



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO ORIENTAL

Office of the Schools Division Superintendent

MAY 06 2025

DIVISION MEMORANDUM
SGOD-2025-088

2025 SEARCH FOR DAVOR AWARDS

To : Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
All Elementary and Secondary School Heads and Teachers

With reference to the Program on Awards and Incentives Excellence (PRAISE) policy of the Department of Education Schools Division of Davao Oriental, this office shall conduct the **2025 Search for DAVOR Awards**.

The following category are as follows:

- a. The **Achievement of Great Instructional Leadership Award (AGILA)** shall be open to public school teachers, school heads, and supervisors;
- b. The **Exemplary Achievement for Great and Laudable Employees (EAGLE)** shall be open for non-teaching personnel;
- c. The **Dauntless, Altruistic, Visionary, and Outstanding and Reputable (DAVOR) and INNOVE Award** shall be participated by both teaching and non-teaching personnel;
- d. **Outstanding Performance in Gender and Development (GADvocate Awards)** shall be open for elementary and secondary schools and elementary and secondary GAD Focal person;

The search aims to recognize the meritorious achievements and performance of teachers, instructional leaders, and non-teaching personnel. Enclosed are copies of the list of categories, criteria and guidelines for reference.

Documentary Requirements per Category:

1. AGILA and EAGLE Awards

- a. Duly accomplished Nomination Form
- b. Nomination Write-up: Maximum of 10 pages, A4 size bond paper, Bookman Old Style, font size 11 (including the Executive Summary)
- c. Certification (1 page only)
- d. Means of Verification (MOVs): Must be submitted separately from the nomination folder and properly tagged

2. DavOr Awards

- a. Duly accomplished Nomination Form
- b. Nomination Write-up: Maximum of 10 pages, A4 size bond paper, Bookman Old Style, font size 11 (including the Executive Summary)



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- c. Certification (1 page only)
- d. Certificate of the latest approved performance rating for the last three (3) years
- e. Means of Verification (MOVs) such as activity/program/system design and pictures
- f. Approved SALN and updated PDS

3. Innovations In Education (INNOVE) Award

- a. Duly accomplished Nomination Form
- b. Nomination Write-up: Maximum of 5 pages, A4 size bond paper, Bookman Old Style, font size 11; must include a summary of accomplishments and highlight the nominee's outstanding contributions
- c. Service Records;
- d. Certificate of employment;
- e. Performance Rating (2 rating periods);
- f. Certificate of No Leave without Pay, Tardiness and Undertime, which shall be issued by the HRMO;
- g. Approved Innovation (SDS) as the case maybe Approved End of Innovation Report; and
- h. The MOVs of each indicator shall be separate from the nomination folder and shall be properly tagged

4. GADvocate Awards

- a. Duly accomplished Nomination Form
- b. Portfolio with MOVs organized according to the specified standards or criteria with attached Nomination Form. Documents to be attached must be within three (3) school years prior to the contest.

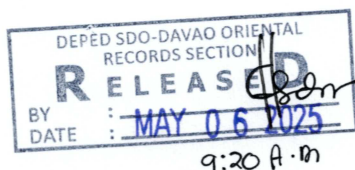
Chiefs of functional divisions, section heads and unit heads shall submit one entry per category while Public Schools District Supervisors (PSDS) shall submit one (1) entry per category per district.

The deadline of submission of entries will be on **June 13, 2025**. Each entry must be submitted in three (3) hard copies in a white short folder.

Forms can be access through this link using DepEd email add:
<https://tinyurl.com/2025DavOrAwards>

Relevant details and guidelines are found in the enclosures and forms in the annexes.

For your information and guidance.




DR. JOSEPHINE L. FADUL
Schools Division Superintendent

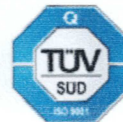
Enclosed: As Stated.

SGOD/mgm



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Enclosure 1

**2025 ACHIEVEMENT OF GREAT INSTRUCTIONAL LEADERSHIP AWARD (AGILA)
AND EXEMPLARY ACHIEVEMENT FOR GREAT AND LAUDABLE EMPLOYEES
(EAGLE) AWARDS**

DESCRIPTION	DETAILS
a. Definition and Legal Basis	<p>Achievement of Great Instructional Leadership Award (AGILA)</p> <p>The search aims to give due recognition to public school teachers, Senior Education Program Specialists, Education Program Specialist II, school heads, Public Schools District Supervisor, and division Education Program Supervisors men and women who have concededly demonstrated an exemplary achievement in the division.</p> <p>Exemplary Achievement for Great and Laudable Employees (EAGLE)</p> <p>The search aims to give due recognition to non-teaching men and women personnel who have concededly demonstrated an exemplary achievement in the division.</p>
b. Qualification	<p>The award is open to all employees in the DepEd Division of Davao Oriental who are:</p> <ul style="list-style-type: none">• Employed in this division with a designation/appointment which indicate the category participated for at least three (3) years at the time of nomination. Must not be a national awardee and must not also be a regional AGILA/EAGLE as awardee, Most Outstanding Employee/ First Place before;• Have been rated at least Very Satisfactory for the last two (2) consecutive performance rating period prior to the nomination;• Have rendered a minimum of five (5) years length of service from the date of appointment to the entry position in the DepEd Division of Davao Oriental, which is either with Plantilla position for AGILA Categories, or Co-Terminus status of employment (For Volunteer/COS Category) as specified by law, whose continuity in the service is based on trust and confidence as the case maybe;



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	<ul style="list-style-type: none"> The nominee must not be on leave for more than two (2) years prior) to the SDOs nomination for the 2025 Search for AGILA and EAGLE Have not been found guilty of any administrative or criminal offense involving moral turpitude and have no pending administrative or criminal case at the time of nomination; and For School Heads: The School/s where he/she served for the last two (2) years must have submitted to the Division Office the documents for the SBM Level III Assessment Results. Pending the validation of the Regional Office due to the moratorium as per DM 075, s. 2022.
c. Criteria for evaluation	<p>Achievement of Great Instructional Leadership Award (AGILA)</p> <ul style="list-style-type: none"> Teachin4g Category: <ul style="list-style-type: none"> A.1. Elementary <ul style="list-style-type: none"> A.1.1. Kindergarten A.1.2. Key Stage 1 (Gr. 1 to 3) A.1.3. Key Stage 2 (Gr. 4 to 6) A.1.4. Master Teacher (K-Gr. 6) A.2. Junior High School (JHS) <ul style="list-style-type: none"> A.2.1. Key Stage 3 (Gr. 7-10) A.2.2. Master Teacher A.3. Senior High School (SHS) <ul style="list-style-type: none"> A.3.1. Key Stage 4 (Gr. 11-12) A.3.2. Master Teacher A.4. Inclusive Education <ul style="list-style-type: none"> A.4.1. ALIVE A.4.2. IPED A.4.1. Key Stage 3 (Gr. 7-10) A.4.2. Master Teacher Performance Rating (Duly signed IPCRF for the last two rating period- 15%) Significant Accomplishment in Fostering learning for the past Two Years (The accomplishment report/narrative is approved by duly constituted authorities, and must have been implemented, adopted, and utilized i.e a. Increase in the learning outcomes b. Strategic intervention materials c. learning materials d. assessment materials) – 20%



- Impact of Accomplishments on the Students Learning Outcome – 25%
- Innovations in Basic Literacy and Transformational Education – 30%
- Awards (Major Awards/citations/recognition received from any of the Awarding Bodies- 10%

Teaching-Related Category

B.1. School Heads

- B.1.1. Elementary (Head Teacher, Principal)
- B.1.2. Secondary – (JHS; w/SHS stand-alone (Head Teacher, Asst. Principal, Principal)
- B.1.3. Integrated School-K to 10; K to 12 (Head Teacher, Asst. Principal, Principal)
- B.1.4 TIC/SIC Elementary
- B.1.5. TIC/SIC Secondary

B.2. Supervisors

- B.2.1. Public Schools District Supervisor (PSDS)
- B.2.2. Division Education Program Supervisor (EPS)
- Performance Rating (duly signed IPCRF for the last two rating period -15%
- Significant Accomplishment in fostering learning for the past two years (the accomplishment report/narrative is approved by duly constituted authorities, and must have been implemented, adopted and utilized- 20%
- Impact of accomplishment on the students Learning Outcome - 25%
- Innovations in basic literacy and Transformational Education -30%
- Awards (Major Award s/citations/recognition received from any of the awarding bodies - 10%

B.3. Others (Teaching Related)

- B.3.1. Education Program Specialist II (SG 16)



B.3.2. Senior Education Program Specialist (SG19)

- Performance Rating (Duly signed IPCRF for the last two rating period - 15%
- Significant Accomplishment in Fostering Learning for the past two years (The accomplishment report/narrative is approved by the duly constituted authorities, and must have been implemented, adopted and utilized - 20%
- Impact of Accomplishments in Human Relations, Professional Growth, Community involvement and partnerships - 30%
- Innovations - 25%
- Awards (Major Award s/citations/recognition received from any of the Awarding Bodies - 10%

EAGLE (Exemplary Achievement for Great and Laudable Employees)

This covers the following personnel:

Level 1A (SG 1-4)
Level 1B (SG 5-10)
Level 2A (SG 11-15)
Level 2B (SG 16-21)
Contract of Service (COS)

- Performance Rating (Duly signed IPCRF for the last two rating period-15%
- Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency-20%
- Impact of Accomplishments in Human Relations, Professional growth, Community Involvement and partnership - 30%
- Innovations-25%
- Awards (Major Award s/citations/recognition received from any of the awarding bodies-10%

For Level 1A (SG1-4) and contract of service (COS):



	<ul style="list-style-type: none"> • Performance Rating (Duly signed IPCRF for the last two raring periods-15% • Significant Accomplishment. The extent to which the involvement/accomplishment and other task has effectively and efficiently addressed a pressing need/improved service delivery -20% • Fostered a healthy relationship with colleagues, empathetic, and have maintained high interest about working with others, by embracing teamwork, and a bond of respect, trust and social understanding-30% • Perform extra ordinary services and other related tasks through innovative solutions and creative approaches to leverage sustainability initiatives for the benefit of the organization- 25% • Awards (Any awards/citations/recognition received from any of the Awarding Bodies - 10%
d. Documentary Requirements	<p>The nomination folder requires the submission of three (3) original nomination folder containing the fully accomplished documentary requirements, to wit:</p> <ul style="list-style-type: none"> • Completely filled-out nomination form; • A maximum of ten (10) pages (A4 size bond paper, Bookman Old Style, 11 font size) for the nomination Write -up for the AGILA/EAGLE; to include the summary of accomplishments and must highlight outstanding accomplishments of the School, RO, CO and International Achievements of the nominee for the past two (2) years, impact and other information. • Presentation of accomplishments should be in order of significance with complete descriptions, justifications and should adhere to the past following pointers: <ul style="list-style-type: none"> - Use specific terms. Define/clarity terms such as “assisted”, “contributed”, or “facilitated”. - State outstanding accomplishments and impact in brief, factual and in bullet form;



	<p>- Present Impact of accomplishments by indicating problems addressed, people/office benefited, and/or transaction facilitated.</p> <ul style="list-style-type: none"> • The packaging of the nominees' accomplishments as Means of verification (School, SDOs/R&R Committee) Certification that the school have submitted the documents for SBM Level III assessment result to the Division Office. • Certification of No Pending Administrative or Criminal Case at the time of nomination, which shall be issued by the SDOs' Administrative Officer V/VI (Personnel) Attorney III; • The same shall be included in the nomination folder but EXCLUDED in the count of the required 10 (ten) pages. • The MOVIS of each indicator shall be separate from the nomination folder and shall be properly tagged. The HRD shall then endorse the documents to the division PRAISE Committee and they shall evaluate the documents to come up the five (5) shortlisted nominees, only top three winners will be awarded. • The Division Office PRAISE Committee shall deliberate and declare the submitted list for the top 3 winners of each category. • The Division Office PRAISE Committee shall submit to the Schools Division Superintendent the top three winners of each category of the AGILA & EAGLES.
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Enclosure 2

**2025 DAUNTLESS, ALTRUISTIC, VISIONARY, AND OUTSTANDING AND
 REPUTABLE (DAVOR) AWARDS**

DESCRIPTION	DETAILS
a. Definition and Legal Basis	The DAVOR Awards stands as an annual search hosted by the Schools Division Office of Davao Oriental. This distinguished event is dedicated to honoring the remarkable individuals within DepEd Davao Oriental who embody traits of Dauntlessness, Altruism, Vision, Outstanding Performance, and Reputability.
b. Qualifications	Open to all permanent, provisional, casual and contractual teaching, non-teaching, related-teaching and school administrator in the division, district and school level of governance of DepEd Davao Oriental who have at least a very satisfactory rating for the last three years, have not been found guilty of any administrative or criminal offense involving moral turpitude and have no pending administrative or criminal case at the time of the nomination.
c. Limitation	Qualified employees may be nominated more than once and there is no limit to the number of times they may receive the award. However, there is a three year of ineligibility after receiving the award before being considered again to be nominated for the award.
d. Period of Reference	The nominee must submit accomplishments attained within the preceding three years for consideration.
e. Nomination Requirements	e. Certificate of the latest approved performance rating for the last 3 years; f. Nomination write-up; iii. duly filled up Nomination Form; iv. Means of Verification such as activity/program/system design, pictures; and v. Approved SALN and updated PDS.
f. Category	a. The Dauntless Award The Dauntless Award in the Department of Education is conferred upon DepEd Davao Oriental personnel who exhibit exceptional dedication and fearlessness in their service to the education sector. Criteria:



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	<p>Effective Crisis Management (30%) Displaying resilience and adeptness in handling educational crises, such as natural disasters, emergencies, or unforeseen challenges, to ensure minimal disruption to students' education.</p> <p>Inclusive Education Practices (30%) Advocating for and implementing inclusive education policies and practices that cater to diverse student populations, ensuring equal opportunities for all.</p> <p>Commitment to Duty (20%) The nominee exhibits unwavering dedication to their responsibilities and goes above and beyond in fulfilling their duties, regardless of the obstacles encountered.</p> <p>Impact and Results (20%) The nominee's actions have tangible, positive effects on the educational environment, contributing to the improvement of student outcomes and overall educational excellence.</p> <p>b. The Dauntless Award</p> <p>This Award is conferred to an individual for his/her outstanding collaborative efforts in establishing partnerships to various stakeholders thereby linking the needs of both the industrial and education system.</p> <p>Special Limitation</p> <p>This award is open to all teaching and non-teaching personnel of the Division except those who are employed and assigned under the Social Mobilization and Networking Section and those employees whose duties and nature and work are necessary related to the same.</p> <p>Criteria</p> <p>Resources Generated (20%) measures the overall value of resources generated as a result of collaborative partnerships</p> <p>Extent/Impact (20%) The nominee's collaborative efforts have a measurable and positive impact on both the education system and the partnering stakeholders, contributing to the advancement of educational outcomes, workforce development, and economic growth in the community.</p>
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Sustainability (20%) The partnerships established demonstrate potential for long-term sustainability and continued growth.

Relevance (20%) The nominee ensures that partnerships are strategically aligned with the goals and objectives of both the education system and the partnering stakeholders, resulting in meaningful and sustainable collaborations.

Effectiveness (20%) The nominee effectively engages with diverse stakeholders to understand their needs, interests, and objectives, and facilitates mutually beneficial partnerships that address these priorities.

c. The Visionary Award

The Visionary Award recognizes exemplary school leaders who have demonstrated exceptional leadership in elevating their schools to new heights, as evidenced by significant improvements in school performance indicators during their tenure.

Special Requirement:

To be eligible for nomination, the school head must have served in the same school for a minimum of three consecutive years.

Criteria:

Increments in Survival Rate (15%) The percentage increase in the number of students who successfully progress from one grade level to the next within the academic year.

Decrease in Dropout Rate (15%) The percentage reduction in the number of students who discontinue their education prematurely, indicating successful interventions to support student engagement and persistence.

Improvement in Reading Proficiency Rate (20%) The percentage increase in the number of students demonstrating proficiency in reading skills, highlighting effective literacy initiatives and instructional strategies implemented under the school leader's guidance.

Timeliness and Percentage of Liquidation (10%) The efficiency and effectiveness in managing financial resources, measured by the timely submission and percentage of liquidation of allocated funds, demonstrating prudent financial stewardship and accountability.



Number of Teachers Promoted (10%) The percentage of teaching staff who have been promoted or advanced in their professional careers, reflecting the school leader's commitment to staff development and recognition of excellence.

Implementation of Annual Rewards and Recognition or Similar Activities (10%) The successful execution of programs aimed at acknowledging and celebrating student achievements, staff contributions, and community involvement, fostering a culture of appreciation and motivation within the school community.

Implementation of School Improvement Plan (SIP) (10%) The effective implementation of the School Improvement Plan (SIP) aimed at addressing identified areas for growth and enhancement, demonstrating strategic vision and proactive leadership in driving continuous improvement and innovation.

Awards Received by the School (10%) The recognition and honors bestowed upon the school for academic achievements, extracurricular excellence, or community contributions, acknowledging the school's positive reputation and impact.

d. The Outstanding Performance Award

The Outstanding Award honors both teaching and non-teaching personnel who have demonstrated exceptional innovation by pioneering and executing novel ideas, programs, and processes. These initiatives foster dynamic, highly productive, and values-driven work environments, inspiring colleagues to rethink conventions, enhance operational efficiency, and challenge the status quo. Their efforts contribute to sustained networks, organizational efficiency, and stability, ultimately shaping a culture of continuous improvement and excellence.

Criteria

Novelty and Creativity (20%) Evaluates the uniqueness of the concept and the achievements obtained. Considers the introduction of unconventional ideas that substantially enhance services and processes with a high level of reliability.

Relevance (20%) Assesses the logical, systematic, useful, and feasible nature of the innovation and its accomplishments, ensuring they align with desired



outcomes and are easily implementable within the organization.

Impact (30%) Measures the cost-effectiveness and significance or major effect of the program, process, and services on the organization. Considers how the innovation contributes to organizational goals and overall effectiveness.

Integrity (10%) Examines the adherence to ethical and moral principles throughout the development and implementation of the innovation, ensuring transparency, honesty, and fairness in all aspects.

Replicability (20%) Determines the potential for the innovation to be utilized by other offices or organizations, assessing its scalability, adaptability, and transferability to different contexts or settings.

e. The Reputable Award

Is given to DepEd employees who Manifest the norms of behavior under Code of Conduct and Ethical Standards for Public Officials and Employees (RA 6713):

- a) Commitment to public interest - upholds the public interest over and above personal interest;
- b) Professionalism - performs and discharges his/her duties with the highest degree of excellence, professionalism, intelligence and skill;
- c) Justness and sincerity - remains true to the people at all times;
- d) Political neutrality - provides service to everyone without unfair discrimination and regardless of party affiliation or preference;
- e) Responsiveness to the public - extends prompt, courteous, and adequate service to the public;
- f) Nationalism and patriotism - at all times loyal to the Republic and to the Filipino people, promote the use of locally produced goods, resources and technology and encourage appreciation and pride of country and people; and
- g) Simple living - Public officials and employees and their families shall lead modest lives appropriate to their positions and income.

Criteria

Commitment to public interest - 20%
Professionalism - 15%
Justness and sincerity - 15%
Responsiveness to the public - 15%
Nationalism and patriotism - 15%
Simple living - 10%
Political neutrality - 10%





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Enclosure 3

2025 INNOVATIONS IN EDUCATION (INNOVE) AWARD

DESCRIPTION	DETAILS
a. List of Nomination Documents	<p>The nomination folder requires the submission of three (3) nomination folder containing the fully accomplished documentary requirements:</p> <ol style="list-style-type: none">Completely fill-out Nomination Form;A maximum of 5 pages (A4 size bond paper, Bookman Old Style, 11 font size) for the Nomination Write Up; to include the summary accomplishments and must highlight the outstanding accomplishments of the nominees;Service Records;Certificate of employment;Performance Rating (2 rating periods);Certificate of No Leave without Pay, Tardiness and Undertime, which shall be issued by the HRMO; andThe MOVs of each indicator shall be separate from the nomination folder and shall be properly tagged.
b. Definition of Terms	<p>An award given to any personnel (individual/team) who has presented sustainable innovations/inventions in classrooms, schools, and offices that promote efficiency and effectiveness. The timeframe of the implementation, if applicable, is at least a year.</p> <p>The innovation could be any combination of the following categories:</p> <ul style="list-style-type: none">Organizational Innovation-refers to the development and/or introduction of new or significantly improved methods in practices, workplace or external relations.Policy Innovations-refers to the development and/or introduction of new or significantly different solutions to policy problemsProcesss Innovation-refers to the development and/or introduction of a new or significantly improved production or delivery method.Procduct Innovation-refers to the introduction of a good or service that is new or significantly improved with respect to its



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	<p>features, applications, characteristics or intended uses.</p> <ul style="list-style-type: none"> • Social Innovation-refers to the process if identifying and delivering new services that improve the quality of life of individuals and communities through employment, consumption, and/or participation. <p>RA 11293 (Philippine Innovation Act)</p>
c. Qualifications (include period of reference)	Any permanent, Contract of Service (COS), provincial employee in schools and offices within DepEd Division of Davao Oriental.
d. Criteria for Evaluation	<p>Outcome/Impact: 90%</p> <p>Relevance: 10%</p>
e. Documentary Requirements	Approved Innovation (SDS) as the case maybe Approved End of Innovation Report





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Enclosure 4

**2025 RECOGNITION OF OUTSTANDING PERFORMANCE IN GENDER
AND DEVELOPMENT (GAD)**

Description	Details
a. Definition and Legal Basis	<p>order to motivate, acknowledge, and reward the teachers and schools that have demonstrated exceptional commitment to promoting gender equality and women's empowerment.</p> <p>Recognition and Motivation: The awards serve as a mechanism to recognize the efforts of those who have made significant contributions to gender and development. They also serve to motivate others to strive for similar achievements.</p> <p>Promotion for Best Practices: By giving awards, organizations can highlight successful strategies and practices that have led to significant progress in the field of gender and development. These can serve as models for others to learn from and replicate.</p> <p>Awareness and Advocacy: The awards can help raise awareness about gender issues and encourage a broader societal commitment to gender equality. They also provide a platform for advocacy, pushing for continued attention and action on gender and development.</p> <p>Accountability: The awards serve as a mechanism for holding entities accountable for their gender commitments and actions. They reward those who are doing well, while highlighting those who need to do more.</p> <p>Capacity Building: They can foster a culture of continuous learning and improvement. By striving to win such awards, organizations are often encouraged to self-respect, assess their own practices, and strive for better.</p> <p>By recognizing and celebrating the outstanding achievements in gender and development, such awards play a crucial role in advancing gender equality and social progress.</p> <p>In the Philippines, the legal basis for promoting gender and development and providing awards in this field comes from a range of legal and institutional frameworks. Some of the relevant laws and frameworks include:</p> <p>The Magna Carta of Women (Republic Act No. 9710): Passed in 2009, this is a comprehensive law on women's rights and gender equality. It promotes the empowerment of women and ensures equal opportunities for men and women in social, economic, and political fields.</p> <p>The Women in Development and Nation Building Act (Republic Act No. 7192): This law promotes women's rights and their participation</p>



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	<p>in national development. It includes provisions for equal opportunities in all government and private sectors.</p> <p>The Gender and Development (GAD) Budget Policy: This policy mandates that all government departments and agencies allocate at least 5% of their annual budgets to gender and development programs. The GAD Budget is used to fund activities that contribute to gender equality and women's empowerment.</p> <p>The Philippine Development Plan (PDP): This is a mid-term plan drafted by the National Economic and Development Authority (NEDA) that has specific provisions for gender and development.</p> <p>D.O. 32 s. 2017- Gender Responsive Basic Education Policy: This policy commits to integrate the principles of gender equality, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education in the Department of Education.</p>
<p>b. Qualification (include period of reference)</p>	<p>A. Selection Procedure:</p> <ol style="list-style-type: none"> 1. The selection committee in the district must have approved the nominees for this award. 2. Each district will only submit one nominee in each sub-category. <p>B. Number of Awardees:</p> <p>B.1. School Category:</p> <ul style="list-style-type: none"> • There will be two sub-categories: Elementary and Secondary. • Three winners in each sub-category shall be declared: First, Second, and Third place winners. <p>B.2 Individual Category:</p> <ul style="list-style-type: none"> • There will be two sub-categories in this category: Elementary and Secondary. • Three winners will be declared in each sub-category: First, Second and Third place winners. <p>C. The award shall be given once a year during the 2025 DAVOR Awards.</p> <p>D. The winners shall be determined based on the results of the evaluation and deliberation of the PRAISE Committee in the Division Office.</p>
<p>c. Criteria Evaluation</p>	<p>The School Category has the following parameters:</p> <p>Utilization of at least 5% of the total GAD budget: This refers to the requirement that at least 5% of the total agency budget is allocated towards initiatives promoting Gender and Development. This can include programs, activities, and projects that address gender issues or contribute towards gender equality and women's empowerment.</p> <p>Functional Committee On Decorum and Investigation (CODI): A CODI is a committee required in workplaces to handle cases of sexual harassment. A functional CODI actively investigates complaints, promotes awareness about sexual harassment, and maintains decorum in the workplace.</p> <p>Institutionalization of GAD Focal Point System: The GAD Focal Point System is a strategy to ensure the integration of gender perspectives at all levels within an organization. Institutionalizing it means establishing this</p>



system as a permanent and integral part of the organization's structure and operations. It involves putting in place mechanisms, resources, and structures to facilitate and ensure gender mainstreaming.

Establishment of Breastfeeding Station and Child-Minding Station:

This pertains to the creation of dedicated spaces within the workplace for breastfeeding and childcare. These are aimed at supporting working parents, particularly women, and promoting a family-friendly work environment.

Establishment of GAD Database: This refers to creating a comprehensive system or database to collect, store, and analyze data on gender issues. This can be used to monitor gender inequalities, evaluate the effectiveness of gender initiatives, and inform decision-making.

Establishment of GAD Corner: This is about setting up a dedicated space or corner in the office or another communal area where information about gender issues and the organization's GAD initiatives can be shared. This can include posters, pamphlets, books, and other resources.

Implementation of GAD-related initiatives or GAD-related best practices: This involves putting into action initiatives or practices aimed at promoting gender equality and women's empowerment. This could include gender-sensitive policies, programs addressing gender-based violence, initiatives to promote women's leadership, training programs on gender issues, and more.

Rubrics:

INDICATOR	CRITERIA			
1.Utilization of at least 5% of the total GAD budget (20 points)	No Evidence of utilization of GAD Budget (0 pt.)	Utilization of below 5% (1-10 pts.)	Utilization within 5% (11-15 pts.)	Utilization of above 5% (16-20 pts.)
2. Functional CODI (10 points)	No established committee (0 pt.)	Committee established, but lacks functionality. (1-3 pts.)	Committee functional, but lacking some key concepts. (4-6 pts.)	Fully functional and efficient committee. (7-10 pts.)
3.Institutionalization of GAD Focal Point System (15 points)	No established GAD Focal Point System (0 pt.)	Established system, but not yet institutionalized. (1-5 pts.)	Partially institutionalized system. (6-10 pts.)	Fully institutionalized GAD Focal Point System (11-15 pts.)



	4.Establishment of Breastfeeding Station and Child-Minding Station (15 points)	No established stations. (0 pt.)	Only one type of station established. (1-5 pts.)	Both types of stations established, but lacking functionality or accessibility. (6-10 pts.)	Both types of stations established, functional, and easily accessible. (11-15 pts.)
	5.Establishment of GAD Database (10 points)	No GAD database established. (0 pt.)	GAD database established, but lacks comprehensiveness or is not updated regularly. (1-3 pts.)	GAD database established, somewhat comprehensive, and updated regularly. (4-6 pts.)	Fully comprehensive and regularly GAD database. (7-10 pts.)
	6.Establishment of GAD Corner (15 points)	No GAD corner established (0 pt.)	GAD corner established, but lacks resources or accessibility. (1-5 pts.)	GAD corner established and somewhat resourceful. (6-10 pts.)	Fully equipped and easily accessible GAD corner. (11-15 pts.)
	7.Implementation of GAD-related initiatives or GAD-related best practices that generate resources in partnership with stakeholders. (15 points)	No GAD-related initiatives or best practices implemented (0 pt.)	Some GAD-related initiatives or best practices implemented in partnership with stakeholders with a total of 10,000.00 to 30,000.00 generated resources (1-5 pts.)	Several GAD-related initiatives or best practices implemented in partnership with stakeholders with a total of 31,000.00 to 50,000.00 generated resources (6-10 pts.)	Broad and effective implementation of multiple GAD-related initiatives or best practices in partnership with stakeholders with a total of 51,000.00 and above generated resources (11-15 pts.)
Individual Category					



The parameters for an individual being considered for a Gender and Development Award may include, the following:

Advocacy and Leadership: The Level of leadership shown in advocating for gender equality and women's empowerment and role in influencing policies, norms, and behaviors towards gender equality within their sphere of influence.

Implementation of Gender-Related Initiatives: Direct involvement and contribution to GAD-related initiatives, programs, or projects and with evidence of the impact and reach of these initiatives.

Innovation: This refers to the application of innovative approaches or solutions to address gender issues and the success shown in driving change and achieving results through these innovative methods.

Capacity Building: Efforts made towards enhancing the capacity of others (individuals or groups) in relation to gender issues and the role as a mentor or educator in the field of gender and development.

Collaboration and Networking: Ability to work collaboratively with diverse stakeholders (e.g., local communities, government, NGOs, international organizations) to promote gender equality and success manifested in leveraging networks for advocacy and action on gender issues.

Personal Commitment: Evidence of a strong personal commitment to gender equality and women's empowerment and consistency of their actions with their advocacy.

These parameters would typically be evaluated through a combination of direct observation, testimonies from collaborators or beneficiaries, and an assessment of the results of the individual's efforts. The specific criteria and scoring system can be tailored to the context and specific objectives of the award.

Indicator	Criteria			
1. Advocacy and Leadership (20 points)	Limited to no evidence of advocacy or leadership for gender equality. (0 pt.)	Some evidence of advocacy, limited leadership role. (1-7 pts.)	Moderate advocacy and leadership activities, impact may be localized. (8-14 pts.)	Strong, consistent advocacy and leadership roles with wide-ranging impact. (15-20 pts.)
2.Implementation of Gender-Related Initiatives)	Limited to no gender-related activities	Some involvement in gender-related initiatives, but impact is limited.	Significant involvement in initiatives with moderate impact.	Direct and substantial involvement in high-impact gender-



					related initiatives
	(15 points)	(0 pt.)	(1-5 pts.)	(6-10 pts.)	(11-15 pts.)
	3.Innovation	Little to no evidence of innovative approaches or solutions in addressing gender issues.	Some innovative ideas, but lack of implementation or significant results.	Moderate innovation with some successful outcomes.	High level of innovation with successful and impact outcomes.
	(20 points)	(0 pt.)	(1-7 pts.)	(8-14 pts.)	(15-20 pts.)
	4.Capacity Building	No efforts towards capacity building related to gender-issues.	Some efforts towards capacity building, but impact is limited.	Significant efforts towards capacity building with moderate impact.	High impact capacity-building efforts, such as significant mentorship or educational roles.
	(15 points)	(0 pt.)	(1-5 pts.)	(6-10 pts.)	(11-15 pts.)
	5. Collaboration and Networking	Limited to no evidence of collaboration or networking for promoting gender equality.	Some collaboration and networking, but impact or reach is limited.	Significant collaboration and networking activities with moderate impact.	Extensive and effective collaboration and networking with diverse stakeholders, with high impact.
	(15 points)	(0 pt.)	(1-5 pts.)	(6-10 pts.)	(11-15 pts.)
	6. Personal Commitment	Limited to no evidence of personal commitment to gender equality.	Some personal commitment but actions and advocacy are inconsistent.	Consistent personal commitment and action towards gender equality	Strong, enduring personal commitment with actions significantly advancing



					gender equality. (11-15 pts.)	
	(15 points)	(0 pt.)	(1-5 pts.)	(6-10 pts.)		
d. Documentary Requirements	1. Every nominee must submit a portfolio with MOVs organized according to the specified standards or criteria with attached Nomination Form. 2. Documents to be attached must be within three (3) school years prior to the contest.					





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Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO ORIENTAL

Annex A

2025 DAVOR AWARDS NOMINATION FORM

DATA PRIVACY NOTICE: The data and information in this form are intended for the purpose of conducting the 2025 DAVOR Awards of DepEd Davao Oriental. The data will be kept solely by the process owner for the purpose of verifying and authenticating the identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted and not to hold of destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

Category	
<u>THE NOMINEE</u>	
<u>Name :</u>	
<u>School/Office Address:</u>	
<u>District:</u>	<u>SDO:</u>
<u>Telephone Number:</u>	<u>Sex:</u>
<u>Designation:</u>	
<u>Telephone/Mobile No.:</u>	
<u>NOMINATOR</u>	
<u>Name :</u>	<u>Position:</u>
<u>Office:</u>	<u>Telephone No.</u>
<u>Office Address:</u>	





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Department of Education
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NOMINATION WRITE UP

(Maximum of 10 pages, A4 size bond paper, Bookman Old Style, font size 11, including executive summary)

I. Executive Summary: (Description in not more than 150 words, as to why the school/SDO nominee deserves the award.
II. Significant Accomplishment/s relevant to the award criteria (submit Means of Verification as attachments):





Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO ORIENTAL

CERTIFICATION

We attest to all facts contained herein and authorize the use of this information for publication. We understand that the **Schools Division Office (SDO) PRAISE Committee** will validate the accuracy of the conduct of a background investigation. Any misrepresentation made by the signatories shall be ground for disciplinary action pursuant to applicable CSC laws and rules.

PRINTED NAME AND SIGNATURE

School Principal/SDO Chief

Division Office PRAISE COMMITTEE CHAIR

Schools Division Superintendent (SDS)





Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO ORIENTAL

Annex B

AGILA & EAGLE NOMINATION FORM

DATA PRIVATE NOTICE: The data and information in this form are intended for the purpose of conducting the 2025 Search and Awarding Ceremony on the Achievement of Great Instructional Leadership Award (AGILA) and 2025 Exemplary Achievement for Great and Laudable Employees (EAGLE) of DepEd Davao Oriental. The data will be kept solely by the process owner for the purpose of verifying and authenticating identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted documents and not to hold nor destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

Category:	
THE NOMINEE*	
Name:	
School/Office Address:	
District:	
Telephone Number:	Sex:
Designation:	
Telephone/Mobile No.:	
NOMINATOR	
Name:	Position:
Office:	Telephone No.:
Office Address:	

**Schools need to fill up spaces. SDOs disregard spaces that do not apply to them.*

*** Please indicate the name of the head of the organizational unit nominated.*



Address: Government Center, Dahican, Mati City, Davao Oriental
Telephone Number: (087) 388-3372
Email Address: davao.oriental@deped.gov.ph

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NOMINATION WRITE UP

(Maximum of 10 pages, A4 size bond paper, Bookman Old Style, font size 11, including executive summary)

1. For Category A and B (Teaching and Non- Teaching Related)

III. Executive Summary: (Description in not more than 150 words, as to why the school/SDO nominee deserves the award.
IV. Significant Accomplishment/s in Fostering Learning for the past two years (Said accomplishment is approved by duly constituted authorities and is implemented and utilized) <ul style="list-style-type: none">• Submit appropriate MOVs
V. Impact of Accomplishments in the Improvement of the Learning Outcomes (<i>Percentage of the improvement on the students learning outcomes.</i>)
VI. Innovations in Basic Literacy and Transformational Education (Crafted and approved innovation duly signed by the concerned authorities.)
VII. Awards Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below: CO/RO/SDO/Division/District/School/Unit. (Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd.)





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SCHOOLS DIVISION OF DAVAO ORIENTAL

CERTIFICATION

We attest to all facts contained herein and authorize the use of this information for publication. We understand that the **Schools Division Office (SDO) PRAISE Committee** will validate the accuracy of the conduct of a background investigation. Any misrepresentation made by the signatories shall be ground for disciplinary action pursuant to applicable CSC laws and rules.

PRINTED NAME AND SIGNATURE

School Principal/SDO Chief

Division Office PRAISE COMMITTEE CHAIR

Schools Division Superintendent (SDS)



Address: Government Center, Dahican, Mati City, Davao Oriental
Telephone Number: (087) 388-3372
Email Address: davao.oriental@deped.gov.ph

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SCHOOLS DIVISION OF DAVAO ORIENTAL

Annex C

2025 GADVOCATE AWARDS NOMINATION FORM

DATA PRIVACY NOTICE: The data and information in this form are intended for the purpose of conducting the 2025 Recognition of Outstanding Performance in Gender and Development (GAD) of DepEd Davao Oriental. The data will be kept solely by the process owner for the purpose of verifying and authenticating the identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted and not to hold or destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

<u>Category (School/Individual):</u>	
<u>Sub-category (Elementary/Secondary)</u>	
<u>THE NOMINEE</u>	
<u>Name :</u>	
<u>School/Office Address:</u>	
<u>District:</u>	<u>SDO:</u>
<u>Telephone Number:</u>	<u>Sex:</u>
<u>Designation:</u>	
<u>Telephone/Mobile No.:</u>	
<u>NOMINATOR</u>	
<u>Name :</u>	<u>Position:</u>
<u>Office:</u>	<u>Telephone No.</u>
<u>Office Address:</u>	

***Schools/Individuals need to fill in spaces. SDOs may disregard spaces that do not apply to them.**

***Please indicate the name of the Head of the Organizational Unit nominated.**





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Department of Education
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Annex D

**2025 INNOVATIONS IN EDUCATION (INNOVE) AWARD
NOMINATION FORM**

DATA PRIVACY NOTICE: The data and information in this form are intended for the purpose of conducting the 2025 Innovations in Education (INNOVE) Award of DepEd Davao Oriental. The data will be kept solely by the process owner for the purpose of verifying and authenticating the identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted and not to hold of destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

<u>Category:</u>	
THE NOMINEE	
<u>Name :</u>	
<u>School/Office Address:</u>	
<u>District:</u>	<u>SDO:</u>
<u>Telephone Number:</u>	<u>Sex:</u>
<u>Designation:</u>	
<u>Telephone/Mobile No.:</u>	
NOMINATOR	
<u>Name :</u>	<u>Position:</u>
<u>Office:</u>	<u>Contact No.</u>
<u>Office Address:</u>	



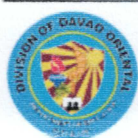


Republic of the Philippines
Department of Education
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SCHOOLS DIVISION OF DAVAO ORIENTAL

Nomination Write Up Form

NOMINATION WRITE UP

Executive Summary and Significant Accomplishments:



Address: Government Center, Dahican, Mati City, Davao Oriental
Telephone Number: (087) 388-3372
Email Address: davao.oriental@deped.gov.ph

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