



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



**Office of the Schools Division
Superintendent**

September 4, 2024

DIVISION MEMORANDUM

OSDS-2024- 712

CALL FOR NOMINATION TO GiGA v 4.0: GINTONG GALING AWARDS 2024

TO: Assistant Schools Division Superintendent
Chief, School Governance and Operations Division (SGOD)
Chief, Curriculum Implementation Division (CID)
Division P.R.A.I.S.E. Committee Members
All District Heads
All School Heads
All interested Personnel This Division

1. This Division calls for the submission of nomination documents for the GiGa v 4.0: Gintong Galing Awards 2024, a Division Program on Awards and Incentives for Service Excellence (PRAISE). The deadline for submission of nominees will be on September 13, 2024, at the Division Office, DepEd Building, Capitol Complex, Cabidanan, Nabunturan, Davao de Oro.
2. Consequently, all schools are enjoined to send their nomination documents to the District P.R.A.I.S.E. Committee on September 9, 2024, subject to the selection of the District P.R.I.S.E. to come up with the top three (3) winners which will then be deliberated, and winners shall be declared. After which, the complete nomination documents of the declared top 1 shall be endorsed for Division Selection of 2024 Gintong Galing Awards v 4.0.
3. The guidelines and criteria of the GiGa v 4.0 are stipulated in the enclosures.
4. Immediate dissemination of this memorandum is desired.

By authority of the
Schools Division Superintendent:


EMMA A. CAMPOREDONDO, CESO VI
Assistant Schools Division Superintendent

Encl.: As stated
SGOD06/DCA/GiGa v 4.0



Capitol Complex, Cabidanan, Nabunturan, Davao de Oro
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PIONEERING In Instructional Innovations **PROPAGATING** Universal Values **PRODUCING** Globally Competent Graduates

Code: SDO-CV-OSDS-015 Revision: 4 Effectivity: May 27, 2020

GUIDELINES OF THE DIVISION REWARDS AND RECOGNITION PROGRAM dubbed as
GiGA v. 4.0 : A GINTONG GALING AWARDS

in consonance to the DepEd Region XI **ACHIEVEMENT OF GREAT INSTRUCTIONAL LEADERSHIP AWARD (AGILA) FOR PUBLIC SCHOOL TEACHERS, SCHOOL HEADS PUBLIC SCHOOLS DISTRICT SUPERVISORS AND DIVISION EDUCATION PROGRAM SUPERVISORS AND EXEMPLARY ACHIEVEMENT FOR GREAT AND LAUDABLE EMPLOYEES (EAGLE) 2023 FOR NON-TEACHING EMPLOYEES**

I. Coverage

Anchored to the DepEd Order No. 9, s. 2002 entitled “DepEd P.R.A.I.S.E.” in line with the Revised Policies on Employees Suggestions and Incentive Awards System (ESIAS) provided under CSC Resolution No. 010112 and CSC MC No. 01, s. 2001, the Division P.R.A.I.S.E Committee hereby establishes its own employees’ suggestions and incentive awards system. To encourage, recognize and reward employees, individually or in groups, for their suggestions, innovative ideas, inventions, discoveries, superior accomplishments, heroic deeds, exemplary behavior, extraordinary acts or services in the public interest and other personal efforts which contribute to the efficiency, economy and improvement in government operations, which lead to organizational productivity.

As part of its rewards and recognition program, the Schools Division Office through the Division P.R.A.I.S.E Committee initiates an awarding mechanism dubbed as “GiGa: Gintong Galing Award which adopts the guidelines of the DepEd Region XI Achievement of Great Instructional Leadership Award (AGILA) for Public School Teachers, School Heads, Public Schools District Supervisors and Division Education Program Supervisors and Exemplary Achievement for Great and Laudable Employees (EAGLE) for Non-teaching Employees.

It is a search for all exemplary teaching and non-teaching personnel who have contributed indelible tint to the Schools, Learning Centers and Schools Division Office in promoting efficient and effective provision of basic education delivery.

The search is open to all Elementary and Secondary Teachers, School Heads, Public Schools District Supervisors and Education Program Supervisors and majority of non-teaching employees per category who are employed in the Department of Education, Region XI, Division of Davao de Oro.

II. Categories/Criteria for Evaluation

AGILA and EAGLE Awards are considered as the most prestigious rewards and recognition program initiatives of Region XI. Its prime objective is to give **RESPECT** and **HONOR** to worthy individuals in public service in SDOs and schools as duly recognized notable recipients of great service.

The awards are group into two (2) with corresponding categories as:

A.G.I.L.A. (Achievement of Great Instructional Leadership Award)

- A. Teaching Categories for Public School Teachers
- B. Teaching-Related Categories for School Heads, Public

School District Supervisors and Division

Education Program Supervisors

C. Others (Teaching Related) for Education Program specialist II and

Senior Education Program Specialist

A. Teaching Category

A.1 Elementary

- A.1.1. Kindergarten
- A.1.2. Key Stage 1 (Grades 1-3)
- A.1.3. Key Stage 2 (Grades 4-6)
- A.1.4. Master Teacher (K-6)

A.2 Junior High School (JHS)

- A.2.1. Key Stage 3 (Grades 7-10)
- A.2.2. Master Teacher

A.3 Senior High School (SHS)

- A.3.1 Key Stage (Grade 7-10)
- A.3.2. Master Teacher

A.4 Inclusive Education

- A.4.1. ALIVE
- A.4.2. SPED
- A.4.3. ALS

Criteria

- 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 daily 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 accomplishment on the Students Learning Outcome. (25%)
- Innovations in Basic Literacy and Transformational Education. (30%)
- Awards (Major Awards/Citation/Recognition received from any of the Awarding Bodies. (10%)

B. Teaching-Related Category

B.1 School Heads

- B.1.1. Elementary – (Head Teacher, Principal)
- B.1.2. Secondary – (JHS; JHS with SHS; SHS Stand-Alone { Head Teacher, Assistant Principal, Principal })
- B.1.3. Integrated School – K to 10; K to 12; (Head Teacher, Assistant 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)

Criteria

- 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 daily 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 accomplishment on the Students Learning Outcome. (25%)
- Innovations in Basic Literacy and Transformational Education. (30%)
- Awards (Major Awards/Citation/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 (SG 19)

Criteria

- 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 daily 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 accomplishment on the Students Learning Outcome. (30%)
- Innovations. (25%)
- Awards (Major Awards/Citation/Recognition received from any of the Awarding Bodies. (10%)

A. E.A.G.L.E. (Exemplary Achievement for Great and Laudable Employees

Category

Contract of Service (COS)

Level 1A (SG 1-4)

Level 1B (SG 5-10)

Level 2A (SG 11-15)

Level 2B (SG 16-21)

Criteria

For Contract of Service and Level 1A (SG1-4):

- Performance Rating Duly signed IPCRF for the last two rating period. (15%)
- Significant Accomplishment. The extent to which the involvement / accomplishment and other tasks has effectively and efficiently addressed a pressing need/improved service delivery (20%)
- Fostered a healthy relationship with colleagues, emphatic, and have maintained high interest about working with others, by embracing teamwork, and a bond of respect, trust and social understanding. (30%)

- Performs 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/citation/recognition received from any of the Awarding Bodies. (10%)

For the Level 1B (SG 5-100, Level 2A (SG 11-15), Level 2B (SG 16-21):

- Performance Rating Duly signed IPCRF for the last two rating period. (15%)
- Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency. (20%)
- Impact of accomplishment in Human Relations, Professional Growth, Community Involvement and Partnerships. (30%)
- Innovations. (25%)
- Awards (Major Awards/Citation/Recognition received from any of the Awarding Bodies. (10%)

III. Qualifications:

The award is open to all employees within the Schools Division of Davao de Oro. The nominees must meet the following criteria:

1. Employed in the Department of Education with appointment/designation which indicate the category participated for at least three (3) years at the time of nomination,
2. Must not be a national and regional AGILA/EAGLE awardee as most outstanding/First Place winner in the previous/competition/search.
3. Have been rated with at least very satisfactory performance for the last two consecutive performance rating period to the nomination.
4. 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.
5. Have rendered a minimum of five (5) years length of service from the date of appointment to the entry position in the Department of Education, which is either with plantilla position 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.
6. Must not be on leave for more than two (2) years prior to the District nomination for the 2024 Search for the GiGA v.4.0.
7. 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.

IV. Criteria for Evaluation

AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____

Division: _____

A. Teaching Category

Indicator					Points	Score	
1. Performance Rating (Duly signed IPCRF) for the last two (2) rating periods. a. Outstanding (15) b. Very Satisfactory					15		
2. Significant Accomplishment in Fostering Learning for the past two years (Said accomplishment is approved by duly constituted authorities and is implemented and utilized (i.e.) a. Increase in learning outcome, b. Strategic Intervention Materials, c. Learning Materials, d. Assessment Materials • Submit appropriate MOVs					20		
Indicator	5	4	3	2	1		
Program/Project/Activities With complete document a tion and MOVs	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results ● Recommendation 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data 	<ul style="list-style-type: none"> ● Introduction ● Rationale 	5	
Presentation of a data	<ul style="list-style-type: none"> ● <i>Graph in a detailed presentation</i> ● <i>Interpretation of results fosters learning outcome</i> ● <i>Results analyzed depicts 90%-100% learning outcome.</i> 	<ul style="list-style-type: none"> ● <i>Graph in a detailed presentation</i> ● <i>Interpretation of results fosters learning outcome</i> ● <i>Results analyzed depicts 80%-89% learning outcome</i> 	<ul style="list-style-type: none"> ● <i>Graph in a detailed presentation</i> ● <i>Interpretation of results fosters learning outcome</i> ● <i>Results analyzed depicts 70%-79% learning outcome</i> 	<ul style="list-style-type: none"> ● <i>Graph in a detailed presentation</i> ● <i>Interpretation of results fosters learning outcome</i> ● <i>Results analyzed depicts 60%-69% learning outcome</i> 	<ul style="list-style-type: none"> ● <i>Graph in a detailed presentation</i> ● <i>Interpretation of results fosters learning outcome</i> ● <i>Results analyzed depicts 50%-59% learning outcome</i> 	5	

Indicator	5	4	3	2	1		5	
Applicability	<ul style="list-style-type: none"> ● <i>Relevance, suitability,</i> ● <i>Appropriateness of the applicability of the accomplishments,</i> ● <i>Evident with at least 90%-100% relative to fostering learning.</i> 	<ul style="list-style-type: none"> ● <i>Relevance, suitability,</i> ● <i>Appropriateness of the applicability of the accomplishments,</i> ● <i>Evident with at least 80%-89% relative to fostering learning.</i> 	<ul style="list-style-type: none"> ● <i>Relevance, suitability,</i> ● <i>Appropriateness of the applicability of the accomplishments,</i> ● <i>Evident with at least 70%-79% relative to fostering learning.</i> 	<ul style="list-style-type: none"> ● <i>Relevance, suitability,</i> ● <i>Appropriateness of the applicability of the accomplishments,</i> ● <i>Evident with at least 60%-69% relative to fostering learning.</i> 	<ul style="list-style-type: none"> ● <i>Relevance, suitability,</i> ● <i>Appropriateness of the applicability of the accomplishments,</i> ● <i>Evident with at least 50%-59% relative to fostering learning.</i> 		5	
Replicability	<p><i>Replicated the Result to various levels of governance: SDO, District, and School.</i></p>	<p><i>Replicated the Result to various levels of governance: District, and School.</i></p>	<p><i>Replicated the Result to various levels of governance: School.</i></p>	<p><i>Replicated the Result to Grade Level</i></p>	<p><i>Replicated the Result to Classroom Level</i></p>		5	
<p>3. Impact of Accomplishments in the Improvement of students Learning Outcomes</p> <p>3.1 Percentage of the improvement on the students learning outcome</p> <p><i>95-100%- =25 points;</i> <i>90-94%=20 points;</i> <i>85-89%=15 points;</i> <i>80-84% =10 points;</i> <i>75-79% =5 points</i></p>							25	

4. Innovations in Basic Literacy and Transformational Education			30	
4.1 Crafted and approved innovation duly signed by the concerned authorities				
Indicator	Score/Points			
	15	10	5	
Crafted and approved innovation duly signed by the concerned authorities	<i>4 or more innovations</i>	<i>2-3 innovations</i>	<i>1 innovation</i>	15
Implemented/ utilized innovation	<i>Employed in SDO Level</i>	<i>Employed in School or District Level</i>	<i>Employed in the Classroom Level</i>	15
5. Awards			10	
<p>Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below:</p> <ul style="list-style-type: none"> • CO/RO/SDO/Division/District/School/Unit. • Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd. <p><i>International=10; National=8; Regional=6; Division=4; District/School =2</i></p>				
TOTAL			100 %	

Printed name and Signature Evaluator

AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ **Category:** _____
 _____ **Division:** _____

B. Teaching-Related Category
 (Senior Program Specialist and Education Program Specialist II)

Indicator	Point s	Scor e																		
1. Performance Rating (Duly signed OPCR) for the last two (2) rating periods. a. Outstanding (15) b. Very Satisfactory (10)	15																			
2. Significant Accomplishment in Fostering Learning for the past two years (Said accomplishment is approved by duly constituted authorities and is implemented and utilized) • Submit appropriate MOVs	20																			
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Indicator</th> <th style="width: 15%;">5</th> <th style="width: 15%;">4</th> <th style="width: 15%;">3</th> <th style="width: 15%;">2</th> <th style="width: 15%;">1</th> </tr> </thead> <tbody> <tr> <td>Availability of Data Presented on the Identified PAPs</td> <td><i>Clarity, Factual reliability and uniqueness of specific data presented in fostering learning.</i></td> <td><i>Clarity, factual reliability of specific data presented in fostering learning.</i></td> <td><i>Clarity, factual specific data presented in fostering learning.</i></td> <td><i>Absence of clarity on the factual data presented.</i></td> <td><i>Not clearly presented.</i></td> </tr> <tr> <td>Presentation of a data</td> <td><i>Graph in a detailed presentation; Results analyzed according to the situation and interpreted in the context of fostering learning.</i></td> <td><i>Graph in a detailed presentation ; Results analyzed according to the context of fostering learning.</i></td> <td><i>Graph in a detailed presentation of the results in fostering learning.</i></td> <td><i>Data Presented is limited to fostering learning only.</i></td> <td><i>No Data presented.</i></td> </tr> </tbody> </table>	Indicator	5	4	3	2	1	Availability of Data Presented on the Identified PAPs	<i>Clarity, Factual reliability and uniqueness of specific data presented in fostering learning.</i>	<i>Clarity, factual reliability of specific data presented in fostering learning.</i>	<i>Clarity, factual specific data presented in fostering learning.</i>	<i>Absence of clarity on the factual data presented.</i>	<i>Not clearly presented.</i>	Presentation of a data	<i>Graph in a detailed presentation; Results analyzed according to the situation and interpreted in the context of fostering learning.</i>	<i>Graph in a detailed presentation ; Results analyzed according to the context of fostering learning.</i>	<i>Graph in a detailed presentation of the results in fostering learning.</i>	<i>Data Presented is limited to fostering learning only.</i>	<i>No Data presented.</i>	5	5
Indicator	5	4	3	2	1															
Availability of Data Presented on the Identified PAPs	<i>Clarity, Factual reliability and uniqueness of specific data presented in fostering learning.</i>	<i>Clarity, factual reliability of specific data presented in fostering learning.</i>	<i>Clarity, factual specific data presented in fostering learning.</i>	<i>Absence of clarity on the factual data presented.</i>	<i>Not clearly presented.</i>															
Presentation of a data	<i>Graph in a detailed presentation; Results analyzed according to the situation and interpreted in the context of fostering learning.</i>	<i>Graph in a detailed presentation ; Results analyzed according to the context of fostering learning.</i>	<i>Graph in a detailed presentation of the results in fostering learning.</i>	<i>Data Presented is limited to fostering learning only.</i>	<i>No Data presented.</i>															

Applicability	<i>Transparency, relevance, suitability, appropriateness and applicability of the accomplishments that fostered impact to the learning outcomes.</i>	<i>Relevance, suitability, and applicability of the accomplishments in fostering learning.</i>	<i>Only the relevance and applicability of the accomplishments are transparent in fostering learning.</i>	<i>Relevance and applicability of the accomplishments are not evident..</i>	<i>The applicability of the accomplishments are difficult to determine in fostering learning</i>	5	
Replicability	<i>Replicated the result to various levels of governance: School, District/ Cluster, SDO etc..</i>	<i>Replicated the result to intended school and district/ cluster levels of governance.</i>	<i>Replicated the result only to school level of governance</i>	<i>Replicated the result to professional community of practice..</i>	<i>Replicated the result to limited group of individuals/employees</i>	5	
3. Impact of Accomplishment in Human Relations, Professional Growth, Community Involvement and Partnerships						30	
4. Innovations Submitted Policy/Project/Activity proposals that will contribute to the effective performance of the office (must be stamp- received by duly constituted authorities).						25	

Indicator	Score/Points				
	25	20	15	10	5
Submitted/Policy/ Proposal/s innovation as stamp received by duly constituted authorities. *Terms of Reference <i>Elements of a Proposal: Title, Table of Contents, abstract, Project Description, Methodology, Budget Allocation, Timeline/scheduling, and M&E Framework)</i>	5 <i>Proposals With complete 8 key elements of a proposal.</i>	4 <i>Proposals 6 key elements of a proposal are present.</i>	3 <i>Proposals 4 key elements of a proposal are present.</i>	2 <i>Proposals 2 key elements of a proposal are present.</i>	1 <i>Proposals 1 key element of a proposal is present.</i>
5. Awards Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below: <ul style="list-style-type: none"> ● CO/RO/SDO/Division/District/School/Unit. ● Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd. <i>International=10; National=8; Regional=6; Division=4; District/School =2</i>					10
TOTAL					100 %

Printed name and Signature Evaluator

AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____
 _____ Division: _____

C. Non-Teaching Employees: For Level 1A (SG 1-4) and Contract of Service (COS)

Indicator							Points	Score
1. Performance Rating (Duly signed OPCRf) for the last two (2) rating periods. a. Outstanding (15) b. Very Satisfactory (10)							15	
2. Significant Accomplishment. The extent to which the involvement/accomplishment and other task has effectively and efficiently addressed a pressing need/improved service delivery • Submit appropriate MOVs							20	
Indicator	5	4	3	2	1			
Participation on workforce engagement in the organization	<i>Exhibited a Pivotal Role in affecting Work environment climate, possessed positive attitude towards people and work, modelled effective innovations in the organization.</i>	<i>Demonstrated unique strategies, skills, traits and beliefs that contributes to the improvement of the workplace</i>	<i>Exhibited collaboration among workmates and other external partners.</i>	<i>Learned to build trusting relationships in the workplace.</i>	<i>Seek opportunities for support services, which has an impact on goals and achievement of the organization</i>	5		

Accountability	<i>Intensified the charism of engaging daily performance task assigned,</i>	<i>Intensifies the charism of engaging daily performance task assigned</i>	<i>Intensifies the charism of engaging daily performance task assigned in</i>	<i>Performing the daily task under mediocrity level of performance</i>	<i>Not exactly exhibited the performance task on time.</i>	
	<i>delegated and tracked in ensuring Organizational Effectiveness and Efficiency</i>	<i>and delegated in ensuring Organizational Effectiveness and Efficiency</i>	<i>ensuring Organizational Effectiveness and Efficiency</i>			5
Contribution to Organizational effectiveness and efficiency, and Performance satisfaction	<i>Contributed to the effectiveness and efficiency of the tasks and perform extra or do multi-task on how this significantly affect the organization</i>	<i>Contributed to the effectiveness of the tasks on how this significantly affect the organization</i>	<i>Contributed to the efficiency of the tasks on how this significantly affect the organization</i>	<i>Showed lack of effectiveness and efficiency of the tasks to the organization in meeting its goal.</i>	<i>Did not exactly contribute to the performance satisfaction of an organization.</i>	5
Demonstration of Diligence and Compliance of the assigned tasks given	<i>Demonstrated diligence, hardwork and completed the tasks given before the set target</i>	<i>Demonstrated diligence, hardwork and completed the tasks given on the set target</i>	<i>Demonstrated and completed the tasks given on the set target</i>	<i>Showed incomplete tasks given</i>	<i>Showed incomplete tasks give beyond the set target</i>	5
<p>3. 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</p> <p>a. Human Relations: good relationship * Submit appropriate MOVs/Certification from direct superior and from legal unit/office</p> <p>b. Professional Growth *seminars/training *Scholarship *Education</p> <p>C. Community Involvement: engagement to any community activities. (Barangay</p>						30

Certificate, or Community Certification from the Office of the Barangay)

4. Innovations

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

Indicator	Score/Points				
	5	4	3	2	1
Idea Generation	Consistently generates original, high-impact ideas that lead to significant improvements.	Regularly produces creative ideas that positively influence projects.	Occasionally provides useful ideas that contribute to team goals.	Rarely suggests new ideas; ideas are often basic or uninspired.	Does not contribute any new ideas; relies entirely on others for innovation.
Problem-Solving Approach	Innovatively solves complex problems with minimal guidance; solutions are highly effective.	Effectively solves most problems with innovative solutions; seeks help when needed.	Solves problems with standard methods; occasionally shows innovation.	Struggles to solve problems without significant help; solutions lack creativity.	Unable to solve problems effectively; does not demonstrate innovation approach.
Implementation of Innovative Ideas	Successfully implements innovative ideas with a clear plan; results are impactful and efficient.	Implements innovative ideas effectively; results are generally positive.	Implements some ideas with moderate success; results are inconsistent.	Struggles to implement innovative ideas; results are often ineffective.	Does not attempt to implement new ideas; relies on traditional methods.

5

5

5

Collaboration in Innovation	Actively collaborates with others to enhance innovative ideas; takes initiative in leading innovation.	Frequently collaborates with team to refine and enhance ideas; participates actively.	Participates in team innovation efforts; contributes occasionally.	Rarely engages in collaborative innovation; tends to work independently with minimal input.	Does collaborate on innovation shows interest team-drive ideas.	5
Adaptability to Change	Quickly adapts to new challenges and changes, using innovative approaches to thrive.	Adapts well to change, often bringing innovative solutions to new challenges.	Adjusts to change with some difficulty; relies on familiar methods more than innovation.	Struggles with adapting to change; shows resistance to innovation.	Resists change innovation continues using outdated methods.	5
5. Awards Awards/Citations/Recognition received from any of the Awarding Bodies listed below: <ul style="list-style-type: none"> CO/RO/SDO/Division/District/School/Unit. <i>International=10; National =8; Regional =6; Division =4; District/Cluster/School =2</i> <p>Note : For International and National awards the Committee shall validate the authenticity and legality of the same awards.</p>						10
TOTAL						100%

Evaluator

AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____

_____ Division: _____

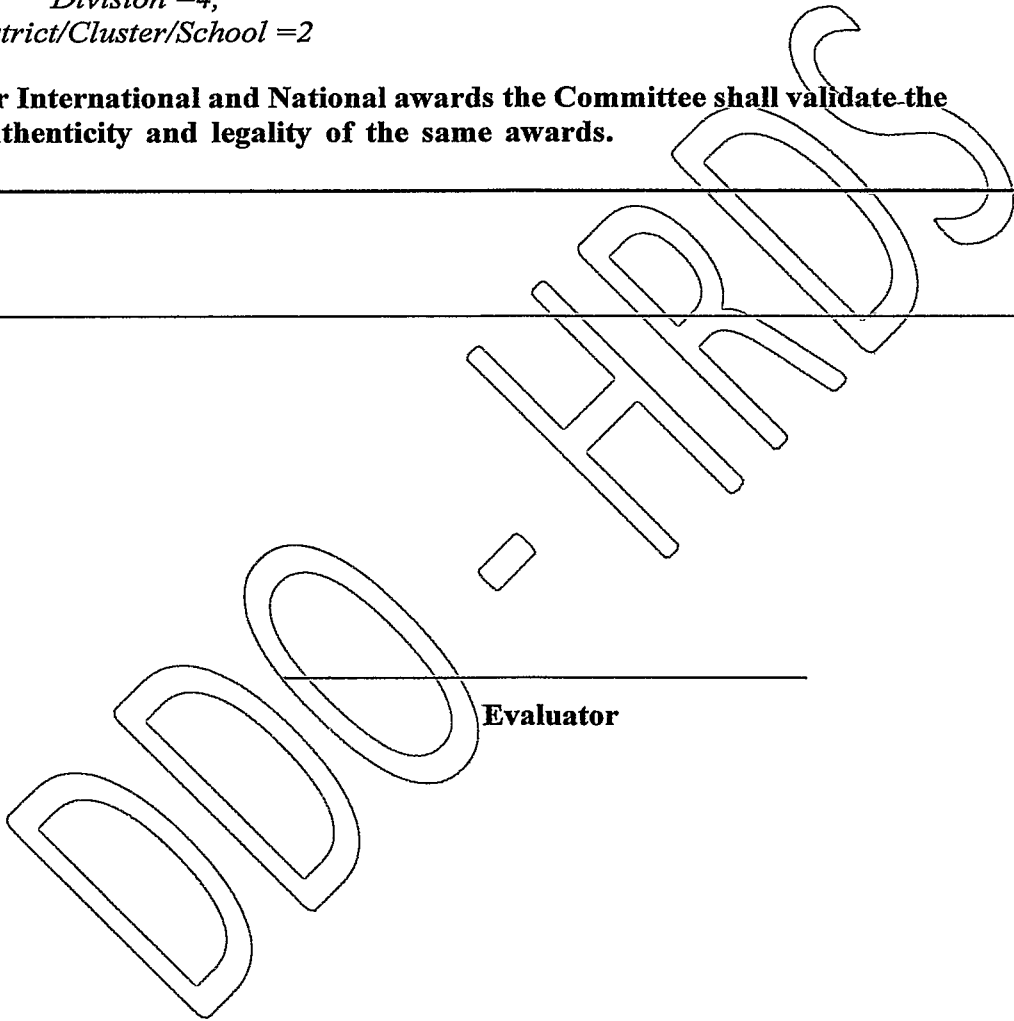
C. Non-Teaching Employees - For Level 1B (SG 5-10), Level 2A (SG 11-15) and Level 2B (SG 16-21)

Indicator	Points	Score				
1. Performance Rating (Duly signed OPCR) for the last two (2) rating periods. c. Outstanding (15) d. Very Satisfactory (10)	15					
2. Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency • Submit appropriate MOVs	20					
Indicator	5	4	3	2	1	
Participation on workforce engagement in the organization	<i>Exhibited a Pivotal Role in affecting School-Work environment climate, possessed positive attitude towards people and work, modelled effective innovations as incubator of teaching and learning, or organizational change</i>	<i>Demonstrated unique strategies, skills, traits and beliefs that most successful education leaders share.</i>	<i>Sustained reciprocal partnership and community networks that leverage inclusive, culturally responsive and liberating education</i>	<i>Cultivated leadership skills with colleagues, teaching and non-teaching personnel and built trusting relationships in the workplace.</i>	<i>Created opportunities for support services, innovation and which has an impact on teacher performance and learner's achievement.</i>	5

Accountability	<i>Intensified the charism of engaging daily performance task assigned, delegated and tracked in ensuring Organizational Effectiveness and Efficiency</i>	<i>Intensifies the charism of engaging daily performance task assigned and delegated in ensuring Organizational Effectiveness and Efficiency</i>	<i>Intensifies the charism of engaging daily performance task assigned in ensuring Organizational Effectiveness and Efficiency</i>	<i>Performing the daily task under mediocrity level of performance</i>	<i>Not exactly exhibited the performance task on time.</i>	5
Contribution to Organizational effectiveness and efficiency, and Performance satisfaction	<i>Contributed to the effectiveness and efficiency of the initiated program/project on how this significantly affect the organization</i>	<i>Contributed to the effectiveness of the initiated program/project on how this significantly affect the organization</i>	<i>Contributed to the efficiency of the initiated program/project on how this significantly affect the organization</i>	<i>Showed lack of effectiveness and efficiency of the initiated program/project to the organization in meeting its goal.</i>	<i>Did not exactly contribute to the performance satisfaction of an organization.</i>	5 ac-
Demonstration of Diligence and Presentation of the initiated PPAs for the Employees' Learning Experience	<i>Demonstrated diligence, hardwork, presented, and implemented PPAs which were significant to the address needs of employees to every aspect and interaction within the organization</i>	<i>Presented and implemented PPAs which were significant to address needs of employees to every aspect and interaction within the organization</i>	<i>Implemented PPAs which were significant to address needs of employees to every aspect and interaction within the organization.</i>	<i>Showed incomplete presentation of PPAs which resulted to poor learning experience of the implemented program/activity within the organization.</i>	<i>Submitted only the PPAs' with impact result of the program/activity.</i>	out 5

<p>3. Impact of Accomplishment in Human Relations, Professional Growth, Community Involvement and Partnerships</p> <p>d. Human Relations: good relationship * Submit appropriate MOVs/Certification from direct superior and from legal unit/office</p> <p>e. Professional Growth *seminars/training *Scholarship *Education</p> <p>f. Community Involvement: engagement to any community activities. (Barangay Certificate, or Community Certification from the Office of the Barangay)</p>						30
<p>4. Innovations</p> <p>Submitted Policy/Project/Activity proposals that will contribute to the effective performance of the office (must be stamp- received by duly constituted authorities).</p>						25
Indicator	Score/Points					
	25	20	15	10	5	
<p>Submitted/Policy/ Proposal/s innovation as stamp received by duly constituted authorities. *Terms of Reference <i>Elements of a Proposal: Title, Table of Contents, abstract, Project Description, Methodology, Budget Allocation, Timeline/scheduling, and M&E Framework</i></p>	<p><i>Proposal/s With complete 8 key elements</i></p>	<p><i>Proposal/s With 6 key elements are present.</i></p>	<p><i>Proposal/s With 4 key elements are present.</i></p>	<p><i>Proposal/s With 2 key elements are present.</i></p>	<p><i>Proposal/s 1 key element of a proposal is present.</i></p>	

<p>5. Awards</p> <p>Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below:</p> <ul style="list-style-type: none"> • CO/RO/SDO/Division/District/School/Unit. • Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd. <p><i>International=10; National =8; Regional =6; Division =4; District/Cluster/School =2</i></p> <p>Note : For International and National awards the Committee shall validate the authenticity and legality of the same awards.</p>	<p>10</p>	
<p>TOTAL</p>	<p>100%</p>	



Evaluator

V. Evaluation Process

1. The nominees shall submit their pertinent papers in one (1) hard photocopy folder of their significant achievements to the District Selection Committee (DSC) for the District level GiGA Search after which the District Office may conduct the District GiGA Awarding ceremony.
2. The District Office shall then indorse the documents of the District winners to the Division Selection Committee (DSC) on September 13, 2024 (please see attached DSC by Category) headed by the Assistant Schools Division Superintendent as the overall Chairperson and they shall evaluate the documents to come up for the five (5) shortlisted nominees, only top three winners will be awarded.
3. Consequently, the conduct of the DOD validation will be on September 16-18, 2024 to come up with the top three (3) winners in the Division level search for each category of the GiGA v 4.0 : *Gintong Galing Award* which will then be deliberated and declared on September 19, 2024; and
4. The Division Office shall award the Certificate of Recognition to all winners and nominees.
5. The Division Office shall award the top three winners per category with a Certificate and Plaque of Recognition and token.
6. Virtual platform and link will be announced later for the awarding ceremony, if it will be done online.
7. The Division Screening Committee (DSC) will use the set standard ranking system of the Regional Screening Committee in the evaluation of GiGa ranking system.

VI. Awards and Prizes

GiGa v4.0: Gintong Galing Award 2024 winners/nominees shall receive a Plaque and/or Certificate of Recognition and token chargeable against Division Office PRAISE Funds subject to the usual accounting and auditing rules and regulations.

VII. Timetable (February – September 2024)

In-Charge	Activity mechanism	Indicative Schedule
HRDS	Submit the guidelines and timelines of the GiGa v 4.0: Gintong Galing Award 2024 to the P.R.A.I.S.E. Committee for deliberation.	February 2, 2024
HRDS	P.R.A.I.S.E. Committee Conference for the approval of GiGA v 4.0: Gintong Galing Award 2024 among the P.R.A.I.S.E. Committee Members	
HRDS	Issue Division Memorandum for the GiGA v 4.0: Gintong Galing Award 2024 and Awarding Ceremony	September 4, 2024
DOs-DSC	District Selection Committee to commence evaluation and declaration of winners	September 5-8, 2024

DOs-DSC	Submission of entry documents of District winners to <i>GiGA v 4.0: Gintong Galing Award 2024 Secretariat</i>	September 9, 2024
DOs	District Offices to conduct the District GiGA v 4.0: Gintong Galing Award 2024 awarding ceremony (optional)	TBA
Dos	Submission of nominees and documents with Accomplishment Report from the DOs Awarding Ceremony (if conducted)	September 9, 2024
Division SC	Division Evaluation by DSCs and selection of winners	September 9-10, 2024
Division SC	Virtual validation of winners (Option B)	
Division SC/HRDS	Submission of winners to SDS and approval and declaration of winners	September 10, 2024
HRDS	Preparation design for the plaques, tokens, cert. of recognition, program, Division video	September 11-27, 2024
HRDS/Packaging Team	Packaging of the GiGA v 4.0: Gintong Galing Award 2024 winners for submission to the Regional Office	September 11-17, 2024
HRDS/GiGA v3.0 Awarding	Preparation of the GiGA v 4.0: Gintong Galing Award 2024 Ceremony	September 23-27, 2024
HRDS/GiGA v3.0 Awarding	Conduct of awarding GiGA v 4.0: Gintong Galing Award 2024 ceremony	September 30, 2024
Division PARADISE Committee	Evaluation of the conduct of GiGA v4.0: Gintong Galing Award 2024 ceremony	

VIII. Composition of the Division Selection Committee (DSC) for the GiGA v 4.0: Gintong Galing Award 2024 (Division GiGa v 4.0: Gintong Galing Award 2024)

Over-All Chairperson	Cristy C. Epe CESO V Schools Division Superintendent
Co-Chairperson	Emma A. Camporedondo CESO VI Assistant Schools Division Superintendent
Vice Co- Chairperson.....	Ruben J. Reponse EdD Chief, SGOD Arlyn B. Lim PhD Chief, CID
Over-All Head Secretariat.....	Dennis C. Alcano SEPS – HRDS, Focal Person
Division Selection Committee (DSC) per Category:	
GiGA v 4.0: Gintong Galing Award 2024 – Teaching and Teaching Related Personnel	
Teaching Related Category - Division Education Program Supervisors (Div. EPS) 2: Public Schools District Supervisor (PSDS)	
Chair: Cristy C. Epe- SDS (<i>Team A</i>)	
Co-chair: Emma A. Camporedondo CESO VI - ASDS	
Members: 1. Arlyn B. Lim PhD, OIC-ASDS/Chief- CID 2. Ruben J. Reponse EdD, SGOD Chief	
Teaching-Related Category Elementary , Secondary and Senior High School Heads-Principal/School-In-Charge, Head Teacher	
Chair: Arlyn B. Lim PhD, OIC - ASDS (<i>Team C</i>)	
3.1 Elementary	Secondary
Co-Chair: Ruben J. Reponse EdD, SGOD Chief	3.2 Junior High School Co-Chair: Renato L. Pacpakin EdD, EPS
Member: Rosalie G. Maghinay	3.3 Senior High School Co-Chair: Noemi P. Canales, EPS Senior High School Focal Member: Annalyn Loreto
Teaching Category: Elementary and Secondary Master Teacher	
Chair: Ruben J. Reponse EdD, SGOD Chief (<i>Team D</i>)	
4.1 Elementary	Secondary
Co-Chair: Grace D. Pontillas	4.2 Junior High School (JHS) Co-Chair: Wilfredo P. Takasan EdD
Member:	4.3 Senior High School (SHS) Co-Chair: Noemi P. Canales, EPS Senior High School Focal Member:

Annalyn M. Loreto

Joseph J. Corpuz

Lyzle C. Abregana

Teaching Category

Chair: Arlyn B. Lim PhD, OIC-ASDS/CID OIC-Chief (*Team E*)

Teacher A.2.1 Key Stage 3 (Grade 7-10)

Co-Chair: Dexter A. Cequiña EdD

Members: 1. Cherry Ann Eling

Teacher A.1.2 Key Stage 2 (Grade 4-6)

Co-Chair: Arniel G. Catillo

Members: 1. Ana O. Cerbo

Teacher A.3.1 Key Stage 4 (Grade 11-12)

Co-Chair: Noemi P. Canales

Members: 1. Shiela Cambungga

Teacher A.4.1. ALIVE

Co-Chair: Nohara O. Pinute – ALIVE

Members: Leah Baruiz

Teacher A.4.3. SNED

Co-Chair: Andy P. Cabodoc EdD

Members: Luz E. Comonal

Teacher A.4.4. ALS

Co-Chair: Renato Pacpakin EdD

Members: 1. Eva P. Mundan

Teacher A.1.2 Key Stage 2 (Grade 4-6)

Co-Chair: Grace D. Pontillas-EdD– Multi-Grade

Members: Lynnette P. Barayo

Teacher A.4.2. IPED

Co-Chair: Hilda Opena EdD

Member: Eva Mundan

Teacher A.1.1.1 Kindergarten

Co-Chair: Andy P. Cabodoc EdD

Member: Ruwel Revilleza

B. GiGa v 3.0: Gintong Galing Award 2024 – Non-teaching Personnel

Level 1B (SG 5-10), 2A (SG 11-15), 2B (SG 16-21)

Chair: Ruben J. Reponde EdD, SGOD Chief (*Team F*)

Level 2B (SG 16-21)

Chair – Norberto S. Manlangit, CE, MPA

Co-Chair: Wilfredo P. Takasan

Member: Rosalie G. Maghinay, RN

Level 1B 2A (SG 11-15)

Co-Chair: Dennis C. Alcano

Member: Margerie Asuque

Level 1B (SG 5-10)

Co-Chair: Marnelyjane A. Bernal

Member: Joseph J. Corpuz

- V. Secretariat/Documenters.... Dennis C. Alcano,HRDS
Lynnette P. Banayo, ADAS III
Juna T. Lumantas, ADAS III
- VI. Tabulators Chair – Annalyn M. Loreto
Members- Shiela Cambungga

XI. Technical Working Committees

1. Finance Ways and Means	2. Resource Mobilization
Chair: Dennis C. Alcano Members: Annalyn M. Loreto Lynnette P. Banayo	Chair: Rosalie G. Maghinay Members: Lyzle C. Abregana
3. Plaques and Certificates	4. Validation of Winners
Chair: Dennis C. Alcano Co- Chairpersons: Lynnette P. Banayo Members: Junard Alidro	Chairperson: Annalyn M. Loreto Member: Escent N. Nudalo
5. Public Affairs and Press Release	6. Virtual Hosts
Chair: Jumar C. Dumopoy Co-Chair: Dennis C. Alcano	Division Communications Team
7. Information Technology (IT) team	8. Program Production/Distribution
Chair: Bob Dylan Milabat Members: 1. William Ranara 2. Ralf Tabanyag 3. Marlon Suazo 4. Fretz Rein Eroy 5. Olive L. Suarez 6. Raven Ygloria	Chair: Wilfredo P. Takasan Members: Margerie Asuque
9. Quality Assurance Technical Assistance, Monitoring and Evaluation (QATAME)	
Chair: Marnelyjane A. Bernal Co-Chair: Joseph J. Corpuz	



Republic of the Philippines
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Office of the Regional Director

REGIONAL MEMORANDUM

HRDD-2024-186

To : Assistant Regional Director
 Schools Division Superintendents
 Chiefs of the Functional Divisions

Subject: CALL FOR NOMINATION TO THE 2024 AGILA AND EAGLE AWARDS

Date : July 31, 2024

Recognizing exemplar teachers, school leaders, and non-teaching employees along with its impact, influence, and inspiration lead towards becoming a sustained exceptionally performing employee. In this view, the Human Resource Development Division, **Calls for Nominations to the 2024 Search for the Achievement of Great Instructional Leadership Award (AGILA) and the Exemplary Achievement for Great and Laudable Employees (EAGLE)**. Compliant with the **CSC Program on Awards and Incentives for Service Excellence (PRAISE)**, Schools Division Offices are informed on the submission of qualified nominees on or before September 20, 2024.

The Regional Search shall utilize the FY 2024 Enhanced Evaluation Criteria in three categories namely: a. Teaching b. Teaching-Related, and c. Non-Teaching personnel.

Relevant details, guidelines, and the indicative timeline, are found in the enclosures. For concerns refer to Isidra B. Despi-EPS, HRDD/Focal Person through 0915-674-1671 or hrddneaprol1@gmail.com.

Immediate and wide dissemination on this Memorandum is desired.

ALLAN G. FARNAZO
 Director IV

Enclosed: As Stated.

ROH1/nrb

DEPARTMENT OF EDUCATION ROXI
 RECORDS SECTION
RELEASED

8.5.24 34834



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Enclosure 1

Schedule of Activities on the 2024 Search for the AGILA and EAGLE

Date	Activity	Person's Responsible	Expected Output
May 22, 2024	Meeting with the PRAISE Committee	Regional Office XI PRAISE Committee	Presentation of the 2024 AGILA and EAGLE Categories, Timeline and other related concerns
August 5, 2024	Preparation, Dissemination of Memo to SDOs for the Call for Nomination for the 2024 AGILA and EAGLE	HRDD R&R Focal Person	Release of the Memorandum to SDOs
August 7- September 10, 2024	Selection & Preparation of SDO Entries	SDO	Selection and preparation of Documents of the SDO Entries (AGILA & EAGLE)
August 9, 2024	Virtual Meeting of SDOs HRD ,R& R Focal Person	SGOD Chief, HRD SEPS/EPS II, R&R Focal Person	Dissemination of Enhanced Guidelines of 2024 AGILA & EAGLE
September 16- 20, 2024	Submission of Entries to Regional Office	SDO, Records, HRDD	Submission of Nominees/Entries to Regional Office received by the Records Section
September 25, 2024	Regional Selection Committee (RSC) Meeting	RO XI RSC	Meeting with the RSC on the Evaluation of the AGILA and EAGLE



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Date	Activity	Person's Responsible	Expected Output
September 26- October 11, 2024	Evaluation of the Nominees Documents	RO XI RSC	Evaluation of Documents by the RO Committee Chair and Members <i>Note: Top five (5) Finalists in every Category shall undergo validation</i>
October 14- 18, 2024	Ocular validation of the Shortlisted Nominees	RSC SDO	On-site Validation of the Shortlisted Nominees by Category
October 22, 2024	Submission of results to Secretariat	RSC Secretariat	Submission of Final results by Category
October 25, 2024	Deliberation of the Final results to PRAISE	RO XI PRAISE Committee Secretariat	Meeting with the PRAISE for the deliberation of the Final Results
October 25- Nov. 27, 2024	Preparation of the Awarding	HRDD TWG	Preparation and Finalization for the Conduct of the Awarding Ceremony
Nov. 8, 2024	Dissemination of Memo to SDOs for the Finalists	HRDD TWG	Dissemination of Memo to SDOs
Nov. 21-22, 2024	Tech-Run for the Awarding of the 2024 AGILA & EAGLE	TWG, HRDD- NEAP	Finalization of the 2024 AGILA & EAGLE Awarding
November 28, 2024	Awarding of the 2024 AGILA and EAGLE	RO SDOs TWG	Awarding of the 2024 AGILA and EAGLE
Dec. 04, 2024	Post-Conference of the RSC and TWG	RSC TWG	Conduct Post- Conference of the RSC & TWG

ROH2/ibd



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AGILA and EAGLE Awards

Description	Details
a. Definition and Legal Basis	<p>Achievement of Great Instructional Leadership Award (AGILA) The search aims to give due recognition and incentive to public school teachers, senior education program specialists, education program specialists II, school heads, public schools district supervisors and division education program supervisors men and women who have concededly demonstrated an exemplary achievement in Region XI.</p> <p>Exemplary Awards for Great and Laudable Employees (EAGLE) The search aims to give due recognition and incentive to non-teaching men and women who have concededly demonstrated an exemplary achievement in DepEd. Region XI. The Search is open to all employee from the District level to the Regional Office.</p>
b. Qualification (include period of reference)	<p>The award is open to all employees across Region XI who are:</p> <ul style="list-style-type: none">o Employed in the Department of Education 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;o Have been rated at least Very Satisfactory for the last two (2) consecutive performance rating period prior to the nomination;o Have rendered a minimum of five (5) years length of service from the date of appointment to the entry position in the Department of Education, 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;o The nominee must not be on leave for more than two (2) years prior to the SDOs' nomination for the 2024 Search for the AGILA and EAGLE;o 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



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Description	Details
	<p>o 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.</p>
<p>c) Criteria for evaluation</p>	<p>AGILA (Achievement for Great Instructional Leader Awards)</p> <p>A. Teaching Category:</p> <p>A.1. Elementary A.1.1. Kindergarten A.1.2. Key Stage 1 (Gr. 1-3) A.1.3. Key Stage 2 (Gr. 4-6) A.1.4. Master Teacher (K-6)</p> <p>A.2. Junior High School (JHS) A.2.1. Key Stage 3 (Gr 7-10) A.2.2. Master Teacher</p> <p>A.3. Senior High School (SHS) A.3.1. Key Stage 4 (Grades 11-12) A.3.2. Master Teacher</p> <p>A.4. Inclusive Education A.4.1. ALIVE A.4.2. IPEd A.4.3. SNED A.4.4. ALS</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p> <p>o 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%)</p> <p>o Impact of Accomplishments on the Students Learning Outcome (25%)</p> <p>o Innovations in Basic Literacy and Transformational Education (30%)</p>



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Description	Details
	<p>o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies 10%)</p> <p>B. Teaching-Related Category</p> <p>B.1. School Heads</p> <p>B.1.1. Elementary (Head Teacher, Principal) B.1.2. Secondary – (JHS; JHS w/ SHS; 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</p> <p>B.2. Supervisors</p> <p>B.2.1. Public Schools District Supervisor (PSDS) B.2.2. Division Education Program Supervisor (EPS)</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p> <p>o 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%)</p> <p>o Impact of Accomplishments on the Students Learning Outcome (25%)</p> <p>o Innovations in Basic Literacy and Transformational Education (30%)</p> <p>o Awards (Major Award s/ citations/ recognition received from any of the Awarding Bodies 10%)</p> <p>B.3. Others (Teaching Related)</p> <p>B.3.1. Education Program Specialist II (SG 16) B.3.2. Senior Education Program Specialist (SG 19)</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p>



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Description	Details
	<ul style="list-style-type: none">o 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%)o Impact of Accomplishments in Human Relations, Professional Growth, Community Involvement and Partnerships (30%)o Innovations (25%)o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies 10%) <p>EAGLE (Exemplary Achievement for Great and Laudable Employees)</p> <p>This covers the following personnel:</p> <ul style="list-style-type: none">Level 1A (SG 1-4)Level 1B (SG 5-10)Level 2A (SG 11-15)Level 2B (SG 16-21)Contract of Service (COS) <ul style="list-style-type: none">o Performance Rating (Duly signed IPCRF for the last two rating period 15%)o Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency (20%)o Impact of Accomplishments in Human Relations, Professional Growth, Community Involvement and Partnerships (30%)o Innovations (25%)o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies (10%) <p>For Level 1A(SG1-4) and Contract of Service (COS) :</p> <ul style="list-style-type: none">o Performance Rating (Duly signed IPCRF for the last two rating period 15%)o Significant Accomplishment. The extent to which the involvement/accomplishment and other tasks has



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	<p>effectively and efficiently addressed a pressing need/ improved service delivery. (20%)</p> <ul style="list-style-type: none"> o 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%) o 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%) o 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"> o Completely filled-out nomination form; o A maximum of ten (10) pages (A4 size bond paper, Bookman Old Style, 11 font size) for the Nomination Write-Up for the AGIIA/EAGLE; to include the summary of accomplishments and must highlight the outstanding accomplishment of the School, RO, CO and International Achievements of the nominee for the past two (2) years, impact and other information; o 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; - Present impact of accomplishments by indicating problems addressed, people/office benefited, and/or transactions facilitated. o The packaging of the nominees' accomplishments as Means of Verification (School, SDOs/R&R Committee) Certification



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	<p>that the school have submitted the documents for SBM Level III assessment results to the Division Office</p> <ul style="list-style-type: none">o 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;o The same shall be included in the nomination folder but EXCLUDED in the count of the required 10 (ten) pages;o The MOVs of each indicator shall be separate from the nomination folder and shall be properly tagged. The HRDD shall then indorse the documents to the Regional Selection Committee (RSC) and they shall evaluate the documents to come up for the five (5) shortlisted nominees, only top three winners will be awarded.o The Regional Office PRAISE shall deliberate and declare the submitted list for the top 3 winners of each category;o The RO PRAISE shall submit to the Regional Director the top three winners of each category of the AGILA & EAGLE.
e) Awards/ Incentives	<ul style="list-style-type: none">o The Regional Office shall award the top three winners per category with Plaque of Recognition with token and/or cash prize;o The cash awards shall be: First Place per Category - Php 10,000.00 Second Place per Category - Php 7,000.00 Third Place per Category - Php 5,000.00



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AGILA & EAGLE NOMINATION FORM

DATA PRIVATE NOTICE: The data and information in this form are intended for the purpose of conducting the 2024 Search and Awarding Ceremony on the Achievement of Great Instructional Leadership Award (AGILA) and 2024 Exemplary Achievement for Great and Laudable Employees (EAGLE) of DepEd Region XI. 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:	SDO
Telephone Number:	Sex:
Designation:	
Telephone/Mobile No.:	
NOMINATOR	
Name:	Position:
Office:	Telephone No.:
Office Address:	

**School/s 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: F. Torres St., Davao City (8000)
 Telephone Nos.: (082) 291-1665; (082) 221-6147
 Email Address: region11@deped.gov.ph
 Website: www.depedroxi.ph

Doc. Ref. Code	RO-HRDD-F005	Rev	00
Effectivity	2023	Page	1 of 2



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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)/RO 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: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph

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AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____
 Division: _____

A. Teaching Category

Indicator	Points	Score																		
1. Performance Rating (Duly signed IPCRF) for the last two (2) rating periods. a. Outstanding (15) b. Very Satisfactory	15																			
2. Significant Accomplishment in Fostering Learning for the past two years (Said accomplishment is approved by duly constituted authorities and is implemented and utilized (i.e.) a. Increase in learning outcome, b. Strategic Intervention Materials, c. Learning Materials, d. Assessment Materials • Submit appropriate MOVs	20																			
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Indicator</th> <th style="width: 15%;">5</th> <th style="width: 15%;">4</th> <th style="width: 15%;">3</th> <th style="width: 15%;">2</th> <th style="width: 15%;">1</th> </tr> </thead> <tbody> <tr> <td>Program/Project/Activities With complete documentation and MOVs</td> <td> <ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results ● Recommendation </td> <td> <ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results </td> <td> <ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis </td> <td> <ul style="list-style-type: none"> ● Introduction ● Rationale ● Data </td> <td> <ul style="list-style-type: none"> ● Introduction ● Rationale </td> </tr> <tr> <td>Presentation of a data</td> <td> <ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 90%-100% learning outcome. </td> <td> <ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 80%-89% learning outcome </td> <td> <ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 70%-79% learning outcome </td> <td> <ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 60%-69% learning outcome </td> <td> <ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 50%-59% learning outcome </td> </tr> </tbody> </table>	Indicator	5	4	3	2	1	Program/Project/Activities With complete documentation and MOVs	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results ● Recommendation 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis ● Results 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data ● Analysis 	<ul style="list-style-type: none"> ● Introduction ● Rationale ● Data 	<ul style="list-style-type: none"> ● Introduction ● Rationale 	Presentation of a data	<ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 90%-100% learning outcome. 	<ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 80%-89% learning outcome 	<ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 70%-79% learning outcome 	<ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 60%-69% learning outcome 	<ul style="list-style-type: none"> ● Graph in a detailed presentation. ● Interpretation of results fosters learning outcome ● Results analyzed depicts 50%-59% learning outcome 	5	5
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Indicator	5	4	3	2	1		
Applicability	<ul style="list-style-type: none"> Relevance, suitability, Appropriateness of the applicability of the accomplishments, Evident with at least 90%-100% relative to fostering learning. 	<ul style="list-style-type: none"> Relevance, suitability, Appropriateness of the applicability of the accomplishments, Evident with at least 80%-89% relative to fostering learning. 	<ul style="list-style-type: none"> Relevance, suitability, Appropriateness of the applicability of the accomplishments, Evident with at least 70%-79% relative to fostering learning. 	<ul style="list-style-type: none"> Relevance, suitability, Appropriateness of the applicability of the accomplishments, Evident with at least 60%-69% relative to fostering learning. 	<ul style="list-style-type: none"> Relevance, suitability, Appropriateness of the applicability of the accomplishments, Evident with at least 50%-59% relative to fostering learning. 	5	5
Replicability	Replicated the Result to various levels of governance: SDO, District, and School.	Replicated the Result to various levels of governance: District, and School.	Replicated the Result to various levels of governance: School.	Replicated the Result to Grade Level	Replicated the Result to Classroom Level		
3. Impact of Accomplishments in the Improvement of students Learning Outcomes 3.1 Percentage of the improvement on the students learning outcome 95-100%- =25 points; 90-94%=20 points; 85-89%=15 points; 80-84% =10 points; 75-79% =5 points						25	



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4. Innovations in Basic Literacy and Transformational Education				30
4.1 Crafted and approved innovation duly signed by the concerned authorities				
Indicator	Score/Points			15
	15	10	5	
Crafted and approved innovation duly signed by the concerned authorities	<i>4 or more innovations</i>	<i>2-3 innovations</i>	<i>1 innovation</i>	
Implemented/ utilized innovation	<i>Employed in SDO Level</i>	<i>Employed in School or District Level</i>	<i>Employed in the Classroom Level</i>	15
5. Awards				10
Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below:				
<ul style="list-style-type: none"> • CO/RO/SDO/Division/District/School/Unit. • Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd. 				
<i>International=10;</i> <i>National=8;</i> <i>Regional=6;</i> <i>Division=4;</i> <i>District/ School =2</i>				
TOTAL				100 %

Printed name and Signature
Evaluator



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AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____
 Division: _____

B. Teaching-Related Category
 (Senior Program Specialist and Education Program Specialist II)

Indicator						Points	Score
1. Performance Rating (Duly signed OPCRf) for the last two (2) rating periods. a. Outstanding (15) b. Very Satisfactory (10)						15	
2. Significant Accomplishment in Fostering Learning for the past two years (Said accomplishment is approved by duly constituted authorities and is implemented and utilized) • Submit appropriate MOVs						20	
Indicator	5	4	3	2	1	5	5
Availability of Data Presented on the Identified PAPs	<i>Clarity, Factual reliability and uniqueness of specific data presented in fostering learning.</i>	<i>Clarity, factual reliability of specific data presented in fostering learning.</i>	<i>Clarity, factual specific data presented in fostering learning.</i>	<i>Absence of clarity on the factual data presented.</i>	<i>Not clearly presented.</i>		
Presentation of a data	<i>Graph in a detailed presentation; Results analyzed according to the situation and interpreted in the context of fostering learning.</i>	<i>Graph in a detailed presentation; Results analyzed according to the context of fostering learning.</i>	<i>Graph in a detailed presentation of the results in fostering learning.</i>	<i>Data Presented is limited to fostering learning only.</i>	<i>No Data presented.</i>		



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Applicability	<i>Transparency, relevance, suitability, appropriateness and applicability of the accomplishments that fostered impact to the learning outcomes.</i>	<i>Relevance, suitability, and applicability of the accomplishments in fostering learning.</i>	<i>Only the relevance and applicability of the accomplishments are transparent in fostering learning.</i>	<i>Relevance and applicability of the accomplishments are not evident..</i>	<i>The applicability of the accomplishments are difficult to determine in fostering learning</i>	5
Replicability	<i>Replicated the result to various levels of governance: School, District/ Cluster, SDO etc..</i>	<i>Replicated the result to intended school and district/ cluster levels of governance.</i>	<i>Replicated the result only to school level of governance</i>	<i>Replicated the result to professional community of practice..</i>	<i>Replicated the result to limited group of individuals/employees</i>	5
3. Impact of Accomplishment in Human Relations, Professional Growth, Community Involvement and Partnerships a. Human Relations: good relationship * Submit appropriate MOVs/Certification from direct superior and from legal unit/office b. Professional Growth *seminars/training *Scholarship *Education c. Community Involvement: engagement to any community activities. (Barangay Certificate, or Community Certification from the Office of the Barangay)						30
4. Innovations Submitted Policy/Project/Activity proposals that will contribute to the effective performance of the office (must be stamp- received by duly constituted authorities).						25



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Indicator	Score/Points				
	25	20	15	10	5
Submitted/Policy/ Proposal/s innovation as stamp received by duly constituted authorities. *Terms of Reference <i>Elements of a Proposal: Title, Table of Contents, abstract, Project Description, Methodology, Budget Allocation, Timeline/scheduling, and M&E Framework</i>	5	4	3	2	1
	<i>Proposals With complete 8 key elements of a proposal.</i>	<i>Proposals 6 key elements of a proposal are present.</i>	<i>Proposals 4 key elements of a proposal are present.</i>	<i>Proposals 2 key elements of a proposal are present.</i>	<i>Proposals 1 key element of a proposal is present.</i>
5. Awards Major Awards/Citations/Recognition received from any of the Awarding Bodies listed below: <ul style="list-style-type: none"> • CO/RO/SDO/Division/District/School/Unit. • Major Award refers to the highest award or recognition received by the nominee recognized/endorsed by DepEd. <p style="text-align: center;"> <i>International=10; National=8; Regional=6; Division=4; District/ School =2</i> </p>					10
TOTAL					100 %

Printed name and Signature
Evaluator



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AGILA & EAGLE SCORE SHEET

Name of Nominee: _____ Category: _____
 Division: _____

C. Non-Teaching Employees - For Level 1B (SG 5-10), Level 2A (SG 11-15) and Level 2B (SG 16-21)

Indicator	Points	Score												
1. Performance Rating (Duly signed OPCRF) for the last two (2) rating periods. c. Outstanding (15) d. Very Satisfactory (10)	15													
2. Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency • Submit appropriate MOVs	20													
<table border="1"> <thead> <tr> <th>Indicator</th> <th>5</th> <th>4</th> <th>3</th> <th>2</th> <th>1</th> </tr> </thead> <tbody> <tr> <td> Participation on workforce engagement in the organization </td> <td> <i>Exhibited a Pivotal Role in affecting School Work environment climate, possessed positive attitude towards people and work, modelled effective innovations as incubator of teaching and learning, or organizational change</i> </td> <td> <i>Demonstrated unique strategies, skills, traits and beliefs that most successful education leaders share.</i> </td> <td> <i>Sustained reciprocal partnership and community networks that leverage inclusive, culturally responsive and liberating education</i> </td> <td> <i>Cultivated leadership skills with colleagues, teaching and non-teaching personnel and built trusting relationships in the workplace.</i> </td> <td> <i>Created opportunities for support services, innovation and which has an impact on teacher performance and learner's achievement.</i> </td> </tr> </tbody> </table>	Indicator	5	4	3	2	1	Participation on workforce engagement in the organization	<i>Exhibited a Pivotal Role in affecting School Work environment climate, possessed positive attitude towards people and work, modelled effective innovations as incubator of teaching and learning, or organizational change</i>	<i>Demonstrated unique strategies, skills, traits and beliefs that most successful education leaders share.</i>	<i>Sustained reciprocal partnership and community networks that leverage inclusive, culturally responsive and liberating education</i>	<i>Cultivated leadership skills with colleagues, teaching and non-teaching personnel and built trusting relationships in the workplace.</i>	<i>Created opportunities for support services, innovation and which has an impact on teacher performance and learner's achievement.</i>	5	
Indicator	5	4	3	2	1									
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Accountability	<i>Intensified the charism of engaging daily performance task assigned, delegated and tracked in ensuring Organizational Effectiveness and Efficiency</i>	<i>Intensifies the charism of engaging daily performance task assigned and delegated in ensuring Organizational Effectiveness and Efficiency</i>	<i>Intensifies the charism of engaging daily performance task assigned in ensuring Organizational Effectiveness and Efficiency</i>	<i>Performing the daily task under mediocrity level of performance</i>	<i>Not exactly exhibited the performance task on time.</i>	5	
Contribution to Organizational effectiveness and efficiency, and Performance satisfaction	<i>Contributed to the effectiveness and efficiency of the initiated program/project on how this significantly affect the organization</i>	<i>Contributed to the effectiveness of the initiated program/project on how this significantly affect the organization</i>	<i>Contributed to the efficiency of the initiated program/project on how this significantly affect the organization</i>	<i>Showed lack of effectiveness and efficiency of the initiated program/project to the organization in meeting its goal.</i>	<i>Did not exactly contribute to the performance satisfaction of an organization.</i>	5	
Demonstration of Diligence and Presentation of the initiated PPAs for the Employees' Learning Experience	<i>Demonstrated diligence, hardwork, presented, and implemented PPAs which were significant to the address needs of employees to every aspect and interaction within the organization</i>	<i>Presented and implemented PPAs which were significant to address needs of employees to every aspect and interaction within the organization</i>	<i>Implemented PPAs which were significant to address needs of employees to every aspect and interaction within the organization.</i>	<i>Showed incomplete presentation of PPAs which resulted to poor learning experience of the implemented program/activity within the organization.</i>	<i>Submitted only the PPAs' without impact result of the program/activity.</i>	5	



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<p>3. Impact of Accomplishment in Human Relations, Professional Growth, Community Involvement and Partnerships</p> <p>d. Human Relations: good relationship * Submit appropriate MOVs/Certification from direct superior and from legal unit/office</p> <p>e. Professional Growth *seminars/training *Scholarship *Education</p> <p>f. Community Involvement: engagement to any community activities. (Barangay Certificate, or Community Certification from the Office of the Barangay)</p>	30																		
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TOTAL	100%	

Evaluator