



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : Re-Orientation of Intellectual Property Rights on Educational Context of Self-Learning Kits (SLKs) on Campus Journalism for Special Program in Journalism (SPJ)
Venue : Virtual
Inclusive Date of Program : March 15-17, 2022
Activity Owner : Gladys S. Asis
Functional Division : CLMD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.71	Outstanding
B. Delivery of Content	3.72	Outstanding
C. Attainment of Objective	3.75	Outstanding
D. Program Management Team	3.71	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.68	Outstanding
F. Internet Access	3.25	Very Satisfactory
OVERALL MEAN	3.64	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?

- You should acknowledge the resources and author.
- You really have to be cautious in citing information from a third-party resources. Thoroughly revisit the content of the SLK to furnish a reliable and credible learning material that responsibly cater the MELCs.
- You need to attribute or cite every idea that you have taken from other sources.
- Writing can be fun and enriching despite hardships we encounter as we form our thoughts and ideas. It is however important that we follow the protocols in writing.
- Willingness to adjust actions for the understanding of learners.
- What I learned the most is the step-by-step procedure in citing sources.
- We must check all the sources of the contents of the learning kit contents.
- We cannot use LR annexes without permission from the author or owner.
- To be extra careful especially in acknowledging the source s/author of the SLK.
- This reorientation served us guide in writing SLK with quality.
- There is a big difference between a mere compiler of information's and being a writer.
- The writer should be properly oriented on the Intellectual Property Rights.
- The step-by-step processes in making learning materials.
- The proper process of producing quality assured and LR recognized materials.
- The most significant learning I gained in this orientation is how to properly cite sources.
- The LEGALITIES of writing. Valuing the importance of asking permission.
- The legal processes of siting and using of other's intellectual property.
- The knowledge on how to make an educated choice about safety, reliability, and effectiveness of our references in our SLK making. Understanding the LR annexes, tools, and respect to intellectual property rights.
- The intellectual property rights and all its component are very new to me.
- The important guidelines and things we should do and avoid in the LR Annexes.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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- The importance of reliable sources in the crafting of learner's resources.
- The importance of protection of intellectual property rights.
- The importance of IPR on Educational Context of Self - Learning Kits on Campus Journalism for SPJ.
- The importance of IPR and the use of citations.
- The importance of intellectual property rights in making SLK.
- The importance of identifying copyrighted works to avoid plagiarism.
- The importance of copy writes in establishing the integrity and reliability of the SLKs.
- The importance of acknowledging once intellectual property rights.
- The essentials of copyright page and some annexes in crafting learning kits.
- The correct way to cite and the proper annexes in writing.
- The basics and important rules in filling out slk annexes.
- Teachers should plan for activities that will enhance pupils writing skills.
- SLMs include all the material prepared to stimulate independent study/learning.
- SLK must suit to the level of the readers understanding of Journalism.
- SLK in journalism will greatly serve learners in learning journalism.
- Settled everything before making to such learning kits, prepare the annexes to support our learning kits.
- Respect intellectual property rights is the writer's obligation.
- Oooopsss! Do not just copy and think like it's your own when in fact it's someone else's sweat and blood. Learn to respect someone else's work. Ask permission.
- On the developing of learning materials, should always have in mind to properly site sources and there should be documentation on the sources from.
- New insights in how to seek quality contents in making SLKs. It is indeed important to ask for permission in attaching certain facts/ articles in one's material.
- Never use a material/source without asking permission from the rightful owner.
- My most significant learning was the word "respect" which means if you copied any information or ideas, you should ask permission first to the author.
- My most significant learning is to value Intellectual Property Right.
- Managing resources, technical aspects of writing specially on the legal and ethical aspects.
- Legalities that we should not compromise in printing learning materials
- Learning more about the important guidelines in making SLK with adherence to the intellectual property rights.
- Learning more about IPR opens my understanding on how to use it in my SLK and I learn a lot. Thank very much to our resource speaker.
- Knowing the essence of giving due credit to the rightful owner of the material/s
- I've learned so many things about copyright issues and concerns. But the most significant learning I got is as to how to use the LR forms, particularly the third-party inventory form.
- it's not easy to write and develop a module in the sense that there are many things to consider in order for the writer not to be charged with plagiarism.
- It was about how to fill in the LR annexes. The articles that are being used should come from reliable sources so that it will become valid. The LR annexes should be done first before making the SLK.
- It made myself more uplift when it comes to write a one modules. Especially by finding sources and how to write a reliable source.
- It is important to give accurate information in every lesson we are going to tackle.
- It is important to be mindful of the contents that we will include in our self-developed learning materials as it greatly affects the while content of the learning material if we will not follow the appropriate ways to acknowledge the rightful authors of your copied contents.
- It is more needed to know better the Intellectual Property Rights before publishing any material. Asking permission to the owner is a must.
- It is about the importance of annexes, its correct application, and how to supply the correct needed data.
- IPR is significant in developing any learning resource to be free from plagiarism.
- To avoid problems in IPR we have to follow proper citation and references of our sources.

- I've learned that if you are not 100 percent sure of the source of the material that you are going to use in your SLK, there is a site called plagiarism checker so that you can give due credit to the original source or author. It's better to be sure than be sorry at the end.
- I've learned about the do's and don'ts to be considered in writing an article or a certain SLK. To be more careful and cautious in using citations and boundaries between the author of the context or video being used as example.
- I've learned about the different annexes to be accomplished when writing a certain learning kit/module.
- I'm very full of knowledge and I realized how important or crucial IPR in making our SLK.
- I really learned the importance of copyright and intellectual property rights in properly citing the works of others.
- I learned that writers must acknowledge the sources by not just acknowledging through in-text citation and bibliography but also through asking consent through formal communication using Proforma.
- I learned that everything will be going okay despite of the challenges encountered during in making the modules by the help of the respective evaluators.
- I learned how to address properly the sources used in my learning kit to avoid copyright.
- I learned about the difference between creative nonfiction and technical, as well as the importance of being very careful in using sources as references in crafting learning materials.
- I learned a lot on IPR and its importance especially to the writers of the SLKs.
- I internalized the valuable inputs shared by the brilliant speaker Dr. Gemma. I learned that we must be careful in citing contents from other sources. Proper attribution should be done.
- I have learned the importance of valuing the rights of the author/writer whom we would like to use their content.
- I have learned the considerations on the development of SLKs in terms of Intellectual Property Rights.
- I have learned that writing the SLK is not easy especially that this involves on intellectual property. On my mind, I must edit again our slk...
- I have learned so many things in this session. It gives me knowledge when it comes to copyright infringement.
- I have significantly learned the appropriate guidelines of ensuring that plagiarism can be avoided in crafting a learning material.
- I have learned how important it is to give proper credit and ask permission when using someone else's work.
- I have learned all the things such accomplishing forms that I need to do especially on the intellectual property of primary sources.
- I have familiarized myself with all the required LR Annexes and all the related cite where I can access the proper in-text citation and bibliography.
- I gained a lot about the importance of having the Annexes, and other tips in having or writing a self-learning module
- Facebook, twitter, and other social media platforms are not likely and suitable source of information.
- Ensuring how to publish own writing without errors.
- Copyright concerns constitute our reputation and dignity. We should therefore treat any intellectual work with utmost respect, and this can be achieved only through proper citation of the original works.
- Being a writer is not just writing and sharing what you have written but there are a lot of things you need to consider.
- Ask permission for every borrowed item from the net.
- As a writer it is very important to know the intellectual property rights for us to be protected.
- Application of Chicago manual style format with the developed self-learning kit, letter addressed to the copyright owner.
- Always support the work with attachments necessary for a learning resource material.
- The importance of accomplishing first all the annexes before proceeding to the contents of the SLK.

What will you do differently be in your current position, given your learning?

- Will share the knowledge gain from the webinar.
- Will apply and carry out the learning immediately to our assigned SLK.
- While we are still in the process of modifying our SLK, whatever significant learnings we gained from the 3 days' workshop must be applied by all means.
- Used as guide in making learning modules and SLK.
- To recognize the owners of all the materials utilized in the instruction.
- To ensure that all works are being recognize and valued.
- To conduct more training programs in the field.
- To be vigilant always and keep the team of writers from any violation.
- To apply the learning about the context of intellectual property rights.
- To apply my learnings in my LR Annexes in our SLK.
- To apply my learnings in all my write ups.
- To apply all the learning that I have in this 3-day SLK Critique to my fellow teachers in my school.
- To always consider that my ideas are original and not taken from the ideas of others. Otherwise, asking for a permission from the author must be done.
- Teach my student on how to properly attribute ideas they do not own. Just a form of respect.
- Share what I have learned to my fellow teachers and students for them to be aware of the important things when comes to writing's.
- Share what I have learned and love more my work.
- Share what I have learn to my fellow teachers who are also writers in their subject area.
- Share to my co-teachers my learnings for three (3) days.
- Share this learning to everybody who will be writing modules in any subject.
- Share the gained information with colleagues.
- Revise and revisit my materials for possible IPR citations.
- Respect the creation of the intellect of other people.
- Relate this to all materials since this is relevant to the job.
- Orient my fellow teachers on the do's and don'ts in writing learning kits
- Now I am a learnt person. I will think a hundred times, no, make it a thousand times before plagiarizing others work. I couldn't afford to pay for something due to my ignorance.
- Not to copy, share, alter without asking permission.
- More equipped and oriented in proper citing of sources.
- Make sure that SLK developed should address the needs of the learners.
- Look into the proper utilization of the SLKs in SPJ.
- Look for sources which don't have difficulty in asking permission.
- Keep in mind to always have a priority on asking permission on the sources before putting it on the learning mater.
- It gives me more input on the higher awareness of the rights Intellectually.
- Initiate activities that will enhance the reading and writing skills of learners.
- Improve the quality and security of the SLK to be produced.
- Implement the acquired learning to our division and provide TA to our school writers.
- I would probably be considering all these legal processes to keep my innovations and write-ups be legal also.
- I would be more conscious with copying information from other sources.
- I won't rush things just to submit on time what is required for me to submit. I should aim for excellence.

- I will use the knowledge to properly fill in the annexes of my SLK.
- I will try hard to share my learning and to improve my skills for the sake of learners.
- I will consider every aspect of copyrights and property rights before crafting educational materials.
- I will share what I have learned in this webinar to my colleagues.
- I will share this information to my co-teachers for future use.
- I will share it to my fellow teachers in my school.
- I will share and impart this information to my co teachers even into my students.
- I will put this into action in crafting my Self-Learning Kits to our learners.
- I will probably apply the things I learned from this 3-day webinar in crafting my learning kit.
- I will make sure that my future writings of learning resources if given another chance will adhere to the proper copyright.
- I will impart the things I learned to my learners and co-teachers.
- I will impart the knowledge I learned to my pupils and even to my colleagues.
- I will follow the suggestions and corrections of my work given by the evaluators.
- I will follow and do exactly the things that I needed to accomplish for the acknowledgement of the other sources of my slk and future learning materials to make.
- I will conduct a Face-to-Face Division Reorientation on this matter so we can all polish our SLKs and LR Annexes.
- I will be much more careful in the development of materials in teaching.
- I will be more sensitive in giving credits to the source whenever I will use any materials such as pictures or texts in my classes.
- I will be guided on what to do with regards to the use of different resources, those that are copyrighted and not by private individuals.
- I will apply the knowledge gained from this orientation, in editing my SLK I'm so much thankful because I am now guided on what to do.
- I will apply on what I have learned during these 3 days re-orientation on how to make a correct SLK's.
- I will apply all the learnings that I've learned in this seminar in making learning materials.
- I will apply all the learnings I have taken to follow legal actions.
- I will apply all my new learnings when told to make activity sheets or modules in other subjects.
- I should provide illustrations which are originally made. I would also make sure to use images with permission to use it.
- I should carefully examine the sources I am using if it is reliable or not.
- I should ensure that the important facts or terms used in my SLK is properly cited and attributed to its rightful owner.
- I should be very careful with my work as a content editor when it comes to legal issues.
- I must try my best to work with originality or if I must copy some other works, I need to ask permission to the primary source first.
- I am going to apply what I learned especially in the making of learning materials.
- Great help po as a writer specially for Intellectual property rights.
- From now on, I will be mindful on the use of third party content to avoid problems in the future.
- Following legal basis and guidelines about intellectual property of others will protect us from any consequences.
- Every time you find a source, you should always take down notes, so you won't forget.
- Everything that is copyrighted should meet the required documents before printing.
- Evaluate my SLK then improve following the intellectual property guidelines.

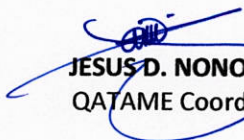
- CASCADE LEARNING TO MY FELLOW WRITERS IN THE SCHOOL.
- Be it be in Journalism or other subject I would now be careful in using outputs of others.
- Ask permission from the illustrator/creator if ever I use illustrations or videos for my lesson.
- As much as possible I would do the suggested things as to how to ask proper permissions and cite the different sources discussed during the orientation to avoid further complaints and problems.
- As a writer, it is important to know our rights and respect the rights of others especially IPR.
- As a language editor I would advise the writers to follow the legalities so that no problems will be encountered in the process as to plagiarism is concerned.
- Apply the learned knowledge and skills in the field of journalism.
- Apply it in the field of crafting self-learning kits and other learning material.
- After the intellectual endeavor, I am enlightened with the recommendations and suggestions shared by Doc Gemma, our speaker. With that, I will make necessary revisions to suit to the learners' needs.

Comments and Suggestions:

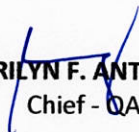
- This training is truly commendable. Please have more relevant trainings like this.
 - This program is the best! No kidding, Madam Gems' voice is echoing. I won't forget her voice every time I copy someone's work. That's for sure.
 - This is a compelling initiative! Congratulations and thank you to all who made this happen.
 - The whole session/webinar was very informative.
 - The webinar is smoothly conducted, and the presenters are open to some suggestions of the speaker.
 - The reorientation should be conducted before the development of the SLK.
 - The re-orientation conducted was very much helpful and had given us clarifications as to what are the do's and don'ts in crafting our SLK clarification as to what are the do's and don'ts in crafting our SLKs.
 - Thank you to DepEd CARAGA Regional Office for initiating this new and refreshing webinar for us.
 - Thank you so much for the useful information's share.
 - Thank you so much for the chance given to me as one of the participants.
 - Thank you so much DepEd Caraga. Looking forward for another fruitful endeavor just like this one.
 - Schedules, if possible, would be considered as to those who will be participating since most, if not all, also have other priorities especially in the field.
 - Provided softcopy of the presentations is highly appreciated. Thank you very much. May God grant you more of these opportunities in the future.
 - Pls send us soft copy with the lecture materials.
- thank you so much for the opportunity to be part of this comprehensive orientation and I really learned a lot. To Doc Gemma and Doc Gladys thank you so much.
- Because this training really helps me in understanding this tedious work we are doing.
 - My only suggestion is that it is better to have this kind of training in a face-to-face scenario.
 - More trainings and workshops with regards to journalism.
 - More theoretical and practicum in making learning kits.
 - More significant programs and topics be implemented.
 - More seminars to refresh knowledge and skills of individual.
 - It would be best if the same topic was also discussed during the first phase of developing the SLK.
 - It would also be helpful if the organizing committee would have like a list of resources that the participants can investigate that maybe a possible source.
 - It was a healthy discussion that brought so much learning to us.

- It is better if the orientation was done physically so that we can have the actual filling out of the forms. Sad to note that we still have this pandemic and so we can't do the face-to-face.
- If possible, hired speaker/s from Intellectual Property Office of the Philippines.
- If possible, do not conduct virtual meeting in 3 straight days.
- If possible, a division led activity like this will be done.
- I want to congratulate for our speaker has really been so generous when it comes to her knowledge on how to protect ourselves as writers/developers.
- I would suggest that the division would have face-to-face convention for revisiting and editing the SLKs due to poor internet connection.
- I would like to suggest that when we make an SLK, the division validators should know about the provision of LR annexes so that the writers will know, what and where to change if ever there are changes especially those reliable sources.
- I suggest that the division and regional level would have library resources / e-books. Journalism is highly technical. Teachers have really hard time in looking for resources online.
- I am full of inputs this time. Thank you for the opportunity.
- Hoping for a face to face gathering for best results and praying that Dr. Gemma will be able to serve as the discussant in every Division.
- For the RO to conduct and schedule the final Validation of SLKs for the Special Program in Journalism - Gr. 4-10 so that we can utilize these LRs in the schools.
- Fast track distribution/dissemination of soft or hard copies so that it will be implemented at school immediately.
- Conduct more seminars and orientation related to this activity.
- Before crafting learning materials, it is important to orient all the writers prior to crafting the SLK.
- Always cite whatever you use in your article if it is owned by another person.

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 : HGDG Orientation of DepEd RO Personnel
Venue : Virtual
Inclusive Date of Program : March 16, 2022
Activity Owner : Adrilene Mae J. Castanos
Functional Division : ESSD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.62	Outstanding
B. Delivery of Content	3.74	Outstanding
C. Attainment of Objective	3.68	Outstanding
D. Program Management Team	3.66	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.63	Outstanding
F. Internet Access	3.26	Very Satisfactory
OVERALL MEAN	3.60	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?

- When to use HGDG.
- Utilization of HGDG.
- Understanding more the meaning and Signiant purpose of Harmonized Gender and Development Guide.
- To give importance to each of the participants.
- There should be equal distribution of opportunities, resources and benefits to men and women.
- The purpose and importance of gender and development program in society.
- The meaning of HGDG.
- The importance of HGDG.
- The importance of being gender-fluid of all activities to be done in the government service.
- The HGDG Tool that should be used to gender our programs.
- The coordination of every activity with HGDG.
- The content was informative.
- That HGDG must be included in the planning stage and if possible, consultation to the recipients or target group shall be made.
- Take consideration gender issues in making activity proposals.
- Rule of hgdg on programs implemented.
- On how the hgdg checklist is accomplished.
- Learning how to engage in various kinds of thinking.
- It is important to be gender sensitive.
- It develops my understanding of the HGDG.
- Importance of HGDG.
- Importance of gender sensitivity on every activity.
- Identification of the gender issues.



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- I learned that HGDG was developed to provide a common instrument in integrating gender perspectives in development programs and project among government agencies, organizations, and other stakeholders.
- I have learned how significant HGDG to every agency.
- How to use the HGDG checklist and the reason to use it.
- How to fill up HGDG Checklist.
- HGDG will ensure that the development plans are not only aware of or sensitive to gender issues.
- HGDG tools are used to evaluate responsiveness of programs of the government to gender concerns.
- HGDG Tool
- HGDG process and its uses.
- HGDG is a very important tool It is always a part of any activity that will determine different GAD issues.
- HGDG
- Gender mainstreaming.
- Gender is a significant factor in development. It's a way of looking at how social norms and power structures affect the lives and opportunities of men and women from diverse backgrounds.
- Gender equality.
- GAD encompasses all programs. All PAPs should anchor on the needs of the sectors.
- GAD budget allocation.
- Filling out the HGDG checklist.
- Equality
- Deeper understanding about HGDG.
- Attributing different PAPs to GAD budget.
- Appreciation of HGDG to utilization.
- All programs and projects undertaken by the government must be gender responsive wherein gender Equality must be integrated at all levels of programs and projects.
- All insights shared by the speaker.
- About the Harmonized GAD Guidelines (HGDG), a tool co-developed by the Philippine Commission on Women and the National Economic and Development Authority, is used to ensure that programs and projects undertaken by the government in their various stages are gender responsive.

What will you do differently be in your current position, given your learning?

- Workplace sensitivity.
- Will applied the learnings in the future.
- Treat everyone equally despite his or her gender.
- To be responsive.
- To be more gender sensitive and not to be bias to others.
- To apply what I have learned in the hgdg checklist that I will fill out.
- This can help our office to properly assess our proposals and to refer to it after the implementation of the activity.
- Share and spread advocacy on HGDG.
- Share and do what is expected.
- Realize that everyone is equal.
- Promote equality and non-discrimination in the workplace.
- Must also include or focus on sectors affected by disasters.
- More gender sensitive in making activity proposal.
- Just follow the rule/guidelines and support/participate in any activity aa much as possible.
- Integrate the HGDG principles when creating L&D programs.
- Integrate Gad in my proposals.
- In my Learning about such Harmonized Gender and Development Guidelines is a vital Contribution in my current positions as its rules and regulations of the Department of Education.

- In crafting Activity proposals, I must consider the facts of HGDG and integrate the application in crafting.
- Implement applicable learning per my level of authority.
- Implement & follow.
- Identify more health-related issues.
- I will set myself as a good example of what I have learned.
- I will participate in all matters related to my current position be and create an open-minded atmosphere for suggestions and recommendation.
- I will be more considerate of the feelings of my officemates and clients of different genders and gender identities.
- I must influence my staff to be advocates of GAD. HGDG is a very important tool to consider always every time an activity will be undertaken in the office.
- How to integrate HGDG on activity proposal.
- Get every FD involved in all PAPs.
- Follow the guide in filling out the HGDG with the GAD Assessor/Chief of the FD.
- Follow hgdg in implementing the activity.
- Focus on One Topic at a time.
- Encourage and empower myself that there is gender equality.
- Consider the contribution of all gender.
- Being positive towards others.
- As for me being gender sensitive in every activity and in daily work.
- Apply what is expected to be done to have an accurate data.
- Apply to my proposal is there is any.
- Apply this learning.
- Apply the learnings acquired.
- Apply the learning I learn.
- Apply it in all Activity Proposals and by actual application.
- Application of HGDG.
- Application in the making of Proposal.
- Align projects and program to be gender responsive by HGDG.
- Able to use HGDG properly.

Comments and Suggestions:

- Thank you po!
- Thank you for this new learning.
- Thank you for this comprehensive webinar on HGDG.
- Simulation especially in the use of HGDG of tools.
- Simplify
- Sampling of a certain PAP in presenting the GAD checklist, etc.
- Sample activity proposal with HGDG.
- Provide mentorship and consider updating trainings of employees.
- Present a sample Activity Proposal and illustrating how the AP is assessed using the HGDG checklist.
- More time for Q&A.
- More inputs for us to be more knowledgeable.
- More activity like this.
- Just to observe time element.

- Include topics on when to rate/score no, partly yes, and yes in each item.
- I always appreciate the conduct of GAD Orientation or Reorientation to widen our understanding relative to the different GAD issues.
- Face to face is better
- Congrats
- Align the activity or project with organizational strategy.
- A need to have a checklist as basis or guide of the indicators for the program owners

Prepared by:


JESUS D. NONO, Ph. D.
QATAME Coordinator

Noted by:


MARILYN F. ANTIQUINA
Chief - QAD



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QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : Schedule of Conduct of Webinar on Positive Discipline in Everyday Teaching
Inclusive Dates of Program : March 16-18, 2022
Modality : Online
Activity owner : Roy S. Rele
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	Summary of Commendations
Virtual					
Sessions		3.75	3.82	3.88	
Facilitators		3.82	3.84	3.91	
REGIONAL AVERAGE* for Sessions-Facilitators	3.84				

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

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2022-03-3352

- Major Observations/Findings (include venue/s of training, and batch number):**
- Topics were delivered clearly to the participants.
 - Manage well the allocated time.
 - Facilitators ' attitude met the needs of today's time. Make comparisons to give us clearer picture that enhanced our comprehension. Thank You. Fr. Bislig City Div. Participant.

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		3.81	3.86	3.90	- Commendable - Congratulations to the Training Management Team. - The activity is well organized.
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):

- Find a better online platform for the participants to engage more.

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	Attainment of Objectives	Program Management Team	Webinar’ s Etiquette	Internet Access
Virtual	3.86	3.91	3.89	3.85	3.84	3.50
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:

- This webinar refreshes my way of dealing with my students and children. I hope that there will be another webinar like this and not only guidance counsellors will be the attendees, but also other teachers so that they will also learn some of the techniques on how to deal with different students. God blesses.
- It would be better if there will be webinar next time tackling mental health for the teachers.
- It is much better that this will be done face to face for a very good interaction and more elaborated scenarios can be discussed.

What is your most significant learning from the webinar?

- Level of stress in learning must be addressed to help learners established long-term goals by providing them the WARMTH & STRUCTURE that they need, so that in the future, they may not only independent but interdependent in every aspect of their life.
- PDET Model is a two-way process. 2. As teachers, we will see to it that we are stress free before dealing our student's problems.
- About the difference between the traditional way of discipline vs being positive discipline of the modern times.
- All behaviour has a purpose, hence imposing positive discipline to our students will lead them to build self-esteem and positive relationships towards us.
- Allow children to be in their own style of learning. Punishments are no longer available.
- Along with parents, to always enforce positive discipline to children, as these will help them develop their self-esteem, self-worth, thereby, enable them to become better persons.
- As an Educator, a Guidance advocate and as a parent Warmth and Structure tools are the most significant learnings for this day.
- As I go through the discussion today, I've learned about the keywords for WARMTH namely, care, respect, empathy, safe and sensitive. I also learned about the structure and how it important in providing positive discipline and I also learned on understanding how children think and feel.
- As teacher we should have the heart communicate our learners by means of having an empathy to them, being sensitive to their ideas and so forth.
- Corporal punishment should be banned. Self-control should be managed we, in order to preserve a long-term good relationship with the learners.

- Everyone can be a problem solver. Create a daily routine, communicate often, create a positive environment, support parents.
- Fear would cause a child to use his survival part of the brain causing him/her to respond and act irrationally to a situation/person causing fear.
- **GIVING WARMTH TO LEARNERS SPECIFICALLY THOSE WHO ARE HAVING EMOTIONAL PROBLEMS MAY HELP HIM/HER IMPROVE HIS BEHAVIOR IN CLASS.**
- Helping students to learn holistically is by providing them warmth and good structure in their learning process.
- I am refreshed on the right ways to properly discipline the child. This does not apply to the classroom setting alone but to each homes also.
- I have learned that everyone can be a problem solver and children learn more from this process than from being punished.
- I have learned that it is important to apply positive discipline to all young individuals for us to produce learners who are disciplined, respectful, decisive, honest and has faith in God.
- I have learned that the traditional way of discipling our school children is no longer applicable to the current generations.
- I have learned that warmth encourages short-term cooperation and teaches long-term values.
- I learn that as a Child advocate I must be considerate all the time specially in dealing my learners who need special attention.
- I learned about positive discipline that are being practice during teaching that will help our children to develop good attitudes in school and home.
- I learned more how important the good communication with the parents of my learners working together for the common goals, to help the learners.
- I learned more how to be informed and conduct the positive discipline especially in the field. Thank you so much po.
- I learned that giving a positive discipline is not easy as what I think because there are a lot of things that needs to be considered.
- I learned that warmth makes learning easier it helps the learner calm from their emotions.
- I learned the positive way on how to guide the learners especially in the case of learners that are having a fight. We as guidance advocate must give positive feedback for them not to feel bad in each side.
- In building positive discipline to our pupils even to our own children we should have a structured foundation of it. Start from yourself. Give warmth and positive inputs and outputs in life.
- In dealing with learners, Positive Discipline should be considered, enough knowledge about the learner should be considered to meet expectations attainable.
- In dealing with our stakeholders esp. the parents, need to maintain a non-conflict violence reaction to any chaotic situation that may arise.
- In every situation two will happen a win or learned, and positive discipline is a long process and can be integrated in all subject areas.
- In solving problems or challenges in practicing positive discipline to learners a teacher should engage learner in solving their problem.
- I've learned a lot, but the only topics that I've love that the school must be child friendly. Teachers must avoid physical punishment, emotional abuse and other kind of punishment that can give discouragement to the child life. Practice heartily to engage the student's life apply emphatic feeling so that the students share and can create a solution to their problem on their own way.
- I've learned that positive discipline is indeed more important as to reinforcing the needs of our learners in all aspects.
- My most significant learning for the day is that it is very nice that we impose positive discipline into our school and home so not to ruin their life and future.
- My most significant learning for the day is that managing stress can help you lead a more balanced and healthier life.

- My most significant learning for the day is that positive discipline is an approach to teaching that helps children succeed, gives them the information they need to learn and supports their development.
- My most significant learning for today is remembered to be calm with your thinking and emotional brain connected, teachers and parents are working towards common goal.
- My most significant learning of the day is how to manage stress, coupled with positive disciplines & setting a long-term goal for my learners & to build the "Best" memories in them.
- My most significant learning today is that I learned the stress management exercise, knowing how to solve problems with parents, the PDET model, and I learned about the different problem-solving approaches.
- My significant learning for the day is to have control in our emotions so that we can apply positive discipline to our learners.
- My significant learning for today we must involve the learners in setting rules for students, help them find ways to fix their mistakes in a way that helps them to learn, control their anger and be flexible, fair, and consistent.
- My significant learning for today's session is that we need to use positive discipline to support children's learning.
- My significant learning is on how we show PDET to our pupils by using the warmth and structured way.
- My significant learning of the day is that positive discipline is effective when it is positive and constructive.
- Positive Discipline and Understanding the development stages and individual differences of each child that we will be dealing.
- Positive Discipline focuses on understanding not on conditioning/ obedience. When we kept the children entrusted to us safe, we teachers, are also safe...Mistakes are
- Positive Discipline is a healthy strategy to manage the children's behaviour to keep them from harm.
- Positive Discipline is a rights-based approach that helps guide the teachers in creating and maintaining a learning environment where all children are respected and are successful learners.
- Positive Discipline is focusing on our desired long-term goals for our learners, and we must manage our stress and make every situation as an opportunity towards achieving our long-term goals.
- Positive Discipline is indeed important especially we as teachers it would be of great having this kind of activity conducted by this agency.
- Positive discipline is participatory, and teacher should accept and understand their students due to their background and experiences.
- Positive Discipline is something that is very essential and beneficial to both learners and teachers.
- Positive Discipline is the best discipline you can give to students/children for it will make them a better person, with positive outlook in life and more posture things he/she can give to the community in the long run...
- Teachers should establish an atmosphere that encourages learners to ask, express thoughts, and can do actions independently. But if there were situations cannot be avoided give them appropriate actions.
- Teachers, Learners and Parents will work hand in hand in solving a problem, following the PDET Model it's difficult but we are hoping that we can do it.
- That constant dialog and making the whole family a part of every decision and activity builds strength.

- That positive discipline is beneficial not only for our children but also for teachers and parents, because it enables us to learn from our mistakes, difficulties, and challenges and take responsibility to respond certain situations positively, and be resilient in solving the problem where all children are respected.
- That, we teachers have the vital role for our learner's development not just in academic aspects as well as their whole being.
- That, wide understanding is very essential to foster positive discipline, in setting rules it must be collaboratively crafted with the learners.
- The importance of knowing not just the abilities of our learners but also us as guidance provider to know, understand and recognize on how learners feel and think to become an effective teacher, facilitator, guide, leader and role model.
- The importance of positive discipline as proactive approach to inculcate learning and development of children.
- The keyword for warmth and structure: CARESS-Care, Respect, Empathy, Safe and being Sensitive in dealing with our learners and MOISES-Model, Opportunities, Information, Support, Encourage and Solve, thus, if we give these things to our learners, we can expect an excellent learning environment.
- The misconception before that corporal punishment is good to discipline children...it is not...instead, under DepEd Order 40 s. 2012 encourages positive discipline. This, it focuses on long term effect of a child.
- The most significant learning for this day through this webinar I developed my skills and confidence to use positive discipline in my interactions with my learners every day.
- The most significant learning I learned this day is I know how to provide warmth and how to apply this to our learners.
- **THE ROLE OF TEACHERS AND WORKING WITH PARENTS IN SOLVING PROBLEMS OF THE LEARNER.**
- The significant learning for today is that positive comes into such so many ways to the extent that it is not only focusing on one discipline but as well as to many aspects and we need to also understand the situations before we reinforce in any kind of discipline.
- The significant learning for today is that positive disciplines must come into so many ways to the extent that a teacher must possess.
- This pandemic teaches us how to be warmth to our students. There is really a need to achieve harmonious relationships towards students and to the teacher.
- To always connect the Thinking and emotional brains in dealing with problems, establish long term goals in problem solving.
- To empathize is the key to knowing and understanding your student's situation and attitude in school.
- To ensure positive discipline to our children we must provide them WARMTH and Structure.
- To sum up, the PDET model is very important for all teachers to observe and follow to provide a long-term output. THE feeling of safety and security of the learner will help them become motivated in their respective endeavour.
- Using problem solving approach will help us in facing some challenges in harmonious and compassionate ways.
- Warmth and structure are very important in using PDET. It allows us to understand our learner's situation and to give help for them to be better.
- Warmth encourages short term cooperation and teaches long term values.
- Warmth is the feeling of being safe. Cares means care respect empathy sensitive and safe. Structure means model opportunity information support encourage and structure or scaffolding is needed for learners to be motivated at school. Recognising individual differences. Teachers can establish good relationship to create long term goals to learners.

- We can solve learners' issues and problems when we know how to manage challenges and difficulties at hand positively and constructively and at the same time if we work well harmoniously with learner's parents.
- We need to provide warmth and Structure to our learner's despite of the mode of learning we are having this time.
- What are the right approach form of discipline in dealing with learners that can boost their confidence, ability and learning.
- When problems come in our students or our own child, let see to it that he/she is willing to tell his/her problem to us, we will not force them to tell us, and let's be respectful and be the model to them. As a mother and a guidance advocate, I want my students and children be the model to other young people.
- With positive discipline, educators reinforce and teach good behaviours while eliminating unwanted behaviours.

How will your learning impact your work as DepEd employee?

- Application of all the learnings I've got from these three days activities would be of great help to me as teacher.
- Apply the knowledge regarding the matter and also educate my co-teachers regarding this approach
- Applying all the things I've learned from today's session would bring a great difference not only to myself but also to the school where I assigned.
- As a teacher, I am showing positive outlooks to my pupils. I put a smile in my face and end with love in their heart.
- As a teacher, I can help support learners' problems and difficulties by just listening to their problem, showing them that they are loved and cared, providing them comfort and warmth whenever they experienced fear, anxiety and frustration, and somehow it would help solve the problems by modelling calmness and positivity in teaching.
- As a teacher, we should provide warmth to our learners to make them feel secure, safe, loved, listened, and understood, to help them grow, be mature, resilience and strengthen their trust in us.
- As an individual, always foster a safe conflict resolution towards my stakeholders to have a conducive learning for my learners and making them prepared for their long-term goal, then also making a progressive country as a whole.
- As possible, I will impart the WARMTH & STRUCTURE, that I've learned in this PDET training, not just on my clientele- learners, but also to my family circle and colleagues.
- As teacher in this pressing time, I would be kind to all my learners and sensitive. Portray as a model of WARMTH for them the learners to feel that they are safe and secured.
- Be an instrument in fulfilling the dream that every experience bad or good be done resolved by committing ourselves to apply positive discipline so we can have a better and a positive environment for our learners / children to experienced someday.
- Be mindful. be patience with your temper. don't hurt emotionally, physically, and mentally your pupils.
- Being a teacher, I am encouraged to discipline pupils positively. It is a way of thinking that help me to meet the short-term goal while having a positive lifelong impact to the learners.
- Consider the antecedent situation that leads to the child's behaviour and consider also the long-term effect of the given disciplinary action that can affect his/her development.

- Continue to advocate positive discipline to my fellow teachers and parents in dealing children in every situation.
- Do and re-echo during the LAC session in school to inform my co teachers of the importance of learning positive discipline.
- Establish rapport with parents, so that it will be easier to tackle with them about the POSITIVE DISCIPLINE.
- Extend and understand the different behaviours of my students. I will be more considerate to them starting today after the learning I gained from this significant webinar.
- For positive discipline to happen, collaboration between learner and teacher is important to resolve a certain problem.
- Give the children the freedom to do their own style of learning at the end of the day, they will learn.
- Given my learnings, I will integrate positive discipline and emphasized it on my lesson plan.
- Given on the learning on the first day of training of PDET, I can be of great influence on everyone in my workplace, & to my learners, as well by managing positive discipline.
- Given the learnings I have heard for 3 days now I will practice PDET in school and home even I know it is not that easy to do but I have to try and try until I will be use to the process.
- Giving them understanding are the basic thing to say but how it is hard to do. In the classroom setting, try to recognize individual differences of the child. Give them right words to every opposing words.
- I am a grade one teacher. In grade one a teacher should be pleasant. She must possess positive attitude. Grade one is one of the stages where we develop the holistic being of a child.
- I am so glad that I was be able to attend this 3-day webinar because it is essential in current position as a teacher. I will implement and share it with my colleagues.
- I apply all my learning in my classroom in dealing my learners. Where students feel accept and respected also.
- I do differently be in my current position by letting students do whatever they want or having no rules, limits, or expectations.
- I encourage parents' participation in every activity, so the learner feels his/her belongingness and starts to work on his creativity in problem solving.
- I must show appropriate emotions to the learner that cannot cause negativity.
- I must understand my children, their strengths and weaknesses and their differences. Want them to feel safe and comfortable.
- I learned that teachers have a very important role in helping the parents towards their children's education.
- I need to study and do research lesson to fits for the learners need. Especially those differently abled.
- I should know how to control my emotions applying things I've learned, though it is difficult to deal children now a days in a positive way, but I must try my very best to practice it, for there is always hope in everything we do...thus, I must be a model of change.
- I will be a keen observer to every learner to understand them better. Extend my patience to the best I can, to achieve the long-term goals for them.
- I will be able to apply added learning in my daily approach to learners in a way that it is tailored better in every need in spite diverse personalities.
- I will be conscious with my actions and decisions as to giving instructions to my learners taking into consideration the positive discipline in everyday teaching.
- I will dig deeper what are the causes of early pregnancy and not judge those learners being in such situations. I will not also refer them as "kitaan" or whatever.

- I will do differently being in my current position to inform everyone that consistently demonstrated that physical punishment predicts negative outcomes throughout childhood and into adulthood.
- I will do differently being in my position through imparting knowledge about when used positively, stress can lead to growth, action and change. But negative, long-term stress can lessen your quality of life.
- I will do differently for the sake of my learners by accommodating positively to make them good towards their studies.
- I will do my best to provide warmth and structure to my learners because they need it to be able to feel safe and be eager and confident in learning.
- I will extend my patience to the best I can especially in this time of pandemic that we are facing different problems.
- I WILL IMPART TO MY COLLEAGUES THE ESSENCE OF UNDERSTANDING AND PATIENCE TO EVERY LEARNERS BEHAVIOR.
- I will keep in mind being in control of my own temperament when faced with a challenging classroom situation.
- I will let them feel how are their attitudes important to their formation.
- I will make an activity design to this effect and or include these insights during LAC Sessions. At my end action" agad para sa bata para sa bayan".
- I will not judge the learning capacity of every learner because they might have different processing of information styles or challenges experienced.
- I will practice more what I learned about the positive discipline in teaching to be become efficient teacher and promote child friendly school environment then I make change those actions in teaching that are not positive discipline.
- I will practice the essence of CRESS in dealing with the learners and parents in everyday teaching in school.
- I will see to it that I can provide my students support like checking or asking them how well they cope in answering their L/AS/modules through messenger or home visitation.
- I will share to my co teachers what I have learned so together we become positive influences in our school.
- I will still do the same no matter what position I am, I will still discipline them in a positive way.
- I will the apply the right way of understanding the student by giving them a chance to explain their sides and by showing them respect love and care.
- I won't forget that no individuals are exactly alike. Deal with their differences always with positive attitude.
- I would become more sensitive to the needs of my learners to understand them more and therefore give them the warmth and structure they deserve.
- I would apply this learning. I believed that being calm and saying good words to misbehaving learners would create great lessons for them to change that giving corporal punishment.
- If long term goals, it contributes the greater good for success, not just temporary.
- I'll help the students to create a comfortable environment and make them a productive and Holistic individual.
- In my current position, I will integrate positive discipline in making my lesson plan and discussing to my pupils to make the learners highly motivated and have their cooperation during the lessons.
- In my position today since I am a guidance designate in our school, I need to understand any kind of learners since we cater different kind of characteristics of everyone in order for us to understand well the current situations of every learner.
- It encourages me to develop more strategies to manage challenges as I go further in teaching career and as a parent.

- IT HELPS INDEALING WITH EVERY CHILD AND SO WITH MY OWN SELF.
- Know my learners better for me to empathize their present situations, and deliver education effectively
- Maintain Practicing Positive discipline in dealing our child especially those students need us most.
- Make a change, trying to apply whatever learnings I have today wholeheartedly for the children.
- No matter what the situation is, let us bear in our minds that our focus is the long-term goals for our learners.
- PDET model is our guide in solving problems. Teacher should guide our pupils to-form solution to their own problem because we are teaching them life skills.
- Positive action takes positive result. Learning in a positive environment is pretty much sensible than focusing on negativity.
- Put this in my heart and mine so whatever problems I may encountered as a teacher, as an individual I can use this to solve it.
- Share it to my colleagues for them to have idea in dealing with different learners.
- Since I am facing different attitudes or characters of learners, I will apply positive Discipline to them based on their need.
- Strengthen patience and embrace the trends and behaviour of students in the new generation...
- That I shall not be judgmental towards learners and never to stereotype learners based on their behaviour so as on their physical aspect.
- That, I will install a Help Desk for "Bantay Bata" utilizing our stakeholders and or SGC/SPG SWT
- THESE learnings may help my personality to be kind and firm to assists learner during difficult situation. In case, I would be facing problems like this, i could assess what is best for my learners. I would be a model of this PDET.
- To always enforce PDET to children, in all circumstances...To always consider these children having worth and dignity, thereby, be given equal and appropriate discipline, for these will help them meld the better persons they would become.
- To apply positive discipline in school, with our learners, or even at home especially in this time of pandemic to motivate children to do their best in whatever they do, strengthen them in their difficulties/challenges in life and encourage resilience and patience in doing any work to achieve positive attitude and outlook in life
- To continue expressing love and care to my learners. By giving them considerations and by being more sensitive to their development needs.
- To embrace PDET, and consider individual differences in dealing with each child, as each is unique.
- To exercise this positive discipline to the work not only to students but also to my colleagues and home.
- To know the root causes of every student's response may it be positive or negative to get better understanding in their behaviour.
- Trying my best that my thinking feeling, and my emotional feeling will have its mutual coordination.
- Warm and structure will go together to produce fewer behaviour problems and better academic performance in learners.
- We must help children learn and help them understand their mistakes and teach them how to fix it.
- We will embrace the varied personalities and differences of culture of all the learners we handle with equality and such patience.
- Well, I need to apply this learning I have gained today's session not instantly and not slowly but persistently.
- With the learning imparted today, I really need somehow to change my approach and strategies towards my students.

Comments/Suggestions:

- Well, teacher should be able to embrace this program to be able leave the traditional way of discipline.
- This is based on my experience this morning, I would suggest that the creating Team for this Webinar, would register the participants email add prior to the platform, so that we'll not find difficulty in joining the Webinar.
- The teaching force must be given recollection and retreats for us to internalize all the knowledge that we gain in all the webinar we undertake.
- The facilitator may conduct same activity through face to face and always considers internet connections of the participants. Participants should be oriented on the link so that they can enter earlier.
- That we will be provided with videos, e-handouts, recorded platform talks for us to rewatch or review for any missing topics due to various interruptions.
- That the speakers wanted the attendees to take the insights by heart to produce good citizens with a heart and maybe peace be found. Maybe there's an evaluation tool to check teachers.
- None so far... I want to congratulate and give merit to the facilitators for their expertise in sharing their knowledge and skills to us, we've learned a lot... so with the people behind this webinar, thank you so much.
- None so far because they're all great in dealing with the participants, and all the topics are relevant specially to the learners and teachers as well.
- Maybe we can use other online platforms to be able for us to respond and participate in the upcoming activities since some of us don't have chatbox.
- It's good to show short video clips about negative discipline happening in real school scenario for more reflection on teachers' part.
- It is so good to have sessions like this addressing mental health of the teachers and students.
- I suggest having monitoring tool or survey form to know on the level of practices on positive discipline of teacher in school.
- I HAVE NO FURTHER COMMENTS EXCEPT ITS VERY COMMENDABLE AND TIMELY.
- Hope it will start on time.... and good job and awesome for the resource speaker. Thank you and more power.
- Having hard time to log in. to log in as a member of the team not as a guest because I cannot access the chatbox
- Don't stress yourself, positive discipline involves students' participation, don't bring the corporal punishment to your pupils.
- Create private group on Facebook to allow participants logged in as "guests" to participate in the chat discussions.
- As of today, the activity has done well. As to the speakers they've delivered the topic excellently.

Submitted by:

Noted by:


JESUS D. NONO, Ph. D
EPS – QAD


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 : Capacity Building of RO personnel: Non-Violent Communication
Venue : Virtual
Inclusive Date of Program : March 23, 2022
Activity Owner : Adrilene Mae J. Castanos
Functional Division : ESSD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.70	Outstanding
B. Delivery of Content	3.83	Outstanding
C. Attainment of Objective	3.75	Outstanding
D. Program Management Team	3.64	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.59	Outstanding
F. Internet Access	3.26	Very Satisfactory
OVERALL MEAN	3.63	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?

- Being objective.
- Determine the ways on how to communicate non-violently.
- Difference between Observation & Judgment.
- For me, the most significant learning for the day is that it is very important to communicate others to prevent misunderstanding.
- How important communication is in the workplace.
- How to use NVC.
- I learn to communicate in a nonviolent way.
- I learned the purpose and the importance of Non-Violent Communication.
- In an organisation communication facilitates the flow of information and understanding between different people and departments through different media using all the channels and networks.
- It is important to communicate with empathy so that we can have a good relationship with others.
- Know how to observe, to feel what we observe, identify the need and to create a request/response.
- Learned empathic communication whereby we can attune ourselves to both our own and other people's real needs.
- My most significant learning would be knowing the 4 elements of non-violent communication.
- Nonviolent communication starts with oneself.
- Nonviolent communication is an approach to communication based on principles of nonviolence. It is not a technique to end disagreements, but rather a method designed to increase empathy and improve the quality of life of those who utilize the method and the people around them.
- Non-violent communication is one of the tools to work and live peacefully and harmoniously.
- Non-Violent Communication teaches us to be empathetic and be aware of what really matters to us and express it and being able to hear what others feel. We need to promote interacting with others in a compassionate and inspiring way.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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

- NVC as “a way to set an equitable playing field for each person’s feelings and needs to be expressed, so that you can reach a place of mutual understanding.”
- Presence is a way of being, rather than something one does.
- To be more mindful in words to everyone in the workplace or even in the community.
- We have no right to judge right away on what we only see based on our observation or what we hear. Never interrogate one's personal matters.
- We should always practice empathy.

What will you do differently be in your current position, given your learning?

- Avoid being judgmental to people esp. co- workers, especially my staff.
- Be nice to everyone.
- Be sensitive to the feelings of every individual in the workplace or in the community where I belong.
- By learning those key elements, I can know practice empathy at work and express my feelings and thoughts in the proper way where I can be easily understood.
- Can aid in helping you land an interview and pass the selection process. Being able to articulate well provides a significant advantage.
- Help to sharpen their awareness of language so that they can express what really matters to them.
- I learned that always listen to others and always have a positive attitude towards my co-workers.
- I will adjust on how I react on conversations especially without hearing the other side.
- I will be more considerate of the feelings of others when communicating.
- I will relate to how others feel before jumping into wrong judgment which might lead to chaos. I should not immerse into fear and anger and should express myself in a calm way possible.
- Issues must be properly address so not to result in violence.
- Our cultural upbringing, life experiences, and how well we know each other all play a role in identifying our feelings. It might require some deep digging to identify the real feeling behind anger.
- Practice as much as possible nonviolent communication.
- Practice the nonviolent communication until it became a habit.
- Practice using NVC to maintain/attain/experience peace and harmony in the workplace.
- Think before we speak, be aware/attentive to whatever we say so that we won't be hurting anyone.
- TO CONTINUOUSLY PRACTICE NVC, MAKE IT A HABIT AND SERVE AS MODEL.
- To have a self-empathy, to take/act the 4 elements of NVC always and applying it everyday.
- To learn and speak from the heart. Expressing myself honestly not to hurt others.

Comments and Suggestions:

- Allow for a face-to-face NVC demonstration.
- It is an interesting type of program that each one must give time to.
- It is much appreciated if recording be shared.
- Thank you for this session!
- Thank you for this wonderful capacity building for nonviolent communication.

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 : Panagtambayayong: monthly Collaborative Meeting with SDO Counterparts on Administrative Services Concerns
Venue : Virtual
Inclusive Date of Program : March 25, 2022
Activity Owner : Meriam C. dela Rita
Functional Division : ASD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.55	Outstanding
B. Delivery of Content	3.63	Outstanding
C. Attainment of Objective	3.63	Outstanding
D. Program Management Team	3.63	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.58	Outstanding
F. Internet Access	3.31	Very Satisfactory
OVERALL MEAN	3.55	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?

- The ability to impart ideas, to share best practices and to learn from it , to have a better perspective by working as a team to achieve an excellent result in terms of public service.
- That it is important to know how responsive our counterpart in the field with regards to report submission
- Regarding IAR.
- It helps broaden our skills, as well as the understanding of our field of interest.
- Cooperation is personal and collaboration is intrapersonal and deeper knowledge on the Kara's of an Administrative Officer II.
- Cooperation is an essential element to an organization's success.
- Collaborative & Cooperation.
- Collaboration is an integral part of the job.

What will you do differently be in your current position, given your learning?

- Incorporate the new learnings on my current routine as an administrative officer II for better delivery of services.
- I will have to regularly update the field and extend a desirable motivation to let them actively engage with the activity.
- Foster a stronger camaraderie among and between workmates.
- Communicate even the small details.
- Be a good example to everyone by doing d best that I can to serve the public.
- Applied what I've learned.
- Adhere to the new learning.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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Comments and Suggestions:

- The panagtigum is good enough tool to reach out with SDOs for updates of the existing policies and procedures.
- Thank you R.O team for all the effort and time in organizing the activity just to provide an avenue for us to learn some vital information and processes that we can apply in our respective offices..salamuch!
- Practice giving updates and status to fasten day to day transactions.
- Conduct similar programs.

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 : Orientation and Induction Program for Newly Hired
Venue : Virtual
Inclusive Date of Program : March 25, 2022
Activity Owner : Tiche Lynn G. Caparoso
Functional Division : HRDD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.52	Outstanding
B. Delivery of Content	3.57	Outstanding
C. Attainment of Objective	3.58	Outstanding
D. Program Management Team	3.50	Outstanding
E. Virtual Meeting/Orientation Etiquette	3.47	Very Satisfactory
F. Internet Access	3.38	Very Satisfactory
OVERALL MEAN	3.50	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?

- The most significant learning for the day is that helps me to become a good public servant.
- The most significant learning for the day is all about how we work and being a good public servant and as a new member of DepEd family I learned some of the transaction or document process and it helps me to explore work possibilities. So much blessed and thankful being part of this Agency.
- The importance of knowing DEPED's mission, vision and all the rules and laws governing the department to be able perform well on the services we rendered to our clients.
- The administrative policies, PMS and L and D, and CSC Guidelines.
- My most significant learnings are the processes and mechanisms in the regional office articulated in its contextualized policies as well as the roles and conduct of government office employees described in the administrative code and issuances.
- My most significant learning on the 1st day of the orientation it's all about R.A 6713 this act establishing a code of conduct and ethical standards for public officials and employees, to uphold the time-honoured principle of public office being a public trust, granting incentives, enumerating prohibited acts and transactions, and providing penalties for violations thereof and other purposes.
- Learn a lot especially in the quality system procedures, record keepings, and many more.
- Knowing and abiding the rules and regulations of DepEd Caraga Region.
- I have learned about the code of conduct of a government employee based on the issued rules and regulations of the CSC and the DepEd.
- Core systems of HR.
- Be a devoted servant in public service.
- A lot. But generally, to love what you do/work.

What will you do differently be in your current position, given your learning?

- Work smart and contribute significantly to the organization with adherence to prescribed mechanisms, processes, and orders.



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Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@depd.gov.ph



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2022-04-04563

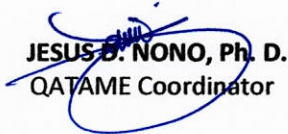
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- Work faithfully with the task given or the Job assigned corresponding to the position.
- To do everything with competence and with LOVE.
- To be more effective as a member.
- That I should be consistent in doing my work in accordance.
- I will serve ethically with integrity and loyalty.
- I will do my best to embody the learnings I got during this orientation.
- I will always make sure to do my work properly and wholeheartedly.
- Give more dedication to the specific work, respect co-workers, and employ love to all.
- Encourage active participation of GS personnel.
- As part of the records staff, we provide control over records from creation to destruction, to ensure that records are retained and usable through their mandatory retention periods.
- Apply the discussed topic efficiently and be more participative in any way to help the organization.

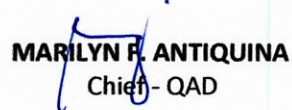
Comments and Suggestions:

- The programs tackled is very appropriate to newly hired employees even to refreshers.
- I just satisfied to all the programs stated.
- just keep it up and continue to provide quality customer service.
- Hope that a program like this will be conducted in the future via face to face. Discussions can be substantiated with interactive activities.

Prepared by:


JESUS B. NONO, Ph. D.
 QATAME Coordinator

Noted by:


MARILYN R. ANTIQUINA
 Chief - QAD



Republic of the Philippines
Department of Education
CARAGA REGION

QATAME FORM 1

END PROGRAM EVALUATION REPORT

Title of the Training : Orientation and Induction Program for Newly Hired
Venue : Virtual
Inclusive Date of Program : March 28, 2022
Activity Owner : Tiche Lynn G. Caparoso
Functional Division : HRDD

INDICATORS	MEAN	QUALITATIVE DESCRIPTION
A. Program Management	3.51	Outstanding
B. Delivery of Content	3.58	Outstanding
C. Attainment of Objective	3.50	Outstanding
D. Program Management Team	3.48	Very Satisfactory
E. Virtual Meeting/Orientation Etiquette	3.43	Very Satisfactory
F. Internet Access	3.0	Very Satisfactory
OVERALL MEAN	3.42	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?

- The most significant learning for the day is to practice the 7s and make it a habit.
- The most significant learning for the day about the importance and implementation of the 7s.
- Since my work description is on more on clerical works, I learn a lot from Records Management. I also learned a lot from different speakers which made me feel at ease with my work since we were given the guidelines.
- Proper conduct of govt employees.
- My significant learning for today's activity is regarding the revised guidelines on the appointment and promotions of other teaching, related teaching non-teaching positions in which non-teaching personnel are considered the support group in attaining the mission and vision of the schooling providing quality education for its students. The non-teaching personnel are indeed partners of teachers and schools' administrators in administrative office management.
- My most significant learnings for the day include customer service, 7s, and the HR policy on recruitment and selection.
- Knowing the DO's and Don'ts in the workplace, doing good work etiquettes and being a professional to each other and having a good customer service.
- How to effectively Communicate with a client.
- Customers are not interruption to a job; they are the reason we have a job.
- Basic customer service.
- About dealing with our customer the best we can give.
- "The customers are not a disturbance to our work; they are the reason why we have work." The things that had been tackle on the second day of the orientation focuses on how we, as employees can do our work passionately and be able to render the services we give with a happy heart. We must always be respectful to everyone, regardless of their gender, religion, physical characteristic, etc.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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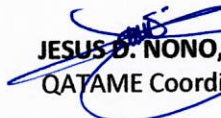
What will you do differently be in your current position, given your learning?

- To be responsive.
- To be organized.
- To apply the learnings in our everyday work not just to satisfy the customer but also to give delight.
- Practice pleasant personal relationships to all.
- I my idea and learning about this 2nd day activity in my current positions such as the standards specifications of office equipment and supplies in which this really help us in the benefits of implementing 7s 1. Workplace becomes cleaner, safer, well organized, and more pleasant. 2. Floor space utilization is improved 3. Workflow becomes smoother and more systematic and non-value-added activities are reduced and time for searching tools, materials, and document is minimized.
- I will always make sure to follow the rules and guidelines.
- Enliven the lessons and principles of the different topics shared.
- Encourage colleagues to behave according to RA 6713.
- Build rapport in my communications with a client.
- Be respectful to everyone and make sure that I will do my best to be able to render my service in the best way possible.
- Be a professional and knows how to listen/understand to a customer/client and love your work.
- Apply the new learnings.

Comments and Suggestions:

- To refresh even those not newly hired about customer service.
- Maintain effective communication.
- Keep up and continue the good work.

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

QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : Caraga English Proficiency Program for Teachers and School Leaders (Teaching Grammar Communicatively in the Philippines)
Inclusive Dates of Program : March 29-30, 2022
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
Online					- The session is well planned while the facilitator is ready, yet the internet did not cooperate. - The facilitators are commendable. - The session was indeed light and meaningful, and the facilitator showed mastery and expertise on the topic. - The session went well except for the minimal connectivity issues. The facilitator is very good in handling the session. - Facilitator has delivered the topic effectively despite the poor connection of internet.
Sessions		3.80	3.80	3.90	
Facilitators		3.82	3.92	3.90	
REGIONAL AVERAGE* for Sessions-Facilitators	3.88				

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.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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

- For the session its poor when it comes to the internet connection, but the facilitator is very much knowledgeable in her topic.
- Questions should have been accommodated more and given the technical challenges; online presenters of the learning materials should have situated themselves in places where there was a strong connectivity to avoid disruptions during session proper.
- Internet connectivity plays a great role in the delivery of the topic discussed in the session.

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
Online		3.83	3.89	3.92	- Outstanding! Congratulations!
REGIONAL AVERAGE FOR OPERATIONS	3.88				

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):

- I hope that the TWG will provide us copies of the learning resource materials for us to take notes of other important details and contents of the training.
- Activity is very useful in the field especially in the future where face to face classes is the target of many schools at present.
- The webinar is so substantial, looking forward for more seminars like this in face to face.

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	Attainment of Objectives	Program Management Team	Webinar’ s Etiquette	Internet Access
Online	3.88	3.90	3.91	3.87	3.84	3.38
REGIONAL AVERAGE*	3.82					

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:

- This activity is very helpful to English teachers especially in refreshing the strategies in teaching grammar to students.
- Thank you for sharing these ideas to us, it is really a big help for us to improve our teaching skills to give the best learning to our learners.
- More significant training to empower and equipped us to deal the 21st century learners.

What is your most significant learning from the webinar?

- As a teacher we can always make our grammar classes engaging and interesting though we know grammar is a boring one to the students
- As language teacher, I have learned that grammar is the backbone of all languages that learners must learned, especially in speaking and writing.
- Authentic activities are important to learning the language. It helps the learner understand the meaning of the target language.
- Children acquire their first language naturally, during which they are unaware of grammatical rules whereas children learn new language when they have a conscious knowledge of the new language.
- Communicative grammar puts the accent on the actual act of communication. It gives the speaker all the tools for an effective transmission of the intended message.
- I am reminded that teaching grammar rules should not be discussed or presented immediately to the students. It is better to prepare the students first, let them explore by providing authentic activities, then, explain, and engage them in any activities that will help them learn on their own. It is best to provide them meaningful experience as it will help them learn independently. Hence, the integration of 3 Es in the lesson is quite effective in teaching grammar.
- I have learned about the different strategies in correcting the mistakes of the learners and the importance of the uptake and repair to make learning happen. Aside from that, I have also learned that under correction and over correction has its corresponding consequences in the part of the learners. So, as a teacher, we must be careful and cautious enough in dealing with corrections.
- I have learned that grammar can be taught with other skill and that that in giving feedbacks there are different terms that we already used but we don't know what it was called.
- I have learned that grammar should not be taught in isolation. It should be integrated to the four skills of language such as listening, speaking, reading, and writing.
- I have learnt that grammar can be inserted in whatever topic; there is just the need to have the students be interested in indulging themselves in activities on grammar.
- I learned that in teaching grammar you need to really consider the readiness of the students because it will note them. Another thing is that in teaching grammar to learners it should be context based
- It is important to be knowledgeable when it comes to teaching grammar communicatively because as a teacher you must teach grammar in more innovative and interesting way.
- I've learned that grammar should be taught within the context of the learners. Instead of focusing on the grammar rules, teachers should focus as to 'how grammar functions'.
- Knowing more about grammar will enable learners to build better sentences in speaking and writing performances. A good knowledge of grammar helps learners to make sentences clear enough to understand. Improper use of grammar will not convey meaningful messages.
- My most significant learning for the day is knowing that grammar instruction and lessons are not limited to introducing a grammar item or items, having learners do controlled exercises and then later assessing students on their ability to understand grammar items.
- My most significant learning for the day would be the integration of the 3Es in my Grammar lesson. Presenting my grammar lesson through Expose, Explain, and Engage would make my class interactive, interesting, and innovative.
- My most significant learning of the day is that language teachers must find and use technique and strategy that will catch the attention of the learners in order for them to find the lesson enjoyable.

- My most significant learning of the day is the 3 E's. Exposing the students to the target language, when to Explain grammar rules or is it necessary, and Engage the students to meaningful and interesting activities for successful learning
- My significant learning for the day were the ways on how to teach the learners in learning the second language meaningfully and also, the strategies in teaching grammar effectively considering the 3Es (expose, explain, engage).
- Teaching grammar involves creativity and resourcefulness of the teachers to really captivate learners' attention and engage them to meaningful communication or communicative activities.
- Teaching Grammar is most of time boring to learn for the learners, but then presenting it in a communicative way will make their learning more meaningful and authentic. I especially like the like the Grammar activities presented today. It made me create ideas in making my lesson presentation more fun.
- Teaching grammar must be presented within meaningful communicative context so that the learners could understand how a certain grammar function.
- Teaching grammar should be done in a meaningful communicative context. Students should learn how to use it rather than memorizing conjugations that may not be applicable across context.
- Teaching grammar should be fun and engaging. It should stimulate learners' interests to make learning more authentic rather than theoretical in context.
- Teaching grammar should not only limit to teaching grammar rules or grammar items rather it should also be introduced through communicative tasks or activities where learners find it more interesting and meaningful.
- Teaching grammar shouldn't annihilate the learners' avenue to learning. As an educator, teaching methods/approach should come forth and therefore cater learners' interests. It is of best to let the learners be involved and not just a mere listener in the class.
- Teaching grammar will be most effective if we will do it in an engaging way. They won't feel threatened and anxious of about the lessons.
- The importance of right usage of the English language that is very crucial in terms communication both in oral and written.
- The most significant learning I've learned this session is that how we use the different strategies so that the learners will understand clearly
- The significant learning, I have this day is about teaching grammar in an extraordinary way. I've learned ways how to deal with common issues in teaching grammar.
- The teachers should focus on guiding the students towards understanding the grammar functions instead of the grammar rules.
- The ways of mediating grammar instruction (instead of focusing on grammar rules, it should be incorporated in context)
- Today's topics reminds me that we always must consider our learners in designing and planning our lessons for learning to take place.
- We have explored the basis and the basics of Communicative Language Teaching as an Approach. We noticed the path between research to theory (and our beliefs) to implementation to teaching and learning. We listed characteristics that make a good TGC lesson. We noticed those characteristics in an example activity. We thought about how you. Might modify the activity for your context (students, environment, materials, language level, etc.).
- What I learned is that it's not easy to teach grammar in your students. You need enough time to design and think of a better activity that could catch their attention in a way that they are learning.

How will your learning impact your work as DepEd employee?

- Apply all I have learned from here to my English subject classes both for face-to-face and modular modes of learning
- Apply my learnings in the future discussion of grammar. For the students to have excitement in learning it.
- Apply the learnings specially the three aspects (Explain, Expose and Engage) of grammar presentation. With these, our learners will have an intrinsic motivation in learning grammar meaningfully.
- Applying all the learning I have. Having an intervention for the students to enhance their speaking skills and develop good communication.
- As a teacher who seeks quality education for my learners, I would make sure that my students will feel that learning grammar is fun and that they will sustain the burning desire for learning.
- Assess learners how grammar should be addressed within a meaningful communicative context and better understand how language acquired and learned.
- Being an English teacher and having learned new strategies through this webinar, I need to apply whatever suited to each of my lessons.
- Genuine caring and kindness; A willingness to share with students the responsibility involved in the classroom; Sincere sensitivity to students' diversity and the ability to make each child feel special; The motivation to provide meaningful learning opportunities for students.
- Explore new teaching strategies that will encourage learners to love learning grammar.
- I must enhance myself with trendy innovations in teaching grammar to hook my learners learning more in their most convenient way.
- I should consider the readiness of the students and their level of understanding first before introducing them a grammar lesson
- I will apply what I have learned in this webinar to my students who find learning grammar excruciating.
- I will be using what I learned in this session in my teaching process so that my learners will understand rules and grammar in an effective way.
- I will carefully plan on how I teach grammar meaningfully to my learners so I can apply my learning into the real classroom setting when we resume our face-to-face classes.
- I will echo what I have learned from the training to my colleagues and integrate my learning to my lesson and to students. It is also beneficial to teachers to create significant plan that is beneficial to learners and teachers.
- I will ensure that my activities provided are engaging and students must be able to participate actively without any language anxiety.
- I will share to my fellow English teachers and to the others what I have learned from this session. I will also put it into practice and try to look for another strategy in making our lesson more enjoyable to the students.
- I will transfer these learnings to my students so that they will be equipped with knowledge and skills about these topics and, will make them become competent in using the English language.
- In my current position, I plan to be the kind of educator who will adhere to existentialism. I will have my students be empowered and be informed that they can generate their own knowledge and be responsible for every undertaking.
- Learning is a continuous process even in pandemic time I will make localized LAS to cope up extreme low learners
- Most of my students are struggling with their grammar. I think with the learnings I have, I would introduce grammar to the based on their level of proficiency and make sure to use engaging activities so that they will have fun in learning

- My activities and discussions should be more student centered and focus more on engaging activities for students to learn in a fun and interactive way.
- Share the blessings of wisdom and knowledge that I gained to my students and to others.
- Study and engage more in learning different ways on how to improve teaching grammar to students
- The incorporation of teaching grammar in all English subjects is a must to be able to correct and facilitate their linguistic skills.
- The knowledge imparted must not be wasted, that is to apply and experiment localized/contextualized activities so that my wealth of learnings in this webinar is of worth.
- These ways and approaches will surely be applied during my lesson. These will be added to the list of ways to make teaching and learning interesting and fun.
- Through the 3 processes I believe this would make my grammar class interactive, interesting, and innovative.
- To captivate the learners' attention, we should teach grammar in a creative way that well engage them to a meaningful communicative activity.
- Tweak my strategies in teaching grammar in a way that is more attune to new research about language teaching and the current learning processes of students.
- When teaching grammar, I should use approached that is not boring and should be exciting like integration of games to make it challenging.
- While engaging them to grammar activities, I will make sure that they also enjoy it because learning is meant to be fun. In addition to that, I will also give them time to explore the language on their own.
- With the ideas I learn today, I would like to use them into my English classes now that we are in the limited face-to-face classes.
- With the learnings I got from today's sessions, I will surely apply it in teaching grammar to my students.
- With the new knowledge gained through the webinar, I will improve my teaching through what I've learned.
- With this learning, I am challenged to be creative and innovative in crafting lessons using strategies that is tailor fit for my learners.

Recommendations and Suggestions:

- Everything was great but if there will be maybe the audio of some speakers.
- For me, the activity was pulled off successfully. Thank you for the knowledge being imparted to me. Surely, it will be of great help in my teaching and especially to our dear students.
- I prefer the seminar to be conducted in face-to-face to avoid interruption due to poor internet connectivity
- I think the technical group needs to improve the quality of audio specially to the recorded videos.
- I want it to be done face to face than on webinar so we can understand it clearly.
- I will try to research for more fun activities to add up to what had been introduced already during the session to make it more fun and engaging.
- Improve the quality of audio and video of the presenters. It really affects the focus and the understanding of the topic discuss
- In session 1, the audio quality is not really at the best performance. Perhaps it could be improved.
- Internet connectivity fails in some places it would be better if teachers in webinar like this must have work from home status to seek signals that will accommodate them.
- It could have been best experience if we have a strong internet connection at our stations.
- It is very helpful for the learners in using the language and developing their communicative skills.
- More significant training to empower and equipped us to deal the 21st century learners.

- More trainings like this especially today amidst pandemic wherein the process of education is without physical teacher
- So far, the sessions are very informative and time-bounded only the internet connection was not stable.
- So far, the topics are very useful for us, and the speakers are highly commendable. It's just that our internet connectivity is intermittent and sometimes, it could hinder us in achieving better learning.
- So far, the webinar is well-planned and the invited resource speakers are the BEST.
- Thank you for sharing these ideas to us, it is really a big help for us to improve our teaching skills to give the best learning to our learners.
- The speakers appeared knowledgeable about the topic presented, but I think the accessibility to any information nowadays should considered. I believe seminars nowadays would be more meaningful if we run over the redundant facts and dig deeper into abstract aspect of the topic.
- There are really some interruptions that are beyond our control, especially the loading internet connection, the electrical interruptions, and the technical problems during the webinar.
- There should be a provided area for the facilitator or speaker to make sure that the session will go smoothly
- This activity is very helpful to English teachers especially in refreshing the strategies in teaching grammar to students.
- We had experienced poor audio at first due to some technical problems in the platform but was being resolved right away. Good job!

Submitted by:

Noted by:


JESUS B. NONONG, Ph. D
EPS – QAD

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 : Capacity Development Gender Mainstreaming Strategies for RO Personnel
Inclusive Dates of Program : March 29-31, 2022
Modality : Online
Activity owner : Adriene Mae J. Castanos
Functional Division : ESSD

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	Summary of Commendations
San Agustin, Britania SDS				- Thank you for this session! - The speaker shows mastery of his topic being discussed. - The session was well managed.
Sessions		3.76	3.83	
Facilitators		3.75	3.83	
REGIONAL AVERAGE* for Sessions-Facilitators	3.80			

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.



Address: J.P. Rosales Avenue,
Butuan City
Trunkline No: (085) 342-8207
Telefax No: (085) 342-5969
Email: caraga@deped.gov.ph



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

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

- The speaker presented his topic with mastery.
- The venue needs to be improved especially their internet connectivity. Wherein, internet this time is so important in all kinds of training.
- GAD speaker and the PMT should only choose the necessary topic/s applicable in crafting activity proposal.

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

Venue of Training (include ALL batches)	Overall Rating	General Rating	Summary of Commendation
San Agustin, Britania SDS		3.59	- PMT must plan only the necessary GAD principles that could be applied in crafting project proposals, and not the entire manual of GAD. - Program management must always monitor the attendance of the participants. - Kudos to the team
REGIONAL AVERAGE FOR OPERATIONS	3.59		

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):

- PMT managed well the activity.

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	Attainment of Objectives	Program Management Team	Provision of Support Materials	Training Venue
San Agustín, Britania SDS	3.59	3.60	3.61	3.64	3.51	3.50
REGIONAL AVERAGE*	3.58					

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:

- Everyone in the organization, regardless of position, is responsible and accountable for ensuring that programs implemented and services rendered are gender-sensitive and responsive.
- That all PAPs to be conducted shall have to be religiously gendered.
- Valuing the principles of gender mainstreaming that holds true for all its activities and implementation measures.

What is your most significant learning from the webinar?

- About the stereotyping which is but need to be changed since we all need to work regardless of gender (i.e., man can also do the cooking, etc.); no to discrimination.
- Basic concept of GAD & HGDG workshop; be gender sensitive.
- Better understanding of GAD in relation to the program I am coordinating with.
- Difference between gender responsive and GAD direct activities .
- Equality of same sexes regardless of gender.
- GAD MAINSTREAMING.
- GAD planning.
- GAD principles.
- Gender & Development is everybody's concern.
- Gender equality is a human right.
- Gender equality is a must.

- Gender is a significant factor in development, it's a way of looking at how social norms and power structures affect the lives and opportunities of men and women from diverse backgrounds. So, in the office we shall always practice gender mainstreaming, gender sensitivity, and avoid such gender stereotyping.
- GENDER MAINSTREAMING.
- GMEF
- How important GAD is in the family, workplace, and community.
- I learned a lot about GAD: HGDG/GMEF. It has widened my knowledge and understanding about it.
- I learned the importance of Gender sensitivity and what is gender bias.
- Importance of HGDG.
- In determining what can be or cannot be charged to GAD budget, the primary consideration is the gender issue being addressed by the expenses or activity. If the gender issue is clear, the expense may be charged to the GAD budget.
- Learning from the principles of PIMME.
- Mainstreaming activities wherein we can apply in our daily lives.
- My most significant learning is not just only during in the GAD activity but also on how RO personnel enjoyed with each other.
- My significant learning for the day would be how to communicate in a gender sensitive way.
- One of the most significant learning during the Capacity Development of Gender Mainstreaming is that we should respect each and every one no matter of who you are even the LGBT community.
- Respect each other's differences.
- The learnings that I have gathered are the difference between gender and sex, how to create a gender sensitive workplace/environment, and the use of HGDG as to how gender responsive each plan and projects are.
- The totality of what GAD is all about.
- The use of HGDG in every programs/ project, the social institutions of Gender Analysis as well as the core messages between the gender and sex.
- The use of relevant tools.
- Understanding that there are norms in our society that needs GAD programs.
- Updates on Gender and Development.

How will your learning impact your work as DepEd employee?

- Walk the talk.
- To incorporate gender sensitivity in activity proposals.
- To fill-up the HGDG with diligence.
- To contribute more to the Gender and development, I must uphold all the learnings I gained from the workshop. like being more gender sensitive and to really embrace the diversity of the people around me regardless of their gender preference.
- To always become GAD Advocate.
- To be aware of certain gender needs.
- The things that I can do differently is to step out of the comfort zone, not only set yourself up for success but help yourself up for success to achieve more and be a better employee.
- That we can become productive, that we can respect each one, and that we can understand various situations.
- Review activity proposal if can be charged and be part of GAD accomplishment.
- Respect individual differences.
- Prevent gender bias not only in working environment but in every aspect in life.
- Practice communicating in a gender sensitive way during meetings, creating communication letters, and other assigned tasks.
- Make use if the different GAD TOOLS in evaluating GAD PAPs implementation to answer GAD ISSUES.
- Make activities that are gender responsive.
- Iron out GAD implementation in the Region.
- Integrates gender equality perspective at all stages and levels of policies, programmes, and projects.
- Info drive re: gender equality which mean that women and men, girls and boys enjoy the same rights, opportunities, and protections.
- In my activity proposal, at the start of it, on the Rationale portion or part GAD Flavour should be evident, and on the part of the proposal where there is a table for the no. of expected participants, it should be categorized as to how many are males, females and if there are presence of PWD/LGTBQ.
- I will use the learning well to check on the attribution of GAD in all our activities.
- I realized I have said things I shouldn't have.
- Ensure that proposals are well-crafted guided by the elements of HGDG and that all accomplishments are properly accounted and reported.
- Be more considerate.
- Assist the process owners regarding GAD.
- As an individual, we should always be sensitive in dealing with others and be careful on how we treat people to avoid hurt and biases.
- As a functional division, I must help improve our GAD accomplishment reports by actively contributing the 5% from our division budget allocation with the support of our process owners.
- Apply the strategy to avoid gender bias.

- Always be sensitive to what other people feels and use words and language that are not gender bias.
- All activity proposals in my KRA will be done with gender equality.
- Able to incorporate GAD in any of my project proposals.

Comments and Suggestions:

- Actual workshop on the crafting of gender-responsive proposals.
- Additional days to conduct GAD training team building.
- I would like to commend the organizer and the speakers for delivering their topics well.
- If possible, we will start or spearhead the collection/do the survey of data as to how many are existing LGBTQ in all the twelve (12) Schools Division Offices.
- Invite not only one expert on Gender and Development as resource speakers for varied ideas and experiences.
- It is always appreciated that activity like this is a great help for us to understand better the different issues, concepts, and elements of GAD. It also refreshes our minds on to manage properly our 5% share.
- More CapDev on accomplishing GAD AR & USE OF GEMEF Tools.
- More on Team buildings activity to promote solid camaraderie among RO personnel.
- More programs like this to remind us to accept diversity and respect differences.
- On room assignment, I suggest grouping the personnel by age to avoid disturbance for those who sleep/wake up early/late.
- PMT must plan only the necessary GAD principles that could be applied in crafting project proposals, and not the entire manual of GAD.
- Program management must always monitor the attendance of the participants.
- To capacitate all other division personnel.
- To have an accessible storage of GAD templates, guidelines and IECs.
- Training needs in small and effective groups.
- Willingly promote, support, and respect gender sensitivity.
- workshops are essential in every seminar to enhance the learning.

Submitted by:


JESUS D. NONONG, Ph. D
EPS – QAD

Noted by:


MARILYN F. ANTIQUINA
Chief - QAD