



September 26, 2018


**DIVISION MEMORANDUM**

No. 649, s. 2018

**SUPPORT FOR DATA-GATHERING ACTIVITIES OF THE DEPED AND SEAMEO  
INNOTECH RESEARCH PROJECT ON UNDERSTANDING TEACHER  
MOTIVATION IN THE PHILIPPINES**

**To: Assistant Superintendents  
Chiefs, CID and SGOD  
Division Supervisors/Coordinators  
District Supervisors/OICs  
Elementary and Secondary School Heads  
Heads, Private Elementary and Secondary Schools**

1. Attached is Regional Memorandum No. 692, s. 2018, disseminating the information notes pursuant to the provisions of DM-PFO-2018-01073 from the Office of the Undersecretary Jesus L. Mateo about the **“Support for Data-Gathering Activities of the DepEd and SEAMEO INNOTECH Research Project on Understanding Teacher Motivation in the Philippines”**.
2. In view of the foregoing, the Senior Education Program Specialist (SEPS), for Planning and Research, Dr. Roderic Goles is hereby identified as focal in charge of ensuring that the above-stated points of support are provided to researchers from SEAMEO INNOTECH.
3. Please refer to the attached Regional Memorandum and other related documents for more information.
4. Immediate dissemination of this Memorandum is desired.

  
**RHEA MARIA A. ANGTUD, Ed.D., CESO VI**  
Schools Division Superintendent



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REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
KAGAWARAN NG EDUKASYON  
DEPARTMENT OF EDUCATION  
**REHIYON VII, GITNANG VISAYAS**  
**REGION VII, CENTRAL VISAYAS**  
Sudlon, Lahug, Cebu City



SEP 20 2018


**REGIONAL MEMORANDUM**

No. 0692, s 2018

**Support for Data-gathering Activities of the DepEd and SEAMEO  
INNOTECH Research Project on Understanding Teacher  
Motivation in the Philippines**

**TO: All Schools' Division Superintendents  
All other Offices concerned**

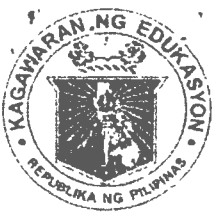
1. Attached is the information notes pursuant to the provisions of DM-PFO-2018-01073 from the Office of the Undersecretary Jesus L. R. Mateo about the "Support for Data-gathering Activities of the DepEd and SEAMEO INNOTECH Research Project on Understanding Teacher Motivation in the Motivation".
2. Immediate and wide dissemination of this Memorandum is desired.

  
**SALUSTIANO T. JIMENEZ, CESO VI**  
**JULIETA S. DELA CRUZ, JR. CESO IV**  
Director IV  
Regional Director

JAJ/ST/JRbs2018

*recd. 9/24/18*

Office of the Director (ORDir), Tel. Nos.: (032) 231-1433; 231-1309; 414-7399; 414-7325; Office of the Assistant Director, Tel. No.: (032) 255-4542  
Field Technical Assistance Division (FTAD), Tel. Nos.: (032) 414-7324 Curriculum Learning Management Division (CLMD), Tel. No.: (032) 414-7323  
Quality Assurance Division (QAD), Tel. Nos.: (032) 231-1071 Human Resource Development Division (HRDD), Tel. No.: (032) 255-5239  
Education Support Services Division (ESSD), Tel. No.: (032) 254-7062 Planning, Policy and Research Division (PPRD), Tel. Nos.: (032) 233-9030;  
414-7065 Administrative Division, Tel. Nos.: (032) 414-7326; 414-4367; 414-7366; 414-7322; 414-4367  
Finance Division, Tel. Nos.: (032) 256-2375; 253-8061; 414-7321



Republic of the Philippines  
**Department of Education**



Department of Education  
Region VII, Central Visayas

RD2018-2918  
10-Sep-18

**Tanggapan ng Pangalawang Kalihim**  
*Office of the Undersecretary*

MEMORANDUM  
DM-PFO-2018- 01073

DEPARTMENT OF EDUCATION  
RECORDS DIVISION  
**RELEASED**  
By: 4 Date: SEP 04 2018

**FOR:** Regional Secretary, DepEd-ARMM  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public and Private Elementary and Secondary School Heads  
All Others Concerned

**FROM:**   
JESUS L.R. MATEO  
*Undersecretary*

**SUBJECT:** *Support for Data-gathering Activities of the DepEd and SEAMEO  
INNOTECH Research Project on Understanding Teacher Motivation in the  
Philippines*

**DATE:** 30 August 2018

The Southeast Asian Ministers of Education Organization Regional Center for Educational Innovation and Technology (SEAMEO INNOTECH), in close collaboration with the Department of Education, is undertaking a research project to develop a framework for understanding motivation among public and private school teachers in the Philippines. The research shall answer the general question, "What motivates teachers to join and remain in the Philippine basic education system?"

In this connection, SEAMEO INNOTECH will be gathering data through the conduct of interviews and an online survey among selected public and private school teachers. As articulated during the 11th National Management Committee (MANCOM) Meeting held in Zamboanga City last 10 August 2018, the support of all concerned offices is hereby requested, specifically through the following:

1. **Facilitation and provision of logistical support in the conduct of teacher interviews to be administered by researchers from SEAMEO INNOTECH**
  - a. To ensure utmost confidentiality and to protect informants' identities, the research team shall get in touch directly with interview informants and need not seek clearance from the informants' supervising officers.
  - b. The research team shall ensure that interviews will not be undertaken during official class hours to avoid disruptions in teaching schedules.
  - c. The interviews shall cover a range of questions such as those related to teachers'

professional experiences, professional development, motivations for joining and remaining in the teaching profession, and reflections on how the motivation of basic education teachers can be improved. Based on the pretesting of the interview guide, each interview might last between 2-3 hours.

## **2. Circulation of the online survey to teachers within the region/division**

- a. To ensure representation of teachers from across the regions, concerned officials at all governance levels shall ensure the circulation of the online survey which shall be developed by the research team. Specifically, the study aims to have representation from the following:
  - Teachers from public and private schools
  - Teachers from multi-grade schools
  - Teachers across different educational levels
    - Kindergarten
    - Elementary
    - Junior High school
    - Senior High school
  - Teachers from rural (remote) areas
    - Ideally, belonging to an IP group
    - Ideally, coming from the ARMM or conflict-affected areas
  - Teachers from urban (accessible) areas
  - Teachers representing different career stages identified in the Philippine Professional Standards for Teachers (PPST) i.e. beginning, proficient, highly-proficient, and distinguished teachers to ensure representation across different generations
  - Career shifters (e.g. professionals from different fields who joined the teaching profession as a second career)

## **3. Provision of other data requirements as required for the successful implementation of the research project**

- a. All concerned officials are requested to provide school/ division/ department-level data as necessary for the project. An initial request for data has been relayed to the DepEd Information and Communications Technology Service (ICIS), but further supplemental information may still be needed throughout the project period to provide more context to the research on teacher motivation in the country.

In view of the foregoing, the Senior Education Program Specialist (SEPS) for Planning and Research or their alternates in the SDOs are hereby identified as focal in charge of ensuring that the abovestated points of support are provided to researchers from SEAMEO INNOTECH.

Queries and/or requests for further information may be directed to the SEAMEO INNOTECH project team through Dr. Sherlyne A. Almonte-Acosta of the Educational Research Unit at telephone number (02) 924-7681 loc. 126 or email address: [she@seameo-innotech.org](mailto:she@seameo-innotech.org) or through Ms. May Flor Pagasa Quinones at telephone number (02) 924-7681 loc. 204 or email address: [meyps@seameo-innotech.org](mailto:meyps@seameo-innotech.org).

For wide dissemination and strict compliance.



# SEAMEO INNOTECH

Southeast Asian Ministers of Education Organization

Regional Center for Educational Innovation and Technology

*A better future for every learner in Southeast Asia*

22 August 2018

Mr. Jesus L. R. Mateo  
Undersecretary for Planning and Field Operations  
Department of Education  
DepEd Complex, Meralco Avenue  
Pasig City, Metro Manila

Dear Usec. Mateo:

**Request to Circulate Memorandum in Connection with Data-gathering Activities for the  
Research Project on Understanding Teacher Motivation in the Philippines**

Foremost, we wish to thank you for actively supporting, and providing concrete guidance to our project on teacher motivation. Your invitation to give a preliminary presentation about the project during the 11<sup>th</sup> DepEd National Management Committee Meeting last 10 August 2018, was a very welcome opportunity for us to inform and engage more partners from DepEd offices and bureaus as we work towards our common agenda of revitalizing the teaching profession and improving student learning outcomes.

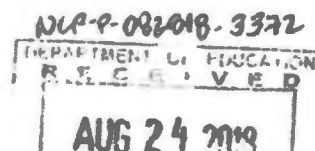
As we embark on our data-gathering activities for the teacher motivation project, we would like to seek your support once again by endorsing a memorandum which we hope can be circulated to relevant offices in DepEd, as well as other stakeholders in private institutions. We have prepared a draft memorandum for your review and consideration, and we hope for your favorable endorsement of our request.

Please feel free to get in touch with us anytime, through Dr. Sherlyne A. Almonte-Acosta of the Educational Research Unit through 924-7681 loc. 126 or via email [she@seameo-innotech.org](mailto:she@seameo-innotech.org) or through Ms. May Flor Pagasa Quinones, through 924-7681 loc. 204 or via email, [meyps@seameo-innotech.org](mailto:meyps@seameo-innotech.org).

Very truly yours,

RAMON C. BACANI  
Center Director

*malyn* *362842*  
*8/22/18*



## DRAFT MEMORANDUM

**To: Regional Directors  
Bureau and Service Directors  
Schools Division Superintendents  
Public and Private Elementary and Secondary School Heads  
All Others Concerned**

**Subject: Support for data-gathering activities for Department of Education and SEAMEO INNOTECH's Research Project on Understanding Teacher Motivation in the Philippines**

**Date: 22 August 2018**

The Southeast Asian Ministers of Education Organization Regional Center for Educational Innovation and Technology' (SEAMEO INNOTECH), in close collaboration with the Department of Education, is currently undertaking a research project which aims to understand motivation among public and private school teachers in the Philippines. The on-going project intends to answer the question, **"What motivates teachers to join and remain in the Philippine basic education system?"**

In connection with this, SEAMEO INNOTECH will be gathering data, through the conduct of interviews and an online survey among selected public and private school teachers in the Philippines. As articulated during the 11<sup>th</sup> Department of Education National Management Committee Meeting held in Zamboanga last 10 August 2018, we would like to seek your support for the said project, specifically by:

1. **Allowing the conduct of interviews to be administered by researchers from SEAMEO INNOTECH, with teachers from your respective schools.**
  - a. The interviews cover a range of questions such as those related to teachers' socio-economic and demographic background, educational preparation and professional experiences, professional development, motivations for joining and remaining in the teaching profession, and reflections on improving the motivation of basic education teachers. Based on the pretesting of the interview guide, each interview might last between 2-3 hours.
  - b. To ensure utmost confidentiality and to protect the informants' identities, the research team has expressed their request to get in touch directly with interview informants, instead of seeking clearance first from supervisors.
  - c. The research team ensures that the interviews will not be undertaken during official class hours, to avoid disruptions in teaching schedules.
  
2. **Circulating the online survey to be developed by the research team, to teachers within the region/ division.'**
  - a. Regional Directors/ Division Supervisors/ Principals and all other concerned are encouraged to circulate the online survey, to ensure representation of different types of teachers from across the different Philippine regions. Specifically, the study aims to have representation from:
    - Teachers from public and private schools
    - Teachers from multi-grade schools
    - Teachers across different levels
      - Kindergarten
      - Elementary
      - Junior high school
      - Senior high school

- Teachers from rural and urban areas
  - Teachers from rural (remote) areas
    - Ideally, belonging to an IP group
    - Ideally, coming from the ARMM or in conflict areas
  - Teachers from urban (accessible) areas
- Teachers representing different career stages identified by PPST (e.g. beginning, proficient, highly-proficient, and distinguished teachers to ensure representation across different generations)
- Career shifters (e.g. professionals from different fields who joined the teaching profession as a second career)

**3. Providing other data requirements as required for the successful implementation of the research project.**

- a. All concerned are requested to provide school/ division/ department-level data as necessary for the project. An initial request for data has been relayed to the DepEd Information and Communications Technology Service (ICTS), but further supplemental information may still be needed throughout the project period, to provide more context to the research on teacher motivation in the Philippines.

Further information or any queries may be directed to the SEAMEO INNOTECH project team through Dr. Sherlyne A. Almonte-Acosta of the Educational Research Unit through 924-7681 loc. 126 or via email [she@seameo-innotech.org](mailto:she@seameo-innotech.org) or through Ms. May Flor Pagasa Quinones, through 924-7681 loc. 204, or via email, [meyps@seameo-innotech.org](mailto:meyps@seameo-innotech.org).