



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : 2ND QUARTER PAGINAMBITAY UG PAGTINABANGAY ALANG SA PAGLAMBO SA
EDUKALIDAD, ACTIVITY: RMEA
Venue : Virtual
Inclusive Date of Program : August 3, 2021
Activity Owner : Celsa m. Cataluña
Functional Division : QAD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.70	Outstanding
B. Delivery of Content	4.00	Outstanding
C. Attainment of Objective	4.00	Outstanding
D. Program Management Team	4.00	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.83	Outstanding
F. Internet Access	3.25	Very Satisfactory
G. Meal	3.30	Very Satisfactory
OVERALL MEAN	3.73	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Impressive RO accomplishments congratulations po!
- Looking back is necessary to move forward.

Comments and Suggestions:

- Established a secured fast internet connectivity.

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


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2021-08-10748

ISO 9001:2015 CERTIFIED
Certificate No.: UAE/QMS/2019/1938
UAE/QMS/2019/1938



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QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : 2ND QUARTER PAGINAMBITAY UG PAGTINABANGAY ALANG SA PAGLAMBO SA EDUKALIDAD, ACTIVITY: DMEA
Venue : Virtual
Inclusive Date of Program : August 4, 2021
Activity Owner : Edmund D. Mendoza, Ph.D.
Functional Division : QAD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.78	Outstanding
B. Delivery of Content	3.75	Outstanding
C. Attainment of Objective	3.75	Outstanding
D. Program Management Team	3.73	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.75	Outstanding
F. Internet Access	3.50	Outstanding
OVERALL MEAN	3.71	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Accomplishments of the SDOs for the 2nd Quarter.
- Best practices of other divisions.
- Clear baseline data of the reports.
- Comprehensiveness of reports.
- Good Avenue to understand the PAPs implementation of the SDOs.
- It is the right avenue to discuss matters that needs TA from the Regional Assistance Team.
- Learned more inputs from regional supervisors.
- The need to deepen the understanding of each table.
- The strategies applied to our learners who are not participating anymore in our learning activities.
- The TA provided by FTAD and the best practices shared by other SDOs.
- The technical assistance given to us by the regional people on the report being presented and hearing other divisions on their best practices.
- The utilization of the DMEA new templates will lessen the time in preparing the said reports.
- Time management facilitates successful conduct of the activity.

Comments and Suggestions:

- Congrats. Job well makadiyos cluster pax most specially to d FTAD Power House.
- Early submission of reports for the critique to read in advance.
- Maybe we can have a levelling-off on the way we interpret each table of the DMEA.
- SDOs should have been given enough time to prepare the report using the new template.



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DEPEDRO13-F-QAD-052/R3/4-21-2021

- Sustain the activity.
- Thank you and God bless us all.

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


MARILYN F. ANTIQUINA
Chief - QAD



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : 2ND QUARTER PAGINAMBITAY UG PAGTINABANGAY ALANG SA PAGLAMBO SA
EDUKALIDAD, ACTIVITY: CDTAP
Venue : Virtual
Inclusive Date of Program : AUGUST 5, 2021
Activity Owner : Jonathan F. Garzon
Functional Division : FTAD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.94	Outstanding
B. Delivery of Content	4.00	Outstanding
C. Attainment of Objective	4.00	Outstanding
D. Program Management Team	3.97	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.98	Outstanding
F. Internet Access	3.56	Outstanding
G. Meal	3.00	Very Satisfactory
OVERALL MEAN	3.78	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Accomplishment of SDOs for the 2nd quarter.
- Accurate data will be the best source of an appropriate intervention.
- Best practices of other divisions.
- Comprehensiveness of reports.
- Informative and productive.
- The importance of all data reported.
- Ways in presentation and proper target setting.

Comments and Suggestions:

- Giving of feedback is very commendable.

Prepared by:


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QATAME Coordinator

Noted by:


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2021-08-10746

DEPEDRO13-F-QAD-052/R3/4-21-2021



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : 2ND QUARTER CLMD-CID CONVERGENCE
Venue : Virtual
Inclusive Date of Program : August 6-17, 2017
Activity Owner : Isidro M. Biol, Ph.D
Functional Division : CLMD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.93	Outstanding
B. Delivery of Content	3.92	Outstanding
C. Attainment of Objective	3.96	Outstanding
D. Program Management Team	3.94	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.93	Outstanding
F. Internet Access	3.64	Outstanding
OVERALL MEAN	3.89	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Aligning of function.
- Best practices of the 12 divisions.
- Continue performing well in spite of all the challenges encountered in the new normal.
- Have a data for d learning area or program handled.
- If our goal does not excite us, it does not change.
- Learn strategies or interventions in treating similar problems.
- Monitoring on the utilization of SLMs is essential to the field.
- Our concern are the learners' performance.
- Sharing of the best practices and the relevance of data for further improvement.
- Sustain promising practices.
- That we can do better if we act as one for the betterment of our school children.
- The big difference between convergence and summon, according to RD E. Fetalvero.
- The day's learning includes the following: Grade 1 has no English in 1st & 2nd quarter, MELCs were covered due to equal load sharing by writers, and in short collaboration really helps.
- The event served as an avenue of learning where we could benchmark some good or best practices.
- The gaps being reported were addressed.
- The importance of learning interventions to identified gaps and challenges.
- The presentation on the 2nd quarter convergence by division.
- The recommendations to address CIGPs that can be replicated in our division.
- There is so much to do with this pandemic time.
- There were best practices presented by the other Divisions that we can also adapt and make some adjustments in the implementation in our own Division.
- Updates on the current situation.
- Was able to realize that I have accomplished more than what is expected.



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2021-08-10745

DEPEDRO13-F-QAD-052/R3/4-21-2021

- We need to know the gaps and analyse them so we can do the right course of actions to close the gaps.
- We were able to report the accomplishments in LR and address the issues and challenges encountered in SY 2020-2021.

Comments and Suggestions:

- Congrats!
- Congratulations, see you on quarter3. Thanks.
- Convergence was successfully done. With the unified directions. Thank u.
- Excellent. Congrats po!
- Internet connectivity is so challenging.
- Keep up the good work CLMD team!
- More power Deped Caraga.
- Net can't be controlled.
- The opening program and sessions thereafter except the intermittent Wi-Fi connection.
- Pre-implementation discussion with the team is a must.

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


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Chief - QAD



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QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : WEBINAR ON ALTERNATIVE DISPUTE RESOLUTION
Inclusive Dates of Program : August 10-13, 2021
Modality : Online
Activity owner : Violeta C. Nufiez
Functional Division : HRDD

1. What is the general rating of the SESSIONS and FACILITATORS in the training program?

Enter All training venues (includes all batches)	Overall Session- Facilitator Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	General Rating DAY 4	Summary of Commendations
Virtual						
Sessions		3.74	3.87	3.87	3.62	
Facilitators		3.79	3.87	3.88	3.64	
REGIONAL AVERAGE* for Sessions- Facilitators	3.78					

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)
*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.



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DepEdRO13-F-QAD-032/R2/4-21-2021
2021-08-10763

- Major Observations/Findings (include venue/s of training, and batch number):**
- Well managed webinar, speakers are knowledgeable.
 - Group discussion should have been meaningful if enough time was allocated for the activity. But still I enjoyed the session. Congratulations!
 - The webinar was very comprehensive and helpful especially to beginners like us.

What is the general rating of the daily PROGRAM MANAGEMENT/OPERATIONS of the training?

Venue of Training (include ALL batches)	Overall Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	General Rating DAY 4	Summary of Commendation
Virtual		3.77	3.89	3.85	3.64	
REGIONAL AVERAGE FOR OPERATIONS	3.78					

LEGEND: 3.5 – 4.00 (*Outstanding*); 2.5 – 3.49 (*Very Satisfactory*); 1.5 – 2.49 (*Satisfactory*); 1.0 – 1.49 (*Needs Improvement*)

***Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches and program management/operations of the training) in the region.**

Major Observations, Findings and Suggestions (for the program management/operations of the training):

- It was facilitlated actively and the flow of the webinar was well-planned. Thank you.
- Thank you organizers for such an excellent activity.
- Seminars like this is so beneficial for the efficient and effective delivery of the service

3. Are there critical incidents that should be addressed by the Training Program Provider/ Management?

CRITICAL INCIDENT/S BASED ON STAR (5Ws and H)	Training Provider (Region)	Action Taken by the Program Management	Status
NONE			

Major Observations/Findings (include venue/s of training, and batch number):

4. ANALYSIS OF THE END PROGRAM EVALUATION (to be accomplished at the end of the training program)

AVERAGE RATING PER CRITERIA (Values from "1.0" – "4.0")					
Training Venue (include batch number)	Program Management	Delivery of Content	Program Management Team	Webinar's Etiquette	Internet Access
Virtual	3.78	3.80	3.80	3.76	3.43
REGIONAL AVERAGE*	3.72				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.

Top three (3) responses based on participant feedback in Program Evaluation for all training venues and batches:

- Having the workshop and applying today's learning through it made me understand more the objectives of the topics. Thank you so much po for initiating the workshop.
- Engaging and Informative.
- Delivered the topics comprehensively and accurately.

What is your most significant learning from the webinar?

- A peacemaker needs to possess values in order to be effective in conflict resolution.
- Accountability, Discipline, Responsibility
- Admissibility of evidence.
- ADR can be done even without a pool of mediators.
- ADR do not only affect the victim and offender, but a lot more in the organization or community

- Advantages of Alternative dispute resolution
- all topics discussed in every sessions, even though I have net connectivity issue
- Being a mediator is hard work as there are qualities you need to possess and roles you need to play during mediation.
- Code and Ethical Roles of Mediator
- Collaboration and compromise are the targets of mediation
- Conflict has to be resolved peacefully to avoid inflicting damages to either or both party.
- Conflicts can be resolved through proper mediation.
- Deepening understanding about mediation by answering sample cases presented
- Dispute resolution is very important to avoid possible cases filed in regular court
- DOs and DONTs in conducting Mediation in the context of DepEd
- Each of us should strive to be a peacemaker at our respective workplace
- Filipino culture needs to be considered in the process of ADR
- How anger and crisis is developed in the anger mountain
- How to be visionary, exercise the virtues such as, respect, humility, patience and be a grade a listener with empathy
- How to resolve disputes in a peaceful way
- I am amazed at how mediation works, given this training I am now guided to work well
- I find the Process of Mediation the most significant learning from the webinar.
- I have learned that Peace is the cornerstone of every nation's development as it comes along with unity, positive thinking and collaboration for the common good of all.
- I learned about Restorative Justice and how it will be implemented. Also, building the nation through values.
- I realized that employee character problems are directly connected to national illness
- I was able to learn the different approaches in dealing with disputes inside the workplace.
- Integrity is an essential value that statesperson should?
- I've learned the ethical conduct of a mediator and the modes of ADR.
- Know the role of a dispute mediator
- Knowing the advantage of ADR versus settling court cases
- Learning how to become a value laden peacemaker/ mediator.
- Let us know our mountains of anger, that way we will be able to avoid trouble.
- Mediation is important in pacifying conflicts from escalating.

- Mediation isn't as easy as just letting the parties meet and air out their sentiments. There is a right way to mediate, where the technicalities are followed, and there are certain qualities and skills that a mediator should possess to be effective and efficient and to hopefully reach successful mediations.
- Mediation process has some Model patterns, however, one pattern may not be a blanket solution to all sorts of situations. The success of a model depends on the case involved and the propriety of the approaches used.
- Mediator should set Ground rules before the start of the mediation process so that foundation will be laid out.
- My learning is about the teaching of Mahatma Gandhi which touches on morality. That morality is the basis of things and truth is the substance of all morality.
- My most significant learning from the day's webinar on ADR is that organizational members must be able to level off in terms of the values to be cherished, prized, and actualized in order to minimize, to the very least, conflicts in the workplace.
- My most significant learning from today's session was on the application of mediation. I was able to understand more on how to handle dispute if ever one may arise.
- My most significant learning from today's webinar was the proper and ethical conduct that a mediator must possess when attending a dispute, as well as, the behaviour and values that must be shown.
- On this last day of the 4-day webinar, I have learned the true meaning of a restorative justice. Interaction between participants through workshops and other ways to communicate with each other.
- Patiently listening is a skill mediators should master
- Process of mediation and the basic method and its application
- That as mediator, I should show good attention to both parties statement.
- That disputes escalate when not addressed properly and efficiently.
- That one must be a peacemaker
- That there is a swift and other way of resolving a conflict that is less expensive and no need to wait for a long time for resolution.
- The characteristics and ethical conduct of a mediator
- The different stages of conflict and how to deal with it.
- The most significant learning that I gained from the webinar is on the process and procedure of Alternative Dispute Resolution, the positive and negative effects of resolving conflicts and the importance of mediation process
- The procedural manner of the ADR delivery
- The process and application of resolving conflicts , role of mediator, skills and important aspects
- The process of pre-mediation and the characteristics of a mediator.
- There are different mediation models and one should apply a model that will fit best to the situation to be mediated.
- There are different stages of conflict, and it is wise to resolve it in the earlier stages because as it progresses, it'll be more difficult to solve.
- There are modes to settle conflicts and disputes and knowing that an organization needs to understand it to be able to respond as the need arises

How will your learning impact your work as DepEd employee?

- Acting it out (or thru discussion virtually by group) on the given cases widen our perspective in handling mediation process
- Although the cases in the workshops were just cases and can't be compared with real scenarios, but as we have go on deeper with the sharing of ideas, I can almost picture out what each participants that have participated are trying to convey.
- Apply the knowledge gained from this training in the actual conduct mediation in the future
- As a DepEd employee, my most significant learning in today's webinar would help me in communicating with my teammates; that I have to be explicit in telling them things that I value the most from among the members.
- As a mediator in our own organization we should set aside our own opinions from the reality.
- As Admin Officer in the Admin services, it should be management by example
- As an employee I should see to it that I can hold my temper so that stress free working environment shall be attained.
- As an employees, by God's grace, I will pray and try to be a peacemaker and uphold the good values that God wants us to do so that our working environment will be at peace, harmonious and a healthy one. Avoid conflict with co-employees as much as possible.
- As Chair of Grievance, it may yield 0 case and my effort and time can be used in other functions
- As long as possible we solve the issues at the division level by facilitating and assisting to reach that both parties end and agreement in a win-win solution
- As peacemaker advocate, ensure that peaceful and harmonious relationship among staff will prevail.
- Awareness of these 10 character problems would help me discern and avoid some of these to avoid conflict
- Be able to identify triggers and escalations to avoid possible anger and crisis.
- Better conduct of mediation process thus leading to more conflicts being resolved.
- Better execution in conducting mediation being the mediator, thus avoiding cases to be filed in court.
- By developing a growth mind-set and applying what I've learned in my work as DepEd employee and believing that I can learn new things in attending this webinar.
- By embracing and applying all the learnings I've learned from the facilitators.
- Everything that I learn from Day 1 TO Day 4 would be vital tool in the execution of my task as a peacemaker.
- Gives me insights on how to handle complaints lodged to our DO
- I can be more aware of my actions towards achieving a desired results
- I need to practice the different roles of a mediator in order to be effective in the Grievance Committee.
- I will become efficient mediator by applying all my learnings here.
- I will use my knowledge to mentor my colleagues in handling disputes.
- If there are some compliant if possible we have to settle within our division to void formal complaints
- Improve mediation skills among members of grievance committee

- Integrating morality in my work is a sure-fire way to enable the people working with me in an organization to live cooperatively in groups as they will have the beliefs about what is right and wrong.
- It adds to a more efficient and effective management style especially in resolving disputes that are work related
- It can create an atmosphere of unity, peace and harmony in the organization.
- It can help me to understand more the process and procedure in handling grievances
- It Enlighten me for this is my first time in attending this kind of webinar
- It help a lot to learn & apply their pt. views on the topic they've discussed (esp. that it's my 1st time to attend this kind of webinar on ADR).
- It made me more emphatic and understanding towards my co-workers.
- It reminded me that as an employee, I must be adjustable, patient and understanding to have a healthy working relationship and to avoid dispute with others.
- It will help me better navigate mediation proceedings and closed-door conferences.
- It will help us in the Legal Section better mediate complaints that may be resolved without them turning into full-blown administrative cases.
- It will lessen problems that may rise into administrative cases if not resolved.
- It will make a great impact in handling grievances and resolving it in a more procedural manner
- It will make me more confident if assigned as member of the ADR team.
- It would be a contributory factor to improve myself as a public servant.
- It's very vital in the performance of my duties as a member of the committee.
- Knowing the Process of Mediation will really help me resolve conflicts and grievances in my work as a DepEd employee.
- Learnings on mediation models be used as guide in handling complaints
- Learnings will be applied as cases of mediation or grievance hearing be lodged at the office
- Learnings will serve as constant reminder when performing duty as mediator
- Remind me to be conscious about how conflicts affect people and how critical that mediation should succeed
- Similar cases may appear in the organization, the ideas shared would serve as guide
- Since conflict is normal in any organisation, this webinar taught me how to properly settle a dispute
- Successful mediations would mean lesser full-blown admin cases for the Legal Section to deal with.
- Task will be delivered well. Mishandling of conflict can be avoided.
- That communication and respect are the key to working harmoniously.
- The insights I gained from this training will be very beneficial to my work as ASDs of this division as I can prevent the escalation of conflict into disputes and improve the climate of the workplace.
- This learning will serve as a guide whenever a mediation will be conducted in the office.
- This will serve as a guide if ever the grievance committee will conduct mediation in the future.

24 This will serve as a guide in giving efficient and effective service to the public.
25 Through applying it what I've learned in my work, and echo and share the learnings to my colleagues.
26 Through the knowledge I have gained today, I will use it to make our grievance committee more effective than what it is today. So, thank you so much for the
27 opportunity.
28 Through the knowledge that I have learned from today's session, I will use it to strengthen my capacity in resolving disputes inside and outside my workplace and as
29 a member of the grievance committee.
30 Through this learning, I'll be more sensitive to the needs and to be more understanding to my co-employees.
31 Through today's learning, I will apply it to improve myself as a mediator in a dispute that the agency may encounter.
32 We have to balance the needs of both parties, the victims and the offenders
33 We have to have open communication to our co-employee to avoid misunderstanding and conflict.
34 We need to possess the appropriate qualities in order to become a good mediator
35 With knowledge of the mediation model, I can employ the best and appropriate method for a particular situation/case and successfully mediate the process.

Recommendations and Suggestions:

36 All the resource speakers and facilitators were knowledgeable about the topics being discuss and has given lots of relatable examples. Thank you so much for the
37 opportunity!
38 Checking the visual materials in advance for proper view orientation during the presentation
39 Facilitators were warm-hearted, they understand the feelings of their participants in terms of net connectivity (struggling of net connection). GOD bless po!
40 Great sessions today, very substantive. Speakers are well-versed with their topics.
41 I hope & wish that there is other platform that is not engaged in internet connection
42 I hope that examples and settings will be more on DepEd scenario
43 I was just very unlucky. There was a long brown out here in Tandag City. I missed some of the important topics today. I hope we will be given copy of the
44 presentation materials.
45 Other participants were given option to have facebook live in case of low connectivity.
46 Other platform that is not engaged in net connection...(encountered poor signal in internet).
47 Seminars like this is so beneficial for the efficient and effective delivery of the service.
48 Thank you so much po for the opportunity. God bless and hope to see you all for another webinar like this one.
49 Thank you so much po for this opportunity. Hope to have another webinar like this one. Thanks a lot!
50 Thank you, RD, ARD and the rest of the PMT for providing us this opportunity.
51 The discussion were all best but the only probz is the net connection (I'm watching on FB livestream nling). But anyways, tnx to all the facilitators for the
52 opportunity. God bless po! We are all the BEST.

- The topics today are timely for me to refresh my knowledge on conflict resolution.
- The webinar is dependent on the signal of the internet provider so, I have to accept that sometimes I can miss some important inputs coming from the discussants.
- The webinar was very comprehensive and helpful especially to beginners like us.
- To stay focus this training should have been done in a face to face manner.
- Very insightful sessions. kudos to the CRFV Team and to the Resource Speakers! You are the best!
- Well managed webinar, speakers are knowledgeable.

Submitted by:


JESUS D. NONONG, Ph.D
FPS – QAD

Noted by:


MARILYN F. ANTIQUINA
Chief, QAD



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : MID-YEAR REVIEW OF THE QUALITY MANAGEMENT SYSTEM PROCESSES IN ASD
Venue : Virtual
Inclusive Date of Program : August 12-13, 2021
Activity Owner : Meriam C. Dela Rita
Functional Division : ASD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.40	Very Satisfactory
B. Delivery of Content	3.43	Very Satisfactory
C. Attainment of Objective	3.43	Very Satisfactory
D. Program Management Team	3.44	Very Satisfactory
E. Virtual Meeting/Orientation Etiquette	3.99	Outstanding
F. Internet Access	3.18	Very Satisfactory
G. Meal	3.50	Outstanding
OVERALL MEAN	3.40	Very Satisfactory

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Additional entries needed on revised forms used for vehicle use .
- Be able to know other ASD units sop and QRAC.
- Be responsible.
- Familiarize with the process flow and what forms to used/submit.
- Familiarized with new forms used on processes.
- Harmonization of ASD processes.
- Implementation of QMS helps us achieve customer satisfaction.
- It was an Experience Presenting QRAC.
- Know the different processes of the ASD.
- Learned how to proper use new GSU checklists.
- New forms for cleanliness checklist.
- New forms used in GSU.
- Our own sop with asset management unit.
- Reassess the sops for possible enhancement.
- Regular review and monitoring of processes to provide better public service.
- Revisiting of processes and QRAC should be done regularly.
- Sop of asset management.
- The importance of collaboration among the ASD personnel for the improvement of processes of all units.
- This activity helps us to identify in which part do we to improve, to be focus so that we can deliver a good service to our internal and external clients.
- To focus on checking key points in processes.
- Use of new GSU checklist.
- We are able to express our ideas.
- We were able to present our processes and were given chance to revise and update each process.



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2021-08-10752

DEPEDRO13-F-QAD-052/R3/4-21-2021

Comments and Suggestions:

- Good job admin.
- Informative.
- It was a responsive online meeting.
- It was not boring.
- Keep up the good work ASD.
- More power and stay safe everybody.
- Needs more time for this activity.
- Thank you for the hard work!
- Thank you for this very helpful initiative.
- Thank you for this virtual activity.
- This activity shall be done annually to ensure that enhancements/improvements are effected in the processes and possible risks are addressed.
- Unta face to face.

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


MARILYN F. ANTIQUINA
Chief - QAD

List of Participants who responded

#	First Name	Middle Name	Last Name	Division	Sex	Date Submitted
1	Jessie	Agcopra	Rañoa	Regional Office	Male	August 13, 2021 04:34PM
2	Anven	Peril	Maglasang	Regional Office	Male	August 13, 2021 04:25PM
3	Cindy	Salubre	Soberano	Regional Office	Female	August 13, 2021 04:12PM
4	Cristabelle	Rosal	Jaguit	Regional Office	Female	August 13, 2021 04:17PM
5	Danilo	Diaz	Casanova	Regional Office	Male	August 13, 2021 04:42PM
6	Edita	B	Deguiño	Regional Office	Female	August 13, 2021 04:43PM
7	Erwin	Acosta	Libarnes	Regional Office	Male	August 13, 2021 04:31PM
8	Fe	M.	Baring	Regional Office	Female	August 13, 2021 04:24PM
9	Ferdinand	Basa	Paredes	Regional Office	Male	August 13, 2021 04:36PM
10	Florie Lee	Erojo	General	Regional Office	Female	August 13, 2021 04:18PM
11	Irish Jean	Piape	Abejar	Regional Office	Female	August 13, 2021 08:25AM
12	Jhonrex	Ibañez	Alguzar	Regional Office	Male	August 13, 2021 04:51PM
13	John Rey	Mange	Ebasco	Regional Office	Male	August 13, 2021 04:19PM
14	Lomen	Daleon	Dalogdog	Regional Office	Female	August 13, 2021 01:02PM
15	Mary Christine	Arreza	Odtojan	Regional Office	Female	August 13, 2021 01:38PM
16	May Anne	Menil	Ganto	Regional Office	Female	August 13, 2021 04:49PM



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : REGIONAL ORIENTATION ON THE ENHANCEMENT OF THE INSTRUCTIONAL DELIVERY THROUGH THE SELF LEARNING MATERIALS IN ALL AREAS ACROSS ALL GRADE LEVEL TRAINING VENUE VIRTUAL
Venue : Virtual
Inclusive Date of Program : August 19, 2021
Activity Owner : Josephine Chonie M. Obseñares
Functional Division : CLMD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.91	Outstanding
B. Delivery of Content	3.94	Outstanding
C. Attainment of Objective	3.94	Outstanding
D. Program Management Team	3.88	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.87	Outstanding
F. Internet Access	3.62	Outstanding
OVERALL MEAN	3.86	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- A need re assess the outputs of the teachers to avoid error and plagiarism issues.
- All the topics about the making of SLM.
- All topics presented to us the participants are all relevant and we learned many things, thank you so much speakers.
- Alternative Delivery Mode matters.
- Considering the various social dimensions in coming up with quality learning resources.
- Ensure the SLM is adherence to the standard.
- Ensuring the quality of materials to be use by learners is very important.
- Instructional delivery through SLMs in all learnings across all grade levels.
- Self-Learning Modules should be enhanced and reviewed/
- SLMs must be improved, activities must be properly planned and designed to address the needs of our learners.
- The most significant learning I got is the importance of considering MELC, as the blueprint of everything that a learner should learn.
- The most significant learning that I gained were the essence of self-learning modules, the roles of development teams, the activities we should meticulously and the modules that we need to accomplish is for students welfare and their beyond understanding and learnings.
- The unpacking of competencies that can be applied in crafting learning plan.
- The unpacking of MELC.
- Topics were clearly delivered.
- Unpacking of MELCS.



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2021-08-10759

DEPEDRO13-F-QAD-052/R3/4-21-2021

Comments and Suggestions:

- Congrats! Hoping for another enlightening and comprehensive topics from the experts'
- It is well-planned already and well-organized.
- Job well done!
- Thank you for the learning
- So far none, I want to thank the training team for this opportunity to relearn and unlearn.
- Strong internet connection.
- The speakers end at past 12.
- This meeting is excellent! I really learned from it.
- Very Commendable!
- Very relevant.
- We need to have a face to face training if possible we really miss this activity. Thank you!

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


MARILYN F. ANTIQUINA
Chief - QAD



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : PAGDIRIWANG NG BUWAN NG WIKANG PAMBANSA 2021
Venue : Virtual
Inclusive Date of Program : August 31, 2021
Activity Owner : Maria Consuelo C. Jamera
Functional Division : CLMD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.95	Outstanding
B. Delivery of Content	3.98	Outstanding
C. Attainment of Objective	4.0	Outstanding
D. Program Management Team	3.94	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.95	Outstanding
F. Internet Access	3.82	Outstanding
OVERALL MEAN	3.94	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- Bigyang halaga ang sariling wika/atin.
- Di madali mag translate.
- Having fun and learning on the games.
- I had fun in participating the games.
- It enlightens me on how significant on knowing the Dialects evolving in our country.
- Mabigyang pugay ang pagtatapos na pagdiriwang ng buwan ng Wikang Pambansa.
- Mga katutubong wika.
- Pagbibigay-halaga sa iba't ibang katutubong wika.
- Tangkilikin ang kultura't wikang Pambansa.
- The valuing of Pambansang wika, loving your wika.

Comments and Suggestions:

- Good management.
- Informative and inspiring.
- Maayos, Mabuhay tayong lahat. Maraming salamat.
- Magaling ang management team.
- Magandang palabad.
- Sana marami pa ang nilaro.
- Thank you for a very enjoyable games in this activity.

Prepared by:

Noted by:


JESUS D. NONO, Ph. D.
QATAME Coordinator


MARILYN F. ANTIQUINA
Chief - QAD



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2021-10-12294

DEPEDRO13-F-QAD-052/R3/4-21-2021



Republic of the Philippines
Department of Education
CARAGA REGION

QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : REGIONAL ONLINE RETOOLING ON BEGINNING READING AND LITERACY INSTRUCTION CUM ORIENTATION ON FUNCTIONAL LITERACY ASSESSMENT TOOL (FLAT) FOR BRIGADA PAGBASA PROGRAM READING TEACHERS AND VOLUNTEERS
Inclusive Dates of Program : September 1-3, 2021
Modality : Online
Activity owner : Gladys S. Asis
Functional Division : CLMD

1. What is the general rating of the SESSIONS and FACILITATORS in the training program?

Enter All training venues (includes all batches)	Overall Session- Facilitator Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendations
Virtual					
Sessions		3.88	3.86	3.89	
Facilitators		3.81	3.81	3.83	
REGIONAL AVERAGE* for Sessions- Facilitators	3.85				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.



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DepEdRO13-F-QAD-032/R2/4-21-2021

Major Observations/Findings (include venue/s of training, and batch number): -

- Topic is very relevant for us teachers handling K-3 learners. Well delivered by the speaker.
- Screen record of the presentation needs to be uploaded in YouTube so that nothing will be missed; since choppy audio and delayed screen sharing disengaged participants in the session.
- The webinar gave us approaches and strategies that would immensely help us in teaching the elusively difficult teaching of beginning reading. Kudos!

What is the general rating of the daily PROGRAM MANAGEMENT/OPERATIONS of the training?

Venue of Training (include ALL batches)	Overall Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendation
Virtual		3.85	3.86	3.86	- Congrats training team, well facilitated webinar. - My Salute to the speakers and the Management Team for making this training into reality. - Kudos to all management team for managing this insightful and very important session for teachers.
REGIONAL AVERAGE FOR OPERATIONS	3.86				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches and program management/operations of the training) in the region.

Major Observations, Findings and Suggestions (for the program management/operations of the training):

- Salamat po at sa pamamagitan ng training na ito ay nadagdagang po ang amling kaalaman.
- Thank you RO for this webinar, it's really timely and relevant to our Brigada Pagbasa activity! Mabuhay!
- The downside for this seminar is that there is no assurance that we could get the copy of the presentations. I kept commenting on the chat box to where we could get a copy because I have unstable internet connection but no one answered. Like the orientation for the FLAT, I was on and off and I did not understand, then no one answers because it is very timely in this brigada season. How can I apply it when I don't get it?

3. Are there critical incidents that should be addressed by the Training Program Provider/ Management?

CRITICAL INCIDENT/S BASED ON STAR (5Ws and H)	Training Provider (Region)	Action Taken by the Program Management	Status

Major Observations/Findings (include venue/s of training, and batch number):

4. ANALYSIS OF THE END PROGRAM EVALUATION (to be accomplished at the end of the training program)

AVERAGE RATING PER CRITERIA (Values from "1.0" – "4.0")					
Training Venue (include batch number)	Program Management	Delivery of Content	Program Management Team	Webinar's Etiquette	Internet Access
Virtual	3.86	3.87	3.86	3.84	3.64
REGIONAL AVERAGE*	3.81				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.

Top three (3) responses based on participant feedback in Program Evaluation for all training venues and batches:

- Thank you so much for sharing your knowledge in teaching reading.
- Hoping that this pandemic ends so we could go back to the normal setting seminars, with face to face so there would no interruption like losing internet connectivity. God Bless and More Power!
- It is a fruitful day ended, the facilitator was knowledgeable enough with their topic, and the management team provides necessary things for the training.

What is your most significant learning from the webinar? (Participants' responses)

- A lot of important topics have been discussed in this training focused on the big 6 of Reading. All inputs are all relevant in the implementation of Reading programs. All these will be applied in Brigada Pagbasa implementation.
- A lot of significant learnings I gained during the first day of seminar, but what struck me most is the two-track approach to reading and writing in learners first language.
- All the topics discussed today by the speakers were all significant learning takeaway for us participants, especially the topic on raising learner's phonological awareness as foundational skills to decoding.
- Ang aking natutuhan ay ang estratehiya sa paglinang ng talasalitaan.
- Ang Pagbasa ay isang proseso na kailangang himayin sa mga mag-aaral upang sila ay makaunawa ng mabuti sa kanilang binabasa.
- Ang pagbasa ay isang sistema at may proseso. Hindi pwedeng basta-basta nalang itong gawin. Para sa wasto at matibay na pundasyon dapat masunod nang tama ang mga yugto sa pagbabasa at isalang-alang din ang mga palatandaan ng kahandaan sa pagbasa.
- As a teacher/volunteer have to know first our learners capacity in reading so that we already know what strategy or approaches we use to be able for them to have the interest on reading.
- As Listening and speaking are intertwined, so are reading and writing come together. In order to address the existing concerns of learners, teachers must know their learners. First things first as far as reading is concerned; teachers must assess the level of learners.
- Beginning reading is indeed a great challenge to all reading teachers. Marungko approach can really help ease the difficulty on how to teach the learners how to read easily.
- Developmentally appropriate reading strategies are effective ways to facilitate reading instruction esp. to the struggling readers.
- Explicit teaching is the best way to teach learners who are in key stage 1. Especially that they are still building the foundations in acquiring the domains of literacy.
- Fluency is important as a human being and it's a part of us as a whole. Because it is the ability to read accurately with expression and meaning at the same time.
- For me, every part/ session of this program is very important and necessary to learn so that it may introduce and apply in the real world of teaching.
- For me, it is important for us teachers to know the strength and weaknesses of our learners so that we will be able to identify the specific approach that we can use in teaching reading to our pupils.
- I consider all topics discussed as my significant learnings for today especially highlighting the ways in planning to teach reading and the effective approaches that we can apply as we teach our learners on how to read.
- I have learn the techniques in decoding text such Marungko and Fuller and I also have learned what are to be considered in teaching beginning readers.
- I have learned about the big six components of reading namely oral language, phonological awareness, phonics, vocabulary, fluency and comprehension. These are the foundations of learning in the early years of a child.

- I have learned so much from all the resource speakers. As a teacher, especially our goal in the department is BAWAT BATA BUMABASA, we should have to render efforts and genuine love and care to our learners by sharing them or teaching them the patterns or process on reading. Another is, READING HAS A STEP BY STEP PROCESS. We should start from the very beginning and in a very simple way.
- I know the different reading techniques on teaching beginning reading like two-track approach, marungko, four-pronged and fuller approach.
- I learned about how to teach beginning reading using Meaning and Accuracy Approach, Marungko, Four-pronged and Fuller Techniques.
- I learned about methods and strategies on how to teach the learners not only the lesson but also the proper reading matters especially today we are facing covid-19 pandemic.
- I learned about several activities on vocabulary and comprehension, different phonemic awareness tasks and oral language that are very helpful in teaching reading to struggling readers.
- I learned on how and when to properly apply the different approaches in a classroom setting. I also learned that teachers should be equipped with the key stages. I set aside what feels good, looks good, and my personal beliefs to ensure student achievement results are guiding me. All students can learn to read at proficient and advanced levels when provided with that just-right instruction to meet their academic needs. This seminar is one way to enhance my strategies on beginning reading.
- If the children were not be able to master the skills in key stage 1 it must be taught continually. Also I learned how and when to use marungko and fuller approach. In teaching beginning reading, accuracy or primer track is important. The teacher should also follow the reading plan to ensure that the learner will remember what is being introduced. Reading should be fun, it should not be imposed as a form of punishment.
- Kahalagahan na malinang ang kasanayang komunikatibo upang matamo ang kapaki-pakinabang na literasi at paglinang sa ibat-ibang kasanayan sa tatas tungo sa malayang pagbasa.
- Knowing the different teaching learning approach is very important for teachers well equipt the appropriate strategies and materials to be given to the pupils.
- Knowing the value and significance of phonology and word recognition and also the impact of essential elements of reading strategies to effective reading of learners.
- Lahat ng topikong kahapon sa webinar ay napakamakabuluhan, nakakatulong ito sa akin sa pamamaraan ng aking pagtuturo sa mga bata kung paano sila matutong bumasa.
- Mahalagang maituro sa mga mag-aaral ang kamalayang Ponolohiya at ponema upang sila ay maging magaling na mambabasa.
- Mastery of the Big 6 in correct order will ensure reading proficiency of learners. There are many strategies in developing each one, but in REPETITION & consistency lies mastery.
- Mga kaalaman tungkol sa pagtuturo ng pasalitang-wika tungo sa paglinang ng Komunikatibong Kasanayan, Tatas, at pagpapayaman ng talasalitaan.
- My most significant learning from the seminar today is the Pagtuturo ng Pasalitang-wika tungo sa Paglinang ng Komunikatibong Kasanayan.
- My most significant learning is I learned all about FLAT -Functional Literacy Assessment Tool. What is FLAT, how to conduct the assessment and assess the level of reading our learners.

- Nalalaman ko po ang mga stratehiya sa paglinang ng tatas tungo sa malayang pagbasa at sa paglinang ng talasalitaan.
- Nalinang ang aking kaalaman sa mga estratehiya sa paglinang nga talasalitaan at konsepto at mga paraan sa pagtuturo ng tatas tungo sa malayang pagbasa.
- Natutunan ko ang mga stratehiya sa kamalayang ponema atpaglinang ng talasalitaan at konsepto at ang kahalagahan ng tatas sa pagbasa na maaring makatulong sa mga mag-aaral sa malayang pagbasa ,
- Natutunan ko kung paano ituro ang pagbabasa sa mga bata nang may pag- unawa at paano pumili ng teksto sa pagtuturo ng pagbabasa na naayon sa angkop ng edad at interes ng mga bata at lebel ng kakayahan.
- natutunan ko po ang iba't ibang stratehiya sa paglinang ng kamalayang ponolohiya, sa paglinang ng tatas at pagpapayaman ng talasalitaan na kung saan ito po ay nakakulong sa paglinang ng kakayahang makabasa ang mga bata.
- On how to teach reading with the use of two-track - meaning & accuracy , the Marungko approach which helps the learners develop their reading skills.
- The Big Six Domains of Literacy must be thought to children at 3 to 5 yrs. old so that there will be a good foundation because these are the good indicators to success.
- The most significant I learned in day 2 seminar is the magical word of reading exposes them to a whole new world beyond their local environments introducing them to different cultures and viewpoints. So much love for this topic.
- The most significant learning I gain in this webinar is about the differences of letter sequence in different in Surigaonon, Sinugbuanon and Filipino Also about Two Track Approach of Teaching Beginning Reading the story track or meaning and accuracy.
- The most significant learning I got from the webinar was the effective strategies and techniques to teach the learners on literacy.
- The most significant learning topic that I learned from this webinar and for today's session were pagruturo ng may pag una, pagpipili ng tekstong babasin na angkop sa lebel, edad at kakayahan ng mag mag aaral and FLAT.
- The Techniques in teaching reading using Marungko and Fuller Method it is very interesting and new for me and it inspires me to do reading materials with fun for my learners.
- There are lots of reading activities available for learners in different levels. Teachers must be creative enough to give various fun reading activities to their pupils for them to enjoy learning.
- This day is so full of learning. I learned the ways and techniques On how to use the two track method, Marungko and Four Pronged Fuller Approached in teaching beginning reading. There are also lots of wisdom coming from the speakers that made me realize how important my role is as a literacy molder of the young minds of the children.

How will your learning impact your work as DepEd employee? (Participants' responses)

- As a reading volunteer teacher, I'm so glad that I had joined as one of the participants in this very relevant and inspiring Brigada Pagbasa/Reading Program. It's really a big help knowing and learning different approaches and techniques in preparing for beginning reading of the learners. I want to apply these learnings so I could be more effective and efficient in teaching and I will make sure that my learners would develop their skills in reading not just in reading but in all aspects of learning. Thank you.
- As a teacher the learnings that I will be absorbing from this very valuable webinar are of big help for me because it guides me on what and how to teach beginning readers. This webinar enables me to be fully equipped in teaching my learners how to be fluent readers.
- As a teacher, I should strive hard to meet the needs of my learners in order for them become independent readers when they pass my grade or when they finish key stage 1 of learning.
- As a teacher, these topics widen my perspective on how to effectively address beginning reading. As of the moment, I already have plans on how to reach out and impart reading strategies to our pupils and key players that is well adopted to our hybrid school year.
- As a volunteer teacher, in order to really encourage the child to love reading, we need to be doing it every day. Engage the child with different activities and use reading materials that can caught their attention and develop the love for reading and discover the magical experience why we need to read.
- As one of the participants we discussed our plans for applying what we had learned. This will be promising to review teacher education within our BE LCP, to co-teachers pledging to become more engaged in our school's in-service continuous professional development.
- Being a volunteer teacher, I must continuously strive to upgrade and hone my teaching skills in order to motivate and guide my pupils properly especially when it comes to reading.
- Creating and developing an innovative way of letting our learners read with my co teachers. In such a way, never stop sharing your Capacities' a teacher to other esp. to the learners.
- Encourage learners to be fond of creating educational noise. To have an active engagement in the class; honing their listening and oral skills.
- Great impact, new strategies in teaching getting the main idea and noting details was shared so that teachers can easily teach the learner.
- I am much confident in teaching beginning reading. The reading approaches introduced in this training, especially the Primer or Two-track approach will surely enhance the learning experience in reading of the pupils.
- I can teach my learners in reading effectively and can share my knowledge to my co teachers how to facilitating teaching reading to make children becomes a good reader.
- I gained a lot of insights on how to effectively teach reading among learners in beginning reading and struggling readers. I should apply the concept, games and reading materials learned in this retooling to properly assess the reading skills of learners so that I can give the correct intervention base of the strategies presented by the speakers.
- I has a big impact, because it can be used teaching beginning reading most especially today that we are facing pandemic.

- I realized that we teachers should not teach in a mediocre way but rather to double the efforts in everything that we do because it's the children's future which is at stake. As much as possible we have to exert all our efforts so the child could attain the big 6 components of reading.
- I should see to it that I am always prepared with strategies and materials that can be used in teaching reading to the learners. And a plan is always important in every action for learning to read is not a natural acquisition by our learners but it is to be taught.
- I will facilitate learning activities through seminars so that our reading teachers will be reoriented with Marungko Approach, Fuller technique and all that I have learned from this webinar.
- It has a huge impact for me as reading teacher for it broaden my knowledge about beginning reading and enhance my skills on how the proper way to conduct reading.
- It has a huge impact to me as a reading teacher, because it will help me to broaden and enhance my skills and knowledge on how to conduct reading in my pupils.
- It makes me realize that teaching reading needs ingredients that will make it tasty. I need to develop the 3 stages in the Reading Pyramid. It must be done one at a time to see the desired result.
- It will enable me to be one the teacher-leaders in teaching beginning reading, allowing me also to coach my coteachers in such matter.
- It will help me supervise the school heads and reading coordinators and teachers for their Brigada PABASA and my own project in Filipino which is entitled TULONG BASA.
- Malaking tulong ang aking natutuhan sa araw na ito upang magampanan ko ang pagiging mabisang guro sa pagdating ng pagpapabasa sa mga mag-aaral.
- My learnings give me an idea to be kind when we teach beginning reading. Teaching reading is not easy, thus teachers need the knowledge, confidence, and patience.
- Nadadagdagang yung strategy ko how to deal the learners in helping them na Malinang ung pangkalahatang kasanayan Nila hanggang sa level na matutunan Nila ang pagbasa ng may Pag unaway.
- nakatutulong po ito para mapaulad ang aking kaalaman sa mga istrategya at kung ano ang narapat gawin upang malinang ang mga kasanayang ito sa mga bata.
- Our takeaway learnings for today is beneficial for us teachers, reading-volunteers and most especially to our learners as we are to teach them the beginning reading.
- Our takeaway learnings for today is beneficial for us teachers, reading-volunteers and most especially to our learners as we are to teach them the beginning reading.
- Sa pamamagitan nito, ito po napakalakang tulong sa ating trabaho lalong- lalo na sa paglinang ng kakayang makabasa ang mga bata na nahihirapan pang makunawa at sa paglinang kanilang tatas.
- sisiguraduhin kong magamit ang mga natutunan ngayon upang mas malinang ang kaalaman ng aking mga mag-aaral sa pagbasa.
- Sisikapin ko na malinang ang mga makrong kasanayan na kailangan ng mga mag-aaral upang matamo ang kapaki-pakinabang na literasi.
- The concepts and ideas shared to us today are very useful especially the five levels of phonemic awareness and applicable phonemic awareness task that we can apply to our learners for an easy way to teach reading.

- The knowledge I gain from this topic is very useful since I am reading coordinator. Now, I learned a lot from the facilitator the right thing to do in conducting before, during and after reading.
- The learning I gained from today's discussion will surely capacitate myself in addressing the reading needs of our struggling readers in the field.
- The learning imparted me in this 1st day of webinar had truly improved my teaching strategies specially in handling learners when it comes to reading ability. The knowledge that I had would be my greatest weapon in facing the challenges that I will encounter in fulfilling my teaching endeavour.
- The learning imparted me on the 1st session was truly a great help on developing my techniques and strategies when it comes in handling reading of the young children.

Recommendations and Suggestions:

- Congratulations for a successful conduct of the retooling. I am honoured to be part of this activity. Thank you for the opportunity.
- Congratulations for the job well done! Thank you for his very useful and timely webinar it helps us a lot to address the problem of struggling learners become a good reader.
- Hoping that this pandemic ends so we could go back to the normal setting seminars, with face to face so there would no interruption like losing internet connectivity. God Bless and More Power!
- How I wish that there will be available learning materials for sale for beginning reading. I wish to make them all but since we have limited time for making them due to the many tasks. I am so much interested with those materials presented to us. I wish to have them. I will be making some of those too.
- I am very thankful to be part of this webinar as a parent and a volunteer it really helps a lot for me to share this knowledge I've earned today.
- I do hope that we will have more opportunities to attend seminars such as this. Thank you and kudos to all the presenters and facilitators for providing us with this very comprehensive training.
- I learned a lot of things on this training. Thank you for letting us joined this webinar. It gives me more knowledges and ideas about reading. To God al all the Glory.
- I suggest that they will provide materials for participants who have very slow internet connection. I really wanted to learn and I wish they could provide the downloadable presentations so I could read it and review it offline.
- I'm very much thankful and blessed that I joined this webinar because I had a lots of learnings that are very useful to me as a mother of a kindergarten child. It is a fruitful day ended, the facilitator was knowledgeable enough with their topic, and the management team provides necessary things for the training.
- It was refreshing as it recalls and reminds us ways how to teach reading in a most productive way. This gives me an opportunity also to enhance my ways of helping.
- Napakarammi po naming natutunan kahit man sa mga oras na napakahirap na pumasaok sa webinar sapagkat naputoi ang koneksyon sa internet sa aming lugar.
- Reading activities presented by the resource speakers are useful for high school teachers who will be giving remedial instruction to one or two learners who are still non-readers.
- salamat po sa pagbabahagi. napakalaking tulong po ito sa amin ng mga guro sa paglinang ng kanilang kakayahang makapagbasa.

- Thank you dear speakers for sharing your expertise. It's my pleasure to listen to your very interesting topics. Congratulations for your outstanding presentation! You are really an inspiration.
- The downside for this seminar is that there is no assurance that we could get the copy of the presentations. I kept commenting on the chatbox to where we could get a copy because I have unstable internet connection but no one answered. Like the orientation for the FLAT, I was on and off and I did not understand, then no one answers because it is very timely in this brigada season. How can I apply it when I don't get it!
- The first session is very informative. A big salute to all the people behind this successful webinar. Looking forward for more interesting topics.
- The topics are all helpful to the teachers in teaching struggling readers improve their performance in reading.
- The topics discussed has a very clear goal and this is to make our learners a reader? There were TECHNIQUES and METHODS on how we do that (FULLER TECHNIQUES for English and MARONGKO APPROACH for FILIPINO and MTB)? Let's apply everything we learned from this webinar in the field.
- The topics in the training were all interesting however unstable internet signal caused much problem in the delivery of instruction affecting quality and quantity of learning.
- The topics of the webinar are very applicable to the needs of the teachers in the field. All we need is the copy of each session.
- Today's activity was very enjoyable. I love participating in the different activities given by the different speakers. The topics were amazing and worth it.
- Understandable po ang kawalan ng signal at paghina ng signal. Naway mahapanan ito ng solution ng ating kinaaukulan. Subalit ito naman po ay mabisang sukatang pasensiya ng mga nasa platform.
- While having a webinar, everyone is comfortable...I also suggest that next time, we have already fast internet connectivity.

Submitted by:

Noted by:


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Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : OPLAN KALUSUGAN SA DEPARTMENT OF EDUCATION (OK SA DEPED) ONE HEALTH WEEK
Venue : Virtual
Inclusive Date of Program : September 6-11, 2021
Activity Owner : Dr. Jumer C. Carlon
Functional Division : ESSD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.65	Outstanding
B. Delivery of Content	3.67	Outstanding
C. Attainment of Objective	3.72	Outstanding
D. Program Management Team	3.65	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.68	Outstanding
F. Internet Access	3.31	Very Satisfactory
OVERALL MEAN	3.61	Outstanding

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL 7 indicators)

What is your most significant learning for the day?

- 6 Flagships of the Program.
- Additional information regarding the importance of the different flagship of OK sa DepEd.
- All are significant especially for the benefits of our learners.
- All were significant topics for this pandemic situation.
- Alternative activities best to implement in times of pandemic.
- Be healthy mentally not just physically.
- Best Practices of the Divisions in the different flagship programs of OK sa DepEd.
- DepEd health programs, policies, and activities geared towards their effective and efficient implementation at the school level, in partnership with various stakeholders.
- Gained more knowledge from the speakers.
- Gained the important updates of each programs and projects of OKD.
- Having additional inputs/updates on the 6 flagships programs of OKD and its ways forward activities.
- Health is the most significant in everyone's life. There is no wealth, without health; and no health without mental health. We must be balance.
- Health is wealth. Above anything else, our health shall come first to be taken cared of well.
- Health is wealth. No amount of money can compare with the benefits derive from good health.
- Health program is important.
- Honing our learners' and personnel's health and well-being needs collaborative effort from all.
- How to strengthen program implementation.
- I learned that in spite of pandemic, DepEd provides and promotes a sustainable holistic health and nutrition for all learners and DepEd personnel through our ok sa DepEd programs.
- Importance of OKD programs in every division.



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- In spite of the pandemic, provision and maintenance of the six flagship program of OK sa DepEd is essential in the modular learning of schoolchildren.
- It is important that the health status of individual is OK.
- It's about Mental Health and Suicide Prevention.
- My knowledge on each of the health programs of OK sa DepEd were enhanced and updated.
- OKD should be given utmost priority to address school age problem.
- Our Physical and Mental Health is very important.
- Regarding NDEP. Our job in DepEd is crucial in the success our government in combating illegal drugs.
- That health program is important.
- The different programs of OKD could help balance your work life and guide each to maintain good health.
- The different strategies that can be used in the new normal setting.
- The importance of 6 flagship that we can apply in our daily life.
- The importance of health in all aspects not only physically but also mentally and emotionally.
- The most significant learning in this webinar is that the pandemic can't stop us in providing necessary advocacies & services under the Oplan sa Kalusugan sa DepEd.
- The webinars on the flagship programs of OK sa DepEd gives me ideas on how I will implement the programs in this new normal.
- Updates/ refresh on the flagship programs.

How will your learning impact your work as DepEd employee?

- Activities may be replicated in the division.
- Always give good health your top most priority by having a healthy lifestyle.
- As a DepEd employee, being observant of health protocol should come first, especially at this time of pandemic, for the safety of our family at home, who will be at risk every time we come home from work. We should protect them by simply protecting ourselves first.
- As a health care provider in Department of Education it is my responsibility to implement fully the health programs of DepEd for the sake of our learners.
- As schools health worker, it's of prime essence to extend my health services to the field despite the pandemic, no learner should be left behind.
- By applying methods from the virtual lectures.
- By sharing the learnings of staying healthy and keeping oneself physically fit and stay away from drugs.
- Challenge to apply my learning for a more effective program implementation.
- Continue doing extra mile serving the school populace.
- I could share it to other RO Personnel.
- Impacted much to give additional technical assistance in the field regarding its program implementation.
- Implementation and Advocacy of the Programs amidst COVID 19 pandemic.
- It boost more confidence and encourage me to work better.
- It can make us do a better job.
- It guides me with the new guidelines and instructions as I make or render technical assistance in the field.
- It motivates me more to implement and improve my performance.
- It will aid a lot in the way we assess and give help to various student problems.
- It will greatly improve my efficiency and effectiveness in implementing all the health and nutrition programs in my assigned district.
- It will keep learning and developing my skills.
- It would make me function effectively.
- Prevention is better than cure.

- Strengthen the different OKD programs through the conduct of the different strategies that can be used in the new normal.
- The different innovations & strategies presented by other performing divisions & regions on certain flagship program of OKD will definitely motivate me to work more in implementing the said OKD programs
- The learnings I obtained for this 6-day one health week celebration will be very helpful in motivating me to do more for our learners and personnel's welfare.
- To advocate and share this information to the district.
- To be more actively involved in the OKD.
- To work better despite all the challenges.
- Very much applicable. I am now more equipped, & ready to face the challenges, and ready to implement amidst covid 19 pandemic.
- We need to share and practice what we've learned.
- When I'm healthy both mentally & physically, I can perform my duty well and can inspire the students.
- With the implementation of OKD programs, it can make us do a better job.

Comments and Suggestions:

- All SDOs must have a participation showcasing their best practices in the implementation of the six flagships programs of OKD.
- At this time of pandemic, webinars about health are important, to give us idea on how possibly we can protect ourselves and our family.
- Congratulations for the successful conduct of One Health Week Celebration!
- Congratulations on the successful conduct of One Health Week.
- Continue to give insightful and timely webinars.
- Good job and well done!!! Congratulations!
- I want to attend regional orientation on Comprehensive Sex Education.
- If more participants are expected to attend maybe we use the right platform to accommodate everyone.
- Quality of internet connectivity affects the webinar.
- Sad to say because our SDS will issued T.A for the OBE monitoring and evaluation.
- Sometimes my internet connection will slow down.
- Thank you and God bless us all.
- Thank you DepED Caraga for this opportunity.
- Thank you for sharing your expertise and congratulations for the job well done.
- Thank you to all speakers and facilitators for an excellent job.
- There should be strong connectivity.
- This webinar is Very timely with the present state of the nation.
- Very informative.
- Well organized webinar.
- Wished stronger internet activity in the future webinars, and less overlapping of scheduled activities.

Prepared by:


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 QATAME Coordinator

Noted by:


MARILYN F. ANTIQUINA
 Chief - QAD



Republic of the Philippines
Department of Education
CARAGA REGION

QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : REGIONAL TRAINERS OF LAC FACILITATORS FOR PRIMALS PLUS IN THE TLE FOR JUNIOR HIGH SCHOOL
Inclusive Dates of Program : September 22-24, 2021
Modality : Online
Activity owner : Elizabeth A. Bautista
Functional Division : CLMD

1. What is the general rating of the SESSIONS and FACILITATORS in the training program?

Enter All training venues (includes all batches)	Overall Session-Facilitator Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendations
Virtual					- The topic was explain well by the facilitator maybe the improvement need is the internet connection of each participants so that no parts of the explanation will be missed. - The speaker explained well her topics and gives me more idea about it. - The session was helpful.
Sessions		3.72	3.67	3.3.82	
Facillitators		3.77	3.85	3.83	
REGIONAL AVERAGE* for Sessions-Facillitators	3.78				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.



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- Major Observations/Findings (include venue/s of training, and batch number):**
- Before giving activity or workshop if possible provide sample and template to minimize time.
 - Connections not stable, discussion is too fast. Provide a copy of topics discussed specially if there is a given activity.
 - Very impressive! Nice topic indeed. I understand deeply the significance of Reflective Teaching.

What is the general rating of the daily PROGRAM MANAGEMENT/OPERATIONS of the training?

Venue of Training (include ALL batches)	Overall Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendation
Virtual		3.72	3.77	3.86	- Congratulations training team for being accommodating to queries. - Very well managed training. -Congratulations to all the prime movers of this virtual training.
REGIONAL AVERAGE FOR OPERATIONS	3.78				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

***Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches and program management/operations of the training) in the region.**

Major Observations, Findings and Suggestions (for the program management/operations of the training):

- Provide participants copy of PPT after each speaker specially if there is a given activity.
- Good management and planning.
- Thank you and more power Visionary leaders/educators of CARAGA.

3. Are there critical incidents that should be addressed by the Training Program Provider/ Management?

CRITICAL INCIDENT/S BASED ON STAR (5Ws and H)	Training Provider (Region)	Action Taken by the Program Management	Status
None			

Major Observations/Findings (include venue/s of training, and batch number):

4. ANALYSIS OF THE END PROGRAM EVALUATION (to be accomplished at the end of the training program)

AVERAGE RATING PER CRITERIA (values from "1.0" – "4.0")					
Training Venue (include batch number)	Program Management	Delivery of Content	Program Management Team	Webinar's Etiquette	Internet Access
Virtual	3.78	3.80	3.79	3.78	3.56
REGIONAL AVERAGE*	3.74				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)
*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions and facilitators) in the region.

Top three (3) responses based on participant feedback in Program Evaluation for all training venues and batches:

- I want to thank all person behind the webinar for the knowledge and skills they have shared specially the facilitators who really give their time to best in sharing the teaching and learning strategies to us. I suggest more trainings will be conducted for us to develop also our own self in terms of Teaching.
- The webinar was well organized.
- The topics are very interesting and informative.

What is your most significant learning from the webinar? (Participants' responses)

- 5E's, Reflective approach
- About Inquiry Learning Approach and reflective learning approach.

- About the importance of preparing DLL, being at par with the PPST, and also about using the reflective approach in making your lesson plan to ensure that the teaching and learning process improved.
- All the areas in TLE are the applications of all subjects' areas. That the best assessment of TLE is to know that students has mastered a skill and was able to applied it in real life situations.
- Crafting DLL using inquiry based and reflective based approach.
- Gain more knowledge on how to improve the quality of teaching using different teaching strategies and how to make a reflective lesson plan.
- I am enriched with the PPST and Curriculum Framework of K-12 BEC.
- I learned about 5E learning model that we can apply on our DLL's.
- I learned more about the teaching and learning pedagogy on inquiry base and reflective approach.
- I learned that as a teacher teaching more than 3 years, if you are still teacher 1 you need to evaluate yourself as a professional teacher.
- I learned the different teaching pedagogies to be used in the delivery of instruction.
- I learned the effective learning strategies like reflective, inquiry approach.
- Knowing about the 5E Modelling or Inquiry-Based Approach, reflective approach, LAC, PPST.
- LAC sessions emphasizes that learners are the reason for all education processes.
- Learning new teaching pedagogy and approaches.
- My most significant learning from the webinar is about on the Teaching and Learning Pedagogy on Inquiry-Based Approach because it is very timely during this time of pandemic to apply this kind of approach to our learners.
- My most significant learning in this webinar is about application of reflective approach to teaching and learning. It is an important strategy to look objectively in every actions made which enable us to answer the questions how well we deliver using a particular strategy. Is there a need to reconstruct and or change that would suit to the level of the learners?
- My significant learning from today's webinar was learning the LAC strategy for the Improvement of teaching learning, a review of PPST, the guidelines of making DLL/WHLP and the teaching and learning pedagogy on inquiry based and reflective approach.
- Recall my learning in the different pedagogical approach.
- Refreshed on the topics about LAC and the different pedagogical approaches in teaching.
- Strategies/ Approaches for the Improvement of my teaching-learning process.
- Teachers are facilitators of learning process.
- Teaching Learning pedagogy.
- Teaching TLE using Inquiry and Reflective Approaches including the TLE Framework and the Legal Basis.
- The deeper significance of the Inquiry-Based Approach and the Reflective Approach.
- The essence of LAC, PPST, DLL, Inquiry-Based Approach and Reflective approach in teaching and as a facilitator.

- The importance of reflective teaching most especially in this new normal situation.
- The making of lesson plan using inquiry-based approach and reflective approach .
- The most significant learning I gained from today's webinar is the updating of the teacher's responsibility in the teaching learning process.
- The most significant learning I have in this webinar are the inquiry-based and reflective approach.
- The most significant learning learned from the webinar is applying the application of 5Es in making DLL.
- The most significant learning that I earned from the webinar is the knowledge embedded to us by the speakers on Lesson planning which is as vital for me as teacher being the facilitator of the teaching-learning process.
- The significant learning from the webinar is the approach we need to apply in different areas in TLE.
- The significant learnings for today are the crafting of DLL in reflective and inquiry based approach.
- The TLE Curriculum framework, PPST and DO 42 as well as the teaching and learning pedagogy on inquiry based approach and reflective approach.
- Was reminded on the DepEd orders, the PPST and the making of DLL. Then more and additional information on the teaching approaches.
- We can add and adapt the new information to our previous knowledge.
- What I have learned about the webinar most are the different strategies in constructing daily lesson log.

How will your learning impact your work as DepEd employee? (Participants' responses)

- Additional learning in preparing daily lesson logs using inquiry based and reflective based approaches.
- All my learnings that I gain from this training can help me a lot especially in this new normal setting and it can help me to achieved and realized on how I can cater the learners the way they like to learn.
- As a facilitator this learning is very useful to the teaching-learning process because this will help me find ways on how to help my learners acquire the deeper knowledge especially in this pandemic time.
- As a teacher, it is an essential aspect for me to develop my strategies and techniques that would come up better results of the performance of the learners. Being able to be aware on my weaknesses and strengths and able to impart knowledge and skills to learners.
- Being able to plan learning processes to better cater the needs of the learners.
- Cascading this learning to my co - teachers and students.
- **GIVE ME ENHANCE WITH MY WORK AS TLE TEACHER.**
- I am going to make it a point to allot ample time to prepare lessons.
- I am going to work harder in creating more interested lessons and designing a unique strategy suited for this new normal set up of educating our learners.
- I will apply my learning in teaching.
- I will be able to share what I've learned with my colleagues.
- I will be applying the new learnings and surely would share to my colleagues.

- It enhance my teaching on how to deal learning gaps.
- It gives great satisfaction especially if you could still remember the meat of the topics.
- It has a big impact to my task as a teacher since we learned different ways in teaching depending on the culture of the students, their behaviour and environment.
- It help me in the monitoring of curriculum implementation.
- It helps me to be more effective and efficient teacher in this new normal setting.
- It helps my teaching profession as Teacher I to be neat, tidy and organized in the delivery of my lesson to my students.
- It is a great help for me as DepEd employee having this webinar.
- It is important to know from this webinar so that I can share a give TA to the teachers.
- It is most beneficial because it can help me best engage to contribute learning.
- It made me more concern on how I can be of help to the educational teaching and learning process.
- It may enhance my approach in teaching and could potentially provide meaningful students' engagement to learning.
- It reflects the importance of teachers' knowledge and understanding of, as well as respect for, learners' characteristics and experiences even not in FZF.
- It will allow me to bind with the knowledge and skills to be an effective facilitator of learning.
- It will be helpful give impact in teaching learning process.
- It would give me the opportunity to improve more my lesson by using 5e's and reflective approach.
- IT'S REALLY A GREAT IMPACT AS TEACHER IN THIS NEW NORMAL ADDRESS THE LEAST LEARNED OF THE LEARNERS.
- My learning will be helpful in the field in the instructional supervision.
- Re-evaluate ourselves as a teacher, how far/deep we have influence our students for their future, how much knowledge we have imparted for them to cope up the challenge in this generation. If we do these, planning the lesson well is the key.
- The learning impact to my work as DepEd Employee it can enhance the prior knowledge in delivering lessons to learners.
- The learnings are very helpful in addressing the needs of the learners.
- The training heightened my knowledge and skills in pedagogies which would enable me to become an effective teacher especially this trying times.
- These learnings will impact me as a teacher by imparting these learnings to my students.
- These training absolutely broaden and refresh my duties and responsibilities and on how I can improve more my approaches/strategies to learners.
- This can help me to reflect more on my work and students in order to improve myself and do the best.
- This learning can influence me to share the learning strategies for the betterment of students learning.
- Use the new learning and share this new learning to my co-facilitator of learning.
- We can still give assistance for teachers, learners a priority amid COVID-19.

Recommendations and Suggestions:

- Congrats to the team and the facilitators!
- Continue conducting the said program for updates and information on changes and implementations.
- Day 1 of the webinar was successful.
- Excellent session! Great visuals and examples. Very open to the interests of the audience.
- Good management and planning.
- Honestly, with all the respect, I salute to all our speakers because they are all fluent and eloquent. Very intelligent and shows mastery of their assigned tasks. Continue to be a blessing to us. May all your reflections be adopted by us. Thank you for the best you offer. More Power!
- I must suggest that speakers should mind time that they start and finish delivering their topics on time. I may suggest that speakers also adjust/include their contents to our time these days (pandemic).
- Maybe some topic should be added like constructing WHLP which is more applicable in this time of new normal.
- No health break in the afternoon session.
- Only the internet connection is beyond our control but other things went well.
- Please provide us soft copy of DLP/DLL using different approaches. THANK YOU!
- Provide participants copy of PPT after each speaker specially if there is a given activity.
- Thank you and more power Visionary leaders/educators of CARAGA.
- Thank you for the opportunity to have this training.
- The discussion was clear and very interesting topic discussed.
- The first day of the training is very substantial and informative.
- The speakers must be mindful of the time.

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