



Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
Division of Malaybalay City

DA-2024-03-012
DEPED MALAYBALAY CITY DIVISION
RELEASED

DATE: MAR 13 2024 Time: 2:31
By: [Signature]

DIVISION ADVISORY

No. 012 s. 2024

This Division Advisory is issued for the information of DepEd Officials, Personnel & staff, and the public and should not be interpreted as an endorsement by the DepEd Division of Malaybalay City

INVITATION TO THE 10TH NATIONAL PRINCIPALS' CONGRESS AND SEARCH FOR THE TEN MOST OUTSTANDING -INSPIRING SECONDARY SCHOOL PRINCIPALS OF THE PHILIPPINES

Pursuant to DepEd Memorandum DM-OUHROD-2024-0068 and DepEd Advisory No. 050, s. 2023 public secondary school principals, assistant secondary school principals, Senior High School coordinators, department heads, head teachers and officers-in-charge of schools are invited to participate in the 10th National Principals Congress with the theme "MATATAG: Leading with Vision and Purpose, Empowering School Heads" on June 25-27, 2024 at Grand Caprice Convention Center, Limketkai Center, Cagayan de Oro City. In addition to the congress sessions is the commencement of the "Search for the Ten Most Outstanding-Inspiring Secondary School Principals of the Philippines 2024. Please refer to the enclosed documents for details.



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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2024-0068

**TO : Regional Directors
Schools Division Superintendents
All Others Concerned**

FROM : WILFREDO E. CABRAL
*Regional Director
Officer-in-Charge, Office of the Undersecretary
Human Resource and Organizational Development*

ATTY. REVSEE A. ESCOBEDO
Undersecretary for Operations

**SUBJECT : INVITATION TO THE 10TH NATIONAL PRINCIPALS'
CONGRESS**

DATE : 18 January 2024

The **National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), Inc.** will conduct the 10th National Principals' Congress on June 25-27, 2024, in Grand Caprice Convention Center, Limketkai Center, Rosario Cres, Cagayan de Oro, Misamis Oriental with the theme "*MATATAG: Leading with Vision and Purpose, Empowering School Heads*".

The Congress aims to empower school heads through upskilling and reskilling in support of DepEd's MATATAG Agenda; strengthen total quality management in schools; and share best practices and innovations in schools (*see attached communication from NAPSSPHIL for further details*).

School heads affiliated with the Department of Education may opt to attend the said activity provided that their participation will not hamper the conduct of classes in schools. The use of DepEd funds shall be subject to the approval of their respective approving authorities. The same is also contingent upon its availability, and adherence to the usual accounting and auditing rules and regulations.

Should you have further inquires, please contact:

DR. WARLITO D. ROSAREAL
National President, NAPSSPHIL, Inc.
0910-429-5428/0969-440-1025

[BHR0D-EWD/Usman]



Republic of the Philippines
Department of Education
**NATIONAL ASSOCIATION OF PUBLIC
SECONDARY SCHOOLS OF THE PHILIPPINES (NAPSSPHIL), INC.**
c/o Sum-ag National High School, Bacolod City
Telephone No. 034-445-9162



December 01, 2023

HON. SARA Z. DUTERTE
Vice President and DepEd Secretary
Department of Education
DepEd Complex, Meralco Avenue, Pasig City

Attn:

Usec. Revsee A. Escobedo
Undersecretary for Governance and Field Operations
Department of Education

Wilfredo E. Cabral
Regional Director
Officer-in-Charge, Office of the Undersecretary for
Human Resource and Organizational Development
Department of Education

Madam:

Blessed is the NATION whose God is the LORD!

The **National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), Inc.** is planning to hold its 10th National Principals' Congress with the theme, "**MATATAG: Leading with Vision and Purpose, Empowering School Heads**" on June 25-27, 2024 at Grand Caprice Convention Center, Limketkai Center, Rosario Cres, Cagayan de Oro, Misamis Oriental.

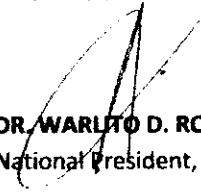
The congress aims to:

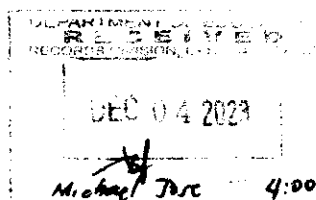
- empower school heads through upskilling and reskilling in support of DepEd's MATATAG: "Bansang Makabata, Batang Makabansa";
- strengthen total quality management in schools;
- share best practices and innovations in schools.

In this connection, may we ask an approval from your good office to conduct the said activity.

Thank you, God bless, and more power!

Very truly yours,


DR. WARLITO D. ROSAREAL
National President, NAPSSPHIL, INC



Advisory No. 050, s. 2023

September 21, 2023

**In compliance with DepEd Order (DO) No. 8, s. 2013
this advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of DepEd officials,
personnel/staff, as well as the concerned public.
(Visit www.deped.gov.ph)**

**SEARCH FOR THE TEN MOST OUTSTANDING-INSPIRING SECONDARY
SCHOOL PRINCIPALS OF THE PHILIPPINES**

The National Association of Public Secondary Schools of the Philippines (NAPSSPHIL) Inc. shall conduct the Search for the Ten Most Outstanding-Inspiring Secondary School Principals of the Philippines in 2024.

This program aims to encourage, recognize and reward the top and inspiring performing secondary school principals who have demonstrated continuing highest-level commitment and outstanding performance resulting to excellent school leadership and management in the DepEd public school system.

The awardees shall receive one-week study tour and training on best educational practices, innovations and researches in one of the countries in Asia during summer time (July-August 2024).

The following are the proposed International Training/Study Tour:

Activity	Place
Research on National Assessment of Academic Ability and Values Education of Japan through Education, Economy and School Governance	Tokyo, Japan
Principal's Leadership Journey to Singapore to learn about their Education System	Singapore
Training on Conducting an Impact Evaluation of Education and Training Program	Brunei, Darussalam
Principal's Leadership Programs and Institutional Visitations	Sydney, Australia

Furthermore, interested private and public school principals, teachers, professors, educational stakeholders and other educational leaders are invited to join the international training/study tour.

The guidelines and mechanics for the Search for the Ten Most Outstanding-Inspiring Secondary School Principals shall be posted on the official FB NAPSSPHIL page.

For more information, contact:

**Dr. Warlito D. Rosareal
National President, NAPSSPHIL Inc.
c/o Sum-ag National High School, Bacolod City
Mobile Phone Nos: 0910-429-6428; 0969-440-1025**



Republic of the Philippines
Department of Education
**NATIONAL ASSOCIATION OF PUBLIC
SECONDARY SCHOOLS OF THE PHILIPPINES (NAPSSPHIL), INC.**
c/o Sum-ag National High School, Bacolod City
Telephone No. 034-704-8570



NAPSSPHIL ADVISORY

February 19, 2024

The National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), Inc. will conduct the 10th NAPSSPHIL Principals' Congress with the theme, *"MATATAG: Leading with Vision and Purpose, Empowering School Heads"* on June 25-27, 2024 at Grand Caprice Convention Center, Limketkai Center, Rosario Cres, Cagayan de Oro, Misamis Oriental.

The congress aims to empower school heads through upskilling and reskilling in support of DepEd's MATATAG: "Bansang Makabata, Batang Makabansa"; strengthen total quality management and share best practices and innovations in schools.

The target participants to this ~~live-out congress~~ are public secondary school principals, integrated school principals, assistant secondary school principals for Junior High School (JHSs) and Senior High School (SHSs), principals/officer-in-charge of Farm Schools, Senior High School coordinators, department heads, head teachers, and officers-in-charge of schools. Attendance of participants shall be on **official business**. Private secondary school principals are invited to attend.

NAPSSPHIL Officers, Program Management Team and members of the working committees are considered participants and shall be required to pay the registration fee. They are authorized to travel two days before and after the congress. Enclosures are hereby attached.

A registration fee of Five Thousand Nine Hundred Pesos (P5, 900.00) shall be charged to each participant to cover expenses for meals and snacks, venue rental, honoraria of resource persons and facilitators, and other incidental expenses chargeable against school MOOE and/or other local funds subject to COA accounting and auditing rules and regulations.

Payment of the registration fee shall be made through bank deposit only on or before June 21, 2024 to the bank details below.

Bank Name: Banco de Oro (BDO)
Account Name: National Association of Public Secondary Schools of the Philippines, Inc.
Savings Account No.: 000820496421



Absolutely online registration only through: <https://bit.ly/10thNAPSSPHIL-Registration>
Attached is the Training Matrix for your reference.

For more information, contact **DR. WARLITO D. ROSAREAL**, National President, National Association of Public Secondary Schools of the Philippines Inc., Rooms 207 and 208, Dorm-E Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City at telephone no. (034) 8447-0422 or mobile phone no. 0910-429-6428/0969-440-1025.

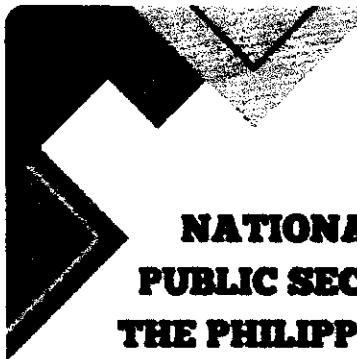
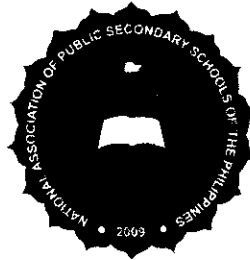

DR. WARLITO D. ROSAREAL
National President, NAPSSPHIL, Inc.

Invitation to the 10th National Principals' Congress - Empowering Leadership and Search for the Ten Most Outstanding-Inspiring Secondary School Principals of the Philippines 2024

1 message

NAPSSPHIL <admin@napssphil.org>
To: ria.alcuizar@deped.gov.ph

Wed, Mar 6, 2024 at 7:26 PM



NATIONAL ASSOCIATION OF PUBLIC SECONDARY SCHOOLS OF THE PHILIPPINES (NAPSSPHIL) INC.



We are pleased to extend to you a warm invitation to the **10th National Principals' Congress**, organized by the **National Association of Public Secondary Schools of the Philippines (NAPSSPHIL) Inc.** This significant event is scheduled to take place from **June 25 to 27, 2024**, at the **Grand Caprice Convention Center, Limketkai Center, Cagayan de Oro, Misamis Oriental.**

Themed **"MATATAG: Leading with Vision and Purpose, Empowering School Heads"** the congress aims to fortify the capabilities of school heads by providing avenues for **upskilling and reskilling** in alignment with the Department of Education's **MATATAG Agenda**. It seeks to bolster total quality management in schools and facilitate the exchange of **best practices and innovative strategies among educators.**

In addition to the congress sessions, we are excited to announce the commencement of the **"Search for the Ten Most Outstanding-Inspiring Secondary School Principals of the Philippines 2024."** This prestigious recognition seeks to honor exemplary leaders who have demonstrated exceptional dedication, innovation, and impact in the field of secondary education. Detailed guidelines and nomination procedures for this esteemed award can be found in the attached document titled **DA_s2023_050.pdf.**

Participation in congress and nomination for the **outstanding-inspiring principals award** are excellent opportunities for professional development, recognition, and networking within the educational community. For further inquiries or to confirm your participation, please contact **Dr. Warlito D. Rosareal**, National President of **NAPSSPHIL Inc.**, at **09173269681**. We eagerly anticipate your participation in this enriching experience, where we will collaborate to shape the future of educational leadership in our country.

File Link: [Click Me](#)



Republic of the Philippines
Department of Education
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Telephone No. 034-445-9162



GUIDELINES FOR THE MOST OUTSTANDING-INSPIRING SECONDARY SCHOOL PRINCIPALS OF THE PHILIPPINES S.Y. 2023-2024

I CATEGORY:

Most Outstanding-Inspiring School Principals of the Philippines **S.Y. 2023-2024**

II WHO ARE QUALIFIED:

All Secondary School Principal holding a permanent status of employment and must be an active member of the National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), Incorporated for the last 3 years prior to the nomination.

III QUALIFICATION REQUIREMENTS OF NOMINEES:

Nominated School Principal must meet the following qualifications:

1. Have rendered at least three (3) years of continuous service in the current position as of the deadline of nomination's submission. Accomplishments for which the nominee is being recognized should also be made within the last three years immediately prior to the nomination and have been consistently and continuously carried out by the nominee during the said period.
2. Have an Outstanding performance rating or its equivalent for six (6) semesters or three (3) annual rating periods prior to the nomination; and
3. Have not been found guilty of any administrative and criminal offense involving moral turpitude or do not have any pending case against them at the time of nomination.

IV CRITERIA FOR EVALUATION:

SERVICE: As a Professional School Head (40%) - The extent of support provided in executing various collaborating strategies with stakeholders to respond appropriately to the dynamic and rapidly evolving needs of schools; school heads; commitment to ensuring efficiency, effectiveness, and fairness in discharging functions towards maximizing organizational health; provision of technical assistance on instruction and creation of a learner-centered environment that ensures access to inclusive, excellent, relevant and liberating education, provision of personnel's personal and professional development and welfare; and skills in relating with, dealing with, and forging relationships with people anchored on mutual trust, honesty, openness, respect, and commitment towards sharing the same vision for the attainment of the institutional goals.

VALUES: As a Responsible Citizen (20%) - The degree of manifestation of the DepEd Vision, Mission and Core Values, and Mandates that the nominee lives and how he/she exemplifies these in his/her personal and professional life and for the common good.

Impact on the Community: As an agent of Positive Change and Influence (40%) -The extent of guiding colleagues to strengthen the relationship with stakeholders (parents/guardians and the wider community) to maximize their involvement in the education process.

V REQUIRED NOMINATION DOCUMENTS:

The following are the required documentary requirements to be submitted.

- A. Completely filled out Nomination Form
- B. Nominee's updated CSC Form 212 or Personal Data Sheet with passport size (4.5 cm x 3.5) photo with tag taken within the last six months prior to the nomination.
- C. Endorsement from the Head of the Office. (SDS)
- D. A certification of no pending administrative or criminal case involving moral turpitude issued by the highest-ranking Administrative Officer or Legal Officer is required.
- E. Copy of the signed OPCR/IPCRR for the past three rating periods with an Outstanding performance prior to the nomination.
- F. Certificate of No Unliquidated Cash Advances and Certification of No Disallowances issued by the COA Resident Auditor for previous accountabilities as of December 31, prior to the nomination. When it will be found that there was an unliquidated CA during the validation, the nominee shall be disqualified.
- G. Updated Service Record duly certified by the Agency's Human Resource Management Officer (HRMO)
- H. Write-up Accomplishments
- I. Other documents/MOVS as stated in the criteria for evaluation must be included in the nomination folder. It must be properly labeled with tabs.

VI WRITE UP OF ACCOMPLISHMENTS:

- A. The write-up must highlight outstanding accomplishments or exemplary norms of conduct manifested within the last three years. Presentation of accomplishments or norms manifested should be in the order significance, complete with descriptions, justifications should adhere to the following pointers:
 - Use specific terms such as "assisted", "contributed" or "facilitated".
 - State outstanding accomplishments of exemplary norms displayed and impact in brief, factual, and in bulleted form.
 - Present impact of accomplishments by indicating how it was sustained/adopted, problems addressed, savings generated, people/office benefited and/or transaction facilitated; and
 - The nomination write-up of School Heads should present individual accomplishments or behavioral norms NOT accomplishments of the entire school or office.

B. The following information must be adequately provided:

1. For outstanding work accomplishment, state whether or not the accomplishments presented are part of the regular duties of the nominee or if these are his/her own initiative. If part of the nominee's regular duties or mandates, cite justifications on why the accomplishments are considered exceptional or extraordinary. The impact of the contribution must be substantially elaborated:
 - Impact of the exceptional/extraordinary contribution to the public interest, security, and patrimony;
 - Impact of the outstanding contribution to more than one school/office.
2. For exemplary conduct and ethical behavior, present the exemplary norms of conduct manifested/displayed and provide justifications why the norm/s displayed are considered exemplary.

VII LIMITATION ON NOMINATION:

1. The nomination write-up should only be for a maximum of 10 pages (A4-sized bond paper, Bookman Old Style, #11 font, single space in between paragraphs) to include the summary of accomplishments, impact, and other information.
2. Awardees of those who have been previously conferred with any of the awards can still be nominated provided that the nominations is based on a new set of accomplishments and/or exemplary norm/behavior manifested.

VIII PROCEDURE FOR NOMINATION:

Nomination to the Search may be done the Division/Office. The following are the steps on how to nominate the School Heads:

1. Division Office is expected to nominate their outstanding School Head. No limit as to the nomination provided the requirements are accomplished with.
2. The Division Office shall review and recommend the nomination for approval and shall issue an endorsement letter prior to submission of the nomination to the NAPSSPHIL, Incorporated.

IX PROCEDURE FOR SCREENING AND EVALUATION:

The NAPSSPHIL, Incorporated shall evaluate the nominations based on the required nomination documents and Criteria for Evaluation.

The members of NAPSSPHIL Board shall serve as the Secretariat and the Screening and Selection Committee and shall evaluate the documents based on Section IV (Criteria for Evaluation) of the Guidelines. It shall validate the accomplishments of the nominees under a flexible validation (blended/face-to-face) and endorse the results to the Board for final deliberation and approval.

X GROUND S FOR DISQUALIFICATION OF NOMINATION:

A. Non-compliance with the submission of complete documentary requirements shall render the nominee ineligible for the Search (deadline, size and number of folders, accuracy, and completeness of information required in the nomination form, maximum number of pages for the accomplishment write-ups, and other required documents).

B. Any misrepresentation made in any of the documents submitted shall be a ground for disqualification.

Enclosure:

Nomination Form Template

Enclosure 1: Nomination Form Template

NOMINATION FORM

Search for Most Outstanding-Inspiring Secondary School Principals of the Philippines 2023-2024

(To be filled-out by the Head of the Agency)

I, _____, (SDS/ASDS/Chief/PSDS) of
(Name)

willfully nominate the following School Head/s to the
_____ on the basis of his/her/their good character and
(Category)
outstanding performance:

Title (Mr. /Ms)	Name	Current Position	SG	School/Office	Contact Number

I understand that the above nominee meets the qualifications of *Most Outstanding-Inspiring Secondary School Principals of the Philippines 2023-2024*.

Thank you for the opportunity.

Head of Office

Designation

Date

Data Privacy Notice:

The data provided in this form shall be treated with utmost confidentiality in accordance to the Data Privacy Act of 2012 (RA 10173) By signing in this nomination form, you are consenting to the collection, use, and retention of your personal information

Write-up of Accomplishment Template

ENCLOSURE 2: Write-up of Accomplishments Template

Name of Nominee :

School/Office :

Position :

Length of Service in the Position :

Length of Service in Government :

<p>I. Executive Summary: (Presents a summary of major accomplishments, and a brief description of how the nominee exemplifies the four CORE values of the Department of Education)</p>
<p>II. Significant Accomplishment/s within the Last Three Years: (Bullets and describes the Project(s)/Work(s) Accomplished/Strategy(ies), Activity(ies) done in terms of its/their nature and purpose within three years)</p>
<p>III. Impact of Accomplishments (Discusses the impact of major accomplishments which are original/unique/creative/novel and extent of use (frequency, timeframe), results (gain, improvement), and a number of persons benefitted (learners, parents and other stakeholders), scope and replicability and level of attainment per identified performance indicator.)</p>
<p>IV. Other Information (Lists major awards/citations received/membership in organization)</p>

CERTIFICATION

We attest to all facts contained herein and authorize the use of this information for publication. We understand that the Committee will validate the accuracy of the information contained in this form and grant our consent to the conduct of a background investigation. (Any misinterpretation made by the signatories shall be a ground for disciplinary action pursuant to applicable Civil Service laws and rules.)

Printed Name and Signature:

Nominee

Nominator

School

Position

Enclosure 3: Composition of Selection and Screening Committee

Chairperson : DR. WARLITO D. ROSAREAL

Co-Chairperson : Dr. CORAZON R. REGINO

Members : NESTOR E. RIPALDA DONALD F. GABRIEL
ROWAYDAH M. IBRAHIM RUEL T. GABOR
VICENTE E. SALARDA

Secretariat : OSWARD P. ACEBEDO

ENCLOSURE 4: Rubrics for the OUTSTANDING-INSPIRING SECONDARY SCHOOL PRINCIPAL OF THE PHILIPPINES 2023

2023 SEARCH FOR THE MOST OUTSTANDING-INSPIRING SECONDARY SCHOOL PRINCIPAL OF THE PHILIPPINES 2023

DOCUMENT RATING SHEET

NOMINEE'S NAME	CATEGORY
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STAGE 1: EVALUATION OF DOCUMENTS (70 PERCENT)						
I. PERFORMANCE (5points)	Year 1	Year 2	Year 3	Points Earned	Score	
A. Average Performance of Ratings for the three latest rating periods						
II. ACCOMPLISHMENTS (46 points) (Refer to the write-up of significant accomplishment as a professional School Head and as an agent of positive change and influence in the community.)						
Criteria	Indicators	Corresponding Points	Points Earned	Score		
A. Innovative Projects This refers to innovative actions, initiatives, or discoveries that address the felt need and help overcome a major obstacle in the nominee's workplace or community and significantly impact the beneficiaries	1. Originality					
	• Totally copied/ adopted	1				
	• Adopted but modified	3				
	• Adopted but modified	5				
	2. Creative PAPS in connection to the innovation; the number of persons who benefited					
	• Innovation covers 1 PAP	2				
	• Innovation covers 2 PAPs	4				
	• Innovation covers 3 PAPs or more	5				
	3. Scope/ Replicability of the innovation					
	• Workplace	1				
• Workplace and community	3					
• Beyond community	5					
B. Significant Accomplishments concerning the Innovation. This refers to number of realized projects, strategies or activities and the percentage of	1. Number of strategies/ activities done					
	• Only one (1) activity was undertaken	1				
	• Two (2) activities were undertaken	3				
	• Three (3) or more activities were undertaken	5				

accomplished work which significantly impacted performance.	2. Percentage of Accomplishment			
	• 100% accomplished	10		
	• 90% accomplished	8		
	• 80% accomplished	6		
	• 70% accomplished	4		
	• 60% accomplished	2		
C. Impact of Accomplishments This refers to the extent of use, gains, results, and adoptability of the innovations.	1. Impact and replicability			
	• The project/innovation is institutionalized/used and improved key performance indicators in the workplace.	1		
	• The project/innovation is institutionalized/used and improved conditions in the workplace and immediate community.	3		
	• The project/innovation is institutionalized/used beyond the community.	5		
	2. Number of people/offices benefitted, and transactions facilitated			
	• Workplace	1		
	• Workplace and immediate community	3		
	• Beyond the community	5		

D. Awards These are major awards/citations received by the School Head. (The highest award or recognition received by the School Head that gave the greatest impact in the School, Division, Region, National, International shall be credited.)	1. Level			
	School	1		
	Congressional/District	2		
	Division	3		
	Regional	4		
	National	5		
	International	6		
Grand Total=Total Score/51*100*.80				

III. Values (20%)							
Criteria	Indicators	Not at all	Slightly Evident	Moderately Evident	Very Evident	Extremely Evident	Score
		0	1	2	3	4	
VISION Statement							
	1. Diligently works more than the expected deliverables.						
	2. Develops and inspires teachers to be true citizens and patriots and instills a strong desire to serve their country and work for its betterment.						
	3. Inculcates the values deemed necessary and desirable and trains teachers to make sure they have the essential competencies.						
	4. Encourages teachers to realize their dreams while keeping in mind the state of their country and the welfare of the people.						
	5. Engages, implements, and coordinates policies, plans, programs, and projects in one's area of responsibility.						
	6. Decides and acts putting the Filipino teachers first.						
	7. Seeks to be a better member of the institution and as an individual						
MISSION Statement							
To protect and promote the right of every Filipino to quality, equitable, culture-based, and complete basic education where: Students learn in a child-friendly, gender-sensitive, safe, and motivating environment.	1. Serves as a steward of education to protect and promote the right of all citizens						
	2. Promotes and practices a child-friendly, gender-sensitive, safe, and motivating environment						

Teachers facilitate learning and constantly nurture every learner. Administrators and Staff , as stewards of the institution, ensure an enabling and supportive environment for effective learning to happen. Family, community, and other stakeholders are actively engaged and share responsibility for developing life-long learners.	3. Acknowledges and nurtures learners' uniqueness.						
	4. Enhances an enabling and supportive environment for effective learning to happen.						
	5. Discharge duties and responsibilities towards learner's life-long learning.						
CORE VALUES							
Maka-DIYOS 1. Expresses one's spiritual beliefs while respecting the spiritual beliefs of others	1. Engages oneself in worthwhile spiritual activities						
	2. Respect sacred places.						
	3. Respect religious beliefs of others						
	4. Demonstrates curiosity and willingness to learn about other ways to express spiritual life.						
2. Shows adherence to ethical principles by upholding truth	1. Tells the truth						
	2. Returns borrowed things in good condition						
	3. Demonstrates intellectual honesty						
	4. Expects honesty from others						
	5. Aspires to be fair and kind to all						
	6. Identifies personal biases						
Maka-TAO 1. Is sensitive to individual, social,	1. Shows respect for all						
	2. Waits for one's turn						
	3. Takes good care of borrowed things						
	4. Views mistakes as learning opportunities						

and cultural differences	5. Upholds and respects the dignity and equality of all including those with special needs						
	6. Recognizes and respects people from different economic, social, and cultural backgrounds						
	7. Recognize and respect one's feelings and _____ of others						
2. Demonstrates contributions toward solidarity	1. Cooperates during activities						
	2. Recognizes and accepts the contribution of others toward a goal						
	3. Considers diverse views						
	4. Communicates respectfully						
	5. Accepts defeat and celebrates others' success						
	6. Enables other to succeed						
	7. Speaks out against and prevents bullying						
MakaKALIKASAN Cares for the environment and utilizes resources weekly, judiciously, and economically	1. Shows a caring attitude toward the environment						
	2. Practices waste management						
	3. Conserves energy and resources						
	4. Takes care of school materials, facilities, and equipment						
	5. Keeps work area in order during and after work						
	6. Keeps one's work neat and orderly						
MakaBANSA 1. Demonstrates pride in being a Filipino; exercises the rights and responsibilities of a Filipino citizen	1. Identifies oneself as a Filipino						
	2. Respects the flag and national anthem						
	3. Takes pride in diverse Filipino cultural expressions, practices, and traditions						
	4. Promotes the appreciation and enhancement of Filipino languages						

	5. Abides by the rules of the school, community, and country						
	6. Enables others to develop interest and pride in being a Filipino						
2. Demonstrates appropriate behavior in carrying out activities in the school, community and country	1. Manages time and personal resources efficiently and effectively						
	2. Perseveres to achieve goals despite difficult circumstances						
	3. Conducts oneself appropriately in various situations						
Rating = Scores/204 * 100*.20							

SUMMARY RESULTS OF EVALUATION OF DOCUMENTS	
Criteria	Points
I. ACCOMPLISHMENTS (80%)	
II. VALUES (20%)	
Total Score = Points earned *.70	

Evaluator
(Signature over printed name)

Evaluator
(Signature over printed name)

Evaluator
(Signature over printed name)

STAGE 2: VALIDATION and INTERVIEW (30%)							
Criteria	Indicators	Not at all	Slightly Evident	Moderately Evident	Very Evident	Extremely Evident	Points Earned
		0	1-10	11-15	16-20	21-25	
1.Nominee's Integrity (25)	<ul style="list-style-type: none"> • Responses are consistent vis-à-vis write-up. • Answers are factual, concrete, and specific. • Information for all claims is verifiable 						
2.General Attitude (25)	<ul style="list-style-type: none"> • Appropriately interested and enthusiastic about the interview process. • Looks relaxed and composed. • Establishes eye contact. • Very well groomed 						
3.Skill Presentation (25)	<ul style="list-style-type: none"> • Manifests well-constructed, well analyzed, and confident answer • Appears prepared and demonstrates extensive knowledge 						
4.Delivery and Language (25)	<ul style="list-style-type: none"> • Uses proper language and articulates responses. • Answers questions with appropriate wait time • Professional and mature throughout • Delivery is poised, controlled, and smooth 						
Rating=Score/100*30							

OVERALL RESULT	
STAGE	Score
1. Evaluation of Documents (70%)	
2. Interview and Validation (30%)	
Grand Total	

 Evaluator
 (Signature over printed name)

 Evaluator
 (Signature over printed name)

 Evaluator
 (Signature over printed name)



Republic of the Philippines
Department of Education
**NATIONAL ASSOCIATION OF PUBLIC
SECONDARY SCHOOLS OF THE PHILIPPINES (NAPSSPHIL), INC.**
c/o Sum-ag National High School, Bacolod City
Telephone No. 034-445-9162



TIMELINE:

**SEARCH FOR THE MOST OUTSTANDING-INSPIRING SECONDARY SCHOOL
PRINCIPALS OF THE PHILIPPINES S.Y. 2023-2024**

February 23, 2024 – March 23, 2024	Posting of the Guidelines for the Search for the Most Outstanding-Inspiring Secondary School Principals of the Philippines S.Y. 2023-2024
March 27, 2024	Deadline for submission of documents thru: Warlito D. Rosareal Sum-ag National High School San Juan St., Brgy Sum-ag, Bacolod City, Negros Occidental, 6100
April 19, 2024	Announcement of Top 15 Finalists
April 22, 2024 – May 31, 2024	Face to Face Interview and Validation of documents and work accomplishments of Top 15 Finalists by the Selection and Screening Committee
June 24, 2024	Announcement of Top 10 Finalists and Final Interview at Cagayan De Oro City
June 26, 2024	Awarding Ceremony of the Most Outstanding-Inspiring Secondary School Principals of the Philippines S.Y. 2023-2024

Prepared by:


OSWALD P. ACEBEDO
Corporate Secretary

Approved:


DR. WARLITO D. ROSAREAL
National President, NAPSSPHIL Inc.

Warm regards

NAPSSPHIL Administrator



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