Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF PAMPANGA

September 16, 2026

DIVISION MEMORANDUM
No. 539, s. 2026

2026 HAPPY GALING LINGKOD UKIT MARANGAL PRAISE SEARCH FOR OUTSTANDING TEACHERS, SCHOOL HEADS, AND EDUCATION SUPPORT PERSONNEL

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

1. Anchored on the equal opportunities principle mandated by the Civil Service Commission (CSC) and stipulated in DepEd Order No. 9, s. 2022 in consonance with Regional Memorandum No. 341, s. 2026, titled 2026 PRAISE Ukit Marangal at Mahusay Regional Search for Outstanding Teachers, School Heads, and Education Support Personnel, this Office announces the conduct of the **2026 SDO Pampanga Happy Galing Lingkod Ukit Marangal PRAISE Search for Outstanding Teachers, School Heads, and Education Support Personnel** with the official timeline of activities:

Activity	Date	Venue
District Level Search *(for Public Elementary Schools)*	September 28, 2026	To be determined by the district
Cluster Level Search *(for Public Secondary Schools)*	September 28, 2026	To be determined by the cluster
Sectorial Level Search *(for Public Elementary Schools)*	September 30, 2026	To be determined by the Sector
Deadline of Sectors and Secondary Schools Entries to Schools Division Office (SDO)	October 2, 2026	
SDO-Level Screening, Revalida, and Deliberation	October 5-6, 2026	Teachers' Training Center (TTC), Division Office
Announcement of Nominees to Regional Office Search	October 9, 2026	
Awarding and Recognition of Winners	TBA	

2. SDO Pampanga Happy Galing Lingkod be conferred to individuals in the following categories:

a. Outstanding Elementary School Teacher
b. Outstanding Secondary School Teacher
c. Outstanding Elementary School Head
d. Outstanding Secondary School Head
e. Outstanding Education Support Personnel

3. The regional memorandum, complete mechanics, criteria, and application templates are enclosed for reference and can be accessed via this link https://tinyurl.com/ukmpraise2026. Only entries (1 per sector/secondary schools' group per category) formally endorsed by the sectors and secondary schools' group within the allowable timeline shall be entertained by the Division Screening Committee.

4. Official entries are required to submit only one PDF file and one video file in MPG format per nominee. The PDF file shall contain all the required nomination documents enumerated in Item D, "Required Nomination Documents," of the attached Search Guidelines and Mechanics. The PDF and video files shall be named using the following format:

SDO Pampanga_(Name District/Cluster)_(Name of School)_Category

5. The following will serve as responsible bodies for conducting the different levels of screening:

District Level

Chairperson	Public Schools District Supervisor
Co-Chairperson	District PESPA President
Members	1 School Head
	District Faculty Club President
	District Federated PTA President

Cluster Level

Chairperson	Cluster Chairperson
Co-Chairperson	Cluster APSSHP President
Members	1 School Head
	1 Select Faculty Club President
	1 Select PTA President

Sectorial Level

Chairperson	Sectorial Manager
Co-Chairperson	1 Select Public Schools District Supervisor
Members	3 Select School Heads
	2 Select District Faculty Club President
	2 Select District Federated PTA President

Division Level

Chairperson	Mikael Sandino T. Andrey, PhD, CESE OIC-Assistant Schools Division Superintendent
Co-chairperson	Leandro C. Canlas, PhD, CESO VI Assistant Schools Division Superintendent
Members	Celia R. Lacanlale, PhD Chief, Curriculum Implementation Division
	Arceli S. Lopez, PhD

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	Chief, School Governance and Operations Division
	Jayson M. Santos SEPS, Human Resource Development
	JB B. Manalang Administrative Officer V
	Remedios M. Bacani Administrative Officer V
	Erwin M. Cruz Accountant III
	Alvin R. Pabustan, Jr. PTLI President
Secretariat	Kristin Marie U. Santos EPS-II, Human Resource Development
	Nerisse Nicole B. Torres EPS-II, School Management, Monitoring & Evaluation

6. All evaluation and screening shall follow the mechanics, criteria, and rubrics set in the attached regional memorandum.

8. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD, at email address: jayson.santos001@deped.gov.ph / Ms. Kristin Marie U Santos, EPS II-HRD, at email address: kristinmarie.santos@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.

9. For wide and immediate dissemination.

ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

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SEP 17 2026

Encl.: As stated
HRDS/09/16/2026

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REGIONAL MEMORANDUM
No. 341 s. 2026

2026 PRAISE *UKIT MARANGAL AT MAHUSAY* REGIONAL SEARCH FOR OUTSTANDING TEACHERS, SCHOOL HEADS, AND EDUCATION SUPPORT PERSONNEL

To: The Assistant Regional Director
Schools Division Superintendents
Chiefs of Functional Divisions
All Other Concerned

1. Anchored on the equal opportunities principle mandated by the Civil Service Commission (CSC) and stipulated in DepEd Order No. 9, s. 2022 in consonance with Regional Memorandum No. 217, s. 2022, titled Implementation Guidelines on the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education (DepEd) Region III, this Office announces the ***2026 PRAISE Ukit Marangal at Mahusay Regional Search for Outstanding Teachers and School Heads, and Education Support Personnel*** on December 10, 2026. (*Note: Venue to be announced in a separate memorandum/advisory*)

2. In celebration of the Education Week, this activity aims to recognize and reward deserving employees for their integrity and character-driven leadership, exemplary accomplishments and other personal efforts which contribute to the efficiency, economy, and other improvements in the operations of the Department.

3. Likewise, this activity is in consonance with this year's celebration of Education Week with a theme: ***"Character in Action: Rooted in Integrity, Rising to Excellence."***

4. The following are the categories for this year's search:

1. OUTSTANDING ELEMENTARY TEACHERS
2. OUTSTANDING SECONDARY TEACHERS
3. OUTSTANDING ELEMENTARY SCHOOL HEADS
4. OUTSTANDING SECONDARY SCHOOL HEADS
5. OUTSTANDING EDUCATION SUPPORT PERSONNEL

5. There are three phases in this search: Phase 1 – Evaluation of Milestone Accomplishment, Phase 2 – Validation Interview, and Phase 3 – Onsite Validation.

6. For Phase 1 (Evaluation of Milestone Accomplishment), the same Criteria for Evaluation for all categories shall be applied.

7. The nominee shall submit a write-up of only one (1) milestone accomplishment conducted in any period within the last two (2) school years 2024-2025 and 2025-2026 as his/her entry.

8. Designed as a technology-driven search, each nominee is required to submit a video documentary (maximum of five minutes and in MPG format) about his/her milestone accomplishment.

9. The milestone accomplishment shall include Contributions to Service and to Community. It will be evaluated based on the following specific criteria:

Criteria	Percentage
Role of the Nominee	35%
Technology-Based Innovation	35%
Impact	30%
Total	**100%**

10. To determine the winners, the Regional PRAISE Committee shall evaluate the nominees based on the following criteria:

Phase	Percentage
Phase 1 – Milestone Accomplishment	50%
Phase 2 – Validation Interview	30%
Phase 3 – Onsite Validation	20%
Total	**100%**

11. Each Schools Division Office (SDO) is entitled to one (1) nominee for each of the four categories for this year's search.

12. The following terms are operationally defined for this search:

12.1 Elementary Teacher – any public school teacher, regardless of rank and learning area, from Kindergarten to Grade 6 exclusive ONLY for those teaching SNED, IP, Coastal, ALS, Multigrade, and Last Mile Schools.

12.2 Secondary Teacher – any public school teacher, regardless of rank and learning area, from Grade 7 to Grade 12 exclusive ONLY for those teaching SNED, IP, Coastal, ALS, and Last Mile Schools.

12.3 Elementary School Head – any school principal or head teacher, (regardless of rank), teacher-in-charge (TIC), who is Officer-in-Charge (OIC) of a

school, or designated as school head exclusive ONLY for an elementary school offering SNED, IP, Coastal, ALS, Multigrade, and Last Mile Schools.

12.4 Secondary School Head – any school principal or head teacher, (regardless of rank), teacher-in-charge (TIC), who is Officer-in-Charge (OIC) of a school, or designated as school head exclusive ONLY for a secondary school offering SNED, IP, Coastal, ALS, and Last Mile Schools.

12.5 Education Support Personnel – any permanent non-teaching personnel with a salary grade of 1 to 6 assigned in the school/district/division office.

13. Nominees from integrated schools should be entered either in the elementary or secondary school of a Schools Division Office.

14. Schools Division Offices (SDOs) are highly encouraged to nominate their best and most deserving teachers and school heads to the search. SDOs may devise their own strategy in the selection of nominees.

15. The required nomination documents shall be submitted to the Secretariat of the Regional PRAISE Committee through the link to be provided by the HRDD. Only electronic submission of documents is required.

16. There shall only be one file (PDF format) and one video file (MPG format) per nominee. The PDF file shall include all the required nomination documents enumerated in Item D, "Required Nomination Documents" of the attached Search Guidelines and Mechanics. The PDF file and Video file shall use the following format:

SDO_(Name of SDO)_Category (Example: SDO Bulacan_ElemTeacher)

17. Below is the schedule of activities relative to the search:

Date	**Activity**	**Remarks**
October 9, 2026 *(Submission LINK will be sent through the SEPS-HRDS)*	Deadline for submission of list of nominees and required documents to the Regional PRAISE Committee	Late entries will not be accepted. Only one nomination is required per category.
October 12-23, 2026	Phase 1: Evaluation of Milestone Accomplishment, Video Documentary, Required Nomination Documents, and shortlisting of nominees based on the selection criteria	Screening and shortlisting of entries shall be based on the merits of the video documentary, milestone accomplishment, and required nomination documents.

October 26-30, 2026	Phase 2: Online Validation Interview	Only the top five (5) shortlisted entries in each category shall undergo the validation interview
November 3-13, 2026	Phase 3: Onsite Validation	Only the top three (3) shortlisted entries in each category shall undergo the onsite validation
November 16-19, 2026	Finalization of the results of the evaluation	RO III PRAISE Committee / HRDD
November 23 - December 4, 2026	Preparation for the Awards Ceremony	HRDD is the lead regional functional division under the guidance of RO III PRAISE Committee. A separate memorandum shall be issued for the details.
December 10, 2026	Awards Ceremony	A separate memorandum shall be issued for the details

18. Awardees shall receive certificates of recognition, trophies, and cash during the Awards Ceremony which shall be announced in a separate memorandum.

19. Please refer to the attachments of this Memorandum for the Search Guidelines and Mechanics and Criteria for Evaluation.

20. Dissemination and compliance with this Memorandum is desired.

TOLENTINO G. AQUINO
Regional Director

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

REWARDS AND RECOGNITION EDUCATION WEEK

HRDD1/hrdd4
September 15, 2026

Enclosure No. 1 to RM No. _____, s. 2026

SEARCH GUIDELINES AND MECHANICS FOR THE 2026 PRAISE UKIT MARANGAL AT MAHUSAY AWARDS

A. Eligibility Requirements

A nominee shall:

a. be a model of morality and integrity both in public and private life;
b. have good human relations in the school and in the community;
c. be a permanent employee who meets the selection criteria;
d. have been employed in the DepEd for at least two (2) years;
e. have been rated Outstanding in performance ratings for the last two (2) school years; and
f. have not been found guilty of any administrative or criminal case.

B. Grounds for Disqualification

1. Non-compliance with the specifications of the Required Nomination Documents.
2. Any misrepresentation made in any of the documents submitted shall be a ground for disqualification and for disciplinary action against the nominee and the certifying authority pursuant to applicable CSC laws and rules; and
3. Nominees already recognized as top awardee (Rank 1) in similar search in the Regional level, or national level agencies/sponsored by either the Department of Education or other government agencies or private organizations, for the last three (3) years.

C. Nomination Process

1. Nominations shall come from a fellow employee in the school/SDO or from any DepEd-recognized organization.
2. The Nomination Form shall be accomplished by the nominator/s.
3. No self-nomination shall be allowed.

D. Required Nomination Documents

(Must be submitted in chronological order)

a. Endorsement by the Schools Division Superintendent;

b. Completely filled out Nomination Form;

c. Certified True Copy of nominee's updated CSC Form 212 or Personal Data Sheet with passport-size photo;

d. Certification signed by the SDO Administrative Officer that the nominee has not been found guilty of any administrative or criminal offense;

e. Summary of Performance Rating (Outstanding) for the last two school years signed by the Schools Division Superintendent or any authorized SDO official (SGOD Chief/CID Chief/ASDS). Summary only and not individual IPCRF/OPCRF;

f. Certified true copy of updated Service Record duly signed by the agency's Human Resource Management Officer (HRMO);

g. NBI Clearance – to certify that the nominee has no derogatory/criminal record.

h. Certificate of No Pending Criminal Case – to certify that the nominee has no pending case in DepEd (Regional Legal Unit)

i. Omnibus Certification of Authenticity and Veracity of Documents; and

j. Milestone Accomplishment (write-up and evidences/MOVs) duly certified by immediate superior/SDO official/s.

E. Phases of the Search

Phase 1: Evaluation of Milestone Accomplishment

- This shall comprise the required nomination documents and milestone accomplishment to be evaluated by the Regional PRAISE Committee through an external board of evaluators. Only candidates with complete required nomination documents shall be screened. The Top Five (5) nominees for each category shall qualify for Phase 2 then the final Top Three (3) nominees will proceed to Phase 3.

Phase 2: Validation Interview

- The Regional PRAISE Committee, through an external board of evaluators, shall conduct the validation interview which aims to validate the nominee's milestone accomplishments presented in the write-up and video documentary.

Phase 3: Onsite Validation

- The Regional PRAISE Committee will verify that the accomplishments and evidence submitted by the nominee are authentic, valid, and actually practiced in the school or workplace. This ensures that the evaluation goes beyond documents and reflects actual performance.

CRITERIA FOR EVALUATION
PHASE 1: MILESTONE ACCOMPLISHMENT (ALL CATEGORIES)

For Phase 1 (Evaluation of Milestone Accomplishment), the criteria for evaluation shall focus on the MILESTONE ACCOMPLISHMENT of the nominee.

A milestone accomplishment is what defines the nominee's career as a teacher or a school head. For the purpose of this search, the period covered by the milestone accomplishment shall be within the last two (2) school years (2024–2025 and 2025–2026). It may have any or all of the following characteristics:

1. An innovation or discovery that addresses the felt need and helps overcome a major obstacle in the workplace or community;
2. It creates a significant positive impact on the target beneficiaries;
3. It is sustainable, i.e., the intended innovations, changes, and reforms continue to be carried out, or goods and services continue to be provided to the target beneficiaries over a period of time;
4. It benefits the community of learners and/or teachers within the school he/she belongs but these contributions are above and beyond the usual responsibilities of a teacher/department head/school head/supervisor (CONTRIBUTIONS TO SERVICE);
5. It serves the bigger academic community outside of his/her own school organization i.e. within his/her district, division, region, educational institutions, and communities are above and beyond the usual responsibilities to the community outside the educational system (CONTRIBUTIONS TO COMMUNITY).
6. The MILESTONE ACCOMPLISHMENT shall be evaluated based on the following areas:

A. ROLE OF THE NOMINEE

a) How well the nominee performed his/her specific roles and demonstrated his/her leadership skills, which contributed significantly to the success of the accomplishment.
b) Some examples of roles performed would be that the nominee conceptualized, implemented, initiated, spearheaded, formulated, chaired, led, transformed, developed, strategized, supervised, or facilitated a particular accomplishment.

B. INNOVATION

a) Innovative actions or discoveries that addressed a felt need or helped overcome a major obstacle in their workplace or community.
b) The innovation must be sustainable, i.e., the intended innovations, changes, and reforms continue to be carried out, or goods and services continue to be provided to the target beneficiaries over a period of time.

C. IMPACT

a) What was its impact on learners' academic performance?
b) Were the objectives of the accomplishment met?
c) How were the objectives met?
d) What were the effects to the achievement on the intended beneficiaries or stakeholders?

Each nominee is required to submit one milestone accomplishment which shall capture both Contributions to Service and Contributions to Community.

Contributions to Service refers to the nominee's impact in the teaching profession/school leadership benefiting the community of teachers or learners within his/her academic institution, but these contributions are above and beyond the usual responsibilities of a teacher or a school head. To avoid repetition, these contributions may be themed or grouped according to their general idea or concept. Some examples of accomplishments that are grouped thematically are the following:

1. Teaching materials/professional development materials such as module teaching and learning guides, academic curricula, NAT reviewers, and other related learning/professional development materials that have greatly raised the scores of the students and standardized tests;
2. A discovery, innovation, or creation such as teaching devices or apparatuses;
3. Technology-based learning tools (e.g., learning games, gamification);
4. Teaching approaches (e.g., Modified explicit instruction approach);
5. Technology-aided instructional supervision, school leadership and management; and
6. Stakeholders' involvement/participation, forging partnerships, that contributed to school improvement/performance.

Contributions to Community refers to the nominee's contributions to the bigger academic community outside of his/her own school (i.e., within the district, division, region, or the entire national educational system). These contributions may also refer to impacts that benefit the greater community outside the educational system. Some examples of accomplishments are the following:

1. Teaching approaches (e.g., Modified Explicit Instruction Approach) that are adopted in the regional or national level;
2. Technology-based teaching, learning tools adopted by other teachers outside of the teacher's own school;
3. Publications, such as books, manuals, policy papers, etc., and action researches (i.e., experience and/or evidence-based action researches) that improved the learning process within the school;
4. Outreach to far-flung areas nearby barangays that aim to educate a target population, train individuals, or provide needed goods and services; and
5. Involvement in professional organizations/associations that contribute to community development.

TEMPLATE IN ACCOMPLISHING THE MILESTONE ACCOMPLISHMENT

(Please use the following template for accomplishing the Milestone Accomplishment.)

Note:

1. *Maximum of 4 pages for the Milestone Accomplishment, NOT including the 3 pages of evidences and/or supporting means of verification. EVIDENCES/MOVs must be placed AFTER the milestone accomplishment.*

2. *Use long bond paper (8.5" × 13") with 0.6" margin on all sides, Arial font, size 12, and single spacing. Strictly use the third-person point of view in accomplishing this Template for Milestone Accomplishment.*

Title of Accomplishment	What is the title of the accomplishment? (Do not use ALL CAPS)
Type of Milestone Accomplishment	Is the accomplishment a new program, project or service (PPS)? Or is it an improvement on the effectiveness of an existing program, project, or service (Innovation)? Classify the accomplishment using the categories below: 1. Program, Project, or Service 2. Innovation
1. Your Specific Role in the Accomplishment	Briefly describe the role of the nominee in the accomplishment/project. Was he/she the team leader or team member? How was his/her role critical to the accomplishment/project?
2. Brief Description of the Accomplishment	Briefly describe the nature of the accomplishment. Be concise.
2.1 Rationale	What need or problem did the accomplishment respond to? What made the nominee identify the need?
2.2 Objectives	What did the accomplishment aim to achieve? Kindly provide SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) objectives.
2.3 Dates Started and Completed	When did the accomplishment take place? (Start and end dates)
2.4 Coverage	Where did the accomplishment take place? (e.g., city, province) Who were the beneficiaries? If beneficiaries were learners, indicate the level and how many. If beneficiaries were teachers, indicate the level and number. If the beneficiaries were parents, LGUs, community members, or other stakeholders, specify accordingly.

2.5 Beneficiaries	List the beneficiaries (e.g., learners, pupils, students, teachers, school heads, parents, LGUs, communities, etc.).
2.6 Key Partner Implementing Organization(s) /Individuals	List down at least five (5) key persons who were involved in the implementation of the accomplishment. Include their positions, organizations, and a brief description of their contribution to the milestone accomplishment. For example: Internal stakeholders from the school where the nominee is assigned who helped work on the accomplishment (e.g., fellow teachers, learners). External stakeholders from outside the school who helped realize the accomplishment (e.g., LGU, NGO partners). Other stakeholders such as funding agencies or individuals who provided financial and/or technical assistance.
2.7 Source of Funding	Indicate all funding sources that supported the implementation of the milestone accomplishment.
2.8 Responsiveness	This refers to any of the following characteristics of the milestone accomplishment: 1. Responded to the felt or articulated need of the target or intended beneficiaries. 2. Integrated the requirements, contexts, and perspectives of target beneficiaries in its design and approach. 3. Implemented at the right time to address the felt or articulated need of the target or intended beneficiaries. 4. Aligned with the objectives of the milestone accomplishment.
2.9 Innovation	This refers to any or all of the following characteristics: 1. Introduced a new strategy or method to improve the delivery of an existing program, project, or service to the target beneficiaries. 2. Set the standard in carrying out the tasks and responsibilities in the school or office. 3. Produced a product, service, or intellectual property that was adopted in the nominee's school or unit of assignment.
2.10 Outcomes / Results / Impact	This refers to any or all of the following characteristics: Satisfied the objectives of the accomplishment.

	Provided a practical solution to the felt or articulated need of the target beneficiaries. Cited quantitative or qualitative measurements on the number of beneficiaries of the milestone accomplishment.
2.11 Sustainability	This refers to any or all of the following characteristics: 1. Generated resources to ensure the continuity of the accomplishment in the school or unit of assignment, even after the implementation period. 2. Acquired the target beneficiaries' support to ensure the retention and sustainability of the milestone accomplishment. 3. Posed strong potential that the milestone accomplishment can be replicated outside the target beneficiary group. 4. Demonstrated that the milestone accomplishment was replicated outside the target beneficiary group.
3. Pieces of Evidence	These may include, but are not limited to reports, certificates, news clippings, published articles, case reports other relevant means of verification (MOVs) Please limit pieces of evidence to a maximum of 3 pages. Prioritize the most important piece of evidence.

NOMINATION FORM

THE REGIONAL PRAISE COMMITTEE
DepEd Regional Office III
Matalino St., DMGC, Maimpis, City of San Fernando (P)

After undergoing a thorough evaluation of the guidelines and criteria of the **2026 PRAISE UKIT MARANGAL AT MAHUSAY AWARDS**, I nominate:

Name of Nominee: _____
Category: _____
Current Position of Nominee: _____
School/Office: _____
School/Office Address: _____
Schools Division Office: _____

The nominee and the undersigned understand the Policy Guidelines on Awards and Incentives for Service Excellence and Data Privacy Policy in the DepEd Regional Office III and that we agree to abide by it.

Cite one major reason why the nominee should be considered for the award.
(Maximum of 300 words)

Name of Nominator: _____
Position: _____
Signature of Nominator: _____
Date Signed: _____