

Dear Morrison Go,

This is in response to your allegations of anomalies regarding the process of appointment of qualified teacher-applicants for Senior High School teaching positions which you posted in one of the Facebook accounts of DepED Tarlac Province on June 6, 2016.

May we advise you to read well DepED Order No. 3, s. 2016 (Hiring Guidelines for Senior High School (SHS) Teaching Positions Effective School Year (SY) 2016-2017) for you to find out that the "interview and teaching demo" that you, together with all the other qualified-applicants, have undergone are parts of the legitimate process of hiring (Items 5 & 8 of Section VII of DepED Order No.3, s. 2016). As an applicant, you should take the responsibility to make your self be well informed of the hiring process so that you can make a choice as to whether you will subject yourself to such tedious process. Participating in the hiring process was your exclusively personal decision.

You have claimed *"Gumastos din sa bawat pag pasa (sic) ng mga documents na kailangang ipass sa hr/personnel office ng d.o. tarlac province."* The same DepED issuance required all applicants to pass such documents as they are indispensable in the evaluation process and as bases for assigning points per criteria set in the hiring guidelines. This is simple and basic: Any applicant for a job must shell out from his/her pocket something that he/she needs relative to his/her application. Such is not the obligation of the institution or company which hires employees. And if this simple and basic truth is not understood by a teacher-applicant, what reason does DepED have to hire a teacher who is uninitiated on the realities of hiring processes?

It was made clear during the orientation of Senior High School qualified teacher-applicants at Tarlac National High School that deployment of teachers shall be based on the needs of the 57 public secondary schools and in consideration of the course offerings in each of the four tracks. You should also understand that being included in the Registry of Qualified Teacher-Aplicants for Senior High School does not guarantee an outright appointment. Such was also the reason why not all those qualified under each category or track were given special orders. Such was also the reason why those who ranked at the top in some of the categories/tracks were not issued special orders since their specializations were not among those needed by any of the 57 schools offering the Senior High School Program. Such was also the reason why DepED Tarlac Province is still holding a series of screening applicants to fill the slots according to the needs of the schools. We want to be sure that the teachers who are deployed in schools are those who possess the educational qualifications and skills that match their course offerings. We do not want a mismatch between teachers' qualifications and course offerings as this would result to a decline in the quality of education that we provide to our learners. This is also simple and basic: Qualification does not guarantee hiring; ergo, you may have all the qualifications for the job but you may not be hired. An illustrative example of this is: You may have ranked number 1 in Caregiving under Home Economics but no school is offering such specialization. So, where shall we deploy the teacher who possesses an NC II in Caregiving? And you probably may ask: So why did we accept applicants having such NC II. The answer is: By the time we accepted applications, schools have not finalized their teacher-needs since they are still finalizing their enrolment for SHS.

Applicants who have not passed the Licensure Examination for Teachers (LET) were issued special orders with the information that their status of appointment is non-permanent/provisionary. They were included since their specializations matched the teacher-needs of some schools. If you have read the DepED issuance, you should have found out that passing the LET was only a requirement for permanent appointments to teaching position.

We appreciate your desire to render service as a teacher as you have claimed: *"ang dame (sic) umaasa mga gurona magkakaroon ng pagkakataon namaibahagi nila ang kanlang (sic) tapat na serbisyo sa pam publikong (sic) pampaaralan para sa kanilang magiging studyante."* We just hope that this statement is a reflection of a genuine desire to render service by someone who should also be a



responsible professional and **not from someone** who accuses people of "*palakasan*" using social media as an alternative channel in airing his/her unsubstantiated, inaccurate and irresponsible allegations of irregularities and hiding under fictitious names and social media accounts.

May we remind you that there is a LEGITIMATE channel and process by which you could air your grievances. That CHANNEL, DEFINITELY, IS NOT THE SOCIAL MEDIA. That PROCESS, DEFINITELY, IS NOT THRU MALIGNING DEFENSELESS PEOPLE who are attacked publicly by people not brave enough to uncover their true identities.

We just strongly hope that your claim, "*isa akong may takot sa diyos at may konsensya sa kapwa,*" is genuine, honest and sincere because we are inclined to believe that such claim of righteousness is in contrast from your using the social media to make irresponsible allegations to malign people.

Nevertheless, we still encourage you to feel free and to have the courage in bringing your grievances to our attention in a way that would define our professionalism and genuine moral convictions.

May you find time to examine your conscience and follow the genuine path of righteousness as you want the same for others.