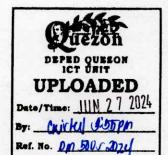


Department of Education

Region IV-ASCHOOLS DIVISION OF QUEZON PROVINCE



26 June 2024

DIVISION MEMORANDUM DM No. 500, s. 2024

REGIONAL ONSITE MONITORING OF THE SCHOOL-BASED TRAINING OF TEACHERS (SBTT) FOR THE IMPLEMENTATION OF MATATAG CURRICULUM

To: Assistant Schools Division Superintendents

Division Chiefs

Section/Unit Heads

Education Program Supervisors

Public Schools District Supervisors

Elementary and Secondary School Heads

All Others Concerned

- Attached is Regional Memorandum No. 412, s. 2024, titled "Regional Onsite Monitoring of the School-Based Training of Teachers (SBTT) for the Implementation of MATATAG Curriculum", for your guidance and reference.
- 2. Immediate dissemination of this Memorandum is desired.

ROMMEL C. BAUTISTA, CESO V Schools Division Superintendent

cid-ims/lsw/dmbd/06/26/2024

DEPEDQUEZON-TM-SDS-04-009-003

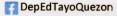


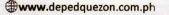






Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon Trunkline #: (042) 784-0366, (042) 784-0164, (042) 784-0391, (042) 784-0321











Republic of the Philippines Department of Education REGION IV-A CALABARZON



7 June 2024

Regional Memorandum

No. 412 s. 2024

REGIONAL ONSITE MONITORING OF THE SCHOOL-BASED TRAINING OF TEACHERS (SBTT) FOR THE IMPLEMENTATION OF MATATAG CURRICULUM

To Schools Division Superintendents Regional Functional Division Chiefs All concerned personnel

- DATE OF THE PROPERTY OF THE PR
- Pursuant to DepEd Memorandum No. 44, s. 2023 on Interim Guidelines for the Quality Assurance Monitoring and Evaluation of the NEAP Core programs, this Office in cooperation with the Quality Assurance Division (QAD), Human Resources Development Division (HRDD), and Curriculum Learning & Management Division (CLMD) shall conduct a Regional Onsite Monitoring of the School-based Training of Teachers (SBTT) in the Implementation of MATATAG Curriculum on specified dates and venues attached hereto.
- 2. The objective of this activity is to ensure that the conduct of the School-based Training of Teachers (SBTT) meets the standards set in the implementation of the MATATAG Curriculum in the schools.
- 3. Please refer to the attached Monitoring and Evaluation Team and the NEAP-QAD-M&E Tools to be used and the list of monitoring officials during the conduct of the said activity per Schools Division Offices (SDO).
- 4. The Regional Monitoring Team is composed of the Functional Division Chiefs, Education Program Supervisors, Senior Education Program Specialists, EPS II, and other RO Personnel trained on Monitoring and Evaluation of PD programs. Please refer to the attached NEAP-QAD-M&E Tools to be used and the list of regional monitoring personnel during the conduct of the said activity per SDO.
- 5. The Regional Monitoring Officials are expected to comply with R.A 6713, the Code of Conduct and Ethical Standards for Public Officials and Employees, especially Section 7d. "Public Officials and employees shall not solicit or accept directly or indirectly, any gift, gratuity, favor, entertainment, loan, or anything of monetary value from any person in the course of their official duties or in connection with any operation being regulated by, or any transaction which may be affected by the functions of their office."







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- Travel and other incidental expenses of Regional Monitors relative to the conduct of the said activity shall be charged against the Sub-allotment Release Order No. OSEC-4A-24-2090 is subject to the usual accounting and auditing rules and regulations.
- 7. For further clarifications, please contact Emelia M. Aytona, Education Program Supervisor, through email at qad.calabarzon@deped.gov.ph.
- 8. Immediate dissemination of and compliance with this Memorandum is earnestly desired.

ATTY. ALBERTO T. ESCOBARTE, CESO II

Regional Director 🔑

05/ROQ4

MONITORING OF SCHOOL-BASED TRAINING ON MATATAG CURRICULUM

Schools Division	School- based Training Schedule	ased Venue Regiona dining Monitor		Dates of Monitoring
Antipole	July 1 – 5,	 Bagong Nayon II Elementary School (Kindergarten from DLC I A, I, B, II A, II G) Sta. Cruz Elementary School (Kindergarten from DLC IC, II B, IIC, II D, II E, II F) San Isidro Elementary School (Grade 1 from DLC IA, IB, II F, II G) Mambugan I Elementary School (Grade 1 from DLC IC, II C, II D) Lores Elementary School (Grade 1 from DLC II A, II B, II E) Bagong Nayon I Elementary School (Gr. 4 and 7 Filipino) San Jose National High School (Gr. 4 and 7 English) Antipolo National High School (Gr. 4 and 7 Math) San Isidro National High School (Gr. 4 and 7 Araling Panlipunan) Juan Sumulong Elementary School (Gr. 4 and 7 MAPEH) San Roque National High School (Gr. 4 and 7 TAPEH) San Roque National High School (Gr. 4 and 7 MAPEH) San Roque National High School (Gr. 4 and 7 EPP/TLE) Dela Paz National High School (Gr. 4 and 7 GMRC/VALUES ED) 	Luz E. Osmena	July 1-3, 2024
City	2024		Elena L. Lopez	July 1-5, 2024
Bacoor City	May 6-10 and 13-17, 2024			
Batangas	July 15-19,	TBD	Jonalyn B.	July 15-19,
City	2024		Pattalitan	2024
Batangas Province	July 15-19, 2024	By District (Simultaneous)	Emelia M. Aytona (1- Congressional District)	July 15-19, 2024
Biñan	July 8 – 12,	• Kindergarten (SDO	Randie Atienza	July 8-12,
City	2024	Training Hall- Biñan		2024

		<u> </u>		
		Elementary School compound) Grade 1 (Biñan Elementary School- Gabaldon Hall) Grade 4 (Biñan Elementary School Library Hub) Grade 7 (Biñan City Senior High-San Antonio Campus)		
Cabuyao City	July 15-19, 2024	 Banay-banay	Nadina Gaton	July 15-19, 2024
Cavite City	July 8-12, 2024	TBD	Loida G. Tomelden	
Cavite Province	July 2-6, 2024	 North Cluster: Tanza Comprehensive NHS Court, Tanza Comprehensive NHS Hall & Amaya School of Home Industries South Cluster: Tagaytay Central ES, Tagaytay City Science HS- ISHS, & San Jose ES East Cluster: Silang Central ES Covered Court, Silang West ES, & Silang Central ES Gabaldon West Cluster: Trece Martires City NHS, Trece Martires City ES Hall & Trece Martires City ES Court 	Emelia M. Aytona (South Cluster) Margaret P. Musa (North Cluster)	July 2-5, 2024 July 2-6, 2024
Calamba City	July 1-5, 2024	 Kindergarten: 4a Floor, Deped Main Bldg. Grade 1: Calamba Elementary School, Mabini St. Calamba City English, GMRC and Values Ed.: Calamba City Science Integrated School, Brgy. Lecheria Calamba City Filipino, Math, Science and AP: Jose 	Ma. Lourdes Manimtim	July 1-5, 2024

			·····			
		Rizal Memorial School, JP Rizal St. Calamba City MAPEH, EPP and TLE: Gabaldon Hall, Jose Rizal Memorial School.				
Dasmari ñas City	July 22-26, 2014	TBD	Jeffrie F. Ditablan Lowiesito O. Erni	July 22-26, 2024		
General Trias City	July 1-5, 2024	Sunny Brooke ES, Gov. Ferrer Memorial Integrated National High School and Gov. Ferrer Memorial Integrated National High School- Sta. Clara Annex	Lowiesito O. Erni	July 1-2, 2024		
Imus City	May 20-24, 2024	CONI	DUCTED			
Laguna	May 20-24, 2024	 Cluster 1 - Calauan-Alaminos Cluster 2 - Bay Cluster 3 - Famy-Mabitac Cluster 4 Kalayaan Lumban Cluster 5 - Los Baños Cluster 6 - Magdalena-Majayjay-Luisiana Cluster 7 - Nagcarlan-Rizal-Liliw Cluster 8 Pagsanjan-Cavinti Cluster 9 - Paete-Pakil Cluster 10 - Pila-Victoria Cluster 11 - Santa Cruz Cluster 12 - Siniloan-Pakil Cluster 13 - Santa Maria 				
Lipa City	July 1-5, 2024	North District- Marawoy ES East District- Gaudencio B. Lontok MIS	Maricris R. Tadioan	July 1-5, 2024		
·		·		<u> </u>		

Lucena City	July 1-5, 2024	West District- Rafael M. Lojo MS South District- Sen. Claro M. Recto MIS Secondary- Inosloban- Marawoy INHS • Cluster 1: MI Sevilla's Resort Lucena City • Cluster 2: St. Jude Coop Hotel Lucena City	Glenda E. Dela Torre Michael Girard	July 1-5, 2024
Quezon	July 15-19, 2024	Panukulan Central School, Panukulan Quezon Agdangan Central Elementary School, Agdangan Quezon Alabat Central Elementary School Alabat, Quezon Atimonan 1 Central ES, Atimonan Quezon Tagbakin Elementary School, Atimonan II Buenavista I Central ES, Buenavista Quezon Hagonghong ES, Buenavista II	Jeffrie F. Ditablan Mark Anthony R. Malonzo	July 15-19, 2024
Rize1	July 1-5, 2024	 Angono C1 -Angono ES Angono C2- Joaquin Guido ES Angono C3- San Vicente ES Angono C4 -Angono NHS Baras - Baras ES Binangonan C1 - Binangonan ES Binangonan C2 - Bilibiran ES Binangonan C3- Sapang ES Binangonan C4- Don Jose Ynares NHS Binangonan C5- Vicente Madrigal NHS Binangonan C6- Pagasa NHS 	Luz E. Osmeña Loida G. Tomelden Jisela N. Ulpina	July 4-5, 2024 July 1-5, 2024 July 4-5, 2024

					
		•	Binangonan C7- Rizal Nat'l Science HS		
		•	Cainta C1 - Cainta ES		
		1	Cainta C2- Marick ES		
			Cainta C3 - FP. Felix MNHS		
		•	Cardona C1- M. C. San Juan ES	:	
<u> </u>		•	Cardona C2- BB.F. San Juan NHS		
			Jalajala- Jalajala ES		
			Montalban C1- E.		
			Rodrigues ES		i
		•	Montalban C2- Gen. L. Geronimo NHS		
		•	Morong C1 - Tomas Claudio ES		
		•	Morong C2 - Morong NHS		
		•	Pililla C1- Virgilio Melendres ES		
			Pililla C2- Pililla NHS		
		•	Tanay C1- Ilaya ES		
			Tanay C2 - P. Jarin ES		
		•	Tanay C3 - Tanay NHS		
		•	Taytay C1 - Rosario Ocampo ES		
		•	-		
		•	Taytay C3 - Manuel I. Santos IS		
	:	•	Taytay C4- Casimiro A. Ynares NHS		
		•	Teresa C1- Teresa ES		
		•	Our Lady of Fatima		
Sta. Rosa City	July 1-5, 2024	_	University -Laguna, Brgy. Macabling, Santa Rosa City	Nadina G. Gaton	July 3-5, 2024
Sto. Tomas City	JULY 1 – 5, 2024	•	Sto. Tomas South Central School, San Pedro, City of Sto. Tomas, Batangas	Buenalyn M. Manuel	July 1-3, 2024
San Pablo City	July 1-5, 2024	•	Kinder – Paaralang Pag- ibig at Pag-asa (PPP) Grade 1 – San Pablo Central School AP – Teacher Center (San Pablo Central School)	Emelia P. Crescini	July 1-5, 2024

		 GMRC/VALUES - Library/Research Center Math/TLE/EPP - San Juan Training Center MAPEH - San Jose IHS Filipino - Felix Amanate SHS English - SPC High SChool Science - Col. Lauro Dizon IHS 		
San Pedro City	July 16-20, 2024	TBD	Elena L. Lopez	July 16-20, 2024
Tanauan City	July 7-11, 2024	Tanauan Institute	Emelia M. Aytona	July 8-11, 2024
Tayabas City	July 1-5, 2024	TBD	Eugenio S. Adrao	July 1-5, 2024



Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

PROFESSIONAL DEVELOPMENT (PD) COMPLIANCE MONITORING TOOL

This tool will be used by the assigned Monitoring and Evaluation Officer during the MATATAG Curriculum Training. Please fill out all the fields below.

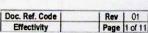
I. PROGRAM OWNER PROFILE AND PROGRAM DETAILS				
PD Program Owner:				
PD Program Manager:				
Title of the PD Program:				
Venue of the PD Program:				
Implementation Dates of the PD Program:				

Name	Position	Office	Signature





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INSTRUCTIONS:

- 1. Put a check (/) in the box that corresponds to your observation to the program.
- 2. Assign the following points to each column that was selected during the monitoring.
- 3. Points for each column are as follows: A = 4 points; B = 3 points; C = 2 points; and D = 1 point.
- 4. For items with more than one indicator, compute the average to obtain a single rating.
- 5. All categories are considered crucial to any program, thus, weights are inapplicable.

II. PD PROGRAM MONITORING SECTION

1.0 PARTICIPANTS

Are the actual participants the same with the target participants of the program?

COLUMN A	COLUMN B	COLUMN C	COLUMN D
□ About 91-100 % of the actual participants are the target participants of the PD Program.	☐ About 81-90% of the actual participants are the target participants of the PD Program.	□ About 51-80 % of the actual participants are the target participants of the PD Program.	☐ About 50% or less of the actual participants are the target participants of the PD Program.
☐ About 91-100% of the actual participants are qualified to the selection criteria of the PD Program.	□About 81-90% of the actual participants are qualified to the selection criteria of the PD Program.	☐ About 51-80% of the actual participants are qualified to the selection criteria of the PD Program.	☐ About 50% or less of the actual participants are qualified to the selection criteria of the PD Program.

ADDITIONAL INFORMATION (e.g., Reasons for deviation, especially for responses made under Columns C and D.)					

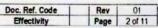
REMARKS:				536





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2.0 PROGRAM DESIGN

To what extent was the delivered PD Program compliant to the quality assured PD Program Design?

COLUMN A	COLUMN B	COLUMN C	COLUMN D
□ The delivered PD Program: • fully complied with and was consistent with the quality assured PD Program Design.	□ The delivered PD Program made minimal adjustments in any of the following aspects: • Professional Standards • Learning Objectives • Session Contents • Time Allotment • Logical Sequence • Program Methodology • Session Outputs • Workplace Application	□ There were minor revisions in the design aspects of the PD Program: • Professional Standards • Learning Objectives • Session Contents • Logical Sequence • Program Methodology • Program Methodology • Session Outputs • Workplace Application • Time Allotment • Logical Sequence	□ There were major revisions in the design aspects of the PD Program: • Professional Standards • Learning Objectives • Session Contents • Time Allotment • Logical Sequence • Program Methodology • Session Outputs • Workplace Application





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ADDITIONAL INFORMATION (e.g., Reasons for deviation, especially for responses made under Columns C and D.)							

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				_	

3.0 RESOURCE PERSONS/SUBJECT-MATTER EXPERTS

To what extent were the resource speakers/subject-matter experts compliant to the PD Program Delivery Quality Standards?

COLUMN A	COLUMN B	COLUMN C	COLUMN D
☐ All the sessions were delivered by the	☐ Most of the	☐ There were minor changes regarding	☐ There were major changes regarding
resource speakers/subject-	delivered by the	the expected	the expected
	resource	resource	resource
matter experts as	speakers/subject-	speakers/subject-	speakers/subject-
identified RPs who	matter experts as	matter experts to	matter experts to
attended the MATATAG Training	identified RPs who attended the	deliver the sessions.	deliver the sessions.
for Trainers.	MATATAG Training	Almost half of the	More than half of
	for Trainers.	sessions were	the sessions were
	Some of the sessions	delivered by different	delivered by different resource
	were delivered by	speakers/subject-	speakers/subject-
	alternatives who	matter experts from	matter experts from
	are equally excellent	those originally	those originally
	(or better).	identified RPs who attended the	identified RPs who attended the
	NEAP was informed	MATATAC Training	MATATAG Training
	of the changes ahead of time.	for Trainers.	for Trainers.
		NEAP was not	NEAP was not
		informed of the	informed of the
		changes ahead of time.	changes ahead of time.
☐ The resource	☐ About 81-90% of	☐ About 51-80 % of	☐ About 50% or less
speakers/subject-	the following	the following	of the following





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matter experts
executed 91-100%
of the following
indicators in the PD
Program Quality
Standards for
Learning
Management.

Note: Average all the indicators met in the Standards Checklist for all the sessions. indicators in the PD Program Quality Standards for Learning Management were accomplished by resource speakers/subjectmatter experts.

Note: Average all the indicators met in the Standards Checklists for all the sessions. indicators in the PD Program Quality Standards for Learning Management were accomplished by the resource speakers/subjectmatter experts.

Note: Average all the indicators met in the Standards Checklists for all the sessions. indicators in the PD
Program Quality
Standards for
Learning
Management were
accomplished by
resource
speakers/subjectmatter experts.

Note: Average all the indicators met in the Standards Checklists for all the sessions.

ADDITIONAL INFORMATION (e.g. Reasons for deviation, especially for responses made under Columns C and D.)

REMAR	KS
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4.0 LEARNING RESOURCE MATERIALS

To what extent were the LRMs compliant to the PD LRMs Quality Standards?

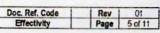
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COLUMN A	COLUMN B	COLUMNIC	COLUMN D





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☐ The learning resource materials were the same as the quality assured learning materials. The program owner fully complied with the PD LRMs Quality Standards.	□ The learning resource materials used in the PD program were different from the quality assured LRMs. The LRMs were edited to better suit the session and are still compliant to the PD LRMs Quality Standards. NEAP was informed of the changes ahead of time.	□ About 30-50% of learning resource materials used were different to the quality assured LRMs. NEAP was not informed ahead of time regarding the changes in the LRMs.	□ There were major changes in the learning resource materials used in the program than the quality assured LRMs. NEAP was not informed ahead of time regarding the changes in the LRMs.
☐ About 91-100 % of the learning materials aligned with the purpose of the methodology of the learning design were distributed.	☐ About 81-90% of the learning materials aligned with the purpose of the methodology of the learning design were distributed.	□ About 51-80 % of the learning materials aligned with the purpose of the methodology of the learning design were distributed.	□ About 50% or less of the learning materials aligned with the purpose of the methodology of the learning design were distributed.
☐ About 91-100 % of the participants received a copy of the learning resource materials.	☐ About 81-90% of the participants received a copy of the learning resource materials.	☐ About 51-80 % of the participants received a copy of the learning resource materials.	☐ About 50% or less of the participants received a copy of the learning resource materials.

REMARKS





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5.0 PROGRAM MANAGEMENT

To what extent was the Program Management compliant to the PD Program Delivery Quality Standards?

COLUMN A	COLUMN B	COLUMN C	COLUMN D		
□ 91-100% of the following Program Management indicators were implemented:	□ 81-90% of the following Program Management indicators were implemented:	□ 51-80% of the following Program Management indicators were implemented:	□ 50% or less of the following Program Management indicators were implemented:		
Note: Average all the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.		

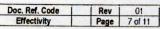
ADDITIONAL INFORMATION (e.g., Reasons for deviation, especially for responses made under columns C and D.)

REMARKS			





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6.0 LEARNING ENVIRONMENT: FACE-TO-FACE PD PROGRAM

To what extent was the venue for the face-to-face PD Program compliant to standards?

COLUMN A	COLUMN B	COLUMN C	COLUMN D		
☐ About 91-100 % of	☐ About 81-90% of	☐ About 51-80 % of	☐ About 50% or		
the following	the following	the following	less of the following		
indicators of the	indicators of the	indicators of the	indicators of the		
learning environment and venue were met.	lcarning environment and venue were met.	lcarning environment and venue were met.	lcarning environment and venue were met.		
Note: Average all					
the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.	Note: Average all the indicators met in the Standards Checklist.		

ADDITIONAL INFORMATION (e.g., Reasons for deviation, especially for responses made under Columns C and D.)

REMARKS				





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III. SUMMARY OF FINDINGS

INSTRUCTIONS:

Calculate the average of all six (6) categories to get the overall rating for the program. Compute the average of the rating to obtain the category rating.

- Points for each column are as follows: A = 4 points; B = 3 points; C = 2 points; and D = 1 point.
- For items with more than one indicator, compute the average to obtain a single rating.
- 3. All categories are considered crucial to any program, thus, weights are inapplicable.

INTERPRETATION PER CATEGORY:

Rating	Description	
3.26 to 4.0	Fully met all agreed standards.	
2.51 to 3.25	Partially met agreed standards.	
1.76 to 2.50	Minimal conformance to the standards.	
1.0 to 1.75	Non-conformance to the standards.	

INDICATORS	Category Rating
1.0 PARTICIPANTS	
Are the actual participants the same with the target participants of the PD Program?	
2.0 LEARNING DESIGN	
To what extent was the delivered PD Program compliant to the Detailed PD Program Design?	
3.0 RESOURCE PERSONS/SUBJECT-MATTER EXPERTS	
To what extent were the resource speakers and subject-matter experts compliant to the PD Program Delivery Quality Standards?	
4.0 LEARNING RESOURCE MATERIALS	
To what extent were the LRMs compliant to the PD LRMs Quality Standards?	
5.0 PROGRAM MANAGEMENT	
To what extent was the Program Management compliant to the PD Program Delivery Quality Standards?	





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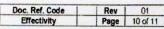
6.0 LEARNING ENVIRONMENT: FACE-TO-FACE PD PROGRAM	
To what extent was the venue for the face-to-face PD Program compliant to standards?	
TOTAL RATING	

MAJOR OBSERVATION, FINDINGS,	AND RECOMMENDATIONS
MAJOR OBSERVATION AND FINDINGS	RECOMMENDATIONS





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GUIDE FOR MONITORING AND EVALUATION OF MATATAG CURRICULUM TRAINING FOR MONITORING OFFICIAL/M&E OFFICER

Monitoring Section/Aspects	MOVs	Rating (A=4 Points, B=3 Points, C=2 Points, D= 1 point)
1. Participants	 Memorandum Filled Up Registration Form Attendance Profile of the Participants 	
2. Program Design	 Prescribed PD from NEAP Slide Decks Session Guides 	
3. Resource Speakers/Subject Matter Experts	 Profile of Resource Speakers M&E Results for Speakers Accomplished Learning Management Quality Standards 	
4. Learning Resource Materials	M&E Results (Checklist of LRMs compliant with PD LRMs QS)	
5.Program Management	 PD Program Delivery M&E Results 	
6.Learning Environment	M&E results for venue and accommodation	
Overall Rating		





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Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

ON-SITE MONITORING AND EVALUATION FORM

(To be accomplished by individual monitors)

	GENERAL INFORMATION	
PROGRAM/ ACTIVITY MONITORED		
REGION	LEARNING AREA	
NUMBER OF PARTICIPANTS	NUMBER OF TRAINERS	
VENUE	INCLUSIVE DATES	
DATE MONITORED		

I. Checklist

• •	VIIIVIIII		
	MONITORING SYSTEM	YES	NO
1.	School-based Training Monitoring & Evaluation Implementation Plan was duly signed.		
2.	Division/Cluster Monitoring Team was present.		
3.	Daily End-of-Day Evaluation was in place.		
4.	At least one (1) monitor is assigned per class.		
5.	Latest Monitoring and Evaluation tools and forms were used.		
6.	Conducted daily debriefing.		
7.	Issues discussed in debriefing sessions were resolved/addressed.		

Comments and Suggestions:			

 CRITICAL INCIDENTS: For any remarkable event/situation (positive or negative) encountered, accomplish the STAR form.

Situation/Task- Describe the specific situation and/or task that needed to be accomplished.

Action - Describe how the person/s or the team responded to the situation or acted on the task at hand.

Result - Describe the effect of the action or lack of action.





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Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

CRITICAL INCIDENTS

(STAR form will be used to document critical incidents not captured in M&E Tools; to be accomplished as needed)

Situation/Task- Describe the specific situation and/or task that needed to be accomplished.	Action – Describe how the person/s or the team responded to the situation or acted on the task at hand.	Result – Describe the effect of the action or lack of action.

Prepared by:





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