



Republic of the Philippines
Department of Education
REGION X
SCHOOLS DIVISION OF LANAO DEL NORTE

DEPED LANAO DEL NORTE
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August 8, 2025

Division Memorandum
No. 455 s. 2025

IMPACT-CIA AWARDS

(Integrated Management of Programs to Achieve Curricular and Co-Curricular Targets in Curriculum, Instruction and Assessment Awards)

To: Assistant Schools Division Superintendent
All CID Personnel
All Elementary and Secondary School Heads
All Others Concerned

1. In 2021, this Office through the Curriculum Implementation Division, developed the **Integrated Management of Programs to Achieve Curricular and Co-Curricular Targets in Curriculum, Instruction and Assessment (IMPACT-CIA)** that serves as the Schools Division of Lanao del Norte's Curriculum Implementation Division flagship program in beefing up and in attaining curricular and co-curricular targets. This underscores efficient and effective implementation of the division's programs, activities, and projects through strengthened collaboration and shared governance among the internal and external stakeholders.
2. The **IMPACT-CIA Awards** aims to recognize, reward and encourage supervisors, school leaders and teachers to further work on innovations, discoveries, superior accomplishments, heroic deeds, exemplary behavior, extraordinary acts and outstanding performance in the efficient and effective implementation of learning-focused initiatives to ensure improved learners' academic performance.
3. This year's awards include the following:

For Teachers:

- a. **Teaching Excellence Award as a Demonstration Teacher** - a certificate of recognition is given forthwith to a teacher who serves as a demonstration teacher during the divisional training and during classroom observations conducted by the Instructional Management Teams composed of the CID personnel and the school heads.
- b. **Subject Matter Expert Excellence Award** - a certificate of recognition is presented to a teacher whose subject matter expertise is shown while consistently serving as a resource speaker in a divisional training. The determination of the awardees shall be initiated by the Education Program Supervisors.



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c. **Zero Emerging/Frustration Readers Class Award**- a certificate of recognition is presented to a teacher whose dedication and commitment to promote literacy and encourage learners to become readers resulted to a zero emerging readers class (for Key Stage 1) as shown in the CRLA and zero frustration readers class (For Key Stages 2-3) as shown in the PhilIRI post test result.

d. **Zero Non-Numerate Class Award**- a certificate of recognition is given to the teacher who recorded a zero non-numerate class as shown in the RMA post test result.

e. **Best ARAL Tutor**- a certificate is awarded to a teacher who exemplifies dedication and hardwork that resulted to 100% of ARAL enrolled learners exiting from the Program before the end of the school year.

f. **Gantimpala Agad Award**- A plaque of recognition is given to teacher-coaches who are able to produce regional, national and international winners in curricular and co-curricular competitions.

g. **Best ALS Teacher Award**- a certificate of recognition is given to a teacher of the Alternative Learning System who exhibited dedication, resilience and integrity in performing his/her duties and responsibilities resulting to the learners' 100% passing rate in the Accreditation and Equivalency Test and 100% completion rate.

h. **Best ALIVE Teacher Award**- a certificate of recognition is awarded to a teacher in the Arabic Learning and Values Education who is able to produce quality-assured ALIVE learning materials that are adapted by other schools in the division.

i. **Best IPED Teacher Award**- a certificate of recognition is awarded to a teacher in an IPED school who is able to produce quality-assured IPED learning materials that are adapted by other schools in the division.

j. **Best LRMDS Teacher Award** - a certificate of recognition is awarded to a teacher who exhibited leadership, hardwork and resourcefulness to produce LRMDS materials utilized by teachers in the division.

k. **Best Guidance Designate Award** - a certificate of recognition is given to a guidance designate who exhibited dedication, leadership and resourcefulness in implementing guidance programs and services in school resulting to the most number of reported and addressed cases.

l. **Journ Star Awards** - a certificate and a token are given to the teacher-coaches who are able to produce winners in the regional level and a certificate and personalized Journ Star pin is awarded to the teacher-coaches of winners in the national schools press conferences.

m. **Talents and Skills Star Awards** - a certificate and a token are given to the teacher-coaches who are able to produce winners in the regional and national festival of talents.



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n. Best Multigrade Teacher- a certificate of recognition is given to a multigrade teacher whose dedication and competence enable him/her to garner the highest percentage score in the following criteria:

Experience as a Multigrade Teacher	-10%
Performance Rating	-15%
Relevant Training Attended	-5%
Innovative Teaching Approaches	-20%
Developed Learning Resources	-10%
Leadership Potential	-10%
Resource Speakership	-10%
Mean Percentage Score of the Class	-20%

o. Best Kindergarten Teacher- a certificate of recognition is given to a kindergarten teacher whose dedication and competence enable him/her to garner the highest percentage score in the following criteria:

Experience as a Multigrade Teacher	-10%
Performance Rating	-15%
Relevant Training Attended	-5%
Innovative Teaching Approaches	-20%
Developed Learning Resources	-10%
Leadership Potential	-10%
Resource Speakership	-10%
Mean Percentage Score of the Class	-20%

p. Best Teacher-Writer- a certificate of recognition is given to a teacher with the highest number of developed localized and contextualized learning resources.

q. Best Teacher-Illustrator - a certificate of recognition is given to a teacher with the highest number of illustrated localized and contextualized learning resources.

r. Most Innovative Science Teacher- a certificate of recognition is given to a teacher who demonstrates exceptional creativity and originality in developing and implementing science lessons, strategies, or projects that enhance student engagement and learning.

s. Tech-Savy Science Teacher Award- a certificate of recognition is given to a teacher who effectively integrates technology into Science instruction, enhancing learning experiences through digital tools and platforms.

t. Most Creative Science Teacher- a certificate of recognition is given to a teacher who employs imaginative and resourceful strategies to make Science lessons more engaging and accessible to students



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u. Future-Ready Science Teacher- a certificate of recognition is given to a teacher who prepares students for 21st-century challenges by incorporating future skills.

For School Heads:

a. Gantimpala Agad Award- a plaque of Recognition is given to School Heads who are able to produce regional, national and international winners in curricular and co-curricular competitions.

b. Exemplary Behavior Award- a certificate of recognition is given to School Heads for prompt submission correctly prepared CID reports and required documents. The Public Schools District Supervisors and District-in-Charge shall recommend the top 3 awardees based on the following criteria:

Promptness in the submission of reports/documents	-20%
Correctness of submitted reports/documents	-20%

c. Most Punctual and Best in Attendance Award is presented to School Heads who consistently attend CID meetings, training and monitoring activities.

d. Best ARAL School Head- is awarded to the School Head whose dedication and hardwork resulted to 100% of learners exiting from the ARAL Program before the end of the school year.

e. Best School Principal's Office Award- is presented to the school head who has the best transformation of the principal's office.

f. CID Leadership Award for School Heads – this award recognizes outstanding efforts of the school principal in promoting and supporting education and institutional advancement, establishing a positive image for the institution, and ensuring top quality performance of his/her school. This award is further categorized as Leadership Award for Elementary and Secondary.

g. Journ Star Awards - is given to the school heads who are able to produce winners in the regional and national schools press conferences.

h. Talents Star Awards - is given to the school heads who are able to produce winners in the regional and national festival of talents.

For Schools:

a. Best ARAL Program Implementing Schools-a plaque of recognition is awarded to the school for its effective implementation of the ARAL Program as shown in the variance of pre and post assessment results.

b. Most Learning-Focused School- a plaque of recognition is presented to the school for its outstanding accomplishments in



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implementing the curricular and co-curricular programs, projects and activities.

- c. **RAFI Awards** - a plaque of recognition is presented to the school with the most effective implementation of the Readers Ability First Initiative. This is awarded during the RAFI awarding ceremony.
- d. **Most Functional School Library Award**- a plaque of recognition is awarded to the school with the most functional library as shown in the number of users, availability of a variety of learning materials such as books, references, print and non-print resources, and others.
- e. **Best CID Program Implementing School**- a plaque of recognition is awarded to the school with the best implementation of the CID program the determination of which shall be done by the Program Holders.
- f. **Best LR Implementer**- a certificate is awarded to the school with the most number of downloaded and utilized learning resources and the highest number of developed localized and contextualized learning resources.
- g. **Best School in Community Project Partnership for Curriculum Implementation**-

For Supervisors:

- a. **Most Punctual and Best in Attendance Award**- a certificate of recognition is presented to supervisors who consistently attend CID call-ups, meetings, training and monitoring activities.
- b. **Helping Hand Award** - a certificate of recognition is given to individuals who handle an unusually heavy workload due to the additional tasks given especially when co-workers are absent or when the vacant positions are not filled immediately.
- c. **Caught in the Act of Caring Award** - a certificate of recognition is granted to anyone who is caught while doing something special/unusual that shows a caring attitude towards clients or colleagues.
- d. **Calmer of Storms Award** - a certificate of recognition is conferred on an individual who is known to be a steady hand and level headed; a peacemaker; one who can quell any problem in the office.
- e. **Teamwork Award** - a certificate of recognition is awarded to a high performing team who model open communication, trust, cooperation, and respect for differences by building effective and collaborative relationships to accomplish organizational goals.
- f. **High Five Award** - a certificate of recognition is given to anyone with exceptional interpersonal skills with clients, peers, and colleagues; demonstrates mutual trust, respect, and emotional support to all;



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generates enthusiasm and but also with heart.

energy; listens not only with ears

g. Mentoring Champion of the Month – a certificate of recognition is conferred on an employee who has demonstrated a commitment to going above and beyond to make this happen for employees. This award recognizes and celebrates outstanding mentoring influencers each month.

h. Exemplary Behavior Award – a certificate of recognition is awarded based on the eight norms of conduct as provided under RA 6713 (Code of Conduct and Ethical Standards).

i. CID Leadership Award for Supervisors – a certificate of recognition is awarded to recognize outstanding leadership skills of the supervisor in promoting and supporting education and institutional advancement, establishing a positive image for the institution, and ensuring top quality performance of the division.

j. Driving Change Award - a certificate of recognition is awarded to recognize personnel who acts as a champion of change, innovation, and readily adapting and assisting the internal and external customer with understanding change for continuous improvement.

4. The determination of the awards shall be done by the Education Program Supervisors and the Public Schools District Supervisors/ District-in-Charge to be validated by the select members of the Instructional Management Teams. The results of the selection of awardees are deemed final and irrevocable.

5. The awards may be given anytime, on the spot or on schedule based on the CIDs calendar of activities.

6. In as much as the awards are given based on the monitoring and evaluation results, prospective awardees may not be required to submit documentary evidences as means of verification (MOVs). However, there are awards that require documentary evidences based on specific criteria. The CID personnel reserves the right to recommend to the Schools Division Superintendent the list of awardees after validation.

7. The awards shall serve as supplement of the division's Rewards and Recognition (R&R) System aligned to CSC Memorandum Circular No. 1, s. 2001, otherwise known as Program on Awards and Incentives for Service Excellence (PRAISE), DepEd Order No. 9 series 2002 titled Establishing the Program on Awards and Incentives for Service Excellence(PRAISE) in the Department of Education and DepEd Order No. 78, series 2007 titled Strengthening the Program on Awards and Incentives for Service Excellence



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(PRAISE) for the Department of Education. As such the awards shall be considered as MOVs that may be used for whatever legal purpose it may serve.

8. Districts and schools may adapt and/or modify the awards based on local contexts and resources.

9. Funding allocation for this initiative may be sourced out from the division, district (SEF), school MOOE/local/other sources subject to the usual accounting and auditing rules, policies and guidelines.

10. Immediate dissemination and strict compliance with this Memorandum is directed.

EDWIN R. MARIBOJOC EdD, CESO V
Schools Division Superintendent 



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SCIENCE AWARDS

AWARD	DESCRIPTION	CRITERIA
Most Innovative Science Teacher	a teacher who demonstrates exceptional creativity and originality in developing and implementing science lessons, strategies, or projects that enhance student engagement and learning.	<p>Uses unique teaching methods (e.g., inquiry-based, project-based, or gamified learning)</p> <ul style="list-style-type: none"> - Integrates unconventional materials or approaches in lessons - Shows measurable impact on student performance or interest in Science - Encourages critical thinking and problem-solving
Tech-Savvy Teacher Award	a teacher who effectively integrates technology into Science instruction, enhancing learning experiences through digital tools and platforms	<p>Proficient in using educational apps, simulations, or virtual labs (e.g., PhET)</p> <ul style="list-style-type: none"> - Utilizes multimedia (videos, interactive presentations, AR/VR) in lessons - Implements blended or flipped learning strategies - Demonstrates digital literacy and promotes responsible tech use among students
Most Creative Science Teacher	a teacher who employs imaginative and resourceful strategies to make Science lessons more engaging and accessible to students	<p>Develops hands-on, low-cost, or locally sourced experiments</p> <ul style="list-style-type: none"> - Uses storytelling, art, or drama to explain Science concepts - Designs visually appealing and interactive learning materials - Encourages student creativity in projects and assessments
Future-Ready Teacher	a teacher who prepares students for 21st-century challenges by incorporating future skills.	<p>Teaches emerging Science fields (e.g., robotics, environmental Science)</p> <ul style="list-style-type: none"> - Promotes sustainability and real-world problem-solving - Encourages collaboration, digital citizenship, and global

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		- Adapts to new educational trends and continuous professional development
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Most Innovative Science Teacher (Total: 100%)

Criteria	Weight %	Excellent (5)	Proficient 4	Developing (3)	Needs Improvement (2)
Unique Teaching Methods (7Es)	30	Consistently uses groundbreaking strategies (e.g., gamification, PBL)	Often applies creative methods	Occasionally tries new approaches	Rarely deviates from traditional methods
Impact on Student Performance/Interest	25	Clear evidence of improved scores/engagement	Moderate positive impact	Minimal observable impact	No significant change
Encourages Critical Thinking	25	Regularly designs open-ended, inquiry-based tasks	Sometimes includes problem-solving tasks	Limited creativity in materials	Focuses only on rote learning
Resourcefulness	20	Uses low-cost/local materials innovatively	Occasionally adapts resources	Rarely promotes deeper thinking	Relies solely on textbooks

Tech-Savvy Teacher Award (Total: 100%)

Criteria	Weight %	Excellent (5)	Proficient 4	Developing (3)	Needs Improvement (2)
Integration of Digital Tools	30	Expert use of apps/simulations (e.g., Labster, VR)	Regular use of tech tools	Basic use (e.g., PowerPoint)	Rarely uses technology
Blended/Flipped Learning	25	Fully implements blended models	Occasionally flips lessons	Minimal online integration	No blended strategies
Digital Literacy Promotion	25	Teaches digital ethics/safety explicitly	Briefly discusses responsible use	Minimal emphasis	No focus on digital literacy

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Student Tech Engagement	20	Students create digital outputs (e.g., videos, blogs)	Students use tech passively	Limited interaction	student	No student tech use
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Most Creative Science Teacher (Total: 100%)

Criteria	Weight %	Excellent (5)	Proficient 4	Developing (3)	Needs Improvement (2)
Hands-on/DIY Experiments	30	Designs original, low-cost experiments	Adapts existing activities	Rarely conducts experiments	No hands-on activities
Artistic/Storytelling Approach	25	Uses drama/art to explain complex concepts	Occasionally integrates creativity	Minimal creative elements	Lectures only
Interactive Materials	25	Creates visually dynamic aids (e.g., models, infographics)	Uses simple visuals	Basic posters/charts	No supplementary materials
Student Creativity	20	Students design projects/portfolio	Students follow guided creativity	Limited student input	No creative outputs

Future-Ready Teacher (Total: 100%)

Criteria	Weight %	Excellent (5)	Proficient 4	Developing (3)	Needs Improvement (2)
STEM/21st-Century Skills	30	Teaches robotics/AI/sustainability	Introduces future skills occasionally	Minimal focus	No integration

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Real-World Problem Solving	25	Links lessons to global/local issues	Some relevance to real life	Abstract examples	No connections
Collaboration & Global Awareness	25	Facilitates cross-cultural projects	Group work with local focus	Rarely encourages teamwork	Isolated tasks
Professional Development	20	Pursues training in emerging trends	Attends occasional workshops	Minimal upskilling	No PD participation

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