Institute of APEC Collaborative Education (iACE), Busan, Korea (*www.alcob.com* or *www.goiace.com*);
- Global Classroom Connection (*www.globalclassroom.org*); and
- *APEC Cyber Academy* collaborative learning network (*www.linc.hinet/apec/*);

    3.5.5 Capacity building for teachers and their school heads thru:
- *MA in Instructional Design (MA-IDT)* for ITLA finalists c/o Learn.ph Foundation in collaboration with Cebu Normal Univ., PBSP and PiL; and
- *Master in IT Education (MITE)* c/o Asia Pacific College, Makati City (*www.apc.edu.ph*) in consortium with Philippine Normal University;

    3.5.6 Internet assistance to public schools via *GILAS (Gearing up Internet Literacy and Access for Students)* c/o Ayala Foundation, Makati City (*www.gilas.org*);

    3.5.7 Interactive manipulatives and in/out-of-school practical activities thru:
- Mad Science Philippines (e-mail: *funworks@info.com.ph*); and
- Science Centrum c/o Philippine Foundation for Science and Technology (*www.science-centrum.ph*; e-mail: pfst@*science-centrum.ph*); and

    3.5.8 Other public-private assistance thru UP Los Banos IDMG-IT Services (*www.littlecandle.net*) and Asia Book Foundation, Makati City, etc.