PROGRAM PERFORMANCE PROFILE

Bachelor of Secondary Education (BSED)

Major in Filipino

AREA II

FACULTY

Parameter A: Academic Qualifications and Professional Experience

System-Inputs and Processes

Based on Section 3 of CHED Memorandum Order No. 52, s. 2007 entitled "Revised Policies and Standards for Undergraduate Teacher Education Curriculum, 100% of the full-time and a minimum of 50% of the part-time faculty must have a master's degree in the discipline or its equivalent at any given point in time. As of the First Semester, AY 2026-2027, the BSED program major in Filipino of the College of Education has three (3) core faculty (full-time) and two (2) part-time faculty with master's degree specializing in the Filipino subject.

The faculty handling practice teaching subjects has thirty-five (35) years of teaching in the Teacher Education Program. Other details are provided in the matrix below:

NAME OF FACULTY AND POSITION	STATUS	Length of Teaching Experience	SUBJECTS HANDLED	MASTER'S DEGREE
LLARENA MARIVIC C. (Associate Professor V)	PERMANENT (Core Faculty)	35 years	MC FIL 104 PROF. ED. 11 PROF. ED. 12	Master of Arts in Teaching Filipino

One hundred percent (100%) of the faculty handling subjects/courses under the BSED Filipino curriculum are licensed professional teachers. A total of seventeen (17) faculty are teaching in the BSED Filipino program for the current semester. The matrix

shows the faculty teaching assignments and professional licensure data. Photos of their respective PRC license cards are also provided herein.

NAME OF FACULTY	SUBJECTS HANDLED	REGISTRATION NO.	VALIDITY/ EXPIRATION DATE
LLARENA MARIVIC C.	MC FIL 104 PROF. ED. 11 PROF. ED. 12	0046868	05/02/2027
MAGALANG JESSIE JR L.	MC FIL 102 MC FIL 105 MC FIL 106 MC FIL 110	1494251	10/12/2028
PAUTAN ROGER JR. A.	PROF. ED 1 MC FIL 107 MC FIL 101	2159146	10/24/2027
SANTA ROSA JUDY ANN G.	GE 5	2123898	10/29/2029
RAPSING DENISE G.	MC FIL 111 MC ELECT I	1607893	07/12/2027
BALBUENA PRINCESS Z.	GE 2	0969854	11/06/2028
BUAYAN MORENA C.	PROF. ED. 7	0103103	02/07/2029
CANTORIA URANUS E.	NSTP 1	0180322	05/08/2027
DELAVIN ELREEN A.	GEC ELEC 11	1041967	06/15/2029
LOTIVIO ELLA P.	PROF. ED. 3	1608795	11/23/2027
MAHAWAN ALVIN M.	PROF. ED. 8	1509650	02/03/2028
PACHECO RAMIR G.	GE 4	1870264	02/13/2029
ROYO JONA M.	PROF. ED. 6	1047380	10/18/2028
BULALACAO RAZELL M.	FL 1	2403025	06/19/2029
CORNAL MICAELA MAE R.	PATHFit 3	1709144	11/15/2028
DALANON KIMBERLY M.	GE 3	2303950	04/26/2028
EJADA JEMARIE L.	PATHFit 1	2304127	07/31/2028

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME	▶ LLARENA
FIRST NAME	▶ MARIVIC
MIDDLE NAME	▶ CANTONJOS
REGISTRATION NO.	▶ 0046868
REGISTRATION DATE	▶ 04/01/1997
VALID UNTIL	▶ 05/02/2027

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

23-6999570

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appertenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

ORLITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME	MAGALANG
FIRST NAME	JESSIE JR
MIDDLE NAME	LABAN
REGISTRATION NO.	1494251
REGISTRATION DATE	12/13/2016
VALID UNTIL	10/12/2028

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-8918179

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME	▶ PAUTAN
FIRST NAME	▶ ROGER JR.
MIDDLE NAME	▶ ATIBAGOS
REGISTRATION NO.	▶ 2159146
REGISTRATION DATE	▶ 03/01/2024
VALID UNTIL	▶ 10/24/2027

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

23-6815950

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appertenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

ORARITO A. ZAMORA
Chairperson

REPUBLIC OF THE PHILIPPINES
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME SANTA ROSA
FIRST NAME JUDY ANN
MIDDLE NAME GODIENEZ
REGISTRATION NO. 2123898
REGISTRATION DATE 12/04/2023
VALID UNTIL 10/29/2029

PROFESSIONAL TEACHER

Qualification Title: Professional Teachers - Secondary
PQF Level: 6





Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD

LAST NAME ▶ RAPSING
FIRST NAME ▶ DENISE
MIDDLE NAME ▶ GLORIANE
REGISTRATION NO. ▶ 1607883
REGISTRATION DATE ▶ 01/09/2018
VALID UNTIL ▶ 07/12/2027

PROFESSIONAL TEACHER



CERTIFICATION

24-7857740

This is to certify that the person whose name, photograph, and signature appear hereon is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson



Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD

LAST NAME ▶ BALBUENA
FIRST NAME ▶ PRINCESS
MIDDLE NAME ▶ ZARAGOZA
REGISTRATION NO. ▶ 0969654
REGISTRATION DATE ▶ 01/18/2008
VALID UNTIL ▶ 11/05/2028

PROFESSIONAL TEACHER

CERTIFICATION

24-8129207

This is to certify that the person whose name, photograph, and signature appear hereon is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

REPUBLIC OF THE PHILIPPINES
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME: BUAYAN
FIRST NAME: MORENA
MIDDLE NAME: CASTILLO
REGISTRATION NO.: 0103103
REGISTRATION DATE: 08/21/1997
VALID UNTIL: 02/07/2029

PROFESSIONAL TEACHER

Qualification Title: Professional Teachers - Secondary

PQF Level: 6

Professional Regulation Commission
www.prc.gov.ph

25-9697462

CHARITO A. ZAMORA
CHAIRPERSON

Signature of Professional

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ CANTORIA
FIRST NAME ▶ URANUS
MIDDLE NAME ▶ ESCASINAS
REGISTRATION NO. ▶ 0180322
REGISTRATION DATE ▶ 10/22/1997
VALID UNTIL ▶ 05/08/2027

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

23-6693798

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appertenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

ORANTO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ DELAVIN
FIRST NAME ▶ ELREEN
MIDDLE NAME ▶ AGUILAR
REGISTRATION NO. ▶ 1041967
REGISTRATION DATE ▶ 12/11/2009
VALID UNTIL ▶ 06/15/2026

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

23-6694522

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME	LOTIVIO
FIRST NAME	ELLA
MIDDLE NAME	PARDEÑO
REGISTRATION NO.	1608795
REGISTRATION DATE	01/10/2018
VALID UNTIL	11/23/2027

PROFESSIONAL TEACHER

24

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-7703312

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

ONARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ MAHAWAN
FIRST NAME ▶ ALVIN
MIDDLE NAME ▶ MASAMOC
REGISTRATION NO. ▶ 1509650
REGISTRATION DATE ▶ 12/21/2016
VALID UNTIL ▶ 02/03/2025

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

20-4233519

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

TEOFILO S. PILANDO, JR.
Chairman

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ **PACHECO**
FIRST NAME ▶ **RAMIR**
MIDDLE NAME ▶ **GARCIA**
REGISTRATION NO. ▶ **1870264**
REGISTRATION DATE ▶ **02/04/2020**
VALID UNTIL ▶ **02/13/2029**

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-9078175

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

GHARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ ROYO
FIRST NAME ▶ JONA
MIDDLE NAME ▶ MABATO
REGISTRATION NO. ▶ 1047380
REGISTRATION DATE ▶ 01/11/2010
VALID UNTIL ▶ 10/08/2028

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-8582498

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

REPUBLIC OF THE PHILIPPINES
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



Apelyido / Surname: BULACAO
Pangalan / Given Name: HIZELL
Panggitnang Apelyido / Middle Name: MANLAPAS
Registration No: 24[illegible]25
Registration date: 02/18/2026
Valid Until: 06/15/2029

PROFESSIONAL TEACHER

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ CORNAL
FIRST NAME ▶ MICAELA MAE
MIDDLE NAME ▶ RAÑOLA
REGISTRATION NO. ▶ 1709144
REGISTRATION DATE ▶ 01/09/2019
VALID UNTIL ▶ 11/15/2028

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-7792047

This is to certify that the person whose name, photograph and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME ▶ DALANON
FIRST NAME ▶ KIMBERLY
MIDDLE NAME ▶ MINGOY
REGISTRATION NO. ▶ 2303950
REGISTRATION DATE ▶ 03/18/2025
VALID UNTIL ▶ 04/26/2028

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-7967960

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

Signature of Professional

CHARITO A. ZAMORA
Chairperson

Republic of the Philippines
PROFESSIONAL REGULATION COMMISSION
PROFESSIONAL IDENTIFICATION CARD



LAST NAME	EJADA
FIRST NAME	JEMARIE
MIDDLE NAME	LORAÑA
REGISTRATION NO.	2304127
REGISTRATION DATE	03/18/2025
VALID UNTIL	07/31/2028

PROFESSIONAL TEACHER

Professional Regulation Commission
www.prc.gov.ph

CERTIFICATION

24-7969196

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked or withdrawn.

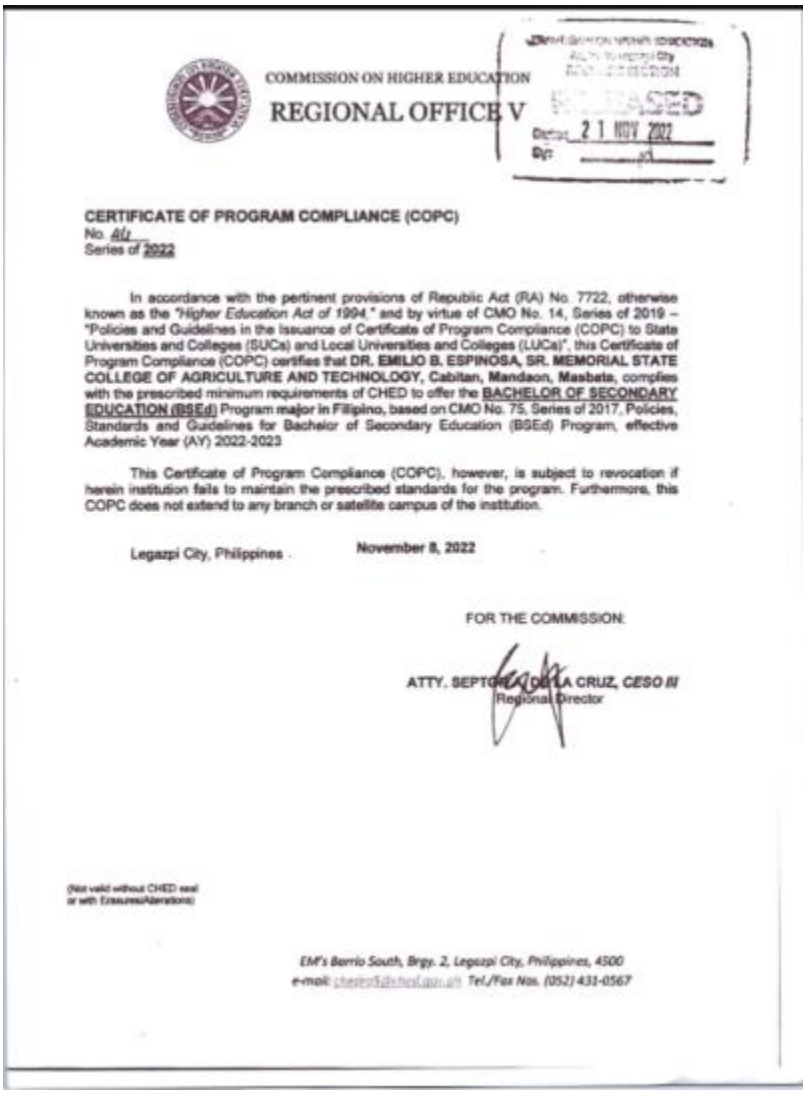
Signature of Professional

CHARITO A. ZAMORA
Chairperson

Six (6) faculty members with master's degree in education are teaching Professional Education courses, to wit:

NAME OF FACULTY	SUBJECTS HANDLED	Master's Degree & Field of Discipline	School and Year Graduated
LLARENA MARIVIC C.	MC FIL 104 PROF. ED. 11 PROF. ED. 12	Master of Arts in Teaching Filipino	Osmeña Colleges (OC) 1996
PAUTAN ROGER JR. A.	PROF. ED 1 MC FIL 107 MC FIL 101	Master of Arts in Teaching major in Filipino	Osmeña Colleges (OC) 2026
BUAYAN MORENA C.	PROF. ED. 7	Master of Arts in Teaching major in Mathematics	Osmeña Colleges (OC) 1998
LOTIVIO ELLA P.	PROF. ED. 3	Master of Arts in Education Major in English Language Education	Dr. Emilio B. Espinosa, Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) 2020
MAHAWAN ALVIN M.	PROF. ED. 8	Master of Arts in Education major in Science Education	Dr. Emilio B. Espinosa, Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) 2020
ROYO JONA M.	PROF. ED. 6	Master of Arts in Education major in Administration and Supervision Master of Arts in Education major in	Dr. Emilio B. Espinosa, Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) 2016
		English Language Education	Dr. Emilio B. Espinosa, Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) 2024

The issuance of the Certificate of Program Compliance (COPC) No. 46, s. 2022 to DEBESMSCAT guarantees that the BSED program major in Filipino complies with the prescribed minimum requirements of CHED as based on CMO No. 75, s. 2017 to offer the said program effective AY 2022-2023.



COMMISSION ON HIGHER EDUCATION
REGIONAL OFFICE V

RELEASED
Date: 21 NOV 2022
By:

CERTIFICATE OF PROGRAM COMPLIANCE (COPC)
No. 46
Series of 2022

In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "*Higher Education Act of 1994*," and by virtue of CMO No. 14, Series of 2019 – "Policies and Guidelines in the Issuance of Certificate of Program Compliance (COPC) to State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs)", this Certificate of Program Compliance (COPC) certifies that **DR. EMILIO B. ESPINOSA, SR. MEMORIAL STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY, Cabitan, Mandaon, Masbate,** complies with the prescribed minimum requirements of CHED to offer the **BACHELOR OF SECONDARY EDUCATION (BSEd)** Program major in Filipino, based on CMO No. 75, Series of 2017, Policies, Standards and Guidelines for Bachelor of Secondary Education (BSEd) Program, effective Academic Year (AY) 2022-2023

This Certificate of Program Compliance (COPC), however, is subject to revocation if herein institution fails to maintain the prescribed standards for the program. Furthermore, this COPC does not extend to any branch or satellite campus of the institution.

Legazpi City, Philippines . **November 8, 2022**

FOR THE COMMISSION:

ATTY. SEPTO[illegible] DELA CRUZ, *CESO III*
Regional Director

(Not valid without CHED seal
or with Erasures/Alterations)

EM's Barrio South, Brgy. 2, Legazpi City, Philippines, 4500
e-mail: [illegible] Tel./Fax Nos. (052) 431-0567

Parameter A: Academic Qualifications and Professional Experience

Implementation

The faculty teaching in BSED Filipino demonstrate professional competence and are engaged in instruction, research, extension, production (garcinia anti-microbial soap), consultancy and expert service, and publication, creative and scholarly work. Approved course syllabi prepared by the faculty can be accessed on this link: https://drive.google.com/file/d/1kMxNhoZBRRBv64cvflkmQmLxwgdY8Vob/view?usp=sharing

In terms of faculty research engagement, certificates of participation, commendation, presentation, and awards across several international conferences were awarded:

- **5th IMCETEMDS (December 4–6, 2025):** Ella P. Lotivio participated in the 5th International Multidisciplinary Conference on Engineering and Technology, Education, Management and Development Studies.
- **1st IRODEO Conference (April 10–12, 2024):** Dr. Elreen A. Delavin served as a facilitator during the 1st International Research Opportunities, Development, and Extension Outcomes Conference.
- **2nd IRODEO Conference (June 16–18, 2025):** Ramir G. Pacheco and Dr. Ella P. Lotivio participated in the 2nd IRODEO Conference.
- **4th IMCETEMDS (December 6–7, 2024):** Alvin M. Mahawan received the Best Presenter Award for presenting research titled *"Teachers' Information and Communication Technology Competence: Basis for the Development of Technology Guide for Teaching and Learning"*.
- **3rd IRODEO Conference (April 13–15, 2026):** Princess Z. Balbuena presented the research paper *"Lived Experiences of Grade 7 Araling Panlipunan Teachers in Writing Critical Thinking Summative Assessments"*.

The faculty participated as well in extension programs/projects such as the CALSTARS, Project Kasaysayan, I-Ambag, and Project Istorya 2.0. One faculty was also involved in the production of Garcinia anti-microbial soap with a Certificate of Copyright Registration and Deposit from the National Library of the Philippines.

Certificates of commendation, appreciation, recognition, and presentation were awarded to faculty for their consultancy, expert services, and professional contributions:

- **Prof. Marivic Llarena**: Certificate of Commendation for serving as a member of the oral defense panel for research proposals in Bachelor of Secondary Education Major in Filipino (November 7, 2024).

- **Roger A. Pautan Jr.**:
    - Certificate of Commendation as Resource Speaker during the Seminar Workshop on Campus Journalism at Lantangan National High School (October 30, 2024).
    - Certificate of Appreciation as Resource Speaker for "T3CIA: The Teacher and the Triangulation of Curriculum, Instruction, and Assessment" at DEBESMSCAT-Cawayan Campus (May 9, 2025).
    - Plaque of Recognition as Chairman of the Committee on Literary Arts for the OBRA Masbateño Arts Festival 2026 (February 27, 2026).
    - Certificate of Recognition for contributing to internationalization efforts via "Project LUNTIAN," selected for inclusion in the World University Rankings for Innovation (WURI) (July 27, 2026).
    - Certificate of Commendation for serving as Facilitator in the 2nd Bicol & 7th Masbate Environmental Youth Leaders' Summit (May 2–4, 2024).
    - Certificate of Appreciation for serving as Facilitator in the 3rd Bicol & 8th Masbate Environmental Youth Leaders' Summit (April 12–14, 2025).
- **Princess Z. Balbuena**:
    - Certificate of Commendation as Resource Speaker for the Gender Sensitivity Training on "Understanding SOGIESC" & "Gender Fair Language" (August 25, 2023).
    - Certificate of Commendation as Resource Speaker for the GST lecture on RA 11313, RA 8972, and RA 10754 (August 11, 2023).
- **Dr. Alvin M. Mahawan**:
    - Certificate of Presentation for delivering a Keynote at the 7th Annual International Research Conference at Tharaka University on "Transforming Education for the future: Embedding Competency-Based Approaches to Drive Sustainable Development Goals" (September 24–26, 2025).
    - Visiting Lecturer Certificate from the Faculty of Computer Science, Universitas Brawijaya, for guest lectures and joint research during the Even Semester of AY 2024/2025.

Evidences of publication, creative and scholarly work of faculty can be viewed on this link: https://drive.google.com/file/d/1xS5_AiVbvm_aMvj1f_bqaf0oo4WE41QG/view?usp=sharing

Transcript of Records (TOR) and certification of faculty who earned graduate degrees in education from reputable institutions are provided on this link:

https://drive.google.com/file/d/12v1kHj7Q2t7Tc8i503tBCwfgBrd-QVOz/view?usp=sharing

Parameter A: Academic Qualifications and Professional Experience

Outcomes

The institution has qualified and competent faculty as reflected on the Teaching Effectiveness rating and IPCR. Files are available on this link: https://drive.google.com/file/d/1qCG9IedlzkLhZVoMKxDMYPH5PO7Ie5Zw/view?usp=sharing

Parameter B: Recruitment, Selection and Orientation

System – Inputs and Processes

The institution has Recruitment, Selection and Placement Plan that can viewed on this link: https://drive.google.com/file/d/1g2X_tcfpeIp69Ne_uF1hdhx05K-zk6_v/view?usp=sharing

Implementation

Recruitment and selection of faculty is processed by the faculty selection board using the following criteria:

- Academic Qualifications:
- Personal Qualities:
- Communication Skills
- Pedagogical/Content Ability
- Medical Examination Results
- Relevant Professional Experiences (if any)
- Previous Record of Employment (if any)
- Technical/Special Skills and Abilities
- Previous Performance Rating (if any)

The hiring system adopts an open competitive selection, based on the CSC-approved merit system and promotion plan of the institution, published and well-disseminated through bulletin board displays located outside the Human Resource Office, CSC job portal, and social media page of DEBESMSCAT.

To avoid professional in-breeding, faculty are encouraged to pursue graduate studies in other institutions particularly those belonging in top universities in the Philippines and even abroad.

The institution conducts orientation for the newly-hired and promoted faculty/ personnel. Program and attendance sheets can be accessed on this link: https://drive.google.com/file/d/1yJ9KD83BjUHPdHYZRP1vtVt2ZvU7Udu3/view?usp=sharing

Parameter C: Faculty Adequacy and Loading

System – Inputs and Processes

Provision for incentives for overload teaching is stated in the Revised Faculty Procedures and Policies Manual as well as in Office Order No. 124, s. 2025 entitled Implementation of Board Resolution No. 25-07 Re: Approval of the Revised Fulltime Equivalent (FTE) Teaching Load of Faculty Members.

The matrix below presents the faculty teaching assignments and graduate degrees:

NAME OF FACULTY AND POSITION	SUBJECTS HANDLED	MASTER'S DEGREE	DOCTORATE DEGREE
LLARENA MARIVIC C. (Associate Professor V)	MC FIL 104 PROF. ED. 11 PROF. ED. 12	Master of Arts in Teaching Filipino	
MAGALANG JESSIE JR L. (Instructor I)	MC FIL 102 MC FIL 105 MC FIL 106 MC FIL 110	Master of Arts in Filipino Education	Doctor of Philosophy in Filipino (on-going)
PAUTAN ROGER JR. A. (Instructor II)	PROF. ED 1 MC FIL 107 MC FIL 101	Master of Arts in teaching Filipino	
MARBELLA FELISA D. (Associate Professor V)	MC FIL 108 MC LIT 105	Master of Arts in Education major in Filipino	Doctor of Philosophy in Filipino
BALBUENA PRINCESS Z. (Instructor III)	GE 2	Master of Arts in Social Studies Education	
BUAYAN MORENA C. (Associate Professor V)	PROF. ED. 7	Master of Arts in Teaching major in Mathematics	Doctor of Philosophy in Education Management
CANTORIA URANUS E. (Associate Professor II)	NSTP 1	Master of Arts in Teaching Mathematics	
DELAVIN ELREEN A. (Professor IV)	GEC ELEC 11	Master of Arts in Education major in Administration and Supervision	Doctor of Education in Educational Leadership Doctor of Education major

			in Early Childhood Education
LOTIVIO ELLA P. (Instructor II)	PROF. ED. 3	Master of Arts in Education Major in English Language Education	Doctor of Philosophy major in English Language and Literature
MAHAWAN ALVIN M. (Assistant Professor I)	PROF. ED. 8	Master of Arts in Education major in Science Education	Doctor of Education in Educational Leadership and Management
PACHECO RAMIR G. (Instructor I)	GE 4	Master of Arts in Education major in Mathematics Education	Doctor of Philosophy major in Mathematics Education (on-going)
ROYO JONA M. (Associate Professor III)	PROF. ED. 6	Master of Arts in Education major in Administration and Supervision Master of Arts in Education major in English Language Education	Doctor of Education in Educational Leadership

Faculty schedule has time for preparation of lessons, teaching, scoring of test papers, record-keeping, class evaluation, research, extension, production and other assigned tasks as reflected on the faculty workload. Files are available on this link: https://drive.google.com/file/d/1tajI_YpOkSs5didZBe8HRHlgCvfK7OGg/view?usp=sharing

In addition, faculty manual is published formalizing faculty policies, standards and guidelines that can be viewed on this link:

https://drive.google.com/file/d/1xYZJLaeLjPICqhhQweZOqo3ToaLtP8E9/view?usp=sharing

In accordance with the leave policies of the institution, administrative arrangements are adopted whenever vacancies/leaves of absence occur during the term.

Parameter D: Rank and Tenure

System – Inputs and Processes

The institution has a system of promotion in rank and tenure based on Office Order No. 240, s. 2025, entitled Implementation of Board Resolution No. 25-62 Re: Approval of the Adoption of Applicable Provisions of Joint CHED-DBM Circular No. 3 on Faculty Hiring Process and Procedures Including Institutional Promotion Guidelines Amending the DEBESMSCAT Faculty Manual. Policy on temporary status of employment is stated on the Revised Faculty Procedures and Policies Manual.

Implementation

The system of promotion in rank and salary in the institution is guided by Office Order No. 240, s. 2025, entitled Implementation of Board Resolution No. 25-62 Re: Approval of the Adoption of Applicable Provisions of Joint CHED-DBM Circular No. 3 on Faculty Hiring Process and Procedures Including Institutional Promotion Guidelines Amending the DEBESMSCAT Faculty Manual.

Specifically, the following are stipulated in the Revised Faculty Procedures and Policies Manual:

- Retirement, separation or termination benefits
- Notice of rank and tenure after evaluation of credentials and performance
- Extension, renewal or termination of their appointments
- Policies and guidelines on the probationary period or temporary status required before a permanent status is granted to the faculty

Outcomes

Copies of appointment of permanent faculty and contract of service (teaching) are available on this link: https://drive.google.com/file/d/1pB6edJGAADSgXwa3yyXhP-stSWS5JfwI/view?usp=sharing

Parameter E: Faculty Development

System – Inputs and Processes

The Faculty Development Plan for Advanced Studies (2025-2029) contains the institution's faculty development program. It can be viewed on this link: https://drive.google.com/file/d/1k_0bp-QcYJLcEJ5-w9zFx-5eM5iQ9T2p/view?usp=sharing. Adequate budget allocation for faculty development is also provided.

Policies on faculty academic recognition and grant of scholarship/fellowship/ award are stated in the Personnel Scholarship Guidelines (Revised 2024). Copy can be read on this link: https://drive.google.com/file/d/1g45iqejxzxbNvtwvwpikH16xR2qQHkCM/view?usp=sharing

Certificates of membership in professional/scientific organization/honor society of faculty are provided on this link: https://drive.google.com/file/d/1an1W-41NIPoFBmW_Ez2Thl3rYVzVAKyL/view?usp=sharing

Implementation

The institution supports the professional growth of faculty through attendance in educational lectures, symposia, seminars, workshops, conferences, and other form of trainings. Faculty are also involved in the conduct of research activities, publication of research output, giving of lectures and presentation of papers in national/international conferences, symposia and seminars. In-service training activities are held as well at least once per term.

Outcomes

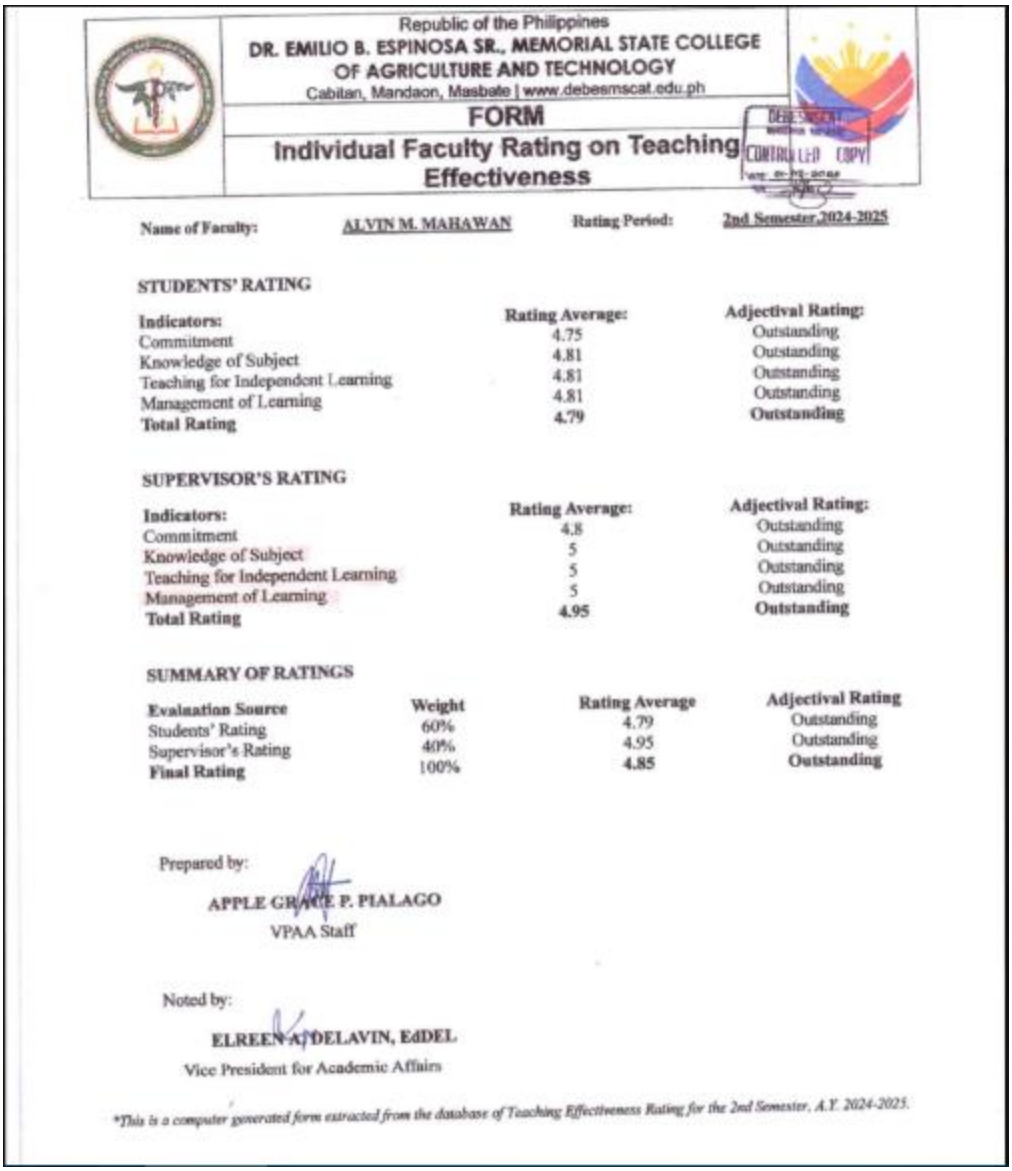
The faculty are well-trained and competent to serve the institution.

The faculty are committed to serve and support the programs and projects of the institution.

Parameter F: Professional Performance and Scholarly Works

System – Inputs and Processes

By means of the Teaching Effectiveness instrument, the performance of faculty with regards to instruction is being evaluated by the students and supervisors. Individual faculty rating on teaching effectiveness is given at the end of every semester. Sample is presented below:



Republic of the Philippines
DR. EMILIO B. ESPINOSA SR., MEMORIAL STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY
Cabitan, Mandaon, Masbate | www.debesmscat.edu.ph

FORM

Individual Faculty Rating on Teaching Effectiveness

CONTROLLED COPY

Name of Faculty: ALVIN M. MAHAWAN Rating Period: 2nd Semester,2024-2025

STUDENTS' RATING

Indicators:	Rating Average:	Adjectival Rating:
Commitment	4.75	Outstanding
Knowledge of Subject	4.81	Outstanding
Teaching for Independent Learning	4.81	Outstanding
Management of Learning	4.81	Outstanding
Total Rating	**4.79**	**Outstanding**

SUPERVISOR'S RATING

Indicators:	Rating Average:	Adjectival Rating:
Commitment	4.8	Outstanding
Knowledge of Subject	5	Outstanding
Teaching for Independent Learning	5	Outstanding
Management of Learning	5	Outstanding
Total Rating	**4.95**	**Outstanding**

SUMMARY OF RATINGS

Evaluation Source	Weight	Rating Average	Adjectival Rating
Students' Rating	60%	4.79	Outstanding
Supervisor's Rating	40%	4.95	Outstanding
Final Rating	100%	**4.85**	**Outstanding**

Prepared by:

APPLE GRACE P. PIALAGO
VPAA Staff

Noted by:

ELREEN A. DELAVIN, EdDEL
Vice President for Academic Affairs

*This is a computer generated form extracted from the database of Teaching Effectiveness Rating for the 2nd Semester, A.Y. 2024-2025.

Scholarly works of faculty are evaluated during the Agency In-house Review.

Implementation

The faculty demonstrate skills and competencies in the following as evident on the approved course syllabi:

- Knowledge of the program objectives/outcomes
- Reflecting the program outcomes clearly in the course objectives
- Knowledge and mastery of the content, issues and methodology in the discipline
- Proficiency in the use of language of instruction
- Use of higher order thinking skills
- Innovativeness and resourcefulness in the different instructional processes

- Integration of work values and work ethics in the teaching-learning process
- Integration of Gender and Development (GAD) activities
- Utilize ICT and other resources in the enhancement of the teaching-learning process

Outcomes

All faculty of BSED major in Filipino obtained commendable performances within the outstanding and very satisfactory rating on their teaching effectiveness. Scholarly works of faculty also demonstrated high quality being published in reputable journals. List of published researches can be accessed on this link: https://drive.google.com/file/d/1r4MzJBFftoA-sXYkGmqT7-06RKwb_qm6/view?usp=sharing

Parameter G: Salaries, Fringe Benefits and Incentives

System – Inputs and Processes

Through the Board Resolution No. 18-57 Re: Approving the Program of Awards and Incentives for Service Excellence (PRAISE) and the Grant of Personnel Capability Enhancement Incentive, the institution is guided by the system of compensation and rewards to its faculty and staff.

Implementation

The list presents the privileges, fringe benefits and incentives being received by qualified permanent faculty/personnel.



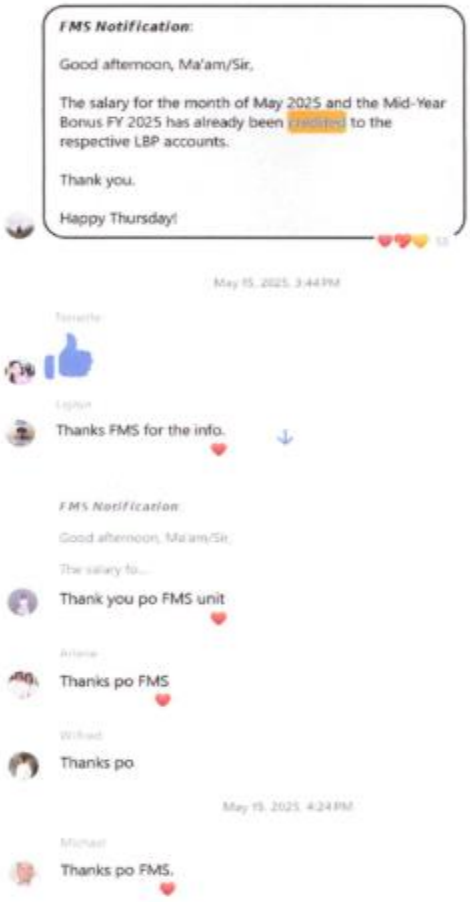
Republic of the Philippines
DR. EMILIO B. ESPINOSA SR. MEMORIAL
STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY
Graduate School (GS)
www.debesmscat.edu.ph | Cabitan, Mandaon, Masbate

LIST OF PRIVILEGES, FRINGE BENEFITS AND INCENTIVES

- Salary
- Proportional Vacation Pay
- Salary Differential Due to Salary Increase (Step Increment)
- Salary Differential Due to Reclassification of Positions per NBC 461 Implementations
- Anniversary Bonus
- Year-end Bonus and Cash Gift
- Mid-Year
- Cash Gift
- Uniform/ Clothing Allowance
- Capability Enhancement Incentive
- Collective Negotiation Agreement
- Productivity Enhancement Incentive
- Program on Awards and Incentive for Service Excellence (PRAISE)
- Service Recognition Incentive
- Research Presentation Cash Incentives
- Journal Publication Cash Incentives
- Loyalty Cash Awards
- Dissertation Assistance of Faculty Under College Scholarship Program
- Monthly Stipend of Faculty Under Scholarship Program
- Honoraria of BAC Members, TWGs and Secretariat
- Monetization of Leave Credits
- COVID-19 Hazard Pay
- Excess Load Honoraria of Faculty
- Honoraria of Graduate School Thesis Advisers and Statistician
- Honoraria of Graduate School Faculty
- Payroll for Honoraria of ROTC Training Personnel
- Payroll for Honoraria of NSTP CWTS/LTS Instructors/Implementers
- PERA

Outcomes

Faculty are satisfied with their compensation and rewards as they expressed thanks and appreciation to the FMS unit that is responsible in the processing of salary and other monetary privileges/incentives.



Parameter H: Professionalism

System – Inputs and Processes

There is an approved SUC Code and Faculty Manual found on the Faculty Procedures and Policies Manual that define the policies, guidelines, rules and regulations affecting the faculty.

Implementation

The faculty abide with the Code of Ethics of the Profession and the Code of Ethical Standards for Government Officials and Employees. Immediate supervisors of faculty conduct monitoring and provide assistance and support to ensure professionalism is observed at all times.

Outcomes

The corps of faculty manifest a commendable level of professionalism as reflected on the students' and supervisors' evaluation/feedback.

Best Practices

- The faculty handling subjects/courses in BSED Filipino continuously seek professional growth by enrolling in graduate studies as well as attending seminars, trainings, conferences, symposia, extension programs and projects.
- Consistent attainment of outstanding and very satisfactory teaching effectiveness rating of faculty demonstrates high quality of instruction for the benefit of the students.
- The faculty provide services as lecturer, resource speaker, and program/project facilitator in seminars, trainings, workshops, research conferences and extension activities.

Extent of Compliance

The following are screenshots from the DEBESMSCAT Accreditation Portal: https://accreditation.debesmscat.edu.ph/pages/area/43/#compliance

#	FINDING	ACTIONS TAKEN	COMPLIANCE STATUS
1	The trend of faculty qualification and promotion in Higher	The faculty teaching the social studies program are already in	Partially Complie
2	The course syllabi are evidence of how the faculty conducts the	The uploaded course syllabi are updated in terms of the	Complied
3	The college may institutionalize the involvement of the	The faculty of the program are already involved in research	Complied
4	The production function of SUCs has the least involvement	• Faculty Manual, faculty involved in research, extension	Partially Complie
5	If revision of the Faculty Development Program is to be done	1. The guidelines were revised and re-approved in 2024. The	Partially Complie
6	The college may encourage the faculty to publish research	1. Publication incentive listed in the Faculty Manual. Under	Complied

7	The Faculty Development Manual determines the	1. Board approval. The DEBESMSCAT Personnel Scholarship	Partially Complie
8	The Merit Selection and Promotion Plan of the college considers	1. The Faculty Manual requires every applicant for a	Partially Complie
9	It is mandated that the publication of vacant positions must be	The HRMO still did not use other platforms to publicize vacant	Partially Complie
10	The college may consider the crafting of a well-defined	1. The 2024 guidelines, approved through BR No. 24-37	Partially Complie
11	The approval of the CSC RO V and the confirmation of the	The College gave priority to this recommendation by	Partially Complie
12	The Faculty Workload may be properly distributed, giving the	1. The normal full load is fixed at 21 CHW units, and workload	Partially Complie
13	As part of the revision of the Faculty Manual, it is deemed	The College has existing provisions that safeguard	Partially Complie

14	The Faculty Manual, Academic Manual, Faculty Development	1. Office Order No. 154, s. 2026 (March 31, 2026) implements	Complied
15	The college may encourage the faculty to get membership in		Complied
16	The college's responsibility of allocating budgets to	The budget of each department/unit is allocated through the	Partially Complie
17	Research activities conducted by the faculty may be	The faculty members of the program are actively engaged in	Complied
18	Production of instructional materials to enhance the	The Faculty Manual recognizes the production of	Partially Complie
19	The college may regulate the inclusion of the salient	The College has mandates to conduct GAD activities	Complied
20	The instructional materials used in the actual conduct of the	1. Faculty reviewed and updated their instructional materials	Complied
21	The college may institutionalize the grant of tuition fee		Not Yet Started
22	For better and more user-friendly browsing of uploaded	1. The College Accreditation Task Force reviewed all	Complied