



Republic of the Philippines
Department of Education
REGION I
SCHOOLS DIVISION OF VIGAN CITY

MEMORANDUM PANSANGAY

Blg. 600, s.2025

PAANYAYA SA PAGLAHOK SA DIBISYON NA PATIMPALAK SA NATATANGING TAGAPAGPATUPAD NG GENDER AND DEVELOPMENT (GAD) SA MGA PAARALAN - GAWAD SILANG 2025

Para sa: Kawaksing Tagapamanihala ng mga Paaralan
Mga Punong Superbisor ng Edukasyon
Mga Namamahala ng mga Pampublikong Paaralan ng Elementary at Sekundarya
Mga Iba Pang Kinauukulan

1. Alinsunod sa Panrehiyong Memorandum Blg. 1085, s. 2025, ipinaabot sa lahat ng paaralan sa Tanggapang ito ang paanyaya ng Kagawaran ng Edukasyon - Rehiyon I sa Rehiyonal na Patimpalak sa Natatanging Tagapagtupad ng Gender and Development (GAD) sa mga Paaralan - Gawad Silang 2025.
2. Layunin ng patimpalak na bigyang pagkilala ang mga paaralan na aktibong nagsusulong ng gender mainstreaming at nagpapatupad ng mga gender-responsive na programa, proyekto, at gawain.
3. Ang bawat paaralan ay hinihikayat na mag-sumite ng nominasyon.
4. Ang pagsusumite ng mga dokumento/katibayan o Means of Verifications (MOVs), kabilang ang tatlong (3) minutong video presentation ng GAD practices ng paaralan, ay isasagawa online sa pamamagitan ng link na ito: <https://tinyurl.com/SDOVCGawadSilang2025>.

5. Ang mahahalagang petsa ay ang mga sumusunod:

Gawain	Petsa
Online na Pagsumite ng mga Dokumento/MOVs	Setyembre 1, 2025
Pagsusuri/Pagpapatunay ng mga Dokumento/MOVs	Setyembre 2-3, 2025
Pag-aanunso sa mga Magwawagi	Setyembre 5, 2025

6. Kalakip dito ang Panrehiyong Memorandum Blg. 1085, s. 2025 bilang karagdagang sanggunian.
7. Hinihiling ang agarang pagpapalaganap sa Memorandum na ito.

Vilma D. EDA
VILMA D. EDA, CESO V
Schools Division Superintendent





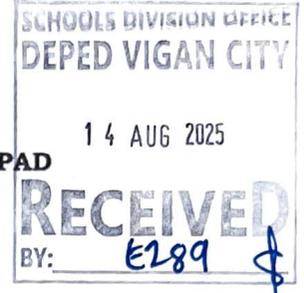
Republic of the Philippines
Department of Education
 REGION I



2508-1413

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PANREHIYONG MEMORANDUM
 Bilang W 85, s. 2025



**REHIYONAL NA PATIMPALAK SA NATATANGING TAGAPAGPATUPAD
 NG GENDER AND DEVELOPMENT (GAD) SA MGA PAARALAN
 - GAWAD SILANG 2025**

Sa mga: Tapamanihala ng mga Paaralan

- Ipinapalaganap ng Tanggapang ito, sa pamamagitan ng Gender and Development Focal Point System (GFPS) at sa pakikipagugnayan sa Regional Program on Awards and Incentives for Service Excellence (PRAISE) Committee ay nagpapabatid hinggil sa Rehiyonal na Patimpalak sa Natatanging Tagapagpatupad ng Gender and Development (GAD) sa mga Paaralan- Gawad Silang 2025.
- Layunin ng patimpalak na bigyang-pagkilala ang natatanging pagganap ng mga paaralang elementarya at sekondarya sa pagsusulong ng gender mainstreaming at sa pagpapatupad ng mga gender-responsive na programa, proyekto, at gawain (PPAs).
- Hinihikayat ang mga Pansangay na Tanggapan ng mga Paaralan (SDOs) na mag-nomina ng isa (1) mula sa elementarya at sekondarya sa bawat kategorya: maliit (small), katamtaman (medium), Malaki (large), at napakalaki (mega). Ang mga nominasyon ay kailangang i-endoso ng mga Pansangay na Tagapamanihala ng mga Paaralan (SDSs).
- Ang pagsusumite ng mga dokumento o mga katibayan (MOVs), kabilang ang tatlong (3) minutong video presentation ng pinakamahusay na GAD practices ng paaralan, ay isasagawa sa paraang online sa pamamagitan ng link na <https://tinivurl.com/2025GawadSilang-Entries>. Ang pamantayan/panunutunan at rubrik para sa ebalwasyon ay maaaring ma-akses sa parehong link.
- Ang mga detalye ay mga sumusunod:

Gawain	Petsa
Onlayn na Pagsusumite ng mga Dokumento/Mga Katibayan (MOVs)	Agosto 18 - Setyembre 5, 2025
Pagsusuri / Pagpapatunay ng mga Dokumento/MOVs	Setyembre 8-12, 2025 (Online - SDO) Setyembre 15-16, 2025 (RO)
Pagbibigay ng Gantimpala sa mga Nagwagi	Oktubre 3, 2024



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Effectivity	11.18.2024	Page	1 of 2



6. Para sa iba pang katanungan, sumangguni sa tanggapan ng HRDD sa numerong (072) 682-23-24 local 122 o e-mail hrdd.region1@deped.gov.ph.

7. Hinihiling ang agarang pagpapalaganap sa Memorandum na ito.


TOLENTINO G. AQUINO
Direktor IV

Kalakip: Wala
Sanggunian: Wala
Maitatala sa Perpetual Index
Sa ilalim ng sumusunod na paksa:

AWARDS PROGRAMS

HRDD/vrdg/RM_GawadSilang2025
Agosto 12, 2025



Document 3

DepEd R01

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Republic of the Philippines
Department of Education
 REGION I

Rubrics for the Search for Best School Gender and Development (GAD) Implementers
GAWAD SILANG 2025

A. Policy (15 points)

Indicator	MOVs	Criteria				
		5	4	3	2	1
Developed GAD related policies (5 points)	<ul style="list-style-type: none"> Copies of approved localized Policies/ School Memoranda on GAD-related policies 	At least 5 approved and duly implemented localized school policies addressing most pressing gender-related issues related to Gender mainstreaming e.g., setting up School GFPS, collecting and updating the sex disaggregated data, use of gender-fair language, conduct of a GAD audit, and integration of GAD concepts in all learning areas and to all school programs and activities for the last three years	At least 4 approved localized and duly implemented school policies addressing most pressing gender-related issues related to Gender mainstreaming e.g., setting up School GFPS, collecting and updating the sex disaggregated data, use of gender-fair language, conduct of a GAD audit, and integration of GAD concepts in all learning areas and to all school programs and	At least 3 approved localized and duly implemented school policies addressing most pressing gender-related issues related to Gender mainstreaming e.g., setting up School GFPS, collecting and updating the sex disaggregated data, use of gender-fair language, conduct of a GAD audit, and integration of GAD concepts in all learning areas and to all school programs and	At least 2 approved localized and duly implemented school policies addressing most pressing gender-related issues related to Gender mainstreaming e.g., setting up School GFPS, collecting and updating the sex disaggregated data, use of gender-fair language, conduct of a GAD audit, and	At least 1 approved localized and duly implemented school policy addressing most pressing gender-related issues related to Gender mainstreaming e.g., setting up School GFPS, collecting and updating the sex disaggregated data, use of gender-fair language, conduct of a GAD audit, and integration of GAD concepts in all learning areas



		(5 points)	activities for the last three years (4 points)	activities for the last three years (3 points)	integration of GAD concepts in all learning areas and to all school programs and activities for the last three years (2 points)	and to all school programs and activities for the last three years (1 point)
Strengthened PTA Support (5 points)	<ul style="list-style-type: none"> Copies of duly approved Resolutions, Project Proposals, and Accomplishment Reports of initiated GAD Programs and Projects 	5 approved resolutions, project proposals, and accomplishment reports of initiated GAD programs and projects the school and the community such as but not limited to symposium, repair/improvement of gender-inclusive CR, washing area, and canteen, child-minding area, wellness area/center, breastfeeding station/facility for the last three school years (5 points)	4 approved resolutions, project proposals, and accomplishment reports of initiated GAD programs and projects in the school and the community such as but not limited to symposium, repair/improvement of gender-inclusive CR, washing area, and canteen, child-minding area, wellness area/center, breastfeeding station/facility for the last three school years (4 points)	3 approved resolutions, project proposals, and accomplishment reports of initiated GAD programs and projects in the school and the community such as but not limited to symposium, repair/improvement of gender-inclusive CR, washing area, and canteen, child-minding area, wellness area/center, breastfeeding station/facility for the last three school years (3 points)	2 approved resolutions, project proposals, and accomplishment reports of initiated GAD programs and projects in the school and the community such as but not limited to symposium, repair/improvement of gender-inclusive CR, washing area, and canteen, child-minding area, wellness area/center, breastfeeding station/facility for the last three school years (2 points)	1 approved resolution, project proposal, and accomplishment report of initiated GAD programs and projects in the school and the community such as but not limited to symposium, repair/improvement of gender-inclusive CR, washing area, and canteen, child-minding area, wellness area/center, breastfeeding station/facility for the last three school years (1 point)



<p>Prepared GAD Plan and Budget (5 points)</p> <p>Formulated annual GPB highlighting:</p> <ol style="list-style-type: none"> 1. Organizational-focused PPAs based on SDD/ needs assessment (gender issues) 2. Client-focused PPAs based on SDD/needs assessment (gender issues) 3. Attribution 4. Utilization of at least 5% MOOE 5. GPB Plans approved by Division GFPS 6. Mandates 	<ul style="list-style-type: none"> • Division-approved GAD Plan and Budget with Work and Financial Plan for the last three years • Certification of GAD Budget allocated for the last three years • Results of Needs-Assessment/SD D 	<p>All six (6) indicators are met (5 points)</p>	<p>Five (5) indicators are met (4 points)</p>	<p>Four (4) indicators are met (3 points)</p>	<p>Three (3) indicators are met (2 points)</p>	<p>Only one or two (1-2) indicators are met (1 point)</p>
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B. People (25 points)

Criteria	MOVs	Indicators				
		5	4	3	2	1
<p>Conducted GAD-related capacity developments (e.g. training, seminars, orientations, workshops, etc.) conducted by the school whether for organization or for clients; membership of women and men in the organization and the top management support for gender mainstreaming with attachments. (15 points)</p>	<ul style="list-style-type: none"> Approved Training Designs/ Project Proposals Accomplishment Reports with M&E Report 	<p>5 – Initiated at least 5 timely and relevant needs-based trainings such as Gender Sensitivity Training or GAD Orientation, Gender Analysis, Gender Mainstreaming, GMEF, HGDG, GAD Planning and Budgeting, GAD Agenda, Gender-Fair Language, Establishment, Maintenance and Utilization of GAD Database and Use of GAD Statistics, Magna Carta of Women and Special Laws Protecting Women and Children (15 points)</p>	<p>4 – Initiated at least 4 timely and relevant needs-based GAD trainings such as Gender Sensitivity Training or GAD Orientation, Gender Analysis, Gender Mainstreaming, GMEF, HGDG, GAD Planning and Budgeting, GAD Agenda, Gender-Fair Language, Establishment, Maintenance and Utilization of GAD Database and Use of GAD Statistics and Magna Carta of Women (12 points)</p>	<p>3 – Initiated at least 3 timely and relevant needs-based GAD trainings such as Gender Sensitivity Training or GAD Orientation, Gender Analysis, Gender Mainstreaming, GMEF, HGDG, GAD Planning and Budgeting, GAD Agenda, Gender-Fair Language, Establishment, Maintenance and Utilization of GAD Database and Use of GAD Statistics (9 points)</p>	<p>2 – Initiated at least 2 timely and relevant needs-based GAD trainings such as Gender Sensitivity Training or GAD Orientation, Gender Analysis, Gender Mainstreaming, GMEF, HGDG, GAD Planning and Budgeting, GAD Agenda, Gender-Fair Language (6 points)</p>	<p>1 – Initiated 1 timely and relevant needs-based GAD training such as Gender Sensitivity Training or GAD Orientation, Gender Analysis, Gender Mainstreaming, GMEF, HGDG, GAD Planning and Budgeting, GAD Agenda (3 points)</p>
<p>Served as Learning Facilitators/Resource Persons/Trainers/ Participants in GAD-related trainings, seminars, and</p>	<ul style="list-style-type: none"> Letter of Invitation Certificate of Recognition/ 	<p>5 – School GFPS member served as Learning Facilitator/Resource Person/Trainer in GAD-related</p>	<p>4 – School GFPS member served as Learning Facilitator/Resource Person/Trainer in GAD-related</p>	<p>3 – School GFPS member served as participant in GAD-related trainings, seminars, and</p>	<p>2 – School GFPS member served as participant in GAD-related trainings, seminars, and</p>	<p>1 – School GFPS member served as participant in GAD-related trainings, seminars, and</p>

conferences or IEC writer for the last three school years (10 points)	<p>Appreciation/ Participation</p> <ul style="list-style-type: none"> • Issuance authorizing participation • Photo Documentation • Certification as a Writer • Sample IEC output 	trainings, seminars, and conferences in Regional Level or IEC head writer in the regional level for at least a year (10 points)	trainings, seminars, and conferences in Division Level or IEC head writer in the division level (8 points)	conferences in Regional Level or co-writer in the regional level (6 points)	conferences in Division Level; co-writer in the division level (4 points)	conferences in District Level; head writer in the district level (points)
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C. Programs, Projects, and Activities (35 points)

Criteria	MOVs	Indicators				
		5	4	3	2	1
Produced Information, Education, and communication (IEC) materials (10 points)	<ul style="list-style-type: none"> • Sample/s of Division quality-assured IEC with acceptance receipt • Proof of reproduction and dissemination of IEC materials 	Developed, reproduced, and disseminated at least 5 Division-quality assured IEC materials to address gender issues while ensuring the use of gender – fair language and images (10 points)	Developed, reproduced, and disseminated 4 Division-quality assured IEC materials to address gender issues while ensuring the use of gender – fair language and images (8 points)	Developed, reproduced, and disseminated 3 Division-quality assured IEC materials to address gender issues while ensuring the use of gender – fair language and images (6 points)	Developed, reproduced, and disseminated 2 Division-quality assured IEC materials to address gender issues while ensuring the use of gender – fair language and images (4 points)	Developed, reproduced, and disseminated 1 Division-quality assured IEC materials to address gender issues while ensuring the use of gender – fair language and images (2 points)



<p>Maintained Functional GAD Corner (10 points)</p>	<ul style="list-style-type: none"> • Pictures of GAD Corner • Inventory of Materials in GAD Corner • Logbook of GAD Corner visitors 	<p>Established a well-structured and functional GAD Corner with at least 5 different GAD IEC materials (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (10 points)</p>	<p>Established a well-structured and functional GAD Corner with at least 4 different GAD IEC materials (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (8 points)</p>	<p>Established a well-structured and functional GAD Corner with at least 3 different GAD IEC materials (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (6 points)</p>	<p>Established a well-structured and functional GAD Corner with at least 2 different GAD IEC materials (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (4 points)</p>	<p>Established a well-structured and functional GAD Corner with a GAD IEC material (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (2 points)</p>
<p>Implemented programs and/or projects mainstreamed with gender perspective or addressing a gender issue/GAD mandate that were formulated and implemented.</p> <p>Observed international, national or local events (e.g International Women's Month and children's Month etc.) (10 points)</p>	<ul style="list-style-type: none"> • Approved GAD Plan and Budget • GAD Accomplishment Report 	<p>96-100% of the PPAs reflected in the GPB for the last three fiscal years were implemented (10 points)</p>	<p>91-96% of the PPAs reflected in the GPB for the last three fiscal years were implemented (8 points)</p>	<p>86-90% of the PPAs reflected in the GPB for the last three fiscal years were implemented (6 points)</p>	<p>81-85% of the PPAs reflected in the GPB and AR for the last three fiscal years were implemented (6 points) 4</p>	<p>75-80% of the PPAs reflected in the GPB for the last three fiscal years were implemented (2 points)</p>

Committee (CPC), Violence Against Women and Children Committee (VAWC) Referral System						
Established and institutionalized partnership with various stakeholders to develop and implement PPAs to address gender issues (10 points)	<ul style="list-style-type: none"> Copies of MOA/ MOU Accomplishment Reports 	Established and institutionalized partnership with at least 5 agencies/ organizations/ stakeholders for the implementation of GAD PPAs (10 points)	Established and institutionalized partnership with 4 agencies/ organizations/ stakeholders for the implementation of GAD PPAs (8 points)	Established and institutionalized partnership with 3 agencies/ organizations/ stakeholders for the implementation of GAD PPAs (6 points)	Established and institutionalized partnership with 2 agencies/ organizations/ stakeholders for the implementation of GAD PPAs (4 points)	Established and institutionalized partnership with 1 agency/ organization/ stakeholder for the implementation of GAD PPAs (2 points)
Conducted and implemented at least 1 GAD related Action/Basic Research / Innovation (10 points)	<ul style="list-style-type: none"> Certificate of Completion and Implementation of GAD Research with Research Abstract/ Certificate of Completion Innovation 	GAD Research/ Innovation with Certificate of Completion implemented, and disseminated (10 points)	GAD Research/ Innovation with Certificate of Completion but not implemented, and disseminated (8 points)	GAD Research /Innovation is on data gathering stage/ implementation of intervention, innovation, and strategies (6 points)	GAD Research/ Innovation proposal is approved by the appropriate Division Committee/s (4 points)	Submitted GAD Research/ Innovation Proposal to the appropriate Division Committee (2 points)