

Department of Education REGION XI

SCHOOLS DIVISION OF DAVAO DE ORO

DAVAGOE GRO

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Office of the Schools Division Superintendent

September 30, 2024

DIVISION MEMORANDUM CID- 2024- 8 3 7

2024 RECOGNITION OF OUTSTANDING PERFORMANCE IN GENDER AND DEVELOPMENT (GAD) REGION XI

To: Public Schools District Supervisors
District Coordinating Principals
Elementary and Secondary School Heads
All Others Concerned

1. Attached is the Regional Memorandum FTAD- 2024- 019, dated September 9, 2024, on the 2024 Recognition of Outstanding Performance in Gender and Development (GAD) Region XI. The following schools are advised to submit their entries from October 4 to 8, 2024.

School Category

Elementary	School	District
	Gabi Central ES	Compostela West District
Secondary	Nabunturan NCHS	Nabunturan West District

Individual Category

	Name	School	District
Elementary	Adrian M. Gonzaga	Compostela CES	Compostela East
			District
Secondary	Gerlyn G. Maboot	Maragusan NHS	Maragusan West
			District

- 2. Details of the guidelines for the Recognition and Outstanding Performance on GAD are contained in the enclosures.
- 3. Immediate and wide dissemination of this Memorandum to all concerned is desired.

By the authority of the OIC- Schools Division Superintendent:

NORBERTO S. MANLANGIT, CE, MPA

Administrative Officer V Officer-In-Charge



Address: Capitol Complex, Brgy. Cabidianan, Nabunturan, Davao de Oro Contact No.0951-387-1728 (TNT); 0915-399-7779 (Globe)

Email Address: davaodeoro@deped.gov.ph Website: www.depeddavaodeoro.ph

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Department of Education

DAVAO REGION

Office of the Regional Director

REGIONAL MEMORANDUM

FTAD-2024-019

Schools Division Superintendents

All Others Concerned

Subject:

2024 RECOGNITION OF OUTSTANDING PERFORMANCE IN GENDER

AND DEVELOPMENT (GAD) OF REGION XI

Date:

August 9, 2024

To motivate, acknowledge and reward the exemplary performance and commitment of schools and teachers in the implementation of Gender and Development (GAD), this Office announces the conduct of the 2024 Recognition of Outstanding Performance on GAD in the Department of Education (DepEd) Region XI.

The recognition activity titled: "GADvocate Awards" supports the ongoing commitment of DepEd to integrate the principles of gender equality, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education as stipulated in the D.O. 32 s. 2017.

In line with this, Schools Division Superintendents are advised to submit entries for the following categories on or before October 4, 2024:

A. School: One (1) Elementary and One (1) Secondary

B. Individual: One (1) Elementary and One (1) Secondary

The Awarding Ceremony shall be done concurrently with the AGILA and EAGLE Awards on November 28, 2024.

Attached to this memorandum is the Guideline for the Recognition of Outstanding Performance on GAD, for information and guidance.

Immediate dissemination and compliance to this memorandum is enjoined.

CHARIMENT OF EDUCATION

ALLAN G. FARNAZO Director IV

Doc. Ref. Code | RO-KMT-F001 | Rev | 00

Enclosed: As stated

ROF3/app

Address: F. Torres St., Davao City (8000) Telephone Nos.: (082) 291-1665; (082) 221-6147 Effectivity

Email Address: region11@deped.gov.ph

Website: www.depedroxi.ph





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77.00	nition of Outstanding Performance on Gender and Developme	nt
Rec	(GADvocate Awards) for Schools and Individual Teachers	

a. Definition and Legal Basis

Details

The GADvocate Awards for Gender and Development (GAD) are given in order to motivate, acknowledge, and reward the teachers and schools that have demonstrated exceptional commitment to promoting gender equality and women's empowerment.

Recognition and Motivation: The awards serve as a mechanism to recognize the efforts of those who have made significant contributions to gender and development. They also serve to motivate others to strive for similar achievements.

Promotion for Best Practices: By giving awards, organizations can highlight successful strategies and practices that have led to significant progress in the field of gender and development. These can serve as models for others to learn from and replicate.

Awareness and Advocacy: The awards can help raise awareness about gender issues and encourage a broader societal commitment to gender equality. They also provide a platform for advocacy, pushing for continued attention and action on gender and development.

Accountability: The awards serve as a mechanism for holding entities accountable for their gender commitments and actions. They reward those who are doing well, while highlighting those who need to do more.

Capacity Building: They can foster a culture of continuous learning and improvement. By striving to win such awards, organizations are often encouraged to self-respect, assess their own practices, and strive for better.

By recognizing and celebrating the outstanding achievements in gender and development, such awards play a crucial role in advancing gender equality and social progress.

In the Philippines, the legal basis for promoting gender and development and providing awards in this field comes from a range of legal and institutional frameworks. Some of the relevant laws and frameworks include:

The Magna Carta of Women (Republic Act No. 9710): Passed in 2009, this is a comprehensive law on women's rights and gender equality. It promotes the empowerment of women and ensures equal opportunities for men and women in social, economic, and political fields.

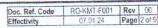
The Women in Development and Nation Building Act (Republic Act No. 7192): This law promotes women's rights and their















Department of Education

DAVAO REGION

Office of the Regional Director

participation in national development. It includes provisions for equal opportunities in all government and private sectors.

The Gender and Development (GAD) Budget Policy: This policy mandates that all government departments and agencies allocate at least 5% of their annual budgets to gender and development programs. The GAD Budget is used to fund activities that contribute to gender equality and women's empowerment.

The Philippine Development Plan (PDP): This is a mid-term plan drafted by the National Economic and Development Authority (NEDA) that has specific provisions for gender and development.

D.O. 32 s. 2017- Gender Responsive Basic Education Policy: This policy commits to integrate the principles of gender equality, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education in the Department of Education.

- b. Qualification (include period of reference
- A. Selection Procedure:
 - 1. The selection committee of the Schools Division Office must have approved the nominees for this award.
 - 2. Each SDO will only submit one nominee in each sub-category.
 - B. Number of Awardees:
- B.1. School Category:
 - There will be two sub-categories: Elementary and Secondary.
 - Three winners in each sub-category shall be declared: First, Second, and Third place winners.
- B.2 Individual Category:
 - There will be two sub-categories in this category: Elementary and Secondary.
 - Three winners will be declared in each sub-category: First, Second and Third place winners.
 - C. The award shall be given once a year during the AGILA-EAGLE Awarding Ceremony.
 - D. The winners shall be determined based on the results of the evaluation and deliberation of the PRAISE Committee in the Regional Office.
- c. Criteria Evaluation

The School Category has the following parameters:

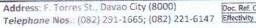
Utilization of at least 5% of the total GAD budget: This refers to the requirement that at least 5% of the total agency budget is allocated towards initiatives promoting Gender and Development. This can include programs, activities, and projects that address gender issues or contribute towards gender equality and women's empowerment.

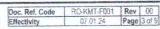
Functional Committee On Decorum and Investigation (CODI): A CODI is a committee required in workplaces to handle cases of sexual harassment. A functional CODI actively investigates complaints,















Department of Education

DAVAO REGION

Office of the Regional Director

promotes awareness about sexual harassment, and maintains decorum

in the workplace.

Institutionalization of GAD Focal Point System: The GAD Focal Point System is a strategy to ensure the integration of gender perspectives at all levels within an organization. Institutionalizing it means establishing this system as a permanent and integral part of the organization's structure and operations. It involves putting in place mechanisms, resources, and structures to facilitate and ensure gender mainstreaming.

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

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

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

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

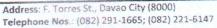
Rubrics:

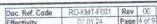
Indicator	Criteria				Score
1.Utilization of at least 5% of the total GAD	No Evidence of	Utilization of below 5%	Utilization within 5%	Utilization of above 5%	
budget (20 points)	utilization of GAD Budget (0 pt.)	(1-10 pts.)	(11-15 pts.)	(16-20 pts.)	
2.Functional CODI (10 points)	No establishe d committee (0 pt.)	Committee established, but lacks functionality. (1-3 pts.)	Committee functional, but lacking some key concepts. (4-6 pts.)	Fully functional and efficient committee.	
3.Institutionaliza tion of GAD Focal Point System	No establishe d GAD Focal Point	Established system, but not yet institutionaliz ed.	Partially institutionali zed system.	Fully institutionali zed GAD Focal Point System	And the state of t
(15 points)	System (0 pt.)	(1-5 pts.)	(6-10 pts.)		















Department of Education

DAVAO REGION

f the Regional Director	The state of the s			(11-15 pts.)
	en de la constante de la const			(11-10 pts.)
4.Establishmen t of Breastfeeding Station and Child-Minding Station (15 points)	No establishe d stations.	Only one type of station established.	Both types of stations established, but lacking functionality or accessibility. (6-10 pts.)	Both types of stations established, functional, and easily accessible. (11-15 pts.)
5.Establishmen t of GAD Database (10 points)	No GAD database establishe d. (0 pt.)	GAD database established, but lacks comprehensiven ess or is not updated regularly.	GAD database established, somewhat comprehensi ve, and updated regularly.	Fully comprehensi ve and regularly GAD database.
		(1-3 pts.)	(4-6 pts.)	(7-10 pts.)
6.Establishmen t of GAD Corner (15 points)	No GAD corner establishe d	GAD corner established, but lacks resources or accessibility. (1-5 pts.)	GAD corner established and somewhat resourceful. (6-10 pts.)	Fully equipped and easily accessible GAD corner. (11-15 pts.)
7.Implementati on of GAD- related initiatives or GAD-related best practices that generate resources in partnership with stakeholders.	No GAD- related initiatives or best practices implemente d	Some GAD-related initiatives or best practices implemented in partnership with stakeholders with a total of 10,000.00 to 30,000.00 generated		

Total

resources

(1-5 pts.)

Individual Category

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

generated

resources

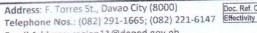
(6-10 pts.)



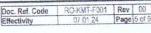




(15 points)



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51,000.00

generated

resources

(11-15 pts.)

above

and





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

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

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

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

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

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

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

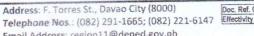
Indicator		Crite	ria		Score
1.Advocacy and Leadership (20 points)	Limited to no evidence of advocacy or leadership for gender equality. (0 pt.)	Some evidence of advocacy, limited leadership role. (1-7 pts.)	Moderate advocacy and leadership activities, impact may be localized. (8-14 pts.)	Strong, consistent advocacy and leadership roles with wide- ranging impact.	
2.Implementati on of Gender- Related Initiatives) (15 points)	Limited to no gender- related activities	Some involvement in gender-related initiatives, but impact is limited.	Significant involvemen t in initiatives with moderate impact.	Direct and substantial involvement in high- impact gender- related initiatives	
	Pall and Pal		(6-10 pts.)	(11-15 pts.)	

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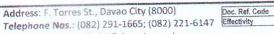
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	1 1 + + 1 - 4	Some	Moderate	High level of
3.Innovation (20 points)	evidence of innovative approaches or solutions	innovative ideas, but lack of implementation or	innovation with some successful outcomes.	innovation with successful and impact outcomes.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

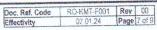








Telephone Nos.: (082) 291-1665; (082) 221: Email Address: region11@deped.gov.ph Website: www.depedroxi.ph







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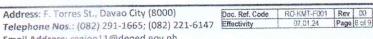
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d. Documentary Requirements	 Every nominee must submit a portfolio with MOVs organized according to the specified standards or criteria with attached Nomination Form. Documents to be attached must be within three (3) school years prior to the contest.
e. Awards/incentives	Winners will receive the following: 1. School Category- (Elementary and Secondary) First- Plaque of Recognition and cash prize of P10,000.00, Second- Plaque of Recognition and cash prize of P7,000.00 Third - Plaque of Recognition and cash prize of P5,000.00 2. Individual Category: (Elementary and Secondary) First- Plaque of Recognition and cash prize of P5,000.00, Second- Plaque of Recognition and cash prize of P3,000.00 Third - Plaque of Recognition and cash prize of P2,000.00













Department of Education

DAVAO REGION

Office of the Regional Director

GADVOCATE AWARDS NOMINATION FORM

DATA PRIVACY NOTICE: The data and information in this form are intended for the purpose of conducting the 2024 Recognition of Outstanding Performance in Gender and Development (GAD) of DepEd Region XI. The data will be kept solely by the process owner for the purpose of verifying and authenticating the identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted and not to hold of destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

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

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

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







