NARRATIVE REPORT OF THE DIVISION-WIDE TRAINING ON TOCfE FOR KINDERGARTEN TEACHERS AND ITS APPLICATION THROUGH THE KINDER & SPED DEMONSTRATION TEACHING LEARNING ACTION CELL
Amcy M. Esteban, Education Program Supervisor-SPED & Kinder

In line with DepEd Order No. 12, series of 2015, Every Child a Reader Program ECARP and the Bawat Bata Bumabasa Reading Program, SDO-Manila conducted the Division - Wide Training-Workshop on Theory of Constraints for Education (TOCFE) for Kindergarten and Headstart Teachers last August 27-29, 2019 at the Division of City Schools Manila Conference Room. The primary aim of the said training was to develop the early language literacy, numeracy, as well as the young learners critical thinking skills. This training also tried to help the teachers produce logical thinkers, productive, responsible, life-long learners and functional literates. During the training, the trainers were able to upskill and reskill the participants in order to achieve the primary thrusts of the K to 12 curriculum.

The TOCfE training was conceptualized and implemented because of the clamor of the Kindergarten and SPED teachers for more meaningful trainings in order to enhance their skills in teaching young learners to think critically.

At the end of the training, the Kinder Implementers acquired a clear understanding on how TOCfE tools should be applied to ensure the quality implementation of the Kindergarten program. The TOCfE participants also gained the needed tools to become effective and efficient program implementers and trainers in their respective schools.

The participants who attended were composed 72 Kinder teachers and 16 SPED teachers totaling to 88 trained teachers. The proponent of the SDO-Manila TOCfE training was Jenilyn Rose B. Corpuz, CESO V, our former Schools Division Superintendent. Likewise, Xave Corpuz and Remylinda Soriano, EPS-Math, served as the resource speakers during the said training. The supervisor-in-charge of the Division-wide training was Amcy M. Esteban, Education Program Supervisor in SPED & Kinder.

The submitted outputs were the TOCfE Action plans per school, the TOCfE Tools charts, online feedback and the Learning Action Plan schedule.

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The application of the TOCfE training was executed during the 38 SPED & Kinder Division demonstration teaching for Kinder & SPED Teachers held last September until December 2019. (Refer to the attachment to see the demo schedule, lesson plans and photos on how TOCfE was applied in their respective classes. The Division Demo teaching also showcased how the TOCfE tools can be effectively & efficiently used in the teaching-learning process of the young Filipino learners. There were 38 SPED & Kindergarten Demo Teachers who showed their best teaching practices and how to utilize and apply in their lessons the TOCfE, Explicit Instruction, DAP-ELLN and Literature – Based Blocks of Time.

The demo teaching observers were Amcy Esteban – EPS -SPED & Kinder, Remylinda Soriano - EPS- Math, PSDS-in-charge of schools and guests

<table>
<thead>
<tr>
<th>SUMMARY OF DEMO DATES:</th>
<th>LEVEL</th>
<th>NUMBER OF DEMO TEACHERS</th>
<th>SCHOOL</th>
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<tr>
<td>September 23, 2019</td>
<td>SPED</td>
<td>1</td>
<td>Sikat E.S.</td>
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<td>SPED</td>
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<tr>
<td>September 27, 2019</td>
<td>Kinder</td>
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<td>P. Guevarra E.S.</td>
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<td>SPED</td>
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<td>Sta. Ana E.S.</td>
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<td>2</td>
<td>Lukban E.S.</td>
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<td>Kinder</td>
<td>2</td>
<td>F. Amorsolo E.S.</td>
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<td>November 28, 2019</td>
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<td>Benito Legarda E.S.</td>
</tr>
<tr>
<td>December 2, 2019</td>
<td>Kinder</td>
<td>1</td>
<td>Juan Luna E.S.</td>
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THEORY OF CONSTRAINTS FOR EDUCATION (TOCFE) for Principals and Guidance Counselors/Teachers

The Seminar-Workshop on theory of Constraints for Education was a two-day training with the theme, “Conflict Resolution Through a TOC Thinking and Communication Tools”. The first day of the seminar was participated by 105 school principals from elementary and secondary schools, while the second day was attended by Elementary and Secondary Guidance Counselors/Guidance Teachers. The seminar was held at the H2O Hotel on February 26-27, 2019.

The seminar was sponsored by Makati Central Rotary Club and Peace Project of Mid-Bay (USA). Dr. Jenilyn Rose B. Corpuz, Schools Division Superintendent, Manila, Rosy Perez Servin, TOCFE International Educator, and Marcelo Lombard Perez, TOCFE
International Educators served as the speakers. The outputs of the guidance counselors consist of the different ambitious targets which they apply in the counseling the learners.

Another training related to TOCFE was the 2019 Annual National Professional Development Program for Guidance Counselor with the theme “The Guidance and Counseling Profession in the 21st Century: In Response to Global Competitiveness” where Dr. Jenilyn Rose B. Corpuz was one of the trainers. The participants of this training were 94 Guidance Counselors from the different regions across the country.

The last training was the 2019 Summer Institute for ESP Secondary Teachers with the theme “Guro sa EsP: Kabalikat sa Pagtataguyod ng Kapayapaan at Kaligtasan sa Paaralan” The first topic was Theories of Constraints for Education (TOCFE): Introduction which was discussed by Xavior Dann Corpuz. Others topics are: The Cloud Tool and the Target Tool and the Branch Tool which was discussed by the trained ESP and Guidance Teachers.

FUTURE PLANS

For the future plans the Guidance and Counseling/ESP Services shall:

1. conduct demonstration lessons in ESP and Guidance integrating the concepts of TOCFE especially the tools,
2. adopt TOCFE Tools in managing internal and external conflicts in the guidance office, and
3. conduct seminar workshop on TOCFE for ESP Elementary teachers.

Prepared by:

LUCITA A. GENER
Guidance Supervisor

Seminar-Workshop on TOCFE for Schools Heads and Guidance Counselors

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Seminar-Workshop on Theory of Constraints for Education (TOCFE)

Theme:
"Conflict Resolution Through a TOC Thinking and Communication Tool"

February 26 & 27, 2019
Hotel H2O Manila

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2019 Annual National Professional Development Program for Guidance Counselors

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2019 Summer Institute for Secondary ESP Teachers

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Application of TOCFE Tools in the Classroom

AMBITIOUS TARGET

TO REDUCE 50-75% OF THE NON READERS IN FILIPINO SUBJECT IN JUSTO LUKAN ELEM. SCHOOL S.Y. 2017-2018

GOOD READING COMPREHENSION

PARENTS FOLLOW-UP

PHONETIC FLUENCY

PASSING/HIGH GRADES

INTEREST IN READING

GOOD STORY & REFERENCE BOOK

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PROBLEM SOLVING MAPS (PSM) - Manila

Mathematics has roles beyond the basic functionality associated with numeracy and simple algebra: as a powerful language for sharing and systematizing knowledge, and as a part of human culture. It appears in all areas of life and education. The need to improve Mathematics education has been evident and as what other countries are experiencing, the Philippines is also encountering challenges in this regard. As an initiative to address this reality, last August 2018, the teachers of the division of Manila were given the opportunity of learning new strategies that would help learners to perform better through an online course under Dr. Danilo Sirias.

From the Theory of Constraints for Education (TOCfE), Problem Solving Maps (PSM) is one of the strategies to improve students' quantitative thinking skills. The Problem Solving Maps methodology aims to improve the ability to help struggling math students. The PSM are graphical representations, namely 1) Example-Conclusion Map (ECM), 2) The Multi-Rule Map (MRM), and 3) the Math Breaker Map (MBM), that shows important thinking processes needed to solve math problems successfully. It makes thinking visible by depicting three crucial thinking processes - inductive thinking, deductive thinking, and analysis - which are relevant skills needed to solve math problems. The generic structure of the PSM ensures that they can be used to learn math across multiple topics and grade levels.

This strategy was wholeheartedly accepted by more than 330 teachers from grades 4 to 12 and head teachers who were trained, impacting over 50,000 students. Over 1500 worksheets based on PSM were created by the teachers and head teachers enrolled in the online short-term course covering the topics for the whole school year of each grade level. All throughout the course, a lot of positive responses, outcomes, and appreciation posts has been shared to the Practitioners group. But now, all learners from Kindergarten to Grade 12 are now using the PSM tools. Likewise, all Mathematics teachers in Manila are making use of the tools in their teaching now. PSM worksheets were made and developed from Grade 1 to Grade 10 based from the number of competencies in the K to 12 Curriculum Guide to be validated and to use next year.

For further learning, teachers also did studies regarding Problem Solving Maps. A research done by Daisy Lyn A. Frilles – Mariano, “Problem Solving Maps (PSM) Embedded in a Cooperative Classroom Environment: Effect on Students’ Achievement and Attitude towards Mathematics” concluded that students’ achievement and attitude towards Mathematics improved with the use of PSM embedded in a Cooperative Classroom Environment. It also gave a good experience for students to explore the concepts, skills, and mathematical underpinnings of a problem at hand as a group and on their own. An action research, “A Tool In Teaching Word Problems Involving Polynomial Functions” done by Randy Dela Vega and Jude Carlo Pilapil gave results showing that with the aid
of the Problem Solving Maps as a tool in teaching word problem involving polynomial functions, teachers can alleviate the mastery levels of students in mathematics.

PSM not only helps teachers improve education, but also provide opportunities for personal development. One of them was Ms. Cristina Reyes-Solis who won an award for her research "Correlating Students' Academic Performance and Attitude Toward Mathematics through Problem Solving Maps (PSM)". Her research showed that exposure to the intervention helped the students in developing a more positive attitude towards Mathematics. Results showed that the use of Problem Solving Maps in teaching Mathematics is seen as important factor in the formation of positive attitude towards the learning of the subject.

More teachers conducted action researches about the use and effect of the PSM. They were able to share these during the Action Research Festival held at Florentino Torres High School last December 6, 2019.

Even demonstration teachings on both Elementary and High School level used these maps that encouraged more teachers to continuously use it in their classes and do studies about the use of this strategy.

Our PSM Practitioners from Manila had their graduation last 22nd of February, 2019. During the ceremony, the proponent and professor of the Problem Solving Maps, Dr. Danilo Sirias, delivered a congratulatory message to the completers through a video and gave a new challenge which is to consistently use the strategy in the classroom to fully achieve the success. As a response to the challenge given by Dr. Sirias, Dr. Soriano, together with the head teachers and master teachers, have been planning ways on how to utilize Problem Solving Maps.
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