



2607-923

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

DIVISION MEMORANDUM
No. 544, s. 2026

14 JUL 2026

**REGIONAL SEARCH FOR OUTSTANDING SCHOOL GAD IMPLEMENTERS -
GAWAD SILANG 2026**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. In reference to Regional Memorandum No. 859, s. 2026, this Division disseminates the conduct of the **Regional Search for Outstanding School GAD Implementers - Gawad Silang 2026**.

2. The Search aims to recognize elementary and secondary schools that have demonstrated exemplary performance in gender mainstreaming through the effective implementation of gender-responsive programs, activities, and projects (PAPs).

3. The search categories are as follows:

Level	School Category
Elementary	Small
	Medium
	Large
	Very Large
Secondary	Small
	Medium
	Large
	Very Large

4. The school-applicants must complete the documentary requirements and submit to the Division, through the Rewards and Recognition Committee **on or before August 6, 2026, at 12:00 NN**. For the deliberation of the Division Committee the following schedule shall be observed:

Activities	Dates
Evaluation/Validation of Documents	August 11, 2026
Provision of Technical Assistance	August 12-13, 2026
Submission of deliberated entries in the Regional Office (online)	August 17, 2026

5. The submission of means of verifications (MOVs) which include a three-minute video presentation of the schools' best GAD practices shall be **online** via the link: <https://tinyurl.com/GawadSilang2026>. The policy and the rubrics for evaluation can be accessed via the same link. Details of regional activities are as follows:

Activities	Dates
Online Submission of Documents or MOVs	August 17, 2026 – September 14, 2026
Evaluation/Validation of Documents	October 16-18, 2026
Awarding of Winners	October 2, 2026

6. The SDO GAD focal person shall participate in the online orientation relative to the Search on July 28, 2026, 1:30 PM via Zoom.





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Department of Education
REGION I
SCHOOLS DIVISION OF VIGAN CITY

7. Attached is the Regional Memorandum for reference.
8. For information and compliance of all concerned.

VILMA D. EDA, CESO V
Schools Division Superintendent

SGOD-HRD/ahem/REGIONAL SEARCH FOR OUTSTANDING
SCHOOL GAD IMPLEMENTERS – GAWAD SILANG 2026
2026-083/July 13, 2026





Republic of the Philippines
Department of Education
REGION I



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REGIONAL MEMORANDUM

No. 89, s. 2026

**REGIONAL SEARCH FOR OUTSTANDING SCHOOL GAD IMPLEMENTERS -
GAWAD SILANG 2026**

To: Schools Division Superintendents

1. This Office, through the Regional Gender and Development (GAD) Focal Point System (GFPS) and Human Resource Development Division (HRDD) and in coordination with the Regional Program on Awards and Incentives for Service Excellence (PRAISE) Committee announces the conduct of the **Regional Search for Outstanding School GAD Implementers - GAWAD SILANG 2026**.
2. The Search aims to recognize elementary and secondary schools that have demonstrated exemplary performance in gender mainstreaming through the effective implementation of gender-responsive programs, activities, and projects (PAPs).
3. The Schools Division Offices (SDOs) are encouraged to nominate one (1) from elementary and secondary schools under each category: small, medium, large, and very large.
4. Submission of documents or means of verifications (MOVs) which include a three-minute video presentation of school's best GAD practices shall be **online** via the link <https://tinyurl.com/GawadSilang2026>. The policy and the rubrics for evaluation can be accessed via the same link. Details include:

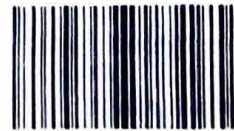
Activities	Dates
Online Submission of Documents or MOVs	August 17, 2026 – September 14, 2026
Evaluation / Validation of Documents	September 16-18, 2026
Awarding of Winners	October 2, 2026

5. The SDO focal persons for GAD are requested to join the orientation on the said Search on **July 28, 2026**, via Zoom link: <https://tinyurl.com/Orientation-GADImplementers> at 1:30 p.m. Meeting details are as follows:

Meeting ID: 942 5515 3712

Passcode: 4bA48h

6. For queries and other concerns, please contact HRDD through (072) 682-224 or e-mail at hrdd.region1@deped.gov.ph.



HRDD260613



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Doc. Ref. Code	RM ORD	Rev	00
Effectivity	11.18.2024	Page	1 of 2



7. For information and dissemination.


ESTELA P. LEON-CARIÑO, EdD, CESO III
Director IV/ Regional Director 

Encl.: As stated

Reference: None

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

AWARDS

PROGRAMS

HRDD/vrdg/RM_2026GawadSilang
July 8, 2026



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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 2026

Name of School: _____
School Category: _____

SDO: _____
Total Points: _____

A. Policy (15 points)

Indicator	MOVs	Criteria				
		5	4	3	2	1
Developed GAD related policies (5 points)	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 (5 points)	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 activities for the last three years (4 points)	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 activities for the last three years (3 points)	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 integration of GAD concepts in all learning areas and to all school programs and activities for the last three years (2 points)	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 and to all school programs and activities for the last three years (1 point)

Strengthened PTA Support (5 points)	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)
Prepared GAD Plan and Budget (5 points) Formulated annual GPB highlighting: 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	- 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/SDD	All six (6) indicators are met (5 points)	Five (5) indicators are met (4 points)	Four (4) indicators are met (3 points)	Three (3) indicators are met (2 points)	Only one or two (1-2) indicators are met (1 point)

5. GPB Plans approved by Division GFPS					
6. Mandates					

B. People (25 points)

Criteria	MOVs	Indicators				
		5	4	3	2	1
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)	- Approved Training Designs/ Project Proposals - Accomplishment Reports with M&E Report	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)	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)	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)	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)	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)
Served as Learning Facilitators/Resource Persons/Trainers/Participants in GAD-related trainings, seminars, and conferences or IEC	- Letter of Invitation - Certificate of Recognition/ Appreciation/ Participation	5 – School GFPS member served as Learning Facilitator/Resource Person/Trainer in GAD-related trainings, seminars, and conferences in Regional Level or IEC	4 – School GFPS member served as Learning Facilitator/Resource Person/Trainer in GAD-related trainings, seminars, and conferences in Division	3 – School GFPS member served as participant in GAD-related trainings, seminars, and conferences in Regional Level or co-writer in the regional level	2 – School GFPS member served as participant in GAD-related trainings, seminars, and conferences in Division Level; co-writer in the division level	1 – School GFPS member served as participant in GAD-related trainings, seminars, and conferences in District Level; head writer in the district level

writer for the last three school years (10 points)	• Issuance authorizing participation • Photo Documentation • Certification as a Writer • Sample IEC output	head writer in the regional level for at least a year (10 points)	Level or IEC head writer in the division level (8 points)	(6 points)	(4 points)	(2 points)
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C. Programs, Projects, and Activities (35 points)

Criteria	MOV's	Indicators				
		5	4	3	2	1
Produced Information, Education, and Communication (IEC) materials (10 points)	• Sample/s of Division quality-assured IEC with acceptance receipt • Proof of reproduction and dissemination of IEC materials	Developed or 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 or 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 or 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 or 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 or 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)
Maintained Functional GAD Corner (10 points)	• Pictures of GAD Corner • Inventory of Materials in GAD Corner • Logbook of GAD Corner visitors	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)	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)	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)	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)	Established a well-structured and functional GAD Corner with a GAD IEC material (e.g., videos, brochure, CDs, audio recordings, flyers, comics) (3 points)

Implemented programs and/or projects mainstreamed with gender perspective or addressing a gender issue/GAD mandate that were formulated and implemented. Observed international, national or local events (e.g. International Women's Month and children's Month etc.) (10 points)	- Approved GAD Plan and Budget - GAD Accomplishment Report	96-100% of the PPAs reflected in the GPB for the last three fiscal years were implemented (10 points)	91-96% of the PPAs reflected in the GPB for the last three fiscal years were implemented (8 points)	86-90% of the PPAs reflected in the GPB for the last three fiscal years were implemented (6 points)	81-85% of the PPAs reflected in the GPB and AR for the last three fiscal years were implemented (4 points)	75-80% of the PPAs reflected in the GPB for the last three fiscal years were implemented (2 points)
Received awards/citations related to GAD for the last three school years (5 points)	GAD-related awards, issuances, and communications	The school was recognized with at least 1 National Level award (5 points)	The school was recognized with at least 1 Regional Level award (4 points)	The school was recognized with at least 2 Division Level awards (3 points)	The school was recognized with at least 1 Division Level award (2 points)	The school was recognized with at least 1 District/Cluster Level award (1 point)

D. Enabling Mechanism (25 points)

Structured/Reconstituted GAD Focal Point System (GFPS) (5 points) The school GFPS: - Is restructured with specified duties and responsibilities of the members - Has undergone capability development activities for GFPS and staff members - Acted as members of the Committee on Decorum and Investigation (CODI)/Child Protection Committee (CPC), Violence Against Women and Children Committee (VAWC) Referral System	- Approved Terms of Reference/designation of GFPS Committee Members - Profile of School GFPS members - Certificates of GAD-related trainings attended by the school GFPS in the last three school years	Presence of all structured system with complete attachments (5 points)	Presence of all structured systems with incomplete attachments (4 points)	Presence of 2 Structured System with complete attachments (3 points)	Presence of 2 structured with incomplete attachment (2 points)	Presence of 1 structured system with complete attachments (1 point)
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Established and institutionalized partnership with various stakeholders to develop and implement PPAs to address gender issues (10 points)	- 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)	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)



Republic of the Philippines
Department of Education
REGION I

**ENHANCED POLICY on the SEARCH FOR BEST SCHOOL GENDER AND
DEVELOPMENT (GAD) IMPLEMENTERS – GAWAD SILANG**

I. RATIONALE

DepEd Order No. 32, s. 2017, otherwise known as the *Gender-Responsive Basic Education Policy*, articulates the mandate of the Department of Education to address gender issues and concerns and to integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights into the basic education system.

To strengthen gender mainstreaming in education, address emerging gender and sexuality-related issues in basic education, protect learners from all forms of gender-related violence, abuse, exploitation, discrimination, and bullying, and promote gender equality and non-discrimination in the workplace and throughout the Department, this Policy on the Search for Best School Gender and Development (GAD) Implementers, otherwise known as Gawad Silang, is hereby established. It shall serve as a guide in recognizing and promoting the effective planning, implementation, monitoring, and evaluation of Gender and Development (GAD) Programs, Projects, and Activities (PPAs) in schools.

This Policy is anchored on the 1987 Philippine Constitution, Republic Act (RA) No. 9710, otherwise known as the *Magna Carta of Women*; RA No. 10533, otherwise known as the *Enhanced Basic Education Act of 2013*; and the Philippines' international human rights commitments, including the *Universal Declaration of Human Rights (UDHR)*, the *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*, and the *Convention on the Rights of the Child (CRC)*, among other relevant laws, policies, and international instruments.

Furthermore, DepEd Order No. 32, s. 2017 established mechanisms for monitoring the implementation of GAD PPAs funded through the GAD Budget, including the utilization of the Program Management Information System (PMIS). Through the review of annual Gender and Development Plans and Budgets (GPBs), the Philippine Commission on Women (PCW) also recognized the need to strengthen mechanisms that acknowledge exemplary gender-responsive initiatives and implementers. Consequently, the Regional Gender and Development Focal Point System (GFPS) identified the establishment of a recognition program as a strategic initiative to encourage excellence in GAD implementation across schools.

In response, the Department of Education Regional Office I, through the Regional GFPS and in coordination with the Regional Program on Awards and Incentives for Service Excellence (PRAISE) Committee institutionalizes a merit and recognition program to honor schools that have demonstrated exemplary

performance and outstanding accomplishments in implementing Gender and Development initiatives.

This initiative is consistent with the Civil Service Commission (CSC) Program on Awards and Incentives for Service Excellence (PRAISE) and DepEd Order No. 9, s. 2002, titled Establishing the Program on Awards and Incentives for Service Excellence (PRAISE) in the Department of Education. The recognition program shall therefore be known as the **Search for Best School Gender and Development (GAD) Implementers, otherwise referred to as Gawad Silang**.

The Gawad Silang recognizes schools that exemplify excellence in gender mainstreaming through the effective implementation of gender-responsive Programs, Projects, and Activities. It acknowledges the commitment, innovation, and sustained efforts of schools in fostering gender-responsive learning environments and advancing the Department's Gender and Development agenda.

To this end, this Policy establishes the standards, criteria, and procedures for the conduct of the Search for Best School Gender and Development (GAD) Implementers or Gawad Silang. It aims to recognize exemplary GAD implementers, boost the morale of schools and education personnel, promote the sharing of good practices, and inspire all schools and offices in DepEd Regional Office I to continuously strengthen gender-responsive governance and service delivery.

II. OBJECTIVES

The Search for Best School Gender and Development (GAD) Implementers aims to:

- a. identify schools that have demonstrated outstanding accomplishments, exemplary performance, and good practices in advancing gender equality and institutionalizing gender mainstreaming on a sustained basis;
- b. recognize and reward schools that have implemented innovative and impactful Gender and Development (GAD) Programs, Projects, and Activities (PPAs) that strengthen gender-responsive policies, capacity-building initiatives, institutional mechanisms, and advocacy efforts on gender equality; and
- c. establish a systematic and transparent mechanism for identifying, evaluating, recognizing, and providing appropriate awards and incentives to outstanding school implementers of Gender and Development (GAD) PPAs.

III. SCOPE OF POLICY

The Gawad Silang shall apply to all public elementary and secondary schools in the 14 Schools Division Offices of DepEd Region I. The search shall cover all schools – small, medium, large, and very large schools. The following criteria shall be used in determining school size based on DepEd Order No.43, s. 2017.

Elementary Level

Category	Number of Teachers (National)	Number of Teachers (NCR)
Small School	9 and below	40 and below
Medium School	10 – 29	41-80
Large School	30-50	81-120
Mega School	51 and above	121 and above

Secondary Level

Category	Number of Teachers (National)	Number of Teachers (NCR)
Small School	9 and below	40 and below
Medium School	10 – 25	41-80
Large School	26-100	81-120
Mega School	101 and above	121 and above

There will be one winner for each in the small, medium, large, and very large or mega school categories.

IV. DEFINITION OF TERMS

For purposes of this policy, the following terms are defined as follows:

1. **Award** – Refers to the recognition conferred upon outstanding school Gender and Development (GAD) implementers in honor of their innovative initiatives, exemplary accomplishments, commendable practices, and significant contributions to the effective, efficient, and timely implementation of GAD Programs, Projects, and Activities (PPAs), thereby advancing gender equality and equity in the school and workplace.

2. **Contribution** – Refers to the innovations, initiatives, and significant inputs of GAD advocates and implementers that strengthen the implementation of GAD policies, programs, and mandates, as demonstrated through the successful delivery of the school's GAD Programs, Projects, and Activities (PPAs).

3. **Gawad Silang** – Refers to the recognition and award conferred upon elementary and secondary schools that demonstrate exemplary performance and outstanding implementation of Gender and Development (GAD) Programs, Projects, and Activities (PPAs).

4. **Incentive** – Refers to any monetary or non-monetary reward, benefit, or privilege granted to an individual or group in recognition of innovative initiatives, exemplary accomplishments, commendable practices, and significant contributions to the effective, efficient, and timely implementation of GAD PPAs that promote gender equality and equity in the school and workplace.

5. **Programs, Projects, and Activities (PPAs)** – Refers to the gender-responsive programs, projects, and activities identified in the approved Gender and Development (GAD) Plan and Budget for implementation by the school.

6. **School Categories** – Refers to the classification of schools adopted for the Search in accordance with DepEd Memorandum No. 43, s. 2017.

V. REFERENCES

- CSC MC No. 01, s. 2019 – Revised Guidelines on the Search for Outstanding Government Workers for 2019 and the Years Thereafter
- CSC MC No. 03, s. 2016 – Search for Outstanding Public Officials and Employees
- DepEd Order No. 09, s. 2002- Establishing the Program on Awards and Incentives for Service Excellence (PRAISE) in the Department of Education.
- DepEd Order No. 12, s. 2020- Adoption of the Basic Education-Learning Continuity Plan for School Year 2020-2021 in Light of the COVID-19 Public Health Emergency
- DepEd Order No. 32 s. 2017 – Gender Responsive Basic Education Policy
- DepEd Order No. 63, s. 2012 – Guidelines on the Preparation of Gender and Development (GAD) Plans, Utilization of Gad Budgets and Submission of Accomplishment Reports
- DepEd Order No. 78 s. 2007 – Strengthening the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education
- DepEd Order No.19, s. 2016 - Guidelines on the Organizational Structures and Staffing Patterns of Stand-alone and Integrated Public Senior High Schools (SHS)
- DepEd Memorandum No. 43, s. 2017 – 2017 Brigada Eskwela Implementing Guidelines
- PCW MC No. 03, s 2018 - Guidelines on the Implementation of the GADtimpala (or Gender and Development Transformation & Institutionalization through Mainstreaming of Programs, Agenda, Linkages & Advocacies) 2018
- Regional Office Memorandum No. 1, s. 2018 – Revised Policies and Guidelines on Managing Awards and Incentives for Service Excellence
- Republic Act 9710 - Magna Carta of Women

VI. QUALIFICATION REQUIREMENTS OF NOMINEES

Elementary and secondary schools classified as small, medium, large, and very large or mega schools which meet the criteria set by the Regional Office I as reflected in their GAD Plans and Budgets and Accomplishment Reports.

VII. GROUNDS FOR DISQUALIFICATION

A school shall be disqualified from the Search on any of the following grounds:

- a. The school has an existing Commission on Audit (COA) finding on the misallocation or misuse of Gender and Development (GAD) funds in the implementation of GAD Programs, Projects, and Activities (PPAs).
- b. The school fails to submit the required documentary requirements within the prescribed submission period.
- c. The school submits incomplete or deficient documentary requirements.
- d. The school fails to comply with any of the eligibility requirements or evaluation criteria of the Search.
- e. The school has previously been conferred the Gawad Silang recognition by the Central Office or the DepEd Regional Office I.

VIII. CATEGORY OF AWARD

There shall be one (1) winner in each school category:

Outstanding GAD Implementers (Elementary Level)

- A. Small School Category
- B. Medium School Category
- C. Large School Category
- D. Very Large or Mega School Category

Outstanding GAD Implementers (Secondary Level)

- A. Small School Category
- B. Medium School Category
- C. Large School Category
- D. Very Large or Mega School Category

IX. CRITERIA FOR EVALUATION

The table below shows the criteria to be used in determining the scores of the nominees:

CRITERIA	POINT SYSTEM
Policy	15
People	25
Programs, Projects, and Activities	35
Enabling Mechanism	25
TOTAL	100

X. REWARDS

Winners shall receive the following: (subject for approval/availability of funds)

Monetary Incentive

1 st Place (Best Implementer)	Php 5,000.00
2 nd Place	Php 3,000.00
3 rd Place	Php 2,000.00

Plaques and Certificates of Recognition

XI. PROCEDURE FOR NOMINATION, SCREENING, AND EVALUATION

To select the best school GAD implementers in the Region, the following processes shall be observed:

- i. The Regional Gender and Development Focal Point System (GFPS) shall conduct an orientation on the guidelines, criteria, and procedures for the Search.
- ii. The Regional GFPS shall officially launch the Search and announce the opening of the nomination process through a Regional Memorandum (RM).
- iii. The Schools Division Offices (SDOs) shall conduct their respective screening and selection processes in accordance with these guidelines.
- iv. Each SDO shall endorse and submit one (1) official nominee for each category.
- v. The documentary requirements of the official nominees shall be submitted online to the Regional GFPS. The prescribed submission format, timeline, and other relevant details shall be specified in the Regional Memorandum.
- vi. Invited evaluators shall assess the nominees using the approved evaluation rubric (Attachment 1). Based on the total scores obtained, the Top Three (3) schools in each category shall be identified and ranked as follows: First Place (Best Implementer), with the highest overall score; Second Place, with the second highest score; and Third Place, with the third highest score.
- vii. The official list of winners shall be announced through a Regional Memorandum.

XII. MONITORING AND EVALUATION

The following are the strategies for monitoring and evaluation as regards the implementation of the provisions of this Policy:

- The Regional Gender and Development Focal Point System GFPS and the Division GFPS shall provide technical assistance to the implementing units in the preparation and completion of the documentary requirements for the Search. Such technical assistance shall form part of their respective Technical Assistance Plans.
- This Policy shall be subjected to an annual review and evaluation to assess its effectiveness and incorporate the feedback of internal and external stakeholders for continuous improvement.
- The Regional GFPS, in coordination with the Regional PRAISE Committee, shall adopt the monitoring matrix prescribed in Annex 2 of DepEd Order No. 32, s. 2017.
- The Regional GFPS shall consolidate and analyze the comments, observations, and recommendations of internal and external stakeholders regarding the implementation processes and other provisions of this Policy.
- The Regional GFPS shall require the submission of a Policy Implementation Monitoring Report from the Division GFPS to identify implementation issues, assess potential risks, and determine appropriate interventions using the Gender and Development GAD Monitoring and Evaluation Tool Attachment 2.
- The GAD Monitoring and Evaluation Tool shall be accomplished by the concerned personnel, including the school-based GAD Coordinators and Division GFPS members. The accomplished tool, together with the analyzed results, shall be submitted to the Regional GFPS within three 3 weeks after the conclusion of the Search.
- The Regional GFPS, with the assistance of the Division GFPS, may conduct field validation, surveys, interviews, or other appropriate monitoring activities to gather feedback, validate information, and identify issues and concerns related to the implementation of this Policy.
- The Regional GFPS shall disseminate the results of the monitoring and evaluation, including any approved revisions or updates to this Policy, through a Regional Memorandum.

XIII. FUNDING

The Regional Office Proper shall allocate approximately One Hundred Thousand Pesos (PHP100,000.00) for cash prizes of the GAD Funds and shall incorporate the same in its Annual Work and Financial Plan Budget.

XIV. MISCELLANEOUS PROVISIONS

- **Separability Clause**

Any part or provision of this Memorandum which may be held invalid or unconstitutional shall not affect the validity and effectivity of other provisions.

- **Repealing Clause**

All prior Office Orders/Memoranda or other issuances, or provisions thereof, which are inconsistent with this Regional Memorandum, are hereby repealed, revised, or modified accordingly.

- **Effectivity**

These guidelines shall take effect immediately upon issuance of the Regional Memorandum.