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At present Lindawan National High School has 12 teachers and 3 non-teaching personnel. A substantial proportion of these teachers are currently in the entry level which is Teacher I at 58 % followed by Teacher II at 25 % and Teacher III at 16 %. Only one teacher got promoted to Teacher II position after three years through Equivalents Record Form (ERF) while two teachers were hired as Teacher II - Senior High School item. Although all of the teachers agree and are interested on promotion, majority of them shared that they are not at all familiar with the current guidelines and likewise lack the confidence in preparing their papers to qualify. In alignment with the Annual Implementation Plan on Governance, addressing the promotion of school personnel is a key priority.

The innovation focuses on proactively guiding and supporting teachers in their professional growth for promotion. By creating clear pathways for advancement, offering targeted professional development, and providing mentorship, the school head ensures that teachers are well-prepared to meet the requirements for promotion. This initiative not only motivates teachers to improve their skills but also fosters a culture of excellence and continuous improvement within the school. By prioritizing teacher development, the school head strengthens the overall educational environment, leading to better outcomes for students and the school community. Hence, I propose the creation of a "Performance-Based Promotion Portal," an online platform where teachers can track their progress, achievements, and professional development in real-time. This portal will incorporate AI-driven analytics to provide personalized growth recommendations, ensuring that promotions are

based on merit and continuous improvement. This innovative approach will enhance transparency and motivate teachers to actively engage in their professional development, addressing existing gaps in the promotion process.





