

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

SIXTEENTH) CONGRESS
First Regular Session



House Bill No. 3374

Introduced by REPRESENTATIVE ERIC L. OLIVAREZ

EXPLANATORY NOTE

Article II, Section 17 of our 1987 Constitution states that it is the policy of the State to give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

Moreover, Article XIV, Section 1 thereof further mandates the State to protect and promote the right of all citizens to quality education at all levels, to take appropriate steps to make such education accessible to all and to establish and maintain a system of free public education including the elementary level.

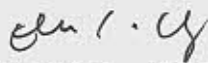
Consistent with the aforementioned policies of the State, it is but right to vigorously push for reforms on education that primarily

aims to improve the quality of learning for our youth while remaining accessible even to those who are financially less privileged. Indeed, there have been a lot of laws enacted which addressed most of the concerns regarding the educational system in the country such as the recently implemented K-to-12 Basic Program.

There is a need to emphasize though that the institution for learning does not merely consist of the students and the school curriculum. The teachers, trainers, and educators also play a major role in carrying out an effective and highly commendable educational system. These three factors must undergo constant improvement and development in keeping with the fast paced modernization of the society to ensure that we, the Filipinos, remain globally competitive, intelligence and skills wise.

This bill focuses on the most neglected element among the tripartition – namely, the teachers. It aims to reinforce and strengthen the hiring process as well as the training of those hired so as to ensure that our public schools have competitively great teachers who, after all, are the ones responsible for imparting knowledge to the Filipino youth.

It is for this reason that the approval of this Bill is being sought.


ERIC L. OLIVAREZ

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**“AN ACT STRENGTHENING THE RECRUITMENT AND TRAINING
OF PUBLIC SCHOOL TEACHERS”**

SECTION 1. *Title.* This Act shall be known as the *Public School Teachers’ Recruitment and Training Act*.

SECTION 2. *Coverage.* This Act covers only elementary and high school public school teachers.

SECTION 3. *Mandatory Requirements in the Recruitment of Teachers in Public Schools.* Aside from the existing requirements and procedure of hiring public school teachers, there shall be a mandatory panel interview before one is assigned to teach a particular subject.

SECTION 4. *Mandatory Requirements in the Recruitment of Teachers in Public Schools with Special Science Curriculum.* A public school teacher must take and pass a qualifying examination prepared by Department of Education (DepEd) and then undergo a panel interview conducted by the select teachers and principal of the subject Special Science School before he/she can teach in a public school with Special Science Curriculum. Passing the qualifying examination is a prerequisite to being called for a panel interview. The teacher who qualified for the interview shall be objectively assessed by the panel interviewers. Only those teachers who passed the interview shall be allowed to teach in the special science school in which he/she applied for.

SECTION 5. *Mandatory Seminars on Teaching Methods, Lesson Planning and other General Administrative Functions in Schools.* Seminars sponsored by DepEd shall be conducted before every start of a new school year which shall focus on improving and updating the methods of teaching of our public school teachers. The Deped shall recommend, introduce or prescribe if need be, one or more methods of preparing, planning, teaching and relaying lessons to the students which the said department deems to be more effective, efficient and in-keeping with the global trend while still taking into account any possible peculiarity or special circumstances of the students, the school and the curriculum followed thereupon.

SECTION 6. *Mandatory Seminars on Specialized Fields or Subjects.* Aside from the mandatory seminar discussed in the immediately preceding section, the DepEd shall also hold seminars for each core subject or department under which different related subjects fall under (i.e. Biology, Earth Science, Meteorology under Science Department, etc.) which shall focus on updating the

knowledge of the public school teachers on the specific subject matter. The seminar shall aim to introduce new concepts, discoveries, trends and/or correct misconceptions, outdated theories, and/or refresh the teachers on the relevant and neglected topics of the subject.

SECTION 7. *Mandatory Surprise Class Observations.*

Surprise class observations shall be conducted to assess the performance of every public school teacher and his/her mastery over the subject he/she is teaching, and to evaluate the effectiveness of his/her teaching methods. The class observation shall be conducted by the DepEd officers or by any heads/officers of the Division Office where the public school teacher is under, as delegated by the DepEd. However, the said class observation shall always be unannounced. In no case shall the teacher whose class will be observed be alerted beforehand. The principal of the school where the said teacher is employed must, as much as possible, not be notified regarding the class observation as well.

SECTION 8. *Optional Class Observation by the School Principal.* The school principal, at his/her option, may randomly observe on-going classes for the same reasons or purposes as stated in the immediately preceding section. The said observation contemplated under this section must also be unannounced at all times.

SECTION 9. *Mandatory Evaluation by Students.* There shall be a mandatory evaluation by the students of each of their teachers' performance every end of the school year. The students shall not be required to disclose their names to avoid any possibility of prejudice against them.

SECTION 10. *Mandatory Evaluation Sheets to be prepared by DepEd.* The forms for the mandatory evaluation of public school teachers shall be uniform for all public schools and shall be prepared by DepEd. Such forms shall be disseminated to the public school at least three months before the end of every school year.

SECTION 11. *Optional Evaluation by Students.* The public school may, in its discretion, conduct an additional evaluation process aside from that prepared by the DepEd to cover aspects, concerns and/or issues peculiar to the said school and which are not deeply probed into by the mandatory evaluation sheets prepared by DepEd.

SECTION 12. *Optional Evaluation Sheets to be prepared by the School.* The forms for the optional evaluation shall be prepared by the public school. The evaluation sheets shall contain objective questions that probe on the skill, competence, teaching style and effectivity thereof, fairness and integrity of the public school teacher.

SECTION 13. *Optional Evaluation Sheets must be uniform for teachers who are equally situated.* Though optional, the evaluation sheets that will be prepared by the school shall be objective and uniform for the teachers who are in the same situation or circumstances (i.e. teaching the same subjects, the same year level, or are in the same department etc.). In no way shall the optional evaluation sheets be tailored to prejudice or discriminate against a certain teacher or select group of teachers.

SECTION 14. *Evaluation Report to be Transmitted to the Teacher at the End of Every School Year.* A summary of the evaluation sheets for every teacher shall be prepared by the School

and transmitted to the teacher concerned at the end of every school year.

SECTION 15. Implementing Rules and Regulations. The DepEd shall promulgate the Implementing Rules and Regulations to carry out the provisions of this Act.

Such rules and regulations shall take effect upon their publication in three (3) newspapers of general circulation.

SECTION 16. *Repealing Clause.* – All laws, presidential decrees, letters of instructions, executive orders, rules and regulations insofar as they are inconsistent with this Act, are hereby repealed or amended as the case may be.

SECTION 17. *Separability Clause.* – In the event that any provision of this Act or any portion thereof is declared unconstitutional by a competent court, the other provisions shall not be affected thereby and shall remain valid and enforceable.

Section 18. *Effectivity Clause.* – This Act shall take effect after its complete publication in at least three (3) newspapers of general circulation.

Approved,