



Republic of the Philippines  
**Department of Education**  
**NEGROS ISLAND REGION**

AUG 12 2025

**REGIONAL MEMORANDUM**

No. 248 s. 2025

**LISQUP FINAL IMPACT STUDY**

To: OIC – Assistant Regional Director  
Schools Division Superintendents of Bacolod City, Siquijor, and Tanjay City  
Regional Functional Division Chiefs  
All Others Concerned

1. Attached is DM-OULS-2025-028 titled **LISQUP FINAL IMPACT STUDY** dated August 1, 2025.
2. Attention is particularly invited to paragraphs 2 to 5 of the said Memorandum.
3. Attached is the list of participants from SDOs of Bacolod City, Siquijor, and Tanjay City.
4. Equal Opportunity Principle (EOP) shall be exercised to underscore the Department's policy of no discrimination against any personnel for professional learning and development regardless of age, gender, civil status, disability, region, ethnic group, and political beliefs.
5. For further queries, contact Dr. Alan D. Bautista, OIC - Education Program Supervisor of the Human Resource Development Division at 09159325633.
6. Immediate dissemination of this Memorandum is desired.

**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Encl: As stated  
Reference: DM-OULS-2025-028  
To be indicated in the Perpetual Index  
under the following subjects:

SCHOLARSHIP                      TRAINING PROGRAMS

ADB/HRDD-RM-LISQUP FINAL IMPACT STUDY  
058/August 11, 2025



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Republic of the Philippines  
**Department of Education**  
**NEGROS ISLAND REGION**

*Enclosure 1 - List of Scholars and Schools to be visited*

(Target Dates of Visit: August 14-15, 2025)

No.	Name of Scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Jenelyn Suarez Fulo	MA ELE	Master Teacher	NIR	Bacolod City	Domingo Lacson National High School	The scholar's: <ul style="list-style-type: none"><li>Teacher subordinate (1)</li><li>Co-master teacher (1)</li><li>School Principal</li></ul>
2	Japhet Zerrudo Matulac	PhD Scie Ed	Teacher	NIR	Bacolod City	Rodolfo A. Medel Sr. Elementary School	The scholar's: <ul style="list-style-type: none"><li>Teacher subordinate (1)</li><li>Co-master teacher (1)</li><li>School Principal</li></ul>
3	Checklet Laureño Pastrano	MAMATHE DSST	Teacher	NIR	Siquijor	Leon Parami High School	The scholar's: <ul style="list-style-type: none"><li>Teacher subordinate (1)</li><li>Co-master teacher (1)</li><li>School Principal</li></ul>
4	Christine Valios Marchan	MA FIL	Master Teacher	NIR	Siquijor	Siquijor Provincial Science High School	The scholar's: <ul style="list-style-type: none"><li>Teacher subordinate (1)</li><li>Co-master teacher (1)</li><li>School Principal</li></ul>
5	Lisa Torres Tenorio	MA EDLM	School Head	NIR	Tanjay City	Isidoro Salma Memorial High School	The scholar's: <ul style="list-style-type: none"><li>Master Teacher (1)</li><li>Assistant Principal or Head Teacher or Teacher-in-charge (1)</li><li>PSDS (1)</li></ul>



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Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

**MEMORANDUM**  
**DM-OULS-2025-028**

TO : **Regional Directors**  
**Schools Division Superintendents**  
**NEAP-HRDD Chiefs**  
**Regional LiSQuP Focal Persons**  
**All Others Concerned**

FROM : *Carmela C. Oracion*  
**CARMELA C. ORACION**  
Assistant Secretary  
Officer-in-Charge  
Undersecretary for Learning Systems

SUBJECT : **LISQUP FINAL IMPACT STUDY**

DATE : August 1, 2025

1. The **Linking Standards and Quality Practice (LiSQuP)**, a scholarship program of the Department of Education (DepEd) implemented through the National Educators Academy of the Philippines (NEAP), in partnership with the Philippine Normal University (PNU), is now in the final phase of its implementation. In light of this, the Project Development Team (PDT) from PNU will be conducting an online and onsite Final Impact Study of the program on **August 8-22, 2025** across regions.
2. A simultaneous online pilot implementation will be conducted in NCR on 8 August 2025. Online and onsite interviews with scholars' students, peers, immediate supervisors, and members of the school community will follow in batches from 11 to 22 August 2025. Additionally, an online Focus Group Discussion (FGD) with scholars will be held within August and September 2025 (**See Enclosures 3 & 4**).
3. The following are expected to assist and participate in the conduct of the activities, along with their respective roles:

Participants	Tasks
A. HRDD Chiefs	Responsible for overseeing and ensuring the smooth and effective implementation of the Final Impact Study.
B. LiSQuP Regional Focals	Tasked with assisting and accompanying the PNU-PDT team throughout the activity. They are also responsible for coordinating with schools and involved personnel, as well as managing logistical requirements to support the study's successful execution.



C. Select Scholars and their Immediate Supervisors, colleagues, and select students	Each regional data collection visit comprises interviews with the peers, subordinates, and students to gain in-depth views of the project's impact through the outcomes attained by the scholars. There are three workstation visits for each region, as informed by scholar data points based on teaching and non-teaching roles: (1) teacher, (2) master teacher, (3) school head or supervisor or guidance counselor.
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4. The study will assess the effectiveness of the program as implemented across various groups. Furthermore, the data collection activities are expected to generate evidence-based insights that will inform policy development within the Department of Education, particularly in enhancing professional development programs and supporting the career progression of teachers and education leaders.
5. The data gathering activities will revolve around the following areas of inquiry:
  - a. Scholars' perceptions of the relevance, quality, and value of the LiSQuP program after completing the academic courses
  - b. The extent of knowledge gain and attitudinal change among scholars following their participation in the LiSQuP program
  - c. The application of quality practices learned from the LiSQuP program in classroom instruction and respective workstations
  - d. The impact of scholar participation in the LiSQuP program on the following:
    - i. student learning outcomes (for teacher-scholars)
    - ii. teacher performance (for school head-scholars)
    - iii. instructional leadership of school heads (for supervisor-scholars)
    - iv. community-level changes
  - e. Insights on how the findings can inform the design of professional development programs to support the career progression of teachers and education leaders
6. The visits are characterized by the breadth of geographic spread of samples, which aims to capture different local contexts where the scholars are situated. In this regard, rich insights can be drawn from impact data that can inform the design and operation of professional development for in-service teaching and non-teaching staff of the department across the Philippines. Hence, inter-island transfers and long land travels are imperative to reach the respective workstations of the selected scholar samples.
7. The following supplementary data and information are attached for further guidance and reference:

- Enclosure 1** : Research Locale and Number Participants for the Regional Onsite Visits
- Enclosure 2** : Number of Scholars per Program for the Regional Onsite Visits
- Enclosure 3** : Timeframe
- Enclosure 4** : List of Identified Scholars and Schools to be Visited
- Enclosure 5** : Matrix of Activities
- Enclosure 6** : Informed Consent for Focus Group Discussion (FGD)/ Interview with Scholars, Colleagues in the Workplace, and Immediate Supervisors

*CS*



- Enclosure 7** : Informed Consent for Focus Group Discussion (FGD)/ Interview with Teacher-Scholars' Students
- Enclosure 8** : Informed Consent for the Parents/ Guardians (for the Student's Participation in the Focus Group Discussion (FGD)/ Interview)
- Enclosure 9** : Sample Letter of Permission to the Schools Division Superintendent (SDS) of a DepEd Schools Division Office (SDO)

8. The board and lodging, transportation, per diem, and other incidental expenses of the Regional Personnel involved will be charged to the Regional Office funds, subject to the usual accounting and auditing rules and regulations.

9. For any further information or concerns, please contact the NEAP Scholarship Secretariat via email at [scholarships@deped.gov.ph](mailto:scholarships@deped.gov.ph) or by phone at (02) 8715-9919

10. For immediate dissemination of and appropriate action.

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Enclosure 1:

**Research Locale and Number Participants for the Regional Onsite Visits**

Region	TEACHING		NON-TEACHING			Total Data Points per Region
	Teacher	Master Teacher	School Head	Supervisor	Others (Counselor, Librarian, Staff, etc.)	
CAR	1	1	0	1	0	3
NCR	1	1	0	1	0	3
Region 1	1	1	1	0	0	3
Region 2	1	1	1	0	0	3
Region 3	1	1	0	1	0	3
Region 4A	1	1	1	0	0	3
Region 4B	1	1	0	1	0	3
Region 5	1	1	1	0	0	3
Region 6	1	1	0	0	1	3
Region 7	1	1	1	0	0	3
Region 8	1	1	1	0	0	3
Region 9	1	1	1	0	0	3
Region 10	1	1	0	1	0	3
Region 11	1	1	1	0	0	3
Region 12	1	1	1	0	0	3
Region 13	1	1	0	1	0	3
<b>TOTAL</b>	16	16	16			<b>48</b>





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Enclosure 2:

**Number of Scholars per Program for the Regional Onsite Visits**

Program	Total
MA English Language Education	2
MA Educational Leadership and Management	3
MA Edukasyong Pangwika sa Filipino	2
MA Curriculum and Instruction	3
MA Reading Education	3
MA Mathematics Education	3
MA Science Education with specialization in Integrated Sciences	2
MA Social Science Education	2
MA Counseling	2
MA Early Childhood Education	2
MA Values Education	2
MA Educational Assessment and Evaluation	2
PHD Educational Leadership and Management	3
PHD Science Education	3
PHD Curriculum and Instruction	3
PHD Counseling	3
PHD Mathematics Education	2
PHD English Language Education	2
PHD Edukasyong Pangwika sa Filipino	2
PHD Reading Education	2
<b>TOTAL</b>	<b>48</b>

To minimize gender bias in the study, the sampling approach deliberately maintained a balance in the ratio of male to female samples.

*Number of Scholars According to Sex*

Male: **24**

Female: **24**

Total: **48**





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Enclosure 3:

**Timeframe**

Activity	Target Schedule	In charge
Inception of Impact Study 2025 design	July 2025	PDT
Approval of the proposal and LIB		
Coordination Meeting with NEAP-PDD-PDI and Regional NEAP Focal Persons		
Online Focus Group Discussions (FGD) with scholars		
Pilot Implementation - NCR (simultaneous online interviews)	August 8, 2025	PDT, assigned PNU faculty, with assistance of Regional NEAP Focal Persons
Online and onsite interviews with students, peers, immediate supervisor, and school community <ul style="list-style-type: none"> <li>● Batch 1: August 11 and 12 (CAR, R1, R3, R4A, R4B)</li> <li>● Batch 2: August 14 and 15 (R2, R6, R7, R9, R12)</li> <li>● Batch 3: August 18 and 19 (R8, R10, R11)</li> <li>● Batch 4: August 20 and 22 (R5 and R13)</li> </ul>	August 11 to 22, 2025	
Online Focus Group Discussions (FGD) with scholars	August to September 2025	
Report Writing	September 2025	





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Enclosure 4:

**List of Identified Scholars and Schools to be Visited**

(Onsite interview with subject informants – students, peers, immediate supervisor, school community)

- A. **Pilot Implementation: NCR (simultaneous online interviews)**  
Target date of visit: **August 8, 2025 (Friday)**

No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Claiza Marie Protacio Toledo	MA ECED	Teacher	NCR	Marikina City	Malanday Elementary School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
2	Emily Alfonso Bacud	MAC	Master Teacher	NCR	Caloocan City	Bagong Silang Elementary School 4th Ave	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
3	Robert Pascual Martin	PHD FILIPINO	Supervisor	NCR	Valenzuela City	N/A (Kindly note that since there's no option for Central Office, I just chose NCR and Valenzuela City on the previous questions.)	The scholar's: <ul style="list-style-type: none"><li>• subordinate in the office (i.e., EPS II or SEPS) (1)</li><li>• co-supervisor (1)</li><li>• Chief or Director or ASDS/SDS</li></ul>





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**B. Simultaneous visit (Batch 1 - simultaneous online interviews)**

Target dates of visit: August 11, 2025 (Monday) and August 12, 2025 (Tuesday)

No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Cristian Buemio Alcartado	MA EAE	Teacher	CAR	Abra	La Paz Integrated School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
2	Rose Kayee Dictag Pecay	PHD SCIED	Master Teacher	CAR	Benguet	Cordillera Regional Science High School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
3	Nicasio, Jr. Cabutaje Sumarita	PHDCIN	Supervisor	CAR	City of Tabuk	NA	The scholar's: <ul style="list-style-type: none"><li>• subordinate in the office (i.e., EPS</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							II or SEPS) (1) <ul style="list-style-type: none"><li>• co-supervisor (1)</li><li>• Chief or Director or ASDS/SDS</li></ul>
4	Pastor Venencia no Yabot	MAMATHED SST	Teacher	Region 1	Vigan City	Ilocos Sur National High School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
5	Lilian Altez Escalona	MAEDCIN	School Head	Region 1	Candon City	Bagar Elementary School	The scholar's: <ul style="list-style-type: none"><li>• master teacher (1)</li><li>• Assistant Principal or Head Teacher or Teacher-in-charge (1)</li><li>• PSDS (1)</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
6	Emmanuel Fabro Jacosalem	MASSED	Master Teacher	Region 1	Ilocos Sur	Tagudin National High School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
7	Rosbelle Lactaotao Fontanilla	PHD FILIPINO	Teacher	Region 3	Tarlac	Ayson Elementary School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
8	Garry Lanquian Pangan	PHD MATH ED	Supervisor	Region 3	Pampanga	NA	The scholar's: <ul style="list-style-type: none"><li>• subordinate in the office (i.e., EPS II or SEPS) (1)</li><li>• co-supervisor (1)</li><li>• Chief or Director or</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							ASDS/SDS
9	Sharon De Las Alas Bulaong	PHD READ	Master Teacher	Region 3	Malolos City	Mabolo Elementary School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
10	Maria Jossien Villaluz Alonzo	MA VE	Teacher	Region 4A	Rizal	Baras-Pinugay Integrated High School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
11	Ronalyn Rodriguez Castro	MASEIS	Master Teacher	Region 4A	Quezon	Lucena South I Elementary School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
12	Joe Isaga Titular	PHD MATH ED	School Head	Region 4A	Lipa City	Lipa City National High School	The scholar's: <ul style="list-style-type: none"><li>• master teacher (1)</li><li>• Assistant Principal or Head Teacher or Teacher-in-charge (1)</li><li>• PSDS (1)</li></ul>
13	Chienaly n Paala Buñag	MA ECED	Teacher	Region 4B	Oriental Mindoro	Pinagsabangan I Elementary School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
14	Christian Manalo Alberto	PHD EDLM	Supervisor	Region 4B	Calapan City	NA	The scholar's: <ul style="list-style-type: none"><li>• subordinate in the office (i.e., EPS II or SEPS) (1)</li><li>• co-supervisor (1)</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							<ul style="list-style-type: none"><li>• Chief or Director or ASDS/SDS</li></ul>
15	Raymart Punzalan Calle	MA EDLM	Master Teacher	Region 4B	Occidental Mindoro	Rizal National High School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>





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**C. Simultaneous visit (Batch 2 - regional onsite interviews\*)**

Target dates of visit: **August 14, 2025 (Thursday) and August 15, 2025 (Friday)**

*\*subject to change to online interviews if circumstances require*

No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Ritchell Calubong	MAC	Teacher	Region 2	Cagayan Province	Tuao Vocational and Technical School-Main	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
2	Pamela Bernardo Sinuldone	PHD ELE	Master Teacher	Region 2	Nueva Vizcaya	Aritao National High School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
3	Lordino Guillermo Antonio	PHDCIN	School Head	Region 2	Isabela	San Mateo Vocational and Industrial High School	The scholar's: <ul style="list-style-type: none"><li>• master teacher (1)</li><li>• Assistant Principal or Head Teacher or</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							Teacher-in-charge (1) • PSDS (1)
4	Jennifer Ann Suyao Molina	PHD COUNSELING	Counselor	Region 6	Iloilo City	Iloilo City National High School	The scholar's: • client (i.e., student) (1) • co-school personnel or teacher (1) • School Principal
5	Jenelyn Suarez Fulo	MA ELE	Master Teacher	Region 6	Bacolod City	Domingo Lacson National High School	The scholar's: • teacher subordinate (1) • co-master teacher (1) • School Principal
6	Japhet Zerrudo Matulac	PHD SCIENCE	Teacher	Region 6	Bacolod City	Rodolfo A. Medel Sr. Elementary School	The scholar's: • student (1) • co-teacher (1)





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							<ul style="list-style-type: none"><li>School Principal</li></ul>
7	Checklet Laureño Pastrano	MAMATHED SST	Teacher	Region 7	Siquijor	Leon Parami High School	The scholar's: <ul style="list-style-type: none"><li>student (1)</li><li>co-teacher (1)</li><li>School Principal</li></ul>
8	Christine Valios Marchan	MA FIL	Master Teacher	Region 7	Siquijor	Siquijor Provincial Science High School	The scholar's: <ul style="list-style-type: none"><li>teacher subordinate (1)</li><li>co-master teacher (1)</li><li>School Principal</li></ul>
9	Lisa Torres Tenorio	MA EDLM	School Head	Region 7	Tanjan City	Isidoro Salma Memorial High School	The scholar's: <ul style="list-style-type: none"><li>master teacher (1)</li><li>Assistant Principal or Head Teacher or Teacher-</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							in-charge (1) • PSDS (1)
10	Dhara May Taca Ponce	PHD READ	Teacher	Region 9	Zamboanga City	Zamboanga City High School-Main	The scholar's: • student (1) • co-teacher (1) • School Principal
11	Cherilyn Almagro Rodriguez	PHD SCIED	Master Teacher	Region 9	Dipolog City	Punta National High School	The scholar's: • teacher subordinate (1) • co-master teacher (1) • School Principal
12	Cristina Nopueto Buhayan	MA VE	School Head	Region 9	Zamboanga City	Merloquet Elementary School	The scholar's: • master teacher (1) • Assistant Principal or Head Teacher or Teacher-





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							in-charge (1) • PSDS (1)
13	Pheern Angela Ante Herradura	MA READ	Teacher	Region 12	Koronadal City	Koronadal National Comprehensive High School	The scholar's: • student (1) • co-teacher (1) • School Principal
14	Junrey Butohan Villa	PHD COUNSELING	Master Teacher	Region 12	General Santos City	Lagao National High School	The scholar's: • teacher subordinate (1) • co-master teacher (1) • School Principal
15	Mark Daryl Talay Lazaro	MASSED	School Head	Region 12	Cotabato	Carmen National High School	The scholar's: • master teacher (1) • Assistant Principal or Head Teacher or Teacher-





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No .	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							in-charge (1) • PSDS (1)

**D. Simultaneous visit (Batch 3 - simultaneous online interviews)**

Target dates of visit: **August 18, 2025 (Monday) - August 19, 2025 (Tuesday)**

No .	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Jobelle Tugado Cabus	MA FIL	Teacher	Region 8	Tacloban City	Leyte National High School	The scholar's: • student (1) • co-teacher (1) • School Principal
2	Lido Calderon Manicane	MA ELE	Master Teacher	Region 8	Calbayog City	Calbayog City National High School	The scholar's: • teacher subordinate (1) • co-master





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							teacher (1) • School Principal
3	Milaner Reyes Oyo-A	PHD EDLM	School Head	Region 8	Calbayog City	San Policarpo National High School	The scholar's: • master teacher (1) • Assistant Principal or Head Teacher or Teacher-in-charge (1) • PSDS (1)
4	Philjun Catalonia Del Rosario	MAMATHED SST	Teacher	Region 10	Gingoog City	Gingoog City Comprehensive National High School	The scholar's: • student (1) • co-teacher (1) • School Principal
5	Juliet Agir Igalinos	MA READ	Master Teacher	Region 10	Bukidnon	Angga-an Integrated School	The scholar's: • teacher subordinate (1)





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							<ul style="list-style-type: none"><li>co-master teacher (1)</li><li>School Principal</li></ul>
6	Enerio Eburas Ebisa	PHD EDLM	Supervisor	Region 10	Cagayan de Oro City	NA	The scholar's: <ul style="list-style-type: none"><li>subordinate in the office (i.e., EPS II or SEPS) (1)</li><li>co-supervisor (1)</li><li>Chief or Director or ASDS/SDS</li></ul>
7	Donald Sincero Ageoy	MASEIS	Teacher	Region 11	Mati City	Mati National Comprehensive High School	The scholar's: <ul style="list-style-type: none"><li>student (1)</li><li>co-teacher (1)</li><li>School Principal</li></ul>
8	Jan Vernix Mangman g Atis	PHD ELE	Master Teacher	Region 11	Samal City	Nieves Villarica National High School	The scholar's:





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
							<ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
9	Francis Manaopanao Delos Santos	MA EDLM	School Head	Region 11	Davao Occidental	Pedro Geverola Lucero Elementary School (Formerly New Argao Elementary School)	The scholar's: <ul style="list-style-type: none"><li>• master teacher (1)</li><li>• Assistant Principal or Head Teacher or Teacher-in-charge (1)</li><li>• PSDS (1)</li></ul>





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**E. Simultaneous visit (Batch 4 - simultaneous online interviews)**  
Target dates of visit: August 20, 2025 (Wednesday) and August 22, 2025 (Friday)

No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
1	Raquel Bordeos De Mesa	MAEDCIN	Teacher	Region 5	Tabaco City	Tabaco National High School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
2	Alvin Josef Valeza Soliveres	MAEDCIN	Master Teacher	Region 5	Catanduanes	San Andres Vocational School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
3	Virgilio Salvador a Puso	MA EAE	School Head	Region 5	Iriga City	Cawayan Elementary School	The scholar's: <ul style="list-style-type: none"><li>• master teacher (1)</li><li>• Assistant Principal or Head Teacher or Teacher-in-charge (1)</li><li>• PSDS (1)</li></ul>





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No.	Name of scholar	PNU Program	DepEd Designation of the scholar assigned to the target venue (2024 Data)	Region	SDO	School Name	Persons to be interviewed in the workstation
4	Otto Von Colima Fortun	MA READ	Teacher	Region 13	Butuan City	Ong Yiu Central Elementary School	The scholar's: <ul style="list-style-type: none"><li>• student (1)</li><li>• co-teacher (1)</li><li>• School Principal</li></ul>
5	Jennifer Paynandos	PHD COUNSELING	Master Teacher	Region 13	Agusan del Sur	Manat Elementary School	The scholar's: <ul style="list-style-type: none"><li>• teacher subordinate (1)</li><li>• co-master teacher (1)</li><li>• School Principal</li></ul>
6	Lope Caylas Papelaras	PHDCIN	Supervisor	Region 13	Dinagat Island	Lope Caylas Papelaras	The scholar's: <ul style="list-style-type: none"><li>• subordinate in the office (i.e., EPS II or SEPS) (1)</li><li>• co-supervisor (1)</li><li>• Chief or Director or ASDS/SDS</li></ul>





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Enclosure 5:

**Matrix of Activities**

<b>ONLINE INTERVIEWS</b>		
<b>Time</b>	<b>Day 1</b>	<b>Day 2</b>
7:00 - 8:00 AM	Interview with workstation 1 (all informants)	Interview with workstation 3 (all informants)
8:00 - 9:00 AM		
9:00 - 10:00 AM		
10:00 - 11:00 AM		
11:00 - 12:00 NN		
12:00 NN - 1:00 PM		
1:00 - 2:00 PM	Interview with workstation 2 (informant #1)	Interview with workstation 2 (informant #2 & 3)
2:00 - 3:00 PM		
3:00 - 4:00 PM		

ONSITE INTERVIEWS				
Time	Day 0	Day 1	Day 2	Day 3
7:00 - 8:00 AM		Check-out from Lodging 1 and travel to workstations for interview	Travel to workstations for interview	
8:00 - 9:00 AM		Interview with two (2) workstations (all informants)	Interview with one (1) workstation (all informants)	
9:00 - 10:00 AM				
10:00 - 11:00 AM				
11:00 - 12:00 NN	Travel of PNU Research Teams to the regions (check-in to Lodging 1)			Check-out from Lodging 2
12:00 NN - 1:00 PM				Travel of PNU Research Teams back to Manila





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1:00 - 2:00 PM				
2:00 - 3:00 PM				
3:00 - 4:00 PM		Travel and check-in to Lodging 2	Back at Lodging 2	
4:00 - 5:00 PM				





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Enclosure 6:

**Informed Consent for Focus Group Discussion (FGD)/ Interview With  
Scholars, Colleagues in the Workplace, and Immediate Supervisors**

As part of the final process of gathering data on LiSQuP scholar experience and the impact of the program to the school community, select students, peers, immediate supervisors, and school community members are invited to join the FGD to share their insights on the scholar's performance in their workstations and the impact of their contributions to the wider school community. The FGD aims to:

1. uncover unintended outcomes that may not have been captured through surveys and document analysis;
2. gather in-depth insights on the scholars' perceptions of the overall relevance and effectiveness of the LiSQuP program in relation to their professional and personal development;
3. explore how the program has influenced scholars' skills, attitudes and behaviors in their current roles in their workstations;
4. examine how the knowledge and skills gained from the program, through the scholarship's academic courses, training sessions, and other academic support mechanisms, have been applied in real-world education settings; and
5. gather substantial data for reporting to the Department of Education, other partners, and stakeholders.

**Participation in this FGD entails:**

1. consent to be included in the photo and video documentation that will be utilized by the Philippine Normal University in its reports and researches for and only for the LiSQuP program.
2. consent that your name and photo will be included in the reports and researches that will be presented and published by the Philippine Normal University for and only for the LiSQuP program.
3. voluntary participation in the FGD session; should there be questions that a participant may not be comfortable with, he/she may decline to give a response. At any point in time, a participant may also decide and inform to opt-out of the FGD and the researchers will withdraw all data and information associated with the participant from the database
4. clear communication processes. All participants may raise their questions and/or concerns related to this data gathering process to the researchers through their official email: [lisqup@pnu.edu.ph](mailto:lisqup@pnu.edu.ph).
5. no direct benefit nor risk to the participant. By voluntarily joining the FGD, you are indirectly contributing to LiSQuP's program evaluation. Your scholarship status, academic and training completion will also not be affected by your responses. However, participants may be contacted by representatives from the Department of Education for possible confirmation or follow-up questions from DepEd's own directives.





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6. all data gathered from this survey will be kept confidential and the raw input responses will only be accessible to the researchers. The Data Privacy Policy Act of 2012 (Republic Act No. 10173) will be strictly observed in this study.

By signing this Informed Consent, you agree that the content has been thoroughly discussed with you and you hereby agree to continue to participate in the FGD/interview.

**SIGNATURE OVER PRINTED NAME**

**DATE SIGNED**





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Enclosure 7

**Informed Consent for Focus Group Discussion (FGD)/ Interview  
With Teacher-Scholars' Students**

The Linking Standards and Quality Practice (LiSQuP) project, a standards-based professional development scholarship program, is now in the final phase of its implementation. Teachers and education leaders of the Department of Education (DepEd) are the recipients of this scholarship. To further understand the scholars' experiences, challenges, and other insights of the scholars, the LiSQuP project is conducting its Final Impact Study Evaluation across the sixteen (16) regions in the country.

As part of the process of gathering data for this research study, students of the teacher-scholars will be invited to participate. This will further help the researchers to gather in-depth insights into the scholar's performance and its effect on the student's learning development.

In this light, you are invited to participate in a Focus Group Discussion (FGD)/ one-on-one interview for this research study. The discussion will be facilitated by the research team from the Philippine Normal University (PNU) and will take approximately 45 to 60 minutes. The session may be audio-recorded to help with analysis. No names or identifying information will be included in any report.

Participation in this study is completely voluntary. You may decline to participate or may withdraw at any time without any consequences. Your academic standing, scholarship (if any), and other educational support will not be affected by your responses. Further, while there is no direct compensation, light snacks and/or a certificate of participation may be provided.

All data gathered from this survey will be kept confidential and the raw input responses will only be accessible to the researchers. The Data Privacy Policy Act of 2012 (Republic Act No. 10173) and the Safe Spaces Act (Republic Act No. 11313) will be strictly observed in this study.

By signing this Informed Consent, you agree that the content has been thoroughly discussed with you and you hereby agree to continue to participate in the FGD/interview.

**SIGNATURE OVER PRINTED NAME**

**DATE SIGNED**





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Enclosure 8

**Informed Consent for the Parents/ Guardians  
(for the Student's Participation in the Focus Group Discussion (FGD)/  
Interview)**

The Linking Standards and Quality Practice (LiSQuP) project, a standards-based professional development scholarship program, is now in the final phase of its implementation. Teachers and education leaders of the Department of Education (DepEd) are the recipients of this scholarship. To further understand the scholars' experiences, challenges, and other insights of the scholars, the LiSQuP project is conducting its Final Impact Study Evaluation across the sixteen (16) regions in the country.

As part of the process of gathering data for this research study, students of the teacher-scholars will be invited to participate. This will further help the researchers to gather in-depth insights into the scholar's performance and its effect on the student's learning development.

In this light, your child is invited to participate in a Focus Group Discussion (FGD)/ one-on-one interview for this research study. The discussion will be facilitated by the research team from the Philippine Normal University (PNU) and will take approximately 45 to 60 minutes. The session may be audio-recorded to help with analysis. No names or identifying information will be included in any report.

Participation in this study is completely voluntary. Your child may decline to participate or may withdraw at any time without any consequences. The academic standing, scholarship (if any), and other educational support of the child will not be affected by their responses. Further, while there is no direct compensation, light snacks and/or a certificate of participation may be provided to the student.

All data gathered from this survey will be kept confidential and the raw input responses will only be accessible to the researchers. The Data Privacy Policy Act of 2012 (Republic Act No. 10173) and the Safe Spaces Act (Republic Act No. 11313) will be strictly observed in this study.

By signing this Informed Consent, you agree that the content has been thoroughly discussed with you and you hereby allow your child to participate in the FGD/interview.

**SIGNATURE OVER PRINTED NAME**

**DATE SIGNED**





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Enclosure 9

**Sample Letter of Permission to the Schools Division Superintendent (SDS)  
of a DepEd Schools Division Office (SDO)**

Date

**DR. ALEJANDRO G. IBAÑEZ**  
*Schools Division Superintendent  
Schools Division Office - Marikina City  
Department of Education*

Dear **Dr. Ibañez**:

Greetings in the spirit of Truth, Excellence, and Service!

The Linking Standards and Quality Practice (LiSQuP) project is a professional development (PD) program under the partnership of the Department of Education (DepEd) - National Educators Academy of the Philippines (NEAP) and the Philippine Normal University (PNU). It is a standards-based scholarship program that is now in the final phase of its implementation. Several scholars from the first cohort (2021) and the second cohort (2022) have already earned their completion credentials from the University, while other MA scholars from both cohorts are in the process of completing their thesis to obtain a degree from the program.

To support the project's final evaluation, this is to respectfully request permission from your Office to **invite and conduct onsite and online Focus Group Discussions (FGD)/ interviews with students of the teacher-scholars engaged in the project on July 25, 2025, Friday**. This will further help the researchers to gather in-depth insights into the scholar's performance and its effect on the student's learning development. Each FGD and interview will last approximately 45 to 60 minutes and may be audio-recorded for data analysis. To triangulate the data, the researchers will also review relevant documents such as student profiles and academic records. Strict confidentiality will be maintained; no student names or identifying details will appear in any report.

Moreover, participation is voluntary. Students may decline or withdraw at any time without implications to their academic standing, scholarship (if any), and other educational support. As a gesture of appreciation, light snacks and/or a certificate of participation may be provided to the student as tokens of their involvement in this activity. All data gathered from this survey will be kept confidential and the raw input responses will only be accessible to the researchers. The Data Privacy Policy Act of 2012 (Republic Act No. 10173) and the Safe Spaces Act (Republic Act No. 11313) will also be strictly observed in this study.

Should there be questions or concerns related to this data gathering process, kindly send an email to the researchers through their official email: [lisqup@pnu.edu.ph](mailto:lisqup@pnu.edu.ph).

Attached are the program briefer and pertinent other documents related to this research for your perusal. Thank you in anticipation of your favorable approval of this request.

Very truly yours,

**MARILYN U. BALAGTAS, Ph.D.**  
*Vice President for Academics  
Project Director*

cc: **Carmela C. Oracion, Assistant Secretary**  
*Bureau of Human Resource and Organizational Development (BHROD), Department of Education*

**Michael Joseph P. Cabauatan, Director III**  
*National Educators Academy of the Philippines (NEAP), Department of Education*