



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
SCHOOLS DIVISION OF LANA DEL NORTE



15 October 2024

MEMORANDUM

To: CID Personnel

Fema P. Uy	-	PAM Qualifier (Non-Teaching)
March Ivan Karl S. Dayondon	-	PAM Qualifier (Non- Teaching)
Pablo B. Nisnisan	-	PAM Qualifier (SH - Secondary)
Helen Torres	-	PAM Qualifier (SH - Elementary)
Idylotte Z. Mendez	-	PAM Qualifier (ALS)
Irish S. Escorial	-	PAM Qualifier (Teacher Category - Key Stage 3)
Monaliza P. Pamontongan	-	PAM Qualifier (Teacher Category - Key Stage 4)
Evelyn Panganiban	-	PAM Qualifier (IPED)
Nobaisah A. Sangcopan	-	PAM Qualifier (ALIVE)
Rosennie C. Tero	-	PAM Qualifier (Teacher Category - Key Stage 1)
Salimona T. Imam	-	PAM Qualifier (Teacher Category - Key Stage 2)
Basher Amer	-	PAM Qualifier (MT - Secondary)
Ingrid N. Penaflor	-	PAM Qualifier (MT - Elementary)

This Division

**CONDUCT OF TECHNICAL ASSISTANCE TO THE QUALIFIERS OF
2024 PASIDUNGOG SA AMIHANANG MINDANAO (2024 PAM)**

1. Anchored on Regional Memorandum No. 636, s. 2024 titled, 2024 Pasidungog sa Amihanang Mindanao (2024 PAM), this Office, through the Curriculum Implementation Division (CID), will conduct a special technical assistance session for all qualifiers of the prestigious awards on October 18, 2024 at the Division Office.
2. This initiative is part of our commitment to ensuring that each participant is equipped with the necessary tools and knowledge for a successful journey in the competition.
3. The technical assistance will be facilitated by previous winners of the PAM, who have generously offered to share their experiences, insights, and best practices with this year's qualifiers. This will serve as a valuable opportunity to learn from their expertise and enhance your preparations
4. For guidance and compliance

EDWIN R. MARIBOJOC, CESO V
Schools Division Superintendent

Enclosures: As stated, (Paragraph)
Reference: RM 636, s. 2024
To be indicated in the Perpetual Index under the following subjects:
Awards
Curriculum Implementation Division
CIE/adb
October 15, 2024



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Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



August 30, 2024

REGIONAL MEMORANDUM
No. 0636, s. 2024

2024 PASIDUNGOG SA AMIHANANG MINDANAO (2024 PAM)

To: Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Anchored on DepEd Order No. 9, s. 2002 and other relevant issuances by the Department of Education (DepEd) and the Civil Service Commission (CSC), this Office issues the Implementation Guidelines on the Program on Awards and Incentives for Service Excellence (PRAISE) for the 2024 Regional Search for the Most Outstanding DepEd Region X Employees dubbed *Pasidungog sa Amihanang Mindanao*.
2. This activity aims to recognize employees, and offices for their outstanding achievements, exemplary performance, extraordinary contributions, and efforts that enhance efficiency, economy, and government operations, thereby fostering equal opportunity and organizational productivity.
3. Adherence to the timeline is crucial to ensure the smooth execution of the activity and mitigate any potential disruptions to the process.

Activities	Dates
Division Level Screening and Selection	October 17 – 18, 2024
Submission of documents to the Regional Office	October 30 – 31, 2024
Regional Level Screening and Selection	November 11 – 15, 2024
Awarding Ceremonies	December 6, 2024

4. Generally, the search mechanics shall include three phases: (a) Paper Screening, (b) Validation of Documents and Background Investigation, and (c) Interview, except the BigaTEN DepEd X category whose sole basis is the submitted documentary videos, promotional poster, and teaser video.
5. Activity expenses are chargeable against local funds or any available funds, subject to the usual accounting and auditing rules and regulations.
6. Employees who have previously won in the PAM are ineligible to participate in the same category in the current activity.



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7. The following are attached for reference:
- a. Annex A – Guidelines for the 2024 Regional Search for the Most Outstanding DepEd Region X Employees – 2024 *Pasidungog sa Amihanang Mindanao* (2024 PAM)
 - b. Annex B – Criteria for Evaluation
 - c. Annex C – List of Official Winners
8. For inquiries, please contact Chief Enerio E. Ebisa, Human Resource Development Division (HRDD) at 0936-995-8478 or email at enerio.ebisa@deped.gov.ph
9. This Office directs the immediate and wide dissemination of this Memorandum



DR. ARTURO B. BAYOCOT, CESO III
Regional Director

References: RM No. 521, s. 2023
Regional Search for the 2023
2023 *Pasidungog sa Amihanang Mindanao*

To be indicated in the Perpetual Index
under the following subject:

AWARDS

RE: 2024 *Pasidungog sa Amihanang Mindanao* (2024 PAM)

HRDD/Ebisa

2024 PASIDUNGOG SA AMIHANANG MINDANAO (2024 PAM)

2024 Regional Search for Most Outstanding DepEd Region X Employees

I. RATIONALE

Following **DepEd Order No. 78, s. 2007** titled **Strengthening the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education (DepEd)** and consistent with the Department's quality policy to ensure employees' excellent performance through continuous improvement, DepEd Region X recognizes and rewards employees and offices for their innovative ideas, superior accomplishments, exemplary performance, extraordinary acts or services in the public interest and other efforts contributing to efficiency, economy, and improvement in government operations, which lead to organizational productivity.

CATEGORIES

A. Most Outstanding Teacher

1. Key Stage 1 (Primary School)
2. Key Stage 2 (Middle School)
3. Key Stage 3 (Junior High School)
4. Key Stage 4 (Senior High School)
5. Madrasah Education Program
6. Special Education Program
7. Indigenous Peoples Education Program
8. Alternative Learning System Program

B. Most Outstanding Master Teacher

1. Elementary
2. Secondary

These awards recognize exceptional teachers who have demonstrated unwavering dedication and commitment to teaching, consistently exhibiting the highest levels of professionalism as outlined in their Job Description, going above and beyond the specified duties, and achieving remarkable accomplishments that underscore their exceptional merit.

C. Most Outstanding School Head

1. Elementary
2. Secondary

This award recognizes school heads who have consistently demonstrated exemplary leadership and professionalism in executing their responsibilities as outlined in the Job Description/OPCRF, thereby earning a distinguished merit.

D. Most Outstanding Non-Teaching Personnel

1. Level 1
2. Level 2

This award recognizes employees within Levels 1 and 2 who consistently exhibit traits of organization, independence, innovation, and professionalism in executing their assigned tasks; go above and beyond their duties; and exceed expectations.

E. Most Learning-Focused Schools Division Office

This award will be bestowed upon three of the 14 SDOs that consistently exhibit outstanding performance in the following areas: effective implementation of DepEd programs, projects, and activities; timely and accurate submission of required reports; prudent utilization of funds; and establishment of strong and fruitful partnerships.

F. Exemplary Award for PRAISE Implementation

The award is a commendation reserved for the Schools Division Office that has demonstrated an exceptional commitment to the effective execution of the Program on Awards and Incentives for Service Excellence (PRAISE). Through its steadfast dedication, this division has set a benchmark for others to emulate in acknowledging and rewarding the outstanding achievements of its employees over the years. This accolade serves as a beacon of inspiration, underscoring the significance of recognizing and celebrating exceptional performance within the division.

G. Most Outstanding BigaTEN DepEd X Segment Program

1. Best Documentary Video
2. Best Broadcaster
3. Best Teaser Video
4. Best Promotion Poster

BigaTEN DepEd X 2024 Theme: "Pag-angat ng Edukasyon, Una sa Ating Misyon."

The active participation of the Schools Division Offices (SDOs) in the BigaTEN DepEd X Season 5, s. 2024, through their submission of the promotional poster, teaser video, and 30-minute documentary video of the divisions' programs, projects, activities, innovations, and best practices, among others, for the segment dubbed *Anong Meron Ngayon?* will be recognized and awarded in the preceding categories, which will be detailed in a separate regional memorandum.

For further instructions and clarifications, please coordinate with the BigeTEN DepEd X Creative Force at 0917-522-1374.

H. Most Outstanding Regional Office Personnel

The accolades presented in the Program on Awards and Incentives for Service Excellence (PRAISE) are meticulously detailed in the resolutions crafted by the regional committee, highlighting the noteworthy achievements of individual employees within the Regional Office (RO). This historical record of accomplishments serves as a testament to the exceptional dedication and contributions of each awardee.

In response to the evolving landscape of Rewards and Recognition activities within the Region, a strategic decision has been made to continuously integrate the PRAISE awards into the prestigious *Pasidungog sa Amihanang Mindanao (PAM)*. This harmonization effort aims to consolidate and amplify the impact of commendations, fostering a unified culture of excellence across the Region.

Enclosed within the Region's PRAISE framework is a distinct mechanism that ensures the seamless integration of this program into the broader *PAM* initiative. This mechanism is designed with precision to align seamlessly with the RO's overarching goals and values, thereby enhancing the significance and impact of the awards.

This refined approach upholds the spirit of recognizing outstanding service and underscores the RO's commitment to continuous improvement and adaptability in acknowledging the exceptional efforts of its employees.

II. STEPS IN THE SEARCH PROCESS FOR THE DIFFERENT CATEGORIES EXCEPT FOR THE REGIONAL OFFICE CATEGORY

A. Following the attached guidelines and criteria, the SDOs shall conduct a thorough search both at the school and district levels.

B. Those who emerge as winners in various categories at the district level will automatically progress as finalists at the division level search.

C. The SDOs shall diligently evaluate, validate, and rank all the finalists within each category.

D. The official winner for each category will be declared only from the top-ranking finalist designated as rank 1 in the SDOs.

E. The SDOs shall endorse the official list of winners to the Office of the Regional Director (ORD) through the Human Resource Development Division (HRDD).

F. The top-ranked finalist from the division's search in each category will advance as the finalist for the *2024 Pasidungog sa Amihanang Mindanao (2024 PAM)*.

G. From among the regional finalists, the individual holding the rank 1 will be declared as the Most Outstanding DepEd Region X Employee for each category.

H. The Regional Office (RO) will assess the Schools Division Offices' (SDOs) entries based on the established criteria for the category to determine the top three offices that exhibit the highest level of focus on learning.

III. DOCUMENTS TO BE SUBMITTED

The following documents shall be forwarded to the Regional Office X:

- A. Official List of Winners (Attachment No. 2)
- B. Consolidated results for each category
- C. Pictures of winners meeting the specified requirements to be sent via email to renel.quirit@deped.gov.ph no later than October 25:
 - 1. Full body in Portrait layout
 - 2. Dimensions: 8" x 10" with high resolution against a white background
 - 3. Attire: Corporate attire with a blazer
- D. Portfolio for the Schools Division Offices (SDOs) based on the established criteria.

IV. MONITORING AND EVALUATION

The PRAISE Committee, in collaboration with the Human Resource Development Division (HRDD), will oversee the monitoring and evaluation of Rewards and Recognition activities. This effort will be done in conjunction with the Quality Assurance Division (QAD) and the Information, Communications, and Technology (ICT) Unit to assess the impact and relevance of the award categories.

Following the award ceremony, the employees shall promptly complete an evaluation tool designed to gauge the effectiveness and appropriateness of the award categories.

Subsequently, a comprehensive Program Evaluation Tool to be developed by the Quality Assurance Division (QAD) will be administered after the *PAM* event in December. This tool will provide an assessment of the overall implementation of the awarding system and the conduct of the ceremony.

The key performance indicators for evaluating the program's effectiveness will encompass the number of employees recognized to ensure adherence to the principle of equal opportunities and alignment with the specified search categories for the year.