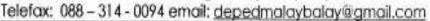
#### DEPARTMENT OF EDUCATION Region X- Northern Mindanao

#### DIVISION OF MALAYBALAY CITY

Purok 6, Casisang, Malaybalay City





2016-12-

DEC 1 6 2046 +

Deped-MALAYBALAY CHTY GIVISION RELEASED

#### DIVISION MEMORANDUM

NO. 683 S.

TO:

Chief/Education Program Supervisors and Staff, SGOD and CID

Public Secondary School Heads

This Division

FROM:

L. OPTENARIA, CESO VI

OIC-Schools Division Superintendent

DATE:

December 12, 2016

SUBJECT:

2016 DIVISION SEARCH FOR MOST OUTSTANDING HEAD TEACHER I, HEAD TEACHER II, HEAD TEACHER III (ELEMENTARY AND SECONDARY CATEGORY) PRINCIPAL I & II (ELEMENTARY AND SECONDARY CATEGORY), PUBLIC SCHOOLS DISTRICT SUPERVISOR, EDUCATION PROGRAM SUPERVISOR, SENIOR EDUCATION PROGRAM SPECIALISTS, EDUCATION PROGRAM SPECIALISTS, PROJECT DEVELOPMENT OFFICER, ADMINISTRATIVE OFFICER AND ADMINISTRATIVE

SUPPORT STAFF

The field is hereby informed of the conduct of the "2016 DIVISION SEARCH FOR MOST OUTSTANDING HEAD TEACHER I, HEAD TEACHER III, HEAD TEACHER III (ELEMENTARY AND SECONDARY CATEGORY) PRINCIPAL I & II (ELEMENTARY AND SECONDARY CATEGORY), PUBLIC SCHOOLS DISTRICT SUPERVISOR, EDUCATION PROGRAM SUPERVISOR, SENIOR EDUCATION PROGRAM SPECIALISTS, EDUCATION PROGRAM SPECIALISTS, PROJECT DEVELOPMENT OFFICER, ADMINISTRATIVE OFFICER AND ADMINISTRATIVE SUPPORT STAFF" which will be awarded on December 29, 2016.

- 2. Each district is encouraged to submit their respective representatives in the Head Teacher and Principal categories, conduct assessment and submit only their District representatives. Division office-based teaching-related personnel (EPS, PSDS & SEPS, EPS II and PDO) is also encourage to submit their nominees together with the school-based nominees on December 20, 2016 to the Division Office attention: VICENTE G. SANMIGUEL, EPS II-HRD, Division Awards Committee Chairperson.
- Documents final evaluation is scheduled on December 20, 2016 at the Division Multipurpose hall. All committee chairman, co-chairman and members are advised to report to the venue at exactly 9:00 am until the evaluation is done.
- Enclosed are the specific criteria and division committee of Evaluators of different categories.
- 5. For information, guidance and strict compliance.

Encl:

As stated

Copy fumished:

Records Unit

To be posted on the website.

### Enclosure no. 1 of Memorandum No. 489 s. 2016

DIVISION EXECUTIVE COMMITTEE		
Chairperson	EDIBERTO L. OPLENARIA, CESO VI-SDS	
Co-Chairperson	Susan S. Olana Ph.D (DASSA President)	
Members:	Ralph T. Quirog- CES, CID	
	Lorenzo O. Capacio, EdD - CES, SGOD	
	Vicente G. Sanmiguel, Division Awards & recognition Chairman	
	Teofilo L. Ontoy ( PESPA President)	

### **DIVISION COMMITTEE EVALUATORS**

CATEGORY	COMMITTEE	Elementary	Secondary	
<ol> <li>SCHOOL ADMINISTRATO</li> </ol>	R			
<ul> <li>a. Outstanding</li> <li>Elementary School</li> <li>Principal I and II</li> </ul>				
b. Outstanding	Chairperson	Perlita B. Wales	Ralph T. Quirog	
Secondary School	Co-Chairperson	Noel A. Tan Nery	Rachel R. Valde	
Principal I & II	Member	Marsfifth M. Mamawag	Rosie A. Salupado	
<ul> <li>a. Outstanding</li> <li>Elementary School</li> <li>Head Teacher I, II, III</li> </ul>				
b. Outstanding Secondary School Head Teacher I, II, III				
2. TEACHING RELATED PERS	ONNEL			
<ul> <li>a. Outstanding EPS, PSDS &amp; SEPS, EPS II and PDO</li> </ul>	Chairperson	Susan S. Olana, PhD  Lorenzo O. Capacio, EdD  Guia Ma. G. Gamutin		
	Co-Chairperson			
	Member			
3. NON-TEACHING RELATE	D PERSONNEL			
<ul> <li>a. Administrative Support</li> </ul>	Chairperson	Angelina A.	Cacharo, PhD	
Staff, Administrative	Co-Chairperson	Lucilyn M	. Cahucom	
Officer	Member	Purisima J. Yap		

# CRITERIA FOR SELECTION AND DOCUMENTATION FOR THE SEARCH FOR OUTSTANDING SCHOOL ADMINISTRATORS (HT1, II, III, PRINCIPAL I & 2) (Elementary & Secondary Level)

	conditionation and suppo	rts the fulfillment of the De	pru masion	X AIRIOH -2
	. :	as trainer/ speaker/facilitat	The state of the s	-5
	National	2 2 2	-5	
	Regional			
	Division		-4 -3	
	District		- 2	
	School		- 2 - 1	
c.	District BSP/GSP District Journalis	sm Coordinator		-3
	District YES-O C	7.00 (1) (100 (100 m)		
84.		allenge Coordinator		
		tendance Documentation	0.000	-3
e.		lar/ co-curricular achievem	ents	- 2
	Undertaken activities			-3
	National		-3 -2 -1	
	Regional		-2	
- 5	Division	925 W2200 NW	-1	53
f,	Accomplishment in Non			-4
	그리 생생님 아무슨 사람이 가장 있었다. 아들면 되었던 회에서 가장 없었다. 이 이 모든 나는데	ood education for parents	and students)	1
	School NAT Result (Inci	B. DE THE HOUSE BEET NOTE - PROPERTY - PROP		-4 -3 -8
h.	Principal's Performance	rating for SY 2015-2016		-8
	9.54- 10	8		
	9.07-9.53	7		
	8.6-9.06	6		
	8.31-8.59	5		
	7.876-8.3	4		
	7.46-7.875	4 3 2		
	7.026-7.45	2		
	6.6-7.025	1		
	Improved performance	in the following indicators		-3
	Retention rate	survival rate		
	Completion rate	dropout rate		
	Participation rate			
		n Target for SY2015-20	16	
		n target for SY2015-20		
		arget for SY2015-2016	100	
i.		s accomplished for last year	ar	
	(with any proof/docum			
i	Community Involvemen			
Profession	nal Competence			
	vards Received			
u. //	National		-10	
	Regional			
	Division		-7 -5 -3	
	District		-3	
		4-10-00-00-V-00-00-0-0-1-0-00-0-1-0-00-0-1-0-0-0-0		A
h Di	vision/Regional/National	trainings and cominar	rkshon attend	ed-10

Yahamakianal

III. Personal Attributes	10
<ul> <li>a. Model of morality and integrity in public &amp; public life</li> </ul>	-5
<ul> <li>Good relations in and school and community</li> </ul>	-5

I. Research 10

Fully implemented (results has been submitted to DO) 10
Ongoing implementation (approved by DO)
Fully implemented and adopted by the district (not approved by DO) 4
Fully implemented and adopted by the school (not approved by DO) 3
Approved by DO but not yet implemented 2

#### Note:

- In citing self -generated projects include the name of project/activity, description of the project and time frame, action taken, and actual result outcome.
- 2. Include one page description of the candidates relationship with the following;
  - a. Civic
  - b. Local Government unit
  - c. HRP
- 3. Submit write-ups about the nominee by the following:
  - a. Immediate superior
  - b. Co-school head (1)
  - c. Co-member in civic and religious organization (1)

## CRITERIA FOR SELECTION AND DOCUMENTATION FOR THE SEARCH FOR OUTSTANDING EDUCATION PROGRAM SUPERVISOR AND PUBLIC SCHOOLS DISTRICT SUPERVISOR

I.	Prof	essional Comp	etence				90
	a. F	erformance Ev	aluation				-
	P	erformance ratin	g for 2015-2016			-20	
	1	0	-20				
	9	.8-9.9	-18				
	9	.6-9.7	-16				
	9	.4-9.5	-14				
	9	.2-9.3	-12				
		.0-9.1	-10				
	377	.8-8.9	-8				
	5500 OT	.6-8.7	-6				
	b. F	ecognition as 1 National -10	trainer and spe	aker		10	
		Regional -7					
		Division -5					
		District -3					
	C. A	wards received				10	
		National -10					
		Regional -7					
		Division -5					
		District -3					
	d. E	National -10 Regional -7 Division -5	al trainings and	d seminar workshop at	tended	10	
		District -3	Santa de la companiona del companiona de la companiona de la companiona dela companiona del companiona dela				
	e. R	esearch condu Fully implemen		been submitted to DO)	10	10	34
		Ongoing imple	mentation (appr	oved by DO)	6		
		Approved by D	O but not yet im	plemented	2		
	f. I	novation	(#1945 Bally 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			20	
	Α	dopted at the reg	gional level		20		
		dopted at the div			15		
	A	dopted at the dis	strict level		10		
	Α	dopted at the sci	nool level		5		
	g. A	uthorship		-		6	
	S	ole authorship			6		
	C	o-authorship			4		
	P	ublished article		•	(1 poi	nt each	)
	h. R	elated experie	nce (1 pt. per y	(ear)			
II. Pe		l Attributes	(-  -  -  -  -  -  -  -  -  -  -  -  -  -			10	
- William Com	a.	Model of mora	lity and integrity	in public & public life	-5		
	b.		in and school ar		-5		
	Tota				:77	100	
٨	lote:	Submit write-up:	s about the nomi	nee by the following:		2011.001	
		Immediate Su	perior				
		Colleague (2)	2000000				
			civic and religion	is organization (2)			
	•	co-member in	civic and religiou	us organization (2) s organization (2)			

# CRITERIA FOR SELECTION AND DOCUMENTATION FOR THE SEARCH FOR OUTSTANDING SENIOR EDUCATION PROGRAM SPECIALISTS, EDUCATION PROGRAM SPECIALISTS, PROJECT DEVELOPMENT OFFICER, ADMINISTRATIVE OFFICER

0

J.		ofessional Co				90
i.	1.					20
		10	rating for 2015-2016			-20
		9.8-9.9	-20 -18			
		9.6-9.7	-16			
		9.4-9.5	-14			
		9.2-9.3	-12			
		9.0-9.1	-10			
		8.8-8.9	-8			
		8.6-8.7	-6			
	j.	Recognition	as trainer and spe	aker		10
	2766	National	-10			
		Regional	-7			
		Division	-5			
		District	-3			
	k.	Awards rece	ived			10
		National	-10			
		Regional	-7			
		Division	-5			
		District	-3			
	ı.			d seminar workshop at	ended	10
		National		a seminar workshop ac	ciidea	10
		Regional	200			
		Division	-5			
		District	-3			
	m.	Research co	nducted			10
		Fully imple	emented (results has	been submitted to DO)	10	
		Ongoing in	mplementation (appr	roved by DO)	6	
		Approved	by DO but not yet in	nplemented	2	
	n.	Innovation	- St.			20
			e regional level		20	
		Adopted at th	e division level		15	
		Adopted at th	e district level		10	
			e school level		5	
0	0.	Authorship	85 74			6
		Sole authorsh	1.5		6	
		Co-authorship		8235	4	
		Published article (1 poir				nt each)
	p.	Related exp	erience (1 pt. per	year)		
P	ersc	nal Attribute	- 10mm - 10mm - 그렇게 10mm - 4mm - 4mm			10
				in public & public life	-5 -5	
			tions in and school a	nd community	-5	.222
	1.000	tal				100
	NOU			inee by the following:		
			e Superior			
		<ul> <li>Colleague</li> </ul>	[[] [[] [[] [[] [] [] [] [[] [] [] [] []			
		<ul> <li>Co-memb</li> </ul>	er in civic and religio	us organization (2)		

11.

### CRITERIA FOR SELECTION AND DOCUMENTATION FOR THE SEARCH FOR OUTSTANDING ADMINISTRATIVE SUPPORT STAFF

I. Personal Qualities and Character			30
<ul> <li>Good moral character, honesty and integrity</li> </ul>		- 1	5
<ul> <li>b. Dependability, reliability and cooperative attitude</li> </ul>			5
c. Public relationship and sense of humor			5
d. patience tolerance and concern for other			5
e. Quality and consistency of exemplary conduct an	d noteworthiness of		rescu
behavioral performance			5
Note: Submit write-ups about the nominee by the following	llowing:		
Immediate Superior			
teacher (2)			
other non- teaching personnel			
Co-member in civic and religious organizatio	n (2)		
5.0.40 THE DUTTE HE TO THE SHOULD SH	11 (2)		40
II. Performance			40
Outstanding achievements			
1.1 Performance rating for the last 1 year SY 2015-2016	-15		
12 N - 17 N N T T T T T T T T T T T T T T T T T			
1.2 Active involvement in programs and pro		-5	
benefited the division and the whole pe 1.3 Has introduced and implemented self		-5	
<ol> <li>Has introduced and implemented self Projects (with pictorials)</li> </ol>	-initiated	-10	
1.4 The lowliness of the position in relation	to the degree	-10	
of performance manifested	to trie degree	-10	
III. Leadership		30	
active participation in community development p	rnjects/programs	30	
(With pictures & certificate)	nojects/programs	-10	
Active participation in professional/civic/charitab	le/religious	10	
Organization (With pictures & certificate)	nc/religious	-10	
Position of responsibility and professional civic/c	haritable/religious	10	
Organization (With Certification)	rial table, religious	-5	
President -5		-	0.0
Vice President -4			
Other Official Position -3			
Member -2			
<ol> <li>Awards/citations/commendations and recognition</li> </ol>	n received	-5	
Total			100

## CRITERIA FOR SELECTION AND DOCUMENTATION FOR THE SEARCH FOR OUTSTANDING ADMINISTRATIVE OFFICER

a. Good moral character, honesty and integrity b. Dependability, reliability and cooperative attitude c. Public relationship and sense of humor d. patience tolerance and concern for other e. Quality and consistency of exemplary conduct and noteworthiness of behavioral performance Note: Submit write-ups about the nominee by the following:  Immediate Superior teacher (2) other non- teaching personnel Co-member in civic and religious organization (2)  II. Performance 1. Outstanding achievements 1.1 Performance rating for the last 1 year SY 2015-2016 1.5 Active involvement in programs and projects which benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials) 1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership 30 Sactive participation in community development projects/programs (With pictures & certificate) Crganization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President Other Official Position 3 Member 2	I. Personal Qualities and Character		30
b. Dependability, reliability and cooperative attitude c. Public relationship and sense of humor d. patience tolerance and concern for other e. Quality and consistency of exemplary conduct and noteworthiness of behavioral performance Note: Submit write-ups about the nominee by the following:  Immediate Superior teacher (2) other non- teaching personnel Co-member in civic and religious organization (2)  II. Performance 1. Outstanding achievements 1.1 Performance rating for the last 1 year SY 2015-2016 1.5 Active involvement in programs and projects which benefited the division and the whole personnel. benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials) 1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership 30 S. active participation in community development projects/programs (With pictures & certificate) Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President Vice President  4 Other Official Position 3 Member 2	4) 104T 146T 274T 274T 4 147T 28T 28T 28T 28T 28T 28T 28T 28T 28T 28		
c. Public relationship and sense of humor d. patience tolerance and concern for other e. Quality and consistency of exemplary conduct and noteworthiness of behavioral performance  **Note: Submit write-ups about the nominee by the following:  Immediate Superior  teacher (2) other non- teaching personnel Co-member in civic and religious organization (2)  **II. Performance**  1. Outstanding achievements 1.1 Performance rating for the last 1 year SY 2015-2016 1.5 Active involvement in programs and projects which benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials) 1.7 The lowliness of the position in relation to the degree of performance manifested  111. Leadership 5. active participation in community development projects/programs (With pictures & certificate) 6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President Vice President 4 Other Official Position 3 Member -2	HT	-	5
d. patience tolerance and concern for other e. Quality and consistency of exemplary conduct and noteworthiness of behavioral performance  **Note: Submit write-ups about the nominee by the following:**  • Immediate Superior • teacher (2) • other non- teaching personnel • Co-member in civic and religious organization (2)  **II. Performance**  1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership  5. active participation in community development projects/programs (With pictures & certificate) 6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President -4 Other Official Position -3 Member -2	그런 하나 이 아니는 아래에 가지 않는데 아니는		5
Note: Submit write-ups about the nominee by the following:  Immediate Superior  teacher (2)  other non- teaching personnel  Co-member in civic and religious organization (2)  II. Performance  1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership  30  S. active participation in community development projects/programs (With pictures & certificate)  Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President -4 Other Official Position -3 Member -2	d. patience tolerance and concern for other		
Note: Submit write-ups about the nominee by the following:  Immediate Superior  teacher (2)  other non- teaching personnel  Co-member in civic and religious organization (2)  II. Performance  1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership  30  S. active participation in community development projects/programs (With pictures & certificate)  Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President -4 Other Official Position -3 Member -2			
Immediate Superior     teacher (2)     other non- teaching personnel     Co-member in civic and religious organization (2)  II. Performance     1. Outstanding achievements     1.1 Performance rating for the last 1 year     SY 2015-2016     1.5 Active involvement in programs and projects which benefited the division and the whole personnel.     1.6 Has introduced and implemented self-initiated     Projects (with pictorials)     1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership     30  Sactive participation in community development projects/programs (With pictures & certificate)     6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)     7. Position of responsibility and professional civic/charitable/religious Organization (With Certification)     President     -5     Vice President     -4     Other Official Position     3     Member     -2	() 유민들은 다른 사람들은 보다 나는 사람들은 사람들은 사람들은 사람들은 사람들은 사람들은 사람들은 사람들은	9	-5
teacher (2) other non- teaching personnel Co-member in civic and religious organization (2)  II. Performance 1. Outstanding achievements 1.1 Performance rating for the last 1 year SY 2015-2016 1.5 Active involvement in programs and projects which benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials) 1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership 5. active participation in community development projects/programs (With pictures & certificate) Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President Other Official Position 3 Member  - 2	Note: Submit write-ups about the nominee by the following:		
teacher (2) other non- teaching personnel Co-member in civic and religious organization (2)  II. Performance 1. Outstanding achievements 1.1 Performance rating for the last 1 year SY 2015-2016 1.5 Active involvement in programs and projects which benefited the division and the whole personnel. 1.6 Has introduced and implemented self-initiated Projects (with pictorials) 1.7 The lowliness of the position in relation to the degree of performance manifested  III. Leadership 5. active participation in community development projects/programs (With pictures & certificate) Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President Other Official Position 3 Member  - 2	Immediate Superior		
other non- teaching personnel     Co-member in civic and religious organization (2)  II. Performance     1. Outstanding achievements     1.1 Performance rating for the last 1 year			
Co-member in civic and religious organization (2)  II. Performance  1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  1.7 The lowliness of the position in relation to the degree of performance manifested  30  III. Leadership  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President  -4 Other Official Position  3 Member  -2			
1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  1.7 The lowliness of the position in relation to the degree of performance manifested  30  11. Leadership  5. active participation in community development projects/programs (With pictures & certificate) 6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  5 Vice President  6 Other Official Position  7 Member  2 40	11. Ph/10.1940 B.195. B.191 Well to B.7 Ph/10.195.		
1. Outstanding achievements  1.1 Performance rating for the last 1 year SY 2015-2016  1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  1.0 III. Leadership  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  5 Vice President  4 Other Official Position 3 Member  -15  -15 -15 -16 -17 -17 -18 -19 -10 -10 -10 -10 -10 -10 -10 -10 -10 -10	- CONTROL OF THE PROPERTY OF T		40
1.1 Performance rating for the last 1 year SY 2015-2016 -15  1.5 Active involvement in programs and projects which benefited the division and the whole personnel5  1.6 Has introduced and implemented self-initiated Projects (with pictorials) -10  1.7 The lowliness of the position in relation to the degree of performance manifested -10  III. Leadership 30  5. active participation in community development projects/programs (With pictures & certificate) -10 6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) -10  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) -5 President -5 Vice President -4 Other Official Position -3 Member -2	-TF-16-7-19-7-19-7-19-7-7-19-7-19-7-19-7-19		40
SY 2015-2016 -15  1.5 Active involvement in programs and projects which benefited the division and the whole personnel5  1.6 Has introduced and implemented self-initiated Projects (with pictorials) -10  1.7 The lowliness of the position in relation to the degree of performance manifested -10  III. Leadership 30  5. active participation in community development projects/programs (With pictures & certificate) -10  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) -10  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) -5  President -5  Vice President -4  Other Official Position -3  Member -2			
1.5 Active involvement in programs and projects which benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification)  President  -5  Vice President  -4  Other Official Position  -3  Member  -5	Al-16 A B A BANGARAN AND A BANGARAN	-15	
benefited the division and the whole personnel.  1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President -4 Other Official Position -3 Member -2	(1) (1) 전에 가게 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	13	
1.6 Has introduced and implemented self-initiated Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  10  III. Leadership  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President  -4 Other Official Position -3 Member  -10  -10  -10  -10  -10  -10  -10  -1		-5	
Projects (with pictorials)  1.7 The lowliness of the position in relation to the degree of performance manifested  10  III. Leadership  30  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification)  President  -5  Vice President  -4  Other Official Position  -3  Member  -10	4 COLOR CONTROL CO	0.00	
1.7 The lowliness of the position in relation to the degree of performance manifested -10  III. Leadership 30  5. active participation in community development projects/programs (With pictures & certificate) -10  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) -10  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) -5  President -5  Vice President -4  Other Official Position -3  Member -2		-10	
of performance manifested  III. Leadership  5. active participation in community development projects/programs (With pictures & certificate)  6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President  -5 Vice President  -4 Other Official Position  -3 Member  -10  -10  -10  -10  -10  -10  -10  -1		33.74	
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6. Active participation in professional/civic/charitable/religious Organization (With pictures & certificate) 7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) President -5 Vice President -4 Other Official Position -3 Member -2	<ol><li>active participation in community development projects/programs</li></ol>		
Organization (With pictures & certificate)  7. Position of responsibility and professional civic/charitable/religious Organization (With Certification)  President  -5  Vice President  -4  Other Official Position  -3  Member  -10  -5  -5  Member	(With pictures & certificate)	-10	
7. Position of responsibility and professional civic/charitable/religious Organization (With Certification) -5 President -5 Vice President -4 Other Official Position -3 Member -2	<ol><li>Active participation in professional/civic/charitable/religious</li></ol>		
Organization (With Certification) -5 President -5 Vice President -4 Other Official Position -3 Member -2	Organization (With pictures & certificate)	-10	
President -5 Vice President -4 Other Official Position -3 Member -2	<ol><li>Position of responsibility and professional civic/charitable/religious</li></ol>		
Vice President -4 Other Official Position -3 Member -2	Organization (With Certification)	-5	
Other Official Position -3 Member -2	President -5		201
Member -2	PO11770334477678910 L R. 1899		
	Other Official Position -3		
		2	
8. Awards/citations/commendations and recognition received -5	<ol><li>Awards/citations/commendations and recognition received</li></ol>	-5	
Total 100	Total		100