



Republic of the Philippines  
**Department of Education**  
 NATIONAL CAPITAL REGION

DEPARTMENT OF EDUCATION  
 RECORDS SECTION, DEPED NCR  
**RELEASED**  
 JUN 06 2023

June 1, 2023

**REGIONAL MEMORANDUM**

No. 462, s. 2023

**To:** Schools Division Superintendents  
 CLMD Chief  
 HRDD-NEAP Chief  
 CID Chiefs

**CONDUCT OF ACTIVITIES FOR THE “HIGHER ORDER THINKING SKILLS  
 PROFESSIONAL LEARNING PACKAGE (HOTS-PLPS) FOR SCIENCE,  
 MATHEMATICS, AND ENGLISH TEACHERS”**

1. In reference to the enclosed memorandums RM 435, s. 2023 and unnumbered Memorandum from Usec. Gloria Jumamil-Mercado, Undersecretary for Human Resource and Organizational Development, dated May 26, 2023, the field is informed of the succeeding activities of the above-captioned subject matter.
2. Participants for the **National Training of Trainers (NTOT)** will be endorsed by SDOs through respective Personnel Development Committees (PDC) based on the **set qualifications** in the same memo and the allocation per division is equitably distributed as follows:

No.	SDO	NTOT Science		NTOT Math		NTOT English	
		June 19 – 23, 2023		June 26 – 30, 2023		July 3 – 7, 2023	
	<b>HRDD NEAP Representative</b>	Hajji R. Palmero		Jennifer G. Medina		Rhea B. Eden	
		PSDS	SH	PSDS	SH	PSDS	SH
1	Caloocan	1	2		2		2
2	Las Pinas		2	1	2		2



Misamis St., Bago Bantay, Quezon City

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3	Makati		2		2		2
4	Malabon	1	1		2		2
5	Mandaluyong		2		2	1	2
6	Manila		2		2	1	2
7	Marikina		2	1	1		2
8	Muntinlupa		2		2		2
9	Navotas	1	1		2	1	1
10	Paranaque		2	1	1		2
11	Pasay		2		2	1	1
12	Pasig		2		2		2
13	Quezon City		2	1	2		2
14	San Juan		2		2		2
15	Taguig Pateros		2		2		2
16	Valenzuela	1	2		2		2
	<b>Total</b>	<b>4</b>	<b>30</b>	<b>4</b>	<b>30</b>	<b>4</b>	<b>30</b>

- SDOs are expected to expedite the selection process for the participants using the attached Enclosure 3a. Submit immediately to RO NEAP through [ncr.deped.gov.ph](https://ncr.deped.gov.ph) and upload a copy to the SDO assigned folder using the link <https://tinyurl.com/NTOTHOTSPLP> not later than June 9, 2023.
- The qualifications of the nominated participants of SDOs will be further reviewed and validated by CLMD Supervisors in Science, Mathematics, and English.
- The cost of the board and lodging of the participants and representatives of HRDD-NEAP to the three (3) clusters of NTOT shall be charged against the FY 2023 HRD Funds of NEAP-PDD. While the travel and other incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.



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6. For any questions and clarifications, please contact **Hajji R. Palmero**, Chief, HRDD-NEAP at (0998) 4766518 or **Jennifer G. Medina**, Education Program Specialist II at (0933) 8166936.
7. For information, guidance, and compliance of all concerned.

  
**WILFREDO E. CABRAL, CESO III**  
Regional Director

Encl.: As stated



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*Enclosure 3a: Endorsement of the Participants (National Training of Trainers)*

2 June 2023

**WILFREDO E. CABRAL, CESO III**

Regional Director

Dear **Director CABRAL:**

This is to respectfully submit the names of the participants to the National Training of Trainers of the *Higher Order Thinking Skills Professional Learning Package (HOTS-PLPs) for Mathematics, Science, and English Teachers* from this Region.

Name	Office	Designation	Expertise (Mathematics, Science, English)	Email Address	Contact No.

Thank you very much.

Respectfully yours,

<Signature>

Schools Division Superintendent  
SDO



**Misamis St., Bago Bantay, Quezon City**

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Republic of the Philippines  
**Department of Education**  
 NATIONAL CAPITAL REGION



DNCR-F-ORD-033/R0/01112019

**REGIONAL MEMORANDUM**  
 No. NCR-2023-435

May 31, 2023

**ACTIVITIES FOR THE HIGHER ORDER THINKING SKILLS  
 PROFESSIONAL LEARNING PACKAGE (HOTS-PLPs) FOR SCIENCE,  
 MATHEMATICS AND ENGLISH TEACHERS**

To : Schools Division Superintendents  
 CLMD Chief and CID Chiefs  
 All Others Concerned

1. This Region, through the Human Resource Development Division, NEAP-R, and Curriculum and Learning Management Division ensures the alignment of the goals of this Office to the directions set by the National Educators Academy of the Philippines in support to the MATATAG agenda and consistent with the Philippine Professional Standards for Teachers (PPST). Hence, all concerned offices in the Region and SDOs are **enjoined** to participate in the activities for the **“Higher Order Thinking Skills Professional Learning Package (HOTS-PLPs) for Science, Mathematics, and English Teachers”**, geared towards supporting teachers in performing pedagogy and assessment practices that promote higher order thinking skills for Grade 7 to 10.

2. In reference to the enclosed memorandum from Usec. Gloria Jumamil-Mercado, Undersecretary for Human Resource and Organizational Development, dated May 26, 2023, detailed these series of activities to be conducted on a specified date and venue as follows:

<b>TITLE OF THE ACTIVITY</b>	<b>DATE AND VENUE</b>	<b>PARTICIPANTS</b>
<i>Capacity Building for the Core Team of Trainers</i>	<i>June 5-9, 2023</i> <i>Crown Regency Hotels and Towers, Osmeña Blvd., Cebu City</i>	<i>CLMD Chief</i> <i>16 CID Chiefs</i> <i>3 PSDS</i> <i>3 School Heads</i>
<i>National Training of Trainers (Cluster 1) (Science)</i>	<i>June 19-23, 2023</i> <i>ECOTECH Center, Sudlon, Lahug, Cebu City</i>	<i>4 PSDS</i> <i>30 School Heads</i>



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National Training of Trainers (Cluster 2) (Mathematics)	June 26-30, 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	4 PSDS 30 School Heads
National Training of Trainers (Cluster 3) (English)	July 3-7, 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	4 PSDS 30 School Heads

3. Refer to **Enclosure 1** for the list of participants to the **Capacity Building for the Core Team of Trainers**.
4. Participants for **the National Training of Trainers (NTOT) Clusters 1 to 3** will be communicated in a succeeding issuance.
5. The cost of the board and lodging of participants and representatives of CLMD and HRDD/NEAP-R to **Capacity Building of Core Team of Trainers** and **Three (3) Clusters of NTOT** shall be covered by FY 2023 HRD Funds of NEAP-PDD while the travel and other incidental expenses shall be charged to HRD Fund/local funds, subject to the usual accounting and auditing rules and regulations.
6. Consequently, the implementation of these NEAP priority programs to the region and divisions shall be issued in a separate communication.
7. Other details are indicated in the attached memorandum.
8. For any questions and clarifications, please contact **Hajji R. Palmero**, Chief, HRDD-NEAP at (0998) 4766518 or **Jennifer G. Medina**, Education Program Specialist II at (0933) 8166936.
9. For information, guidance, and compliance of all concerned.

  
**WILFREDO E. CABRAL, CESO III**  
Regional Director



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**Enclosure 1 – Indicative List of Participants to the Capacity Building for the Core Team of Trainers**

<b>Name</b>	<b>Designation</b>	<b>Office</b>
Jennifer Vivas	CLMD Chief	Regional Office
Jennifer G. Medina	EPS II, HRDD-NEAP Representative	Regional Office
16 CID Chiefs	Curriculum Implementation Division Chiefs	Schools Division Office
Melvin Willy II B. Roque	Public School District Supervisor	SDO Valenzuela
Renato N. Felipe	Public School District Supervisor	SDO Manila
Joel L. Colobong	Public School District Supervisor	SDO Quezon City
Rouell A. Santero	Principal I	Pasay National High School
Manolo G. Peña	Principal III	Manila Science High School
Czarina P. Cruz	Principal	Paso De Blas National High School



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Republika ng Pilipinas

## Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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### MEMORANDUM

TO : REGIONAL DIRECTORS  
SCHOOLS DIVISION SUPERINTENDENTS  
HUMAN RESOURCE DEVELOPMENT DIVISION CHIEFS  
NEAP-R FOCAL PERSONS  
Curriculum and Learning Management Division Supervisors for  
Early Education and Language Literacy  
All Others Concerned

FROM :   
**GLORIA JUMAMIL-MERCADO**  
*Undersecretary for Human Resource and Organizational Development*

SUBJECT : **Conduct of Activities for the “Higher Order Thinking Skills Professional Learning Package (HOTS-PLPs) for Science, Mathematics and English Teachers”**

DATE : 26 May 2023

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1. The National Educators Academy of the Philippines (NEAP), in collaboration with the Curriculum and Teaching Strand of the Department, shall be conducting the **“Higher Order Thinking Skills Professional Learning Package (HOTS-PLPs) for Science, Mathematics, and English Teachers”** to support the public school teachers in performing pedagogy and assessment practices that promote higher order thinking skills for Grades 7 to 10.
2. The program is aimed at:
  - a. Supporting the teachers in understanding HOTS and in reflecting these skills in their respective classroom practices through the development of HOTS items/questions for Science, Mathematics, and English/Reading subjects;
  - b. Helping the teachers in performing pedagogy and assessment practices that promote HOTS; and,
  - c. Developing guide materials intended for master teachers, school heads, and supervisors to support them in their mentoring roles in schools with a focus on helping teachers.



3. The activities to be conducted under HOTS-PLPs Program are the following:

Title of the Activity	Date and Venue	Participants
Capacity Building for the Core Team of Trainers	5 to 9 June 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	CLMD Chief ▪ 1 per Region CID Chief ▪ 1 per SDG PSDS ▪ 3 per Region School Heads ▪ 2 for Regions 1, 2, 4b, 5, 8, 9, 12, 13, and CAR ▪ 3 for Regions 3, 4a, 6, 7, 10, 11, and NCR
National Training of Trainers (Cluster 1) [Science]	19 to 23 June 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	PSDS ▪ 4 for Regions 1, 2, 3, 4a, 5, 6, 7, 8, 9, 10, 11, 12, 13, and NCR ▪ 3 for Regions 4b and CAR School Heads ▪ 30 per Region
National Training of Trainers (Cluster 2) [Mathematics]	26 to 30 June 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	PSDS ▪ 4 for Regions 1, 2, 3, 4a, 5, 6, 7, 8, 9, 10, 11, 12, 13, and NCR ▪ 3 for Regions 4b and CAR School Heads ▪ 30 per Region
National Training of Trainers (Cluster 3) [English]	3 to 7 July 2023 ECOTECH Center, Sudlon, Lahug, Cebu City	PSDS ▪ 4 for Regions 1, 2, 3, 4a, 5, 6, 7, 8, 9, 10, 11, 12, 13, and NCR ▪ 3 for Regions 4b and CAR School Heads ▪ 30 per Region

**a. Capacity Building for the Core Team of Trainers**

- i. This initial activity is aimed at capacitating the national or the **Core Team of Trainers** on the content and delivery of the HOTS-PLPs Program for its nationwide implementation.
- ii. The trained Core Team of Trainers are expected to serve as the trainers of the subsequent National Training of Trainers.
- iii. Participants to this activity who will serve as the Core Team of Trainers are the following:
  1. All Curriculum and Learning Management Division (CLMD) Chiefs of the Regional Offices
  2. All Curriculum and Instruction Division (CID) Chiefs of the Schools Division Offices
  3. Public Schools District Supervisors (PSDS) with specialization in Science, Mathematics, or English
  4. High School Principals

iv. Qualifications of the PSDS and Principals who serve as part of the Core Team of Trainers:

1. An existing PSDS or Principal / Teacher-in-Charge
  2. Has served as a PSDS / Principal for at least five (5) years
  3. With masters or doctoral degree in Science, Mathematics or English
  4. Preferably someone who took part in the development and/or validation of the HOTS PLPs
  5. With technical expertise in training and facilitation, including online training, coaching and mentoring, and research
  6. Has served as a national trainer in Science, Mathematics, or English
  7. Has attended relevant international and national trainings and/or courses in Science, Mathematics, or English
  8. Comfortable in using varied educational technologies
  9. Has a good command of English and Filipino
- v. The cost of the board and lodging of all the participants shall be charged against FY 2023 HRD Funds of NEAP – PDD. While the travel and other incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.
- vi. Participants are advised to check in at 2:00pm of 4 June 2023 (Sunday) and to check out at 11:00am of 9 June 2023 (Friday):

Meals	4 June Sun.	5 June Mon	6 June Tue	7 June Wed	8 June Thurs	9 June Fri
Breakfast		✓	✓	✓	✓	✓
AM Snack		✓	✓	✓	✓	✓
Lunch		✓	✓	✓	✓	
PM Snack	✓	✓	✓	✓	✓	
Dinner	✓	✓	✓	✓	✓	

- vii. The regions are requested officially endorse their participants to the said activities on or before 1 June 2023 via email at [pdd.pdi@deped.gov.ph](mailto:pdd.pdi@deped.gov.ph), copy furnished [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph) with the subject line "Region XX HOTS-PLPs Core Team Members." (eg. Region III HOTS-PLPs Core Team Members). Template is enclosed (Enclosure 2).

*PLPs Core Team Members." (eg. Region III HOTS-PLPs Core Team Members).  
Template is enclosed (Enclosure 2).*

**b. National Training of Trainers**

- i. The National Training of Trainers shall be facilitated by the Core Team of Trainers.
- ii. In this activity, a set of National Trainers shall be capacitated on the content and delivery of the HOTS-PLPs Program for its nationwide implementation.
- iii. This shall be conducted in three (3) separate clusters: (1) Science; (2) Mathematics; and, (3) English.
- iv. The National Trainers shall likewise be assisted in the development of their respective implementation plans (cascading activities).
- v. Participants to this activity who will serve as National Trainers are the following:
  1. Public Schools District Supervisors (PSDS) with specialization in Science, Mathematics, or English
  2. High School Principals
- vi. Qualifications of the PSDS and Principals who serve as National Trainers:
  1. An existing PSDS or Principal / Teacher-in-Charge
  2. Has served as a PSDS / Principal for at least five (5) years
  3. With masters or doctoral degree in Science, Mathematics or English
  4. With technical expertise in training and facilitation, including online training, coaching and mentoring, and research
  5. Has served as a national trainer in Science, Mathematics, or English
  6. Has attended relevant international and national trainings and/or courses in Science, Mathematics, or English
  7. Comfortable in using varied educational technologies
  8. Has a good command of English and Filipino
- vii. A representative of the NEAP-R or Regional Human Resource Development Division (HRDD) is requested to serve as part of the Program Management Team (PMT).
- viii. The cost of the board and lodging of all the participants shall be charged against FY 2023 HRD Funds of NEAP - PDD. While the travel and other

incidental expenses of the participants shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

- ix. Participants are advised to check in at 2:00pm of 18 June 2023 (Sunday) and to check out at 11:00am of 23 June 2023 (Friday) for Cluster 1; to check in at 2:00pm of 25 June 2023 (Sunday) and to check out at 11:00am of 30 June 2023 (Friday) for Cluster 2; and, to check in at 2:00pm of 2 July 2023 (Sunday) and to check out at 11:00am of 7 July 2023 (Friday) for the Cluster 3:

Meals	18 June / 25 June / 2 July Sun	19 June / 26 June / 3 July Mon	20 June / 27 June / 4 July Tue	21 June / 28 June / 5 July Wed	22 June / 29 June / 6 July Thurs	23 June / 30 June / 7 July Fri
Breakfast		✓	✓	✓	✓	✓
AM Snack		✓	✓	✓	✓	✓
Lunch		✓	✓	✓	✓	
PM Snack	✓	✓	✓	✓	✓	
Dinner	✓	✓	✓	✓	✓	

- x. The regions are requested officially endorse their participants, along with the name of the representative of the HRDD, to the said activities on or before 13 June 2023 via email at [pdd.pdi@deped.gov.ph](mailto:pdd.pdi@deped.gov.ph), copy furnished [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph) with the subject line "Region XX HOTS-PLPs National Trainers." (eg. Region III HOTS-PLPs National Trainers). Template is enclosed (Enclosure 3).
4. For the conduct of the aforementioned activities that will fall on weekends and holidays, the Regional Office and/or Schools Division Office is requested to provide Compensatory Time-Off (CTO) to the participants and core team to compensate for time rendered that is supposed to be for personal use and rest.
5. The following documents are enclosed for reference:
- Enclosure 1 – Program Matrix
  - Enclosure 2 – Endorsement of the Participants (Core Team of Trainers)
  - Enclosure 3 – Endorsement of the Participants (National Trainers)
  - Enclosure 4 – Program Briefer
6. For questions or concerns, please feel free to contact the Professional Development Division of NEAP at (02) 8715-9919 or thru email at [pdd.pdi@deped.gov.ph](mailto:pdd.pdi@deped.gov.ph) using the subject line "Region XX HOTS-PLPs Concern" (eg. Region III HOTS-PLPs Concern).



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## Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

30 May 2023

### ADVISORY

1. This is in reference to the Unnumbered memorandum dated May 26, 2023, on the Conduct of Activities for the Higher Order Thinking Skills Professional Learning Packages (HOTS PLPs) for Science, Mathematics, and English Teachers.
2. NEAP would like to announce that there will be a **change in venue**, details are as follows:

Activity	Date	New Venue
Capacity Building for the Core Team of Trainers	05-09 June 2023	Crown Regency Hotels and Towers, Osmena Blvd., Cebu City

3. All participants of the activity above are required to fill out the registration form through <https://bit.ly/HOTSCoreTrainers> on or before **02 June 2023, 12:00nn.**
4. For the conduct of **Capacity Building for the Core Team of Trainers**, the **NEAP-CO PMT** is assigned to manage the program and assist on the three (3) breakout sessions that will be led by the RCTQ Team.
5. For the subsequent conduct of the three clusters of the **National Training of Trainers (NTOT)**, the **HRDD/NEAP in the Region representative/s**, as the counterpart of NEAP-CO, shall co-facilitate the program, assist in managing the thirteen (13) breakout sessions, and attend to the concerns of their respective participants.
6. As for the participants, the regions **may endorse Education Program Supervisors** (with specialization in English/Math/Science) as long as they meet the required qualifications, and that their participation in the Learning Camp, spearheaded by the Curriculum and Teaching strand, will not be affected.
7. Other provisions on board and lodging, meals, and per diem will remain as stated in the previous issuances. However, **transportation expenses may be charged to either local funds or HRD funds.**
8. For questions or concerns, please feel free to contact the Professional Development Division of NEAP at (02) 8715-9919 or thru email at [pd.d.pd@deped.gov.ph](mailto:pd.d.pd@deped.gov.ph) using the subject line "**Region XX HOTS-PLPs Concern**" (eg. **Region III HOTS-PLPs Concern**).
9. For immediate dissemination.

**JENNIFER E. LOPEZ**

Director III, Officer-in-Charge

Office of the Director IV

2/F Mabini Building, Dept. d Complex, Alcatraz Avenue, Pasig City 1600 ☎ Telefax No. (02) 638-8638 ✉ email add: neap.od@deped.gov.ph

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Philippine National  
Research Center for Teacher Quality

## Overview

The Philippines, for the first time in 2018, took part in the Programme for International Student Assessment (PISA). It is an assessment that measures 15-year-olds' ability to use their higher-order thinking skills (HOTS) in Reading, Mathematics and Science to meet real-life challenges. Of the 79 countries that participated in the PISA, the Philippines was ranked last in Reading and second last in Mathematics and Science. These results suggest that most Filipino students are not ready for life after school.

These areas of learners' poor performance were interestingly identified in an analysis of teachers' performance in the Teacher Development Needs Study (TDNS, 2014). The poor assessment results for Filipino learners, therefore, necessitate a reform initiative directed at supporting the strengthening of teachers' subject knowledge and pedagogy to improve learner performance. To assist in this reform initiative, the National Educators Academy of the Philippines (NEAP) and the Research Center for Teacher Quality (RCTQ) collaborate to develop Professional Learning Packages (PLPs) in Mathematics, Science, and English/Reading for teachers in grades 7 and 8, and grades 9 and 10.

The PLPs will (i) have a theoretical focus on the Structure of the Observed Learning Outcome (SOLO) model by Biggs and Collis (1982); (ii) address the appropriate indicators in the Philippine Professional Standards for Teachers (PPST), the Philippine Professional Standards for Supervisors (PPSSH), and the Philippine Professional Standards for School Heads (PPSS); and (iii) support the development and application of collaborative expertise in teachers, master teachers and school heads to underpin their own development through the Learning Action Cells (LAC).

## What benefits can target users get from the project?

The PLPs will

- support teachers in understanding HOTS and in reflecting these skills in their respective classroom practices through the development of HOTS items/questions for Science, Mathematics, and English/Reading subjects;
- help teachers in performing pedagogy and assessment practices that promote HOTS; and
- guide master teachers and school leaders in their mentoring roles in schools with a focus on helping beginning teachers

### PROJECT BRIEF

Professional Learning Packages (PLPs) for Mathematics, Science and English/Reading for Teachers in Grades 7 and 8, and Grades 9 and 10

### FEATURES OF THE PLPs

- Address PPST indicators 1.5.2 and 1.5.3, PPSSH indicator 3.2.2, and PPSS indicator 3.4.2.
- Advocate different learning approaches and modalities through distance and blended (multi-modal) learning
- Suitable for Learning Action Cells (LAC), online presentations, classroom applications and mentoring
- Accessible online and offline

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**Training Matrix**

Time	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
8:00am to 12:00nn		Opening Program and Preliminaries  Introduction to HOTS PLP  Introduction to Basic SOLO	General Walkthrough of the Modules  Discussion of Learning Approaches  Practice Activities and Group Presentations on Learning Approaches	Walkthrough of the Items using Strategy B1 (Alternative)  Walkthrough of the Items using Strategy B2 (Reversing)	Mock LAC on HOTS  Developing succeeding LAC sessions on HOTS (with critiquing)	Check Out
12:00nn to 1:00pm		<b>LUNCH BREAK</b>				
1:00pm to 5:00pm	Check In	Introduction to Basic SOLO (continuation)  Practice activities on Basic SOLO	HOTS Strategies adopted in the items  Walkthrough of the Items using Strategy A (Superitems)  Walkthrough of the Items using Strategy B (Open-ended)	Walkthrough of the Items using Strategy B3 (Correcting)  Walkthrough of the Items using Strategy B4 (Compare and contrast)	Reflection logs  Closing Program	