This study attempted to determine the competencies and values of outstanding mathematics teachers. Specifically the study determined the instructional competencies, the professional characteristics and the personal qualities of outstanding secondary mathematics teachers of the division of Ilocos Norte, which serve as bases in the preparation of a set of guidelines in the selection, upgrading and promotion of mathematics teachers.

It investigated 1) the instructional competencies, professional characteristics and personal qualities or values of the outstanding mathematics teachers in the division of Ilocos Norte, 2) the difference between the perceptions of the administrators and teachers along the instructional competencies, professional characteristics and personal qualities or values 3) the relationship between the teachers’ competencies and their professional characteristics and personal qualities; and 4) the profile of an outstanding mathematics teacher.

This study employed the descriptive correlation research. The statistical tools used were mean and the t-test of difference. The population consisted of 30 outstanding mathematics teachers and 8 school administrators from 8 public secondary schools of the division of Ilocos Norte. The instrument used was the questionnaire to describe the mathematics teachers’ instructional competencies, professional characteristics and personal qualities or values.

Results showed that the respondents’ instructional competencies include: provides a clear and emphatic learning environment; engages in self-development; assists students to identify the outcomes of their learning; caters for students learning differences; and promotes active student environment. With regard to their professional characteristics, they are outstanding in the ten indicators: attend to all school activities;
demonstrate dedication and commitment to their work; render service over and above the regular functions even beyond the regular time; use the profitably in relation to school work, act immediately on needs/requests in accordance with the prescribed rules and regulations; develop confidence with peers in working as a team; maintain good performance under pressure or opposition; perform leadership in a given assignment; start action and project and perform tasks without being told to and supervised; and they are accurate and prompt in submitting reports. On personal qualities, teachers are patient, understanding, and sympathetic, dress with proper decorum, approachable, quick to sense need or guidance and assistance, displays tact and courtesy consistently, have integrity and sense of fair play, polite, kind and thoughtful, cheerful and pleasant, have good sense of humor, and they have concern to other people.