



Republic of the Philippines  
**Department of Education**  
REGION VIII  
SCHOOLS DIVISION OF NORTHERN SAMAR

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September 15, 2023

**DIVISION MEMORANDUM**

No. 292 s. 2023

**SCREENING, EVALUATION, VALIDATION, AND DELIBERATION OF DOCUMENTS FOR THE 2023 SEARCH FOR THE MOST OUTSTANDING DEPED NORTHERN SAMAR PERSONNEL, SCHOOL, AND PROGRAM IMPLEMENTERS**

To: Assistant Schools Division Superintendent/  
PRAISE Co-Chair  
CID and SGOD Chiefs  
Education Program Supervisors  
Unit/Section Heads  
Public School District Supervisors/Principals In-Charge  
Public Elementary and Secondary School Heads  
Public Elementary and Secondary School Teachers  
All Others Concerned

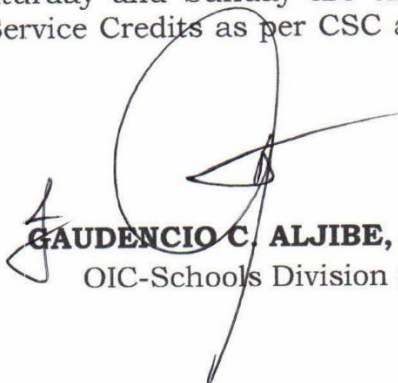
1. Relative to Division Memorandum No. 276, s. 2023 re: Updates on the Conduct of the 2023 Search for the Most Outstanding DepEd Northern Samar Personnel, School, and Program Implementers, this Office, through the Division Program on Awards and Incentives for Service Excellence (PRAISE) and the Human Resource Development Section (HRDS), shall conduct screening, evaluation, validation, and deliberation of documents for the 2023 Search for the Most Outstanding DepEd Northern Samar Personnel, School, and Program Implementers at the Bulwagan ng mga Guro on the following schedules:

<b>Date</b>	<b>Activity</b>
September 16-18, 2023	Acceptance of nominations Preparation of documents for screening
September 19-20, 2023	Sorting of documents Notification of nominees of their schedule for interview and validation
September 21, 22 & 25, 2023	Screening proper and validation of the qualified nominees
September 23-24, 2023	Start of consolidation of results

2. Attached are the Division PRAISE Committee Technical Working Group (TWG) and award categories assignment.



3. Services rendered on Saturday and Sunday are entitled to Compensatory Time-Off (CTO)/Overtime Pay/Service Credits as per CSC and DBM Joint Circular No. 2, s. 2004.



**GAUDENCIO C. ALJIBE, JR. PhD, CESO VI**  
OIC-Schools Division Superintendent



Enclosure No. 1 of DM 292, s. 2023

**DIVISION PRAISE COMMITTEE TECHNICAL WORKING GROUP (TWG) AND  
AWARD CATEGORIES ASSIGNMENT FOR THE 2023 SEARCH FOR THE MOST  
OUTSTANDING DEPED NORTHERN SAMAR PERSONNEL, SCHOOL, AND  
PROGRAM IMPLEMENTERS**

<b>Award Category</b>	<b>Criteria/Indicator</b>	<b>Appraiser</b>
<b>BEST EMPLOYEE AWARD</b>		
Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS MT SPED Teacher I-III SPED Master Teacher Madrasah Teacher Multigrade Teacher I-III Multigrade Master Teacher All School Heads Elementary Reading Coordinator School Paper Adviser Property Custodian School Youth Formator School WinS Coordinator School DRRM Coordinator Administrative Aide	<p><b>Performance (15 points)</b></p> For SPED, 20 pts For Madrasah, 25 pts For Multigrade, 30 pts For School Head, 35 pts Elementary Reading Coordinator, 20 pts For Property Custodian, 40 pts For School Youth Formator, 20 pts For School WinS Coordinator, 20 pts For Administrative Aide, 50 pts For Nurse, 45 pts For AO II, 45 pts For Education Program Supervisor, PSDS, PIC, 25 pts For IU Bookkeeper/Accountant, 20 pts	Dr. Robert Orias

<p>Nurse AO II Education Program Supervisor PSDS PIC Asst Principal JHS Head Teacher/Dept Head IU Bookkeeper/Accountant</p>		
<p>Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS MT Madrasah Teacher Multigrade Teacher I-III Multigrade Master Teacher All School Heads Elementary Reading Coordinator School Paper Adviser Property Custodian School Youth Formator School WinS Coordinator School DRRM Coordinator Administrative Aide</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <ul style="list-style-type: none"> <li>• Outstanding Employee Award (5 pts)</li> </ul> <p>For School Head, 10 pts For Administrative Aide, 10 pts For Education Program Supervisor PSDS, PIC, 10 pts</p>	<p>Peter R. Bobiles</p>

<p>Nurse AO II Education Program Supervisor PSDS PIC Asst Principal JHS Head Teacher/Dept Head IU Bookkeeper/Accountant</p>		
<p>Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS MT SPED Teacher I-III SPED Master Teacher Madrasah Teacher Multigrade Teacher I-III Multigrade Master Teacher All School Heads School Paper Adviser Property Custodian School Youth Formator School WinS Coordinator School DRRM Coordinator</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <ul style="list-style-type: none"> <li>• Innovations (5 pts)</li> </ul> <p>3 pts for ALS Education Program Supervisor PSDS, PIC, 10 pts</p>	<p>Dr. Robert Orias</p>

<p>Administrative Aide</p> <p><b>Nurse</b></p> <p><b>AO II</b></p> <p>Education Program Supervisor</p> <p>PSDS</p> <p>PIC</p> <p>Asst Principal</p> <p>JHS Head Teacher/Dept Head'</p> <p>IU Bookkeeper/Accountant</p>		
<p>Kindergarten T I-III</p> <p>Kindergarten Master Teacher</p> <p>Elementary Teacher I-III</p> <p>Junior High School TI-III</p> <p>Junior High School Master Teacher</p> <p>Senior High School TI-III</p> <p>Senior High School Master Teacher</p> <p>ALS TI-III</p> <p>ALS MT</p> <p>SPED Teacher I-III</p> <p>SPED Master Teacher</p> <p>Multigrade Teacher I-III</p> <p>Multigrade Master Teacher</p> <p>All School Heads</p> <p>Elementary Reading Coordinator</p> <p>School Paper Adviser</p> <p>Property Custodian</p> <p>School Youth Formator</p> <p>School WinS Coordinator</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <p>Research and Development Projects (5 points)</p> <p>8 pts for ALS</p> <p>For Property Custodian, 3 pts</p> <p>For School WinS Coordinator, 10 pts</p>	<p>Dr. Robert Orias</p>

<p>School DRRM Coordinator EPS PIC PSDS Asst Principal JHS Head Teacher/Dept Head IU Bookkeeper/Accountant</p>		
<p>Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS MT SPED Teacher I-III SPED Master Teacher All School Heads School Paper Adviser Property Custodian Nurse AO II Education Program Supervisor PSDS PIC Asst Principal JHS Head Teacher/Dept Head</p>	<p><b>Outstanding/Meritorious Accomplishments</b>  Publication / Authorship (5 points)</p>	<p>Dr. Anecita Marzol</p>

<p>Kindergarten T I-III                  Kindergarten Master Teacher                  Elementary Teacher I-III                  Junior High School TI-III                  Junior High School Master Teacher                  Senior High School TI-III                  Senior High School Master Teacher                  ALS TI-III                  ALS MT                  SPED Teacher I-III                  SPED Master Teacher                  Madrasah Teacher                  Multigrade Teacher I-III                  Multigrade Master Teacher                  All School Heads                  Property Custodian                  School Youth Formator                  School WinS Coordinator</p> <p><b>Nurse</b></p> <p><b>AO II</b></p> <p>Education Program Supervisor                  PSDS                  PIC                  Asst Principal                  JHS Head Teacher/Dept Head</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <p>Consultant/Resource                  Speaker/Learning                  Facilitator/Trainer (5 points)</p>	<p>Peter R. Bobiles</p>
<p>Kindergarten T I-III                  Kindergarten Master Teacher                  Elementary Teacher I-III</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <p>Outreach Activity (5 points)</p> <p><b>For Youth Formator, 10 pts</b></p>	<p>Rudel Lutato</p>



<p>Junior High School TI-III</p> <p>Junior High School Master Teacher</p> <p>Senior High School TI-III</p> <p>Senior High School Master Teacher</p> <p>ALS TI-III</p> <p>ALS MT</p> <p>SPED Teacher I-III</p> <p>SPED Master Teacher</p> <p>Madrasah Teacher</p> <p>Multigrade Teacher I-III</p> <p>Multigrade Master Teacher</p> <p>All School Heads</p> <p>Elementary Reading Coordinator</p> <p>School Youth Formator</p> <p>Asst Principal</p> <p>JHS Head Teacher/Dept Head</p>		
<p>Kindergarten T I-III</p> <p>Kindergarten Master Teacher</p> <p>Elementary Teacher I-III</p> <p>Junior High School TI-III</p> <p>Junior High School Master Teacher</p> <p>Senior High School TI-III</p> <p>Senior High School Master Teacher</p> <p>ALS TI-III</p> <p>ALS Master Teacher</p> <p>SPED Teacher I-III</p> <p>SPED Master Teacher</p> <p>Multigrade Teacher I-III</p>	<p><b>Outstanding/Meritorious Accomplishments</b></p> <p>Networking/Linkages (5 points) For School WinS Coordinator, 20 pts</p>	<p>Davy Aplan</p>

<p>Multigrade Master Teacher</p> <p>All School Heads</p> <p>Elementary Reading Coordinator</p> <p>School WinS Coordinator</p> <p>Education Program Supervisor</p> <p>PSDS</p> <p>PIC</p> <p>Asst Principal</p> <p>JHS Head Teacher/Dept Head</p>		
<p>SPED Teacher I-III</p> <p>SPED Master Teacher</p>	<p><b>Professional and Civic Involvement (5points)</b>                  Involvement in professional/ civic organization that promotes or supports the welfare of learners, teachers, PWDs and their families</p>	<p>Nelida Lobos</p>
<p>Kindergarten T I-III</p> <p>Kindergarten Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(5 points)</b></li> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points) [KINDERGARTEN TI-III]</b></li> </ul>	<p>Dr. Sylvia Villanueva</p>

	<ul style="list-style-type: none"> <li>• Led in the preparation and enrichment of the curriculum aligned with the distance learning modalities adopted by the school <b>(5 points)</b> <b>[KINDERGARTEN MASTER TEACHER ONLY]</b></li>   <li>• Led colleagues in the interpretation and utilization of the following analysis reports for the improvement of the teaching and learning process <b>(2.5 points)</b> <b>[KINDERGARTEN MASTER TEACHER ONLY]</b></li>   <li>• Kept a record on the Analysis Report on learners' performance and submitted the same to the School Head <b>(5 points)</b></li>   <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points)</b> <b>[KINDERGARTEN MASTER TEACHER ONLY]</b></li>   <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li>   <li>• Produced learners showing 75% mastery of letter knowledge and sound production (5 points)</li> </ul>	
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<p>Elementary Teacher I-III</p> <p>Elementary Master Teacher I-III</p> <p>Elementary Reading Coordinator</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(5 points)</b></li> <li>• Served as a mentor/coach to other teachers <b>(5 points) [MASTER TEACHER]</b></li> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points)</b></li> <li>• Led in the preparation and enrichment of the curriculum aligned with the distance learning modalities adopted by the school <b>(5 points) [MASTER TEACHER ONLY]</b></li> <li>• Led colleagues in the interpretation and utilization of the following analysis reports for the improvement of the teaching and learning process <b>(2.5 points) [MASTER TEACHER ONLY]</b></li> <li>• Kept a record on the Analysis Report on learners' performance and</li> </ul>	<p>Dr. Julito E. Lagrimas</p>
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	<p>submitted the same to the School Head <b>(5 points)</b></p> <ul style="list-style-type: none"> <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li> <li>• Produced learners who attained at least Satisfactory (80%) rating <b>(5 points)</b></li> </ul>	
<p>Junior High School T I-III Junior High School Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(5 points)</b></li> <li>• Served as a mentor/coach to other teachers <b>(5 points) [MASTER TEACHER]</b></li> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points)</b></li> <li>• Led in the preparation and enrichment of the curriculum aligned with the distance learning modalities adopted by</li> </ul>	<p>Dr. Lucila Balondo</p>

	<p>the school <b>(5 points) [MASTER TEACHER ONLY]</b></p> <ul style="list-style-type: none"> <li>• Led colleagues in the interpretation and utilization of the following analysis reports for the improvement of the teaching and learning process <b>(2.5 points) [MASTER TEACHER ONLY]</b></li> <li>• Kept a record on the Analysis Report on learners' performance and submitted the same to the School Head <b>(5 points)</b></li> <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li> <li>• Produced learners who attained at least Satisfactory (80%) rating <b>(5 points)</b></li> </ul>	
<p>Senior High School TI-III Senior High School Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(5 points)</b></li> <li>• Served as a mentor/coach to other teachers <b>(5 points) [MASTER TEACHER]</b></li> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> </ul>	<p>Dr. Felix J. Ladeno</p>

	<ul style="list-style-type: none"> <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points)</b></li> <li>• Produced prepared SHS graduates/learners for the SHS Exits <b>(5 points)</b></li> <li>• Led in the preparation and enrichment of the curriculum aligned with the distance learning modalities adopted by the school <b>(5 points) [MASTER TEACHER ONLY]</b></li> <li>• Led colleagues in the interpretation and utilization of the following analysis reports for the improvement of the teaching and learning process <b>(2.5 points) [MASTER TEACHER ONLY]</b></li> <li>• Kept a record on the Analysis Report on learners' performance and submitted the same to the School Head <b>(5 points)</b></li> <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li> </ul>	
<p>ALS TI-III</p> <p>ALS Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(3 points)</b></li> <li>• Served as a mentor/coach to other teachers <b>(5 points) [MASTER TEACHER]</b></li> </ul>	<p>Dr. Nelida Lobos</p>

	<ul style="list-style-type: none"> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> <li>• Utilized/Adopted different instructional materials/ modality suitable for remote learning <b>(5 points)</b></li> <li>• Led in the preparation and enrichment of the curriculum aligned with the distance learning modalities adopted by the school <b>(5 points) [MASTER TEACHER ONLY]</b></li> <li>• Led colleagues in the interpretation and utilization of the following analysis reports for the improvement of the teaching and learning process <b>(2.5 points) [MASTER TEACHER ONLY]</b></li> <li>• Kept a record on the Analysis Report on learners' performance and submitted the same to the School Head <b>(5 points)</b></li> <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li> </ul>	
<p>SPED TI-III</p> <p>SPED Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p>	<p>Dr. Nelida Lobos</p>



	<ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(10 points)</b></li> <li>• SPED Instructional Materials/LRs Developed and Utilized in the DLDM <b>(5 points)</b></li> <li>• Technical Assistance on SPED to Other Teachers, Parents/Families, Student-Teachers/SPED Specializers, Project Partners, and Other SPED Advocates/Volunteers <b>(5 points)</b></li> <li>• Length of Service and Experience <b>(5 points)</b></li> </ul>	
<p>ALS TI-III</p> <p>ALS Master Teacher</p>	<p><b>With Outstanding Accomplishments on the Learners' Access (6 points)</b></p> <p>Mapping for Enrolees (2 points)</p> <p><i>Enrolment (LIS –based) (2 points)</i></p> <p>Programs Handled (2 points)  <i>[Programs cover but not limited to the following: (1) BLP; (2) A&amp;E EL; (3) (A&amp;E JHS); Plus at least 2 Informal Education Programs]</i></p> <p><b>With Outstanding Accomplishments on the Quality of Outputs (13 points)</b></p> <p>Percentage of Completers (3 points)</p> <p><i>(Computed against the No. of Enrolment and taking the average from both the Elem and JHS levels)</i></p>	<p>Dr. Nelida Lobos</p>

	<p>Percentage of Qualifiers (4 points)</p> <p><i>(Computed against the No. of Completers and taking the average from both the Elem and JHS levels)</i></p> <p>Percentage of Passers (6 points)</p> <p><i>(Computed against the No. of Qualifiers and taking the average from both the Elem and JHS levels)</i></p>	
<p>Multigrade T I-III</p> <p>Multigrade Master Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Served as Demonstration Teacher on innovative teaching techniques/ pedagogies <b>(5 points)</b></li> <li>• Won as coach or contestant (for teacher category) in the School, District, Division, Regional and National <b>(5 points)</b></li> <li>• Organized Learning Action Cell (LAC)/ In-Service Trainings/Learning and Development activities/sessions regarding improvement of students' learning outcomes <b>(5 points)</b></li> <li>• Implemented initiatives on the alignment of delivery of instruction and management of activities in the new normal <b>(5 points)</b></li> </ul>	<p>Dr. Emily Adrayan</p>
<p>Madrasah Teacher</p>	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <ul style="list-style-type: none"> <li>• Outstanding/Meritorious Accomplishments as Coach in MUSABAQAH <b>(20 points)</b></li> </ul>	<p>Nelida Lobos</p>

	<ul style="list-style-type: none"> <li>Outstanding/Meritorious Accomplishments as Chairperson/TWG in School related activities (5 points)</li> </ul>	
Elementary Reading Coordinator	<ul style="list-style-type: none"> <li>Implemented an effective school reading program as seen in the improved reading profile of the school (<b>20 points</b>)</li> </ul>	Sylvia Villanueva
Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS Master Teacher Madrasah Teacher Multigrade Teacher I-III Multigrade Master Teacher All School Heads Elementary Reading Coordinator School Property Custodian School Youth Formator School WinS Coordinator School DRRM Coordinator Administrative Aide Nurse AO II	<b>Education (5 pts)</b> <b>For Madrasah, 10 pts</b> <b>For School Heads, 10 pts</b>	Carmencita Martires

<p>Education Program Supervisor PSDS PIC Asst Principal JHS Head Teacher/Dept Head IU Bookkeeper/Accountant</p>		
<p>Kindergarten T I-III Kindergarten Master Teacher Elementary Teacher I-III Junior High School TI-III Junior High School Master Teacher Senior High School TI-III Senior High School Master Teacher ALS TI-III ALS Master Teacher Madrasah Teacher Multigrade Teacher I-III Multigrade Master Teacher All School Heads Elementary Reading Coordinator <b>School Property Custodian</b> School Youth Formator School WinS Coordinator School DRRM Coordinator Administrative Aide <b>Nurse</b> <b>AO II</b> Education Program Supervisor</p>	<p><b>Learning and Development (5 points)</b>  <b>For School Heads, 10 pts</b> <b>For School Property Custodian, 10 pts</b> <b>For Administrative Aide, 15 pts</b> <b>For Nurse, 10 pts</b> <b>For AO II, 10 pts</b></p>	<p>Pepito E. Saldo Jr.</p>

PSDS PIC  Asst Principal' JHS Head Teacher/Dept Head  IU Bookkeeper/Accountant		
Kindergarten T I-III  Kindergarten Master Teacher  Elementary Teacher I-III  Junior High School TI-III  Junior High School Master Teacher  Senior High School TI-III  Senior High School Master Teacher  ALS TI-III  ALS Master Teacher  Madrasah Teacher  Multigrade Teacher I-III  Multigrade Master Teacher  All School Heads  Elementary Reading Coordinator  School Property Custodian  School Youth Formator  School WinS Coordinator  School DRRM Coordinator  Administrative Aide  Nurse  AO II  Education Program Supervisor  PSDS PIC	<p><b>Potential (5 points)</b></p>	Dr. Alex B. Rejuso

Asst Principal		
JHS Head Teacher/Dept Head		
IU Bookkeeper/Accountant		

<b>Award Category</b>	<b>Criteria/Indicator</b>	<b>Appraiser</b>
<b>MOST OUTSTANDING SCHOOL HEAD</b>		
<b>School Management and Leadership (70%)</b>		
Central School Non-Central School Multigrade JHS Non-IU	<b>Instructional Leadership (34 pts)</b> <i>(Performance Indicator for the last 2 years)</i>  <b>Drop-out Rate (4 points)</b> <b>Cohort Survival Rate (3 points)</b> <b>Completion Rate (3 points)</b> <b>School Academic Performance /Average Grades of Learners (5 points)</b> <b>Percentage of Learners who Completely Complied the SLMs/LAS (5 Points)</b>	Merlita Fajardo
Central School Non-Central School	<b>School Literacy Rate/Improved Reading Level (5 points)</b>	Sylvia Villanueva
	<b>School Numeracy Rate (Improved Numeracy Level) (5 points)</b> <b>Instructional Supervision (IS) (4 points)</b>	Manuel Lipata
	<b>Learning Environment</b>  <b>Child Protection Policy (CPP) and Anti-Bullying Law Implementation (5 points)</b>	Medardo Baylon
	<b>School-Based Feeding Program Implementation (3 points)</b>	Noe Hermosilla

	<p><b>Disaster Risk Reduction Management (DRRM) Implementation and Institutionalization of RA 9003: Clean and Green Program, Solid Waste Management (3 points)</b></p> <p><b>Health and Safety (4 points)</b></p>	Davy Aplan
	DCP Package Utilization (3 points)	Rolando Lucenecio
	<b>Maintenance of School facilities and equipment (2 points)</b>	Michelle Caguimbal
	<p><b>HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT (10 points)</b></p> <p>Provision of L &amp; D (5 points)  <b>Attendance of staff to different capability-building activities (5 Points)</b></p>	Peter Bobiles
	<p><b>SCHOOL LEADERSHIP, MANAGEMENT, AND OPERATION</b></p> <p>Financial Management (5 Points)  Both for Non-IU and IUs</p>	Deah Gamao
	<p><b>School Improvement Plan (SIP)/AIP (5 points)</b></p> <p><b>Basic Education–Learning Continuity Plan (BE-LCP) (5 Points)</b></p>	Jocelyn Acebuche
	<p><b>PARENTS INVOLVEMENT AND COMMUNITY PARTNERSHIP</b></p> <p><b>School-Community Partnership (5 pts)</b></p>	Rudel Lutao

	<b>Resources generated through Brigada- Eskwela and other resource-generated initiatives (3 points)</b>	
	<b>OUTSTANDING/MERITORIOUS ACCOMPLISHMENTS</b>  <b>SBM Level of Practice (5 points)</b>  <b>SBM-WInS (2.5 points)</b>	Merlita Fajardo
	<b>Rewards and Recognition received by the school for the current Calendar Year (2.5 points)</b>	Peter Bobiles
	<b>Implementation of the School Banner Project (3.0 points)</b>	Elna Enano

<b>Award Category</b>	<b>Criteria/Indicator</b>	<b>Appraiser</b>
<b>MOST COORDINATORS/PROGRAM IMPLEMENTERS</b>		
School Paper Adviser	<b>Other Meritorious Accomplishments specific to the position/designation (40 points)</b>  <b>Sharing of Expertise or Provision of TA in Journalism as Consultant/Resource Speaker/Learning Facilitator/Trainer/ Project Organizer (6 points)</b>  <b>Leadership Related to Journalism (5 points)</b>  <b>Achievement in Journalism Contests in the Past Three Years (29 points)</b> <b>5.3.1 Coach of Individual Contests (10 pts)</b>	Julito Lagrimas



	<p><b>Coach of School Paper Group Contests (10 pts)</b></p> <p><b>Coach of Group Contests (Team Category) (9 pts)</b></p> <p><b>Education (5 pts)</b>  <b>L&amp;D (5 pts)</b>  <b>Potential (5 pts)</b></p>	
School Property Custodian	<p><b>Other Meritorious Accomplishments specific to the position (17 points)</b></p> <p><b>6.1 Updated Report on the Physical</b>  Count of PPE and Report on Physical  Count of Inventories (7 points)</p> <p><b>Updated and Timely Submission of Report of Supplies and Materials Issued (RSMI)/Reports on Modules/ TVL Tools and Equipment/DepEd Computerization Program (5 points)</b></p>	Michelle Caguimbal
School Youth Formator	<p><b>Partnerships for implementation of Youth Programs (5 pts)</b></p> <p>Established partnerships in the implemented youth programs <b>(10 points)</b></p> <p><b>Programs and Projects (for Youth) (15 points)</b></p> <p><b>Awardee for Outstanding Implementation of any Youth Formation Program (e.g. Gawad Siklab, etc.) (5 points) (for the last 3 years)</b></p>	Medardo Baylon
School WinS Coordinator	<b>3-Star Approach (20 pts)</b>	
School DRRM Coordinator	<p><b>Other Meritorious Accomplishments specific to the position/designation (55 points)</b></p> <p><b>Enabling Environment (18 points) Adopted/adapted/localized existing policies relating to</b></p>	Davy Aplan Antonio Dublin

	<p><b>DRRM/CCA/EiE in Education/School Safety (3 points)</b></p> <p><b>Formed School DRRM Team, with a focal person and consisting of personnel from different grade levels, with defined memberships and roles and responsibilities/functions (3 points)</b></p> <p><b>Has prepared a comprehensive DRRM Plan, which includes Climate Change Adaptation (CCA) and Education in Emergency (EiE) measures, covering risk assessment, risk reduction, and rehabilitation and recovery (3 points)</b></p> <p><b>Collected and consolidated data on programs and activities on DRRM, covering the three (3) pillars, to monitor results and impact exists (1 point)</b></p> <p><b>Rapid Assessment of Damages Report (RADAR) is submitted to Central Office within 72 hours after the onslaught of calamities in the area (2 points)</b></p> <p><b>Completion of DRR activities in the EMIS (3 points)</b></p> <p><b>Networking/Linkages (3 points)</b></p> <p><b>Pillar 1: Safe Learning Facilities (12 points)</b></p> <p><b>Conducted risk assessment of buildings in coordination with the Education Facilities Division and with support of other agencies and partners (6 points)</b></p> <p><b>Has taken appropriate action on unsafe buildings (upgraded, retrofitted, non-usage, etc.) (3 points)</b></p> <p><b>Engaged other appropriate offices on the conduct of regular fire</b></p>	
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	<p><b>safety inspection, and/or repair of minor damages and facilities (3 points)</b></p> <p><b>Pillar 2: School Disaster Risk Management (16 points)</b>  <b>School has a Contingency Plan or Preparedness Plan which has been/can be turned into response action when a disaster strikes (1 point)</b></p> <p><b>School has established a school personnel and learner tracking system/ protocol in the event of a disaster or emergency (1 point)</b></p> <p><b>Hazard and evacuation maps are located in conspicuous places in schools (1 point)</b></p> <p><b>School has available, accessible, and adequate first aid kit in every instructional classroom (1 point)</b></p> <p><b>School has at least 2 necessary and functioning equipment in case of a disaster (e.g. fire extinguisher, hand-held radio, generator, etc.) (2 points)</b></p> <p><b>School has conducted regular quarterly hazard-specific drills with participation of stakeholders (2 points)</b></p> <p><b>School has established functional early warning system to inform students and personnel of hazards and emergencies (protocol, warning signs, devices, IEC) considering national and LGU systems and protocols (2 points)</b></p> <p><b>School has trained personnel to administer first aid to students and personnel (1 point)</b></p> <p><b>School has pre-identified space for putting up Temporary</b></p>	
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	<p><b>Learning Spaces/ shelters in the aftermath of a disaster or emergency (1 point)</b></p> <p><b>School has ready resumption strategies and alternative delivery modes to ensure education continuity (strategies, materials, focal persons to implement) (1 point)</b></p> <p><b>School has psychosocial intervention plan for personnel and students (1 point)</b></p> <p><b>School has trained teachers and other personnel who could provide Mental Health and Psychosocial Support Services to students and personnel (1 points)</b></p> <p><b>School has an Evacuation Plan and Procedures (1 point)</b></p> <p><b>Pillar 3: DRR in Education (9 points)</b>  <b>School has integrated DRRM/CCA/EiE concepts in different subjects based on the National Curriculum Guide (4 points)</b></p> <p><b>Students and personnel have participated in various DRRM/CCA/EiE activities (1 point)</b></p> <p><b>School has a DRRM/CCA/EiE capacity building plan for teachers and personnel (1 point)</b></p> <p><b>School head/personnel have attended DRRM/CCA/EiE training from DepEd or stakeholders (1 point)</b></p> <p><b>DRRM/CCA/EiE resource materials are available in the school (1 point)</b></p> <p><b>Presence of DRRM corner, with updated IEC materials posted in every classroom (1 point)</b></p>	
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Administrative Aide	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <p><b>Attendance and Punctuality in Reporting to Office (10pts)</b></p>	Carmencita Martires
Nurse	<p><b>Assisted in the Division Initiatives</b> undertaken in the implementation of <b>the 6 flagship programs under the School Health and Nutrition Section in</b> the New Normal (5 points)</p> <p><b>Assistance in the conduct of training/</b> activity School Health &amp; Nutrition <b>activities (5 points)</b></p> <p><b>Submission of required reports (5 points)</b></p>	Elna Enano  Dr. Warren Otadoy
AO II	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <p><b>5.1 Assisted in technical planning in any</b> training, orientation, workshop, and <b>other activities (10 points)</b></p> <p><b>Membership in Working Committees/</b> <b>BAC/Procurement-Related (5 points)</b></p>	Michelle Caguimbal
Education Program Supervisor  PSDS PIC	<p><b>Other Meritorious Accomplishments specific to the position</b></p> <p><b>7.1 Conduct of Professional Development</b> Programs (10 points)</p> <p><b>Implemented a Region/Division/ District-wide action plan that has been</b> <b>recognized by the community to have</b> <b>improved the delivery of the DepEd</b></p>	Alex Rejuso  Noe Hermosilla

	<b>recognized Program, Project, and Activity (PAPs) (5 points)</b>	
Assistant Principal JHS Head Teacher/Dept Head	<p><b>Other Meritorious Accomplishments as to the position (35 points)</b></p> <p><b>Instructional Supervision (IS) (5 points)</b></p> <p><b>Provision of L &amp; D (5 points)</b></p> <p><b>Attendance of staff to National, Regional, Division, District Level Virtual or Face-to-Face seminar, workshops, and trainings (5 Points)</b></p> <p><b>Percentage of Learners in the department who Completely Complied the SLMs/LAS (5 Points)</b></p> <p><b>Served as coach to other teachers (5 points)</b></p> <p><b>Empowered teachers to conduct/ conceptualized action/basic research (5 points)</b></p> <p><b>SBM Level of Practice (5 points)</b></p>	Reynel Ignacio
IU Bookkeeper/Accountant	<p><b>Membership in Organizations/ Committees (5 points)</b></p> <p><b>Budget Utilization Rate (OBLIGATION and DISBURSEMENT) (5points)</b></p> <p><b>Non-Incurrence of Overdraft in the current year (5 points)</b></p> <p><b>Compliance with Reporting Requirements Submission of Mid-Year and Year-End Financial and Budgetary Reports (5 points)</b></p> <p><b>Submission of Monthly and Quarterly Financial and Budgetary Reports (5 points)</b></p> <p><b>MOOE/Cash Advances/Other Funds Liquidation (5 points)</b></p>	Deah Gamao

	<b>AOM Compliance (5 points)</b> <b>NS Compliance (5 points)</b> <b>Attendance to Division and Regional Call Ups (5 points)</b>	
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<b>SECRETARIAT</b>
Temothy Clutario
Wilkins Wong
Ralph Alido
Edward Kim Dela Rosa