

1. *Why does the Metrobank Foundation sponsor the annual Search for Outstanding Teachers?*

Metrobank Foundation believes that by recognizing outstanding qualities and contributions of teachers, countless other teachers all over the country can be inspired to achieve excellence in the teaching profession.

2. *Who are qualified to join?*

Nominees must:

- be Filipino citizens teaching in the elementary, secondary or tertiary levels, including alternative learning system, with full-time appointment and with full-load
- have been actively teaching in the Philippines for the last 10 years (inclusive of leaves not exceeding three years, provided the nominee is not on leave, i.e., actually teaching at the time of nomination). However, the nominee must not be on leave for more than two years immediately prior to nomination.
- be teachers with PRC license (for nominees in the elementary and secondary levels) or have the pertinent license for tertiary courses where a professional license is required
- have average performance ratings of at least Very Satisfactory for the last 5 years, with no rating below Satisfactory. For those who have been on official/ study leave or on secondment, performance ratings for five years closest to the period of nomination should be provided.
- have at least a Bachelor's degree (for both the elementary and secondary categories) and least a Master's degree for the higher education category. Degree holders in law and medicine are considered to possess a Master's degree.

The following are also qualified to join, provided they meet specific requirements, viz:

- Kindergarten teachers provided that the kindergarten level is part of an integrated curriculum or part of an elementary school system.
- Technical-vocational teachers in high school and college levels. Teachers teaching tech-voc courses in high school may be considered in the secondary category, while those teaching 4-year technology courses in college may join in the higher education category.
- College/university teachers with research or extension assignments and other administrative duties provided they carry an actual teaching load of at least 50% of the total load/contact hours required by the school for the school year.
- College/university teachers with full teaching loads/contact hours in the graduate school level during the nomination period.

3. *Who are not qualified to join?*

- Persons holding the following academic positions are automatically disqualified even if they have teaching loads: school presidents, chancellors, vice-chancellors, school owners, vice-presidents, assistant vice-presidents, supervisors and principals.
- Past Search nominees who have been Regional Finalist thrice or National Finalist twice
- Spouses and first-degree relatives of officers and employees of the Metrobank Foundation.
- Teachers, who have been suspended, reprimanded or have been sanctioned for violation of administrative policies, rules and regulations.

4. *Who can nominate?*

- Principals, Head Teachers or school heads (Presidents for colleges/universities or Chancellors for autonomous campuses) are the only ones authorized to nominate teachers to the Search.
- For DepEd schools without principals, the Teacher-In-Charge can nominate, but the Division Superintendent concerned must endorse the nomination
- If the nominee is the Head Teacher or Teacher-In-Charge himself/herself, any of the Division/District Supervisors can endorse him/her, but the Division Superintendents are the official nominators.

5. *Can teachers holding administrative positions qualify for the Search?*

Yes. Deans, vice-deans, directors, chairpersons of departments, assistant principals, subject area coordinators, teacher-librarians, head teachers, teachers-in-charge, research coordinators, extension coordinators, and guidance counselors, and others carrying similar administrative positions, who meet the basic qualification requirements and carry a teaching load of at least 50% of the total load/contact hours required by the nominating school for full-time faculty, can also join the Search.

6. *Can teachers who have stayed in one particular school for less than ten years still join?*

Yes. The ten-year rule refers to the cumulative total of years spent in the practice of the teaching profession regardless of school assignment.

7. *Is a district/division limited to one nominee only? Can a state university/college nominate more than one teacher in the higher education category?*

No. Every school in a district / division is entitled to nominate. Elementary schools are entitled to nominate one each from the primary (kinder to grade III) and intermediate (grade IV to grade VII) grade levels while high schools are entitled to only one nominee each. Universities/colleges, whether state-owned or private, are entitled to nominate only one candidate in the higher education category except for autonomous campuses which can nominate separately. Satellite campuses which would like to nominate should endorse their nominees to their school heads (i.e. University president).

8. *Is the Search for public school teachers only?*

No. The Search is open to teachers in both private and public schools. Private and public school teachers have equal chances of winning in the Search. In the 26-year history of the Search, 50 private school teachers have already won.

9. *Is the Search open to urban-based teachers only?*

No. The Search recognizes the achievements of both rural-based and urban-based teachers. In fact, there have been many winners from rural and far-flung areas like Bantay, Ilocos Sur; Jagna, Bohol; Lamitan, Basilan; Camalaniugan, Cagayan; Dumalinao, Zamboanga del Sur; Dinaig, Maguindanao; Sindangan, Zamboanga del Norte; Midsayap, Cotabato; Aglipay, Quirino; Lagawe, Ifugao; Dapa and Alegria, Surigao del Norte, Banga, Aklan, Cabagan, Isabela, Dulag, Leyte, Tulunan, North Cotabato, Mlang, Cotabato, among others.

10. *Do teachers from other regions compete with teachers from the National Capital Region (NCR)?*

From the preliminary to the semi-final judging phase, slots are allocated by geographical area, but this is subject to the number of nominees in each area and based on the cut-off score.

The selection of winners will be based primarily on the performance of the National Finalists during the final interviews. However, equity in distribution of winners among the 4 geographical areas shall be considered as deemed necessary by the Final Board of Judges.

11. *Is the subject area being taught by the nominees given special consideration in selecting the winners?*

No. All subject areas are considered important. Teachers handling general courses such as Mathematics, Science, English, and Filipino have equal chances of winning as the nominees teaching highly specialized subjects such as SPED, psychology, philosophy, adult health nursing, literature, geology, mechanical engineering, anthropology, biochemistry, physics, digital signal processing, and software engineering.

12. *Does a teacher have to be an honor graduate or a doctorate degree holder to join and win in the Search?*

- No. Nominees do not have to be honor graduates or possess doctoral degrees to win in the Search. The panels of judges follow a comprehensive set of criteria for selecting winners. These include personal qualities and character, instructional competence and teaching effectiveness, and professional and community involvement.
- For both elementary and secondary categories, the basic educational requirement is the appropriate bachelor's degree. However, for the higher education category, nominees should at least have a master's degree. Degree holders in law and medicine are considered to possess a master's degree.

13. *What is the minimum performance rating should a teacher have to qualify?*

- Nominees should have average performance ratings of at least Very Satisfactory, with no rating below Satisfactory, for the last 5 years.
- For those who have been on official/study leave or on secondment, performance ratings for five years closest to the period of nomination should be provided.

14. *What happens if a nominee's submitted documents are incomplete, lost or destroyed?*

It is essential that a candidate submits complete documents. Nominees whose documents are incomplete may not receive full points for the various criteria or may be outrightly disqualified. In case of lost documents, however, notarized affidavits can be submitted provided that they contain the same necessary information as those in the originals, and provided further that they are executed by the proper authorities. Nominees are advised not to submit original documents. The MBFI will not be responsible in case of loss or damage.

15. *Does a teacher need to have published books to qualify?*

No. The criterion on research and published works allows any research or creative output of a teacher related to his/her work, which was published in local newspapers or even in school organs, etc. provided that the article is not merely a report on daily activities in school. Likewise, evidence of such creative outputs as directing plays, staging exhibits, etc. can also be submitted as supporting documents instead of research papers.

16. *Can schools, whose nominees in the preceding year won, nominate and win again?*

Yes. Some schools have produced back-to-back winners in the Search consistently for consecutive years e.g. Ramon Magsaysay High School in Manila (in 2000-2001) and University of the Philippines Diliman (in 2009-2010). The first (3) three-peat was achieved by UP Manila (in 2004-2006).

17. *Why is community involvement an important criterion? What are examples?*

The nominees are judged not only on their teaching accomplishments, but also in their involvement outside of teaching, like civic or community work. In other words, the outstanding teacher is more than just an educator. He/she also contributes to the community in many other ways and serves as model for others to emulate. Examples of community involvement are President of Catholic Women's League, Treasurer of Homeowners' Association, Chairperson of a Community Project.

18. *How many times can a teacher join the Search?*

There is no limit to the number of times that a teacher can be nominated to the Search as long as he or she still meets the required criteria. However, nominees who became National Finalists twice and Regional Finalists thrice can no longer join the Search.

19. *Will all awards be given every year?*

There will be ten (10) award slots. The Final Board of Judges may elect not to give out all the awards if the candidates fall short of the standards set by the Board. The decision of the Board of Judges is final. The Board reserves the right to withdraw any award at any time, if necessary.

20. *What are the prizes at stake?*

Each awardee will receive a P350,000 cash prize, P25,000 of which goes to the school for faculty development. The awardee will also receive a gold medallion to be conferred by the President of the Republic of the Philippines and a specially-designed trophy. National Finalists and Regional Finalists will receive P20,000 and P10,000 cash incentive, respectively, and certificates of recognition.

Nominators of eligible nominees shall be given certificates of recognition.

21. *Does one have to be a depositor of Metrobank to join and win in the Search?*

No. This is neither one of the criteria nor a qualification requirement for the Search. The officers and staff of Metrobank and the Metrobank Foundation do not have a hand in the final selection of winners.

22. *What happens to the awardees after they win in the Search?*

The following are the responsibilities of Metrobank Foundation Outstanding Teacher awardees:

- Continue to become models of excellence, morality and integrity in both public and private lives;
- Help promote the Search in his/her respective school and locality and encourage other teachers to join it;
- Serve as resource person and share his/her experience during the Foundation's information campaigns on the Search, TV guestings, radio interviews, and other similar activities;
- Continue to be bound by the spirit of cooperation, friendship, and renewed dedication to the teaching profession through the activities of the Metrobank Foundation Network of Outstanding Teachers and Educators or NOTED, their alumni cum professional society organized in 1997; and
- Assist the Foundation in implementing initiatives that would advance the positive influence of outstanding teachers on the quality of service of the country's teacher population.

FOR MORE DETAILS:



Write or call the Metrobank Foundation Office, 4th Floor, Executive Offices, Metrobank Plaza, Sen. Gil Puyat Avenue, Makati City, Philippines 1200, with telephone nos. (02) 898-8898 or 898-8856; telefax no. (02) 818-5656; or e-mail at mbfi.sot@gmail.com; or visit our website at www.mbfoundation.org.ph.