

GUIDELINES ON THE GRANT OF INCENTIVES FOR PROMOTION PURPOSES FOR DECS PERSONNEL INVOLVED IN DECS RESEARCH AND DEVELOPMENT (R & D) PROGRAMS/PROJECTS

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- In recognition of the support and active involvement of field personnel in R & D programs or projects of the DECS, incentives for promotion purposes may be given in consonance with DECS Order No. 54, s. 1993 entitled: "The DECS System of Ranking Positions and Employees."
- In the aforementioned DECS Order, specifically on page 7, III — Relevant Experience and Special Training, second paragraph of letter B (Second Level) states:

"Specialized training in such areas as data packaging/banking/documentation/management, economics, project designing and implementation, material development, planning and management, economics, project designing and implementation, records management/organization, research project, training needs assessment, feasibility studies, concept paper, testing and evaluation, and other technical skills which are deemed relevant to the functions of the office with each area given 2 points but not to exceed 5 points."
- On the basis of the foregoing, the following points shall be credited to implementors of R & D programs/projects where applicable:
 - Regional level coordinator —.5 points
 - Division level coordinator —.5 points
 - School level coordinator —1 point
 - Teacher of experimental/tryout class —2 points
- Field personnel in the public schools who actively participate in the R & D programs/projects of DECS including those who attend the specialized training programs directly related to said programs and who implement said programs/projects shall be entitled to the number of points specified in No. 3.
- Private schools are encouraged to formulate their own guidelines relative to the grant of incentives/awards to their staff involved in DECS R & D programs/projects.
- This Order shall take effect immediately.
- Dissemination of this Order is expected.

Adopted: 23 Nov. 1998

(SGD.) ANDREW GONZALEZ, FSC
Secretary

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