



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: • Teacher subordinate (1) • Co-master teacher (1) • School Principal |
| 2 | Japhet Zerrudo Matulac | PhD Scie Ed | Teacher | NIR | Bacolod City | Rodolfo A. Medel Sr. Elementary School | The scholar's: • Teacher subordinate (1) • Co-master teacher (1) • School Principal |
| 3 | Checklet Laureño Pastrano | MAMATHE DSST | Teacher | NIR | Siquijor | Leon Parami High School | The scholar's: • Teacher subordinate (1) • Co-master teacher (1) • School Principal |
| 4 | Christine Valios Marchan | MA FIL | Master Teacher | NIR | Siquijor | Siquijor Provincial Science High School | The scholar's: • Teacher subordinate (1) • Co-master teacher (1) • School Principal |
| 5 | Lisa Torres Tenorio | MA EDLM | School Head | NIR | Tanjay City | Isidoro Salma Memorial High School | The scholar's: • Master Teacher (1) • Assistant Principal or Head Teacher or Teacher-in-charge (1) • PSDS (1) |



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**

Carmela C. Oracion

FROM : **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. |
|---|--|

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

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 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 |
| TOTAL | 16 | 16 | | 16 | | 48 |



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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 |
| TOTAL | 48 |

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 | | PDT, assigned PNU faculty, with assistance of Regional NEAP Focal Persons |
| Pilot Implementation - NCR (simultaneous online interviews) | August 8, 2025 | |
| Online and onsite interviews with students, peers, immediate supervisor, and school community <ul style="list-style-type: none">• Batch 1: August 11 and 12 (CAR, R1, R3, R4A, R4B)• Batch 2: August 14 and 15 (R2, R6, R7, R9, R12)• Batch 3: August 18 and 19 (R8, R10, R11)• Batch 4: August 20 and 22 (R5 and R13) | 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"> student (1) co-teacher (1) School Principal |
| 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"> teacher subordinate (1) co-master teacher (1) School Principal |
| 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"> subordinate in the office (i.e., EPS II or SEPS) (1) co-supervisor (1) Chief or Director or ASDS/SDS |



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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"> student (1) co-teacher (1) School Principal |
| 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"> teacher subordinate (1) co-master teacher (1) School Principal |
| 3 | Nicasio, Jr. Cabutaje Sumarita | PHDCIN | Supervisor | CAR | City of Tabuk | NA | The scholar's: <ul style="list-style-type: none"> subordinate in the office (i.e., EPS) |



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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) • co-supervisor (1) • Chief or Director or ASDS/SDS |
| 4 | Pastor Venencia no Yabot | MAMATHED SST | Teacher | Region 1 | Vigan City | Ilocos Sur National High School | The scholar's: • student (1) • co-teacher (1) • School Principal |
| 5 | Lilian Altez Escalona | MAEDCIN | School Head | Region 1 | Candon City | Bagar Elementary School | The scholar's: • master teacher (1) • Assistant Principal or Head Teacher or Teacher-in-charge (1) • PSDS (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 |
|-----|-------------------------------|--------------|---|----------|------------|------------------------------|---|
| 6 | Emmanuel Fabro Jacosalem | MASSED | Master Teacher | Region 1 | Ilocos Sur | Tagudin National High School | The scholar's: <ul style="list-style-type: none"> teacher subordinate (1) co-master teacher (1) School Principal |
| 7 | Rosbelle Lactaotao Fontanilla | PHD FILIPINO | Teacher | Region 3 | Tarlac | Ayson Elementary School | The scholar's: <ul style="list-style-type: none"> student (1) co-teacher (1) School Principal |
| 8 | Garry Lanquian Pangan | PHD MATH ED | Supervisor | Region 3 | Pampanga | NA | The scholar's: <ul style="list-style-type: none"> subordinate in the office (i.e., EPS II or SEPS) (1) co-supervisor (1) Chief or Director |



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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"> teacher subordinate (1) co-master teacher (1) School Principal |
| 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"> student (1) co-teacher (1) School Principal |
| 11 | Ronalyn Rodriguez Castro | MASEIS | Master Teacher | Region 4A | Quezon | Lucena South I Elementary School | The scholar's: <ul style="list-style-type: none"> teacher subordinate (1) co-master teacher (1) School Principal |



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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"> • master teacher (1) • Assistant Principal or Head Teacher or Teacher-in-charge (1) • PSDS (1) |
| 13 | Chienaly n Paala Buñag | MA ECED | Teacher | Region 4B | Oriental Mindoro | Pinagsabang an I Elementary School | The scholar's: <ul style="list-style-type: none"> • student (1) • co-teacher (1) • School Principal |
| 14 | Christian Manalo Alberto | PHD EDLM | Supervisor | Region 4B | Calapan City | NA | The scholar's: <ul style="list-style-type: none"> • subordinate in the office (i.e., EPS II or SEPS) (1) • co-supervisor (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">Chief or Director or ASDS/SDS |
| 15 | Raymart Punzalan Calle | MA EDLM | Master Teacher | Region 4B | Occidental Mindoro | Rizal National High School | <p>The scholar's:</p> <ul style="list-style-type: none">teacher subordinate (1)co-master teacher (1)School Principal |



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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"> student (1) co-teacher (1) School Principal |
| 2 | Pamela Bernardo Sinuldog | PHD ELE | Master Teacher | Region 2 | Nueva Vizcaya | Aritao National High School | The scholar's: <ul style="list-style-type: none"> teacher subordinate (1) co-master teacher (1) School Principal |
| 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"> master teacher (1) Assistant Principal or Head Teacher or |



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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 SCIED | 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"> • School Principal |
| 7 | Checklet Laureño Pastran | MAMATHED SST | Teacher | Region 7 | Siquijor | Leon Parami High School | <p>The scholar's:</p> <ul style="list-style-type: none"> • student (1) • co-teacher (1) • School Principal |
| 8 | Christine Valios Marcha | MA FIL | Master Teacher | Region 7 | Siquijor | Siquijor Provincial Science High School | <p>The scholar's:</p> <ul style="list-style-type: none"> • teacher subordinate (1) • co-master teacher (1) • School Principal |
| 9 | Lisa Torres Tenorio | MA EDLM | School Head | Region 7 | Tanjay City | Isidoro Salma Memorial High School | <p>The scholar's:</p> <ul style="list-style-type: none"> • 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) |
| 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 1 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 Catalunia 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 Igcalinos | 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"> • co-master teacher (1) • School Principal |
| 6 | Enerio Eburas Ebisa | PHD EDLM | Supervisor | Region 10 | Cagayan de Oro City | NA | <p>The scholar's:</p> <ul style="list-style-type: none"> • subordinate in the office (i.e., EPS II or SEPS) (1) • co-supervisor (1) • Chief or Director or ASDS/SDS |
| 7 | Donald Sincero Agaoay | MASEIS | Teacher | Region 11 | Mati City | Mati National Comprehensive High School | <p>The scholar's:</p> <ul style="list-style-type: none"> • student (1) • co-teacher (1) • School Principal |
| 8 | Jan Vernix Mangmang 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"> teacher subordinate (1) co-master teacher (1) School Principal |
| 9 | Francis Manaopan ao Delos Santos | MA EDLM | School Head | Region 11 | Davao Occidental | Pedro Geverola Lucero Elementary School (Formerly New Argao Elementary School) | <p>The scholar's:</p> <ul style="list-style-type: none"> master teacher (1) Assistant Principal or Head Teacher or Teacher-in-charge (1) PSDS (1) |



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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"> student (1) co-teacher (1) School Principal |
| 2 | Alvin Josef Valeza Soliveres | MAEDCIN | Master Teacher | Region 5 | Catanduanes | San Andres Vocational School | The scholar's: <ul style="list-style-type: none"> teacher subordinate (1) co-master teacher (1) School Principal |
| 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"> master teacher (1) Assistant Principal or Head Teacher or Teacher-in-charge (1) PSDS (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 |
|-----|------------------------|----------------|---|-----------|----------------|-----------------------------------|---|
| 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"> student (1) co-teacher (1) School Principal |
| 5 | Jennifer Paynand os | PHD COUNSELING | Master Teacher | Region 13 | Agusan del Sur | Manat Elementary School | The scholar's: <ul style="list-style-type: none"> teacher subordinate (1) co-master teacher (1) School Principal |
| 6 | Lope Caylas Papeleras | PHDCIN | Supervisor | Region 13 | Dinagat Island | Lope Caylas Papeleras | The scholar's: <ul style="list-style-type: none"> subordinate in the office (i.e., EPS II or SEPS) (1) co-supervisor (1) Chief or Director or ASDS/SDS |



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Enclosure 5:

Matrix of Activities

| ONLINE INTERVIEWS | | |
|--------------------|--|--|
| Time | Day 1 | Day 2 |
| 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.
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. IBÁÑEZ
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.

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 (BHRD), Department of Education

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