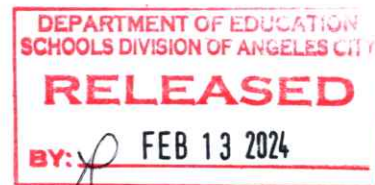




Republic of the Philippines
Department of Education
Region III
Schools Division of Angeles City



13 Feb 2024

DIVISION MEMORANDUM

No. 069, s. 2024

**PRESENTATION OF THE WORKPLACE APPLICATION PROJECT (WAP) OF THE
TRAINING PROGRAM ON SCHOOL LEADERSHIP AND MANAGEMENT
(TPSLM) ALA CARTE MODALITY**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. With reference to Regional Memorandum No. 109, s. 2024, titled "Search for the Best Workplace Application Project (WAP) of the Training Program on School Leadership and Management (TPSLM) A La Carte Modality", the Division of Angeles City shall conduct Presentation of Workplace Application Project on **April 18, 2024** at the division office conference room with the Division Evaluation Committee

Chairman: Enrique E. Angeles PhD Asst. Schools Division Superintendent

Members:	Edgar L. Manabat PhD	SGOD- Chief
	Amando C. Yutuc PhD	CID- Chief
	Ericson P. Cabrera	PSDS
	Agnes G. Manabat	PSDS
	Arcely G. Garcia	SEPS- HRD
	Arvin S. Gonzales	EPS II- HRD

2. Relative to this, all completers are required to submit their application project on or before **February 20, 2024**, using this link https://bit.ly/TPSLM_WAP.

5. Attached is the RM no.109 s. 2024 for reference and guidance

6. Immediate and wide dissemination of and strict compliance with this Memorandum are earnestly desired.

Engr. EDGARD C. DOMINGO PhD, CESO V
Schools Division Superintendent



Jesus St., Brgy. Pulungbulu, Angeles City 2009 (045) 901-9498/angeles.city@deped.gov.ph



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Department of Education
Region III
Schools Division of Angeles City

Encl: As stated
References: As stated
To be indicated in the Perpetual Index
under the following subjects:

REPORT SCHOOL HEAD
TRAINING PROGRAMS

AGG/SEPS-HRD/ February 13, 2024



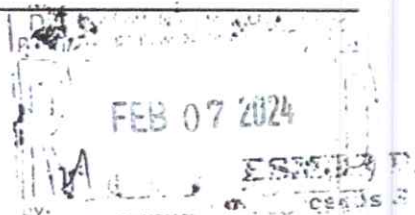
Jesus St., Brgy. Pulungbulu, Angeles City 2009 (045) 901-
[9498/angeles.city@deped.gov.ph](mailto:angeles.city@deped.gov.ph)



Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

REGIONAL MEMORANDUM

No. 109, s. 2024



**SEARCH FOR THE BEST WORKPLACE APPLICATION PROJECT (WAP) OF THE
TRAINING PROGRAM ON SCHOOL LEADERSHIP AND MANAGEMENT (TPSLM)
A LA CARTE MODALITY AND SUBMISSION OF THE LIST OF COMPLETERS**

To : Schools Division Superintendents
All Others Concerned

1. With reference to DepEd Memorandum No. 308, s. 2023, the Department of Education (DepEd) Regional Office (RO) III, through the Human Resource Development Division (HRDD) and National Educators Academy of the Philippines (NEAP) III, conducted the Opening of Classes of the Pilot Implementation of the Training Program on School Leadership and Management (TPSLM) A La Carte Modality last July 6, 2023.
2. As stipulated in the said Memorandum, this training program shall be conducted for two semesters where the first semester is the attendance to six (6) required courses/modules for a maximum of three months and the second semester is the implementation of the Workplace Application Project (WAP) for three to six months which shall serve as the final requirement and a measure of training effectiveness.
3. Each Schools Division Office (SDO) was allotted 10 participants for the initial batch of enrollees who were selected based on the criteria stated in the Guidelines and Mechanics of the training program.
4. The pool of NEAP-III Learning Facilitators served as learning coaches/tutors in the training delivery of the self-paced sessions with the NEAP-III staff and select SDO and school personnel as members of the Technical Working Group.
5. Accordingly, the NEAP-III Learning Facilitators assigned per group (domain) in the TPSLM A La Carte modality classes oriented the participants on the conceptualization and implementation of the WAP which were submitted to the respective SDOs of the participants for approval.
6. Upon the evaluation of the SDO committee whose composition shall be determined by the Schools Division Superintendent, the WAP of each participant shall meet the following criteria (see attached enclosure for rubrics) and a minimum grade of 85% in order to be endorsed for the issuance of a certificate of completion:



Address: Matalino St. D.M. Government Center, Maimpis, City of San Fernando (P)
Telephone Number: (045) 598-8580 to 89 Email Address: region3@depd.gov.ph



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Effectiveness -	45%
Efficiency of Implementation	40%
Impact on School Improvement	10%
Replicability	5%

Total: 100%

7. SDOs are requested to submit to the HRDD their list of TPSLM A La Carte Modality completers with the endorsement of the Schools Division Superintendent using the following template on or before February 19, 2024 through the link to be sent by the HRDD to the SEPS-HRDS.

**SUMMARY OF SCORES OF TPSLM A LA CARTE MODALITY WORKPLACE
APPLICATION PROJECTS**

Surname	First Name	Middle Initial	Position/ Designation	School	School Address	Title of Application Project	Total Score of Application Project

8. Likewise, each SDO is entitled to one nominee for the Regional Search for the Best Workplace Application Project (WAP) of the TPSLM A La Carte Modality. A write-up/accomplishment report (maximum of three pages, A4 paper size, 11 bookman font style, single spacing, and additional two pages for pictures) highlighting the milestones, application of learning, and impact of the WAP shall be submitted to the HRDD on or before February 19, 2024 through the link to be sent by the HRDD to the SEPS-HRDS.

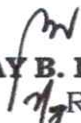
9. After the evaluation of the entries of the SDO nominees, the HRDD shall conduct the Online Validation and Interview of the Top 10 nominees to determine the Top 5 Best Workplace Application Projects. The specific date and other details of the Online Validation and Interview shall be communicated by the HRDD to the finalists through the SEPS-HRDS.

10. The winners of this search shall be awarded during the Colloquium and Completion Ceremony which shall be announced in a separate Memorandum.



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11. Immediate dissemination of and compliance with this Memorandum is desired.


MAY B. ECLAR, PhD, CESO III
Regional Director 

Encl.: As stated

References: As stated

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

REPORT
TRAINING PROGRAM

APPLICATION PROJECT
SCHOOL HEAD

HRDD1/hrdd2
February 6, 2024



Republic of the Philippines
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WORKPLACE APPLICATION PROJECT (WAP) RUBRICS & EVALUATION TOOL

This instrument is designed to provide an objective manner of rating the Workplace Application Project. It describes School Heads' areas of school operations to properly measure the learned competencies applied in improving the school. Further, a specific area of school operations that was chosen needing improvement and delivery of the best impact on school during the three (3) to six (6) months period will be the primary considerations in the rating of the output.

DepEd Regional Office 3, through the Schools Division Offices (SDOs), shall evaluate the Application Projects with these criteria:

Effectiveness - 45%
(extent to which objectives of the APs have been attained expressed in terms of percentages of accomplishments versus targets)

Efficiency of Implementation 40%
(expressed in terms of timeliness and resources- human, time and money used to attain the AP Objectives)

Impact on School Improvement 10%
(extent to which the project has integrated learnings from TPSLM)

Replicability 5%

Total: 100%

Please rate each criterion by checking the column which describes the extent to which each item is practiced or applied based on the application project prepared. Use the following scale:

(1) 1.0-1.7	rarely evident	(2) 1.8-2.5	sometimes evident
(3) 2.5- 3.2	most of the time evident	(4) 3.3-4.0	consistently evident

Consider the following for the individual rating:

4- if all the given indicators were consistently evident showing all or 100% Means of Verifications required (MOVs)

3- if only the given indicators were most of the time evident but not all the time showing at least 99%- 84% of the MOVs required

2-if only the given indicators were sometimes evident showing at least 83%- 70% of the MOVs required

1-if only the given indicators were rarely evident showing at least 69%- 55 % below of the MOVs required



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Effectiveness of Implementation-45%	Indicators:	4	3	2	1
	The application paper describes and shows that the School Head				
	was able to achieve the objectives set within the prescribed time frame/period..				
	the targeted objectives were met and exceeded based from the accomplishments made.				
	has enhanced the needed competencies of the beneficiaries as seen from the results.				
	has improved the delivery of instruction through the execution of the project.				
	has improved the performance of teachers and ultimately end with the increase of pupils/students' performance level.				
	increased the achievement level of pupils/ students based from the base line set or targeted.				
	has improved Participation Rate (PR) Achievement Rate (AR) and reduce Dropout Rate (DR) based on the percentages included in the AP.				
	enhanced the effective delivery of educational services through the successful implementation of the AP.				
	raised awareness among the beneficiaries enabling them to be more committed in advocating the implemented AP.				
Rating:					
Score					

Efficiency of Implementation-45%	Indicators:	4	3	2	1
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	The application paper describes and shows that the School Head				
	has minimally used all the material resources available, yet was still able to produce quality outputs.				
	has applied cost-saving measures for it only used minimal amount, time and human resources				
	has all the deliverables (outputs) based on the means of verifications presented.				
	resources are available for and appropriately applied to the activities for which they were targeted.				
	utilized the labor (human resource) required for the project using minimal cost				
	used the available goods and services delivered or offered at the right time according to the main target or objective sets.				
	utilized the commodities (inputs) as planned				
	has considered the potential benefits of the project for maximum optimization or use by other school heads.				
	used cheaper human and material resources that saved a lot of time, money and effort.				
Rating:					
Score					

	Indicators	4	3	2	1
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IMPACT ON SCHOOL IMPROVEMENT - 10%	The application paper shows and describes that the School Head				
	has compared baseline data with project outcomes to provide a more quality output.				
	has exceeded actual results relative to targets set.				
	has used needs analysis to gauge the lasting effect of the AP to the stakeholders.				
	has applied the AP made in a wider learning environment.				
	has anticipated the effect of the intervention applied in proportion to the overall situation of the target group or those affected by it.				
	has considered long-term changes and improvements through the execution of the AP implemented.				
	has developed the needed competencies among the beneficiaries for school improvement.				
	has assessed the applicability of the AP to the beneficiaries concerned/involved.				
	has considered the importance of project sustainability.				
Rating:					
Score					



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Replicability 5%	Indicators The application paper describes and shows that the School Head	4	3	2	1
	has applied the AP from a wider scope, from the school to the community level.				
	was able to encourage other Heads to adopt the AP as a model or replica to further improve the school system.				
	has benchmarked with other schools showing the positive outcome of the AP made.				
	has applied the learnings derived from the SHDP through the duplication of the designed project of other school heads.				
	has seen tangible/ intangible improvements in school areas based on the chosen area of concern.				
	has developed mechanisms based from the results and was adopted by other school heads				
	has reached several milestones in the implementation of the AP				
	has recommended localized policies based from the results of the AP designed or crafted.				
Rating:					
Score:					