

RECORDS



Republic of the Philippines
Department of Education
Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY
Calbayog City

27 January 2026

DIVISION MEMORANDUM
NO. 044, s. 2026

**2025 DIVISION SEARCH FOR THE MOST OUTSTANDING
DEPED EMPLOYEES AND BEST PROGRAM IMPLEMENTERS**

TO: Assistant Schools Division Superintendent
CID and SGOD Chiefs
Education Program Supervisors
Public Schools District Supervisors
Elementary and Secondary School Heads
Unit/Section Heads
All Others Concerned

1. This Office, through the School Governance and Operations Division-Human Resource Development Section (SGOD-HRDS) in coordination with the Division PRAISE Committee and Human Resource Management Office, announces the **2025 Division Search for Most Outstanding DepEd Employees and Best Program Implementers**.

2. This annual activity aims to encourage creativity, innovativeness, efficiency, integrity, and productivity in the public service by recognizing and rewarding the officials, employees, and schools, individually or in groups, for their meritorious accomplishments and other personal efforts that contribute to the efficiency, economy, or other improvement in government operations, and/or extraordinary acts or services in the interest of the public.

3. Each District shall nominate **ONLY ONE (1)** representative per award and that should be the **FIRST IN RANK** who garnered at least **65 points** in their **DISTRICT LEVEL** screening. Likewise, the nominees' documents should be submitted to the Division Office with proper tabbing and should include the last 3 years outstanding/meritorious accomplishments and trainings from this year's cut-off date which is **August 31, 2025**.

4. Winners of the "2025 Bituon Han Sinirangan" awarded by RO8 PRAISE are already awardees at the Division Level, however they can still be nominated in the Division Initiated Categories/Awards since the categories/awards of the RO8



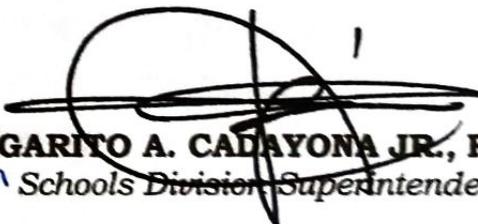
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PRAISE is by position not by grade level and by subject area. These division-initiated categories/awards are stipulated in the Division PRIME-HRM Manual for Rewards and Recognition.

5. Attached are the Timeline of the Search and the conduct of the 2025 Division Pasidungog, Division PRAISE Composition, and Division-initiated Categories/Awards (per Division PRIME-HRM Manual on Rewards and Recognition). Criteria for each category/award is to be posted in the HRD group chats.
6. Expenses incurred in the conduct of the Division Search for Most Outstanding DepEd Employees and Best Program Implementers and the conduct of the 2025 Division Pasidungog and other relative activities therein are charged against Division MOOE/local fund while District Pasidungog is charged against School MOOE/local fund, subject to the usual accounting and auditing rules and regulations.
7. Immediate dissemination of and compliance with this Memorandum are desired.




MARGARITO A. CADAYONA JR., PhD, CESO VI
Schools Division Superintendent

Enclosures: As stated

Reference: Division PRIME-HRM on Rewards & Recognition

To be indicated in the Perpetual Index under the following subjects:

PRIME-HRM MANUAL/REWARDS & RECOGNITION DIVISION PASIDUNGOG

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Enclosure No. 1 of Div. Memo No. _____, s. 2026

**TIMELINE OF THE 2025 DIVISION SEARCH FOR MOST OUTSTANDING
DEPED EMPLOYEES AND BEST PROGRAM IMPLEMENTERS/
CONDUCT OF THE 2025 DIVISION PASIDUNGOG**

Date	Activity	Office/Persons Involved	Source of Fund
January 27, 2026	Issuance of the Division Memorandum on the 2025 Search for the Division Most Outstanding Employees and Schools (for Regional Categories)	HRDS, OIC-Chief, SGOD	
January 28, 2026	Submission of District Nominees and their corresponding MOVs	Records Section, PSDSs	
January 28-29, 2026	Document Assessment & Validation/Shortlisting of Top 3 Nominees	Division PRAISE Committee	
February 1-2, 2026	2025 District Pasidungog	PSDS, School Heads	School MOOE/Local Fund
February 2, 2026	Field Validation of the Top 3 Nominees		
February 2, 2026	Tabulation/encoding of the Results	Secretariat (HRDS)	
February 2, 2026	Deliberation of Results	Division PRAISE Committee, Secretariat (HRDS)	Div. MOOE/Local Fund
February 2, 2026	Issuance of Memo on the Official List of Winners/Awardees	HRDS, OIC-Chief, SGOD	
February 5, 2026	2025 Division PASIDUNGOG	Division PRAISE, Hosts Districts (Calbayog 3 & 4 Districts), Secretariat (HRDS)	Div. MOOE/Local Fund
February 13, 2026	Post Conference	Division PRAISE Committee, Secretariat (HRDS)	Div. MOOE/Local Fund

Enclosure No. 2 of Div. Memo No. _____, s. 2026

DIVISION PRAISE COMPOSITION

Executive Committee

Chairperson: Dr. Margarito A. Cadayona, Jr., CESO VI
Schools Division Superintendent

Co-Chairperson: Atty. Rhea P. Aguado
Legal Officer III

PRAISE Committee

Chairperson: Dr. Jun-Nilou D. Dulfo
OIC-Assistant Schools Division Superintendent

Co-Chairperson: Dr. Avelina P. Tupa
OIC Chief-SGOD

Members:

Dr. Renato S. Cagomoc, *CID Chief*
Sheryll Ann Marie G. Lacaba, *CPA, Accountant III*
Grace S. Pagunsan, *AO V (Admin)*
Sunshine Marjorie E. Ventures, *AO V (Budget Officer/NEU President)*
Romeo A. Castante, *P4/CCPSTA President*

PRAISE Sub-Committee

Chairperson: Dr. Lourdes L. Matan, *EPS*

Co-Chairperson: Ma. Teresa S. Simon, *PSDS*

Members:

All Education Program Supervisors
All Public Schools District Supervisors
All Unit/Section Heads
SMME SEPS & EPS II

PRAISE Secretariat

Chairperson: Marita P. Senolos, *SEPS, HRD*

Co-Chairperson: Jennifer C. Alvarez, *HRMO*

Members:

Sharon D. Balza, *EPS II*
Rina M. Aboganda, *EPSA*
Marian C. Advincula, *PDO I*
Ma. Angela B. Antonio, *AO IV, Records Officer*

PRAISE TWG:

Gary H. Ballon, *ITO*
Drixel Idol R. Ortega, *ADAS III*
Melvin S. Termo, *ICT Staff*
Select faculty & staff of the Hosts Districts

Enclosure No. 3 of Div. Memo No. _____, s. 2026

CATEGORIES/AWARDS & ITS VALIDATORS

Award Category	Validators
I. Best Employee Award	
Most Outstanding Teacher (T I-III)	Chairperson: Dr. Joy B. Saldaña, EPS Members: Dr. Erwin L. Purcia, EPS Dr. Lourdes L. Matan, EPS Dr. Nelson R. Bello, EPS Rosalia M. Rivera, SEPS (SMME)
Elementary	
Junior High School (JHS)	
Senior High School (SHS)	
Special Education (SPED)	
Multigrade	
Most Outstanding Teacher (Master Teacher-MTs)	
Elementary	
Junior High School (JHS)	
Senior High School (SHS)	
Most Outstanding School Head	Chairperson: Arnold M. Jaraba, EPS Members: Joshua Sherwin T. Lim, JD, EPS Ricky S. Cano, EPS Noel E. Sagayap, EPS Corie B. Senolos, ADM Focal Josephine Gallardo, EPS-Designate Rosalia M. Rivera, SEPS (SMME) Asther E. Bachar, EPS II (SMME)
Elementary (Monograde School-Central Category)	
Elementary (Monograde School-Non-Central Category)	
Secondary (JHS & SHS)	
Integrated School (Elementary with JHS/SHS)	
Most Outstanding Non-Teaching/Teaching-Related Personnel (Level 2)	Chairperson: Avelina P. Tupa, OIC-Chief, SGOD Members: Oscar D. Billate, Jr., EPS Anabelle O. Yangzon, PSDS Ebert G. Ongcal, PSDS Geraldine P. Sumbise, PSDS-Designate Nora G. Capetillo, PSDS Noemi S. Castante, PSDS Alma R. Caber, PSDS Teresa D. Villa, PSDS Reynaldo T. Bernales, PSDS
Administrative Officer I-IV	
Most Outstanding Senior Education Program Specialist	
Most Outstanding Education Program Specialist	
Most Outstanding Education Program Specialist II for ALS (EPSA)	
Nurse	
Education Program Supervisor	Chairperson: Avelina P. Tupa, OIC-Chief, SGOD Members:

	Most Outstanding Assistant Principal	Oscar D. Billate, Jr., EPS Anabelle O. Yangzon, PSDS Ebert G. Ongcal, PSDS Geraldine P. Sumbise, PSDS-Designate Nora G. Capetillo, PSDS Noemi S. Castante, PSDS Alma R. Caber, PSDS Teresa D. Villa, PSDS Reynaldo T. Bernales, PSDS
	Program Implementer (Multi-Grade)	
Most Outstanding Coordinator/Coach/Trainer/Researcher		Chairperson: Oscar D. Billate, Jr., EPS Members: Dr. Arlene C. Catalan, Med Officer III Engr. Jordan De Veyra, Engr. III Marian C. Advincula, PDO I Jennifer C. Alvarez, HRMO Rosalia M. Rivera, SEPS (SMME) Asther E. Bachar, EPS II (SMME)
	Numeracy Coordinator (Elementary Level only)	
	ICT Coordinator	
	Sports Coach/Trainer	
II. Most Outstanding School		Chairperson: Dr. Jun-nilou D. Dulfo, OIC-ASDS Members: Avelina P. Tupa, OIC-Chief, SGOD Oscar D. Billate, Jr., EPS Grace S. Pagunsan, AO V Sunshine Marjorie E. Ventures, AO V
	Elementary (Monograde School-Central Category)	
	Elementary (Monograde School-Non-Central Category)	
	Secondary School (JHS with SHS)	
	<i>1.5.1 Non-Implementing Unit</i>	
III. Special Awards		
1. Hall of Fame – is given to employees who have received the same award for three (3) consecutive years. 2. Salamat Award – is given to school heads and Division Office personnel who retired from service (as of January 1, 2024). 3. Service Award – is given to school heads and Division Office personnel who have rendered 30, 35, 40 or 45 years in government service (as of January 2024).		Chairperson: Grace M. Pagunsan, AO V Members: Jennifer C. Alvarez, HRMO Rosalia M. Rivera, SEPS (SMME) Asther E. Bachar, EPS II (SMME)