



Republic of the Philippines
Department of Education
SOCCSKSARGEN REGION

06 Aug 2026

REGIONAL MEMORANDUM
HRDD-2026-030

CALL FOR ENTRIES FOR DÁYAW: THE SOX HRD AWARDS 2026

To: Schools Division Superintendents

1. The Department of Education-SOCCSKSARGEN Regional Office, through the Human Resource Development Division-National Educators Academy of the Philippines (HRDD-NEAP), announces the **Call for Entries for Dáyaw: The SOX HRD Awards 2026**, the Region's annual rewards and recognition program for Schools Division Offices (SDOs) for their exemplary accomplishments, innovations, and practices in human resource development.

2. For Calendar Year 2026, Dáyaw: The SOX HRD Awards shall recognize qualified entries under the Minor Awards, Special Awards, and Major Awards, in accordance with the criteria, eligibility requirements, and other provisions stipulated in the enclosed guidelines.

3. The Minor Awards shall recognize exemplary performance of SDOs in identified HRD areas, while the Special Awards shall recognize outstanding contributions of qualified individuals or organizations in advancing human resource development. The Major Awards, namely **Gawad Kagalingan**, **Gawad Bagwis**, and **Gawad Unlad**, shall recognize exemplary SDO performance contributing to the attainment of the HRDD flagship programs LEARN, ASCEND, and GROW, respectively.

4. All SDOs are enjoined to review the enclosed Dáyaw: The SOX HRD Awards 2026 Guidelines and submit qualified entries with the required supporting documents and Means of Verification (MOVs). All submissions shall strictly adhere to the eligibility requirements, evaluation criteria, and documentary requirements prescribed for each award.

5. The deadline for the submission of entries and required documents shall be on **November 3, 2026**.

6. The **Dáyaw: The SOX HRD Awards 2026 Awarding Ceremony** shall be held on **December 4, 2026**. Details regarding the venue, participants, and other arrangements shall be communicated through a separate issuance.

7. Expenses relative to the conduct of the activity shall be charged to HRDD GASS 2026 subject to usual accounting rules and regulations.

8. For queries and clarifications, contact Dave C. Prodigio, EPS – HRDD, through dave.prodigio@deped.gov.ph.



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9. For information and compliance of all concerned.

ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

Encl.: As stated.
Reference: None
Allotment: GASS Fund 2026
To be indicated in the Perpetual Index
under the following Subject:

PROGRAMS

DCP/HRDD/RM – CALL FOR ENTRIES FOR DAYAW: THE SOX HRD AWARDS 2026
032/August 06, 2026

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Enclosure to Regional Memorandum HRDD-2026-030

DÁYAW: The SOX HRD Awards 2026

I. Rationale

The Human Resource Development Division (HRDD) and the National Educators Academy of the Philippines XII (NEAP R-XII), embracing continuous improvement in their functions and processes, seek to increase the performance of SDOs in all programs relative to human resource development. This aspiration gave birth to Dáyaw: The SOX HRD Awards.

Dáyaw, from a Hilagaynon term which means “to praise, honor, admire, or laud”, aims to establish a rewards and recognition system for the initiatives conducted by the Schools Division Offices (SDOs) through the Human Resource Development Section which yielded high results or impact in the Division’s human resource – the teaching, related teaching, and non-teaching personnel. Specifically, it looks into the alignment of the programs, projects, and activities (PPAs) to the flagship programs of the Human Resource Development Division (HRDD), LEARN, ASCEND, and GROW, which are enshrined in the 2023 – 2028 REDP of DepEd Regional Office XII.

II. Objectives

- a) Recognize outstanding performance of SDOs on the provision of professional development programs, employee welfare activities, and other related activities to teaching, teaching-related and non-teaching personnel
- b) Highlight innovations created by SDO HRDSs to facilitate better services to their clientele.

III. Program Design and Guidelines

Dáyaw: The SOX HRD Awards will serve as the rewards and recognition system of the Human Resource Development Division (HRDD) to recognize the outstanding performance of SDO HRDSs relative to the provision of professional development, employee welfare and development, etc.

Dáyaw: The SOX HRD Awards shall recognize special and major awards of SDOs HRDSs in different categories. These awards shall be given during the 4th Quarter HRDD-HRDS Program Implementation Review (PIR).

Dáyaw: The SOX HRD Awards (Minor Awards)

1. The Minor Awards shall be given to SDOs with exemplary performances in areas which contribute to the attainment of the Region’s overall performance in the national level.
2. The HRDD-NEAP Program management shall determine the awardees based on existing data from the CO and RO subject to verification in the SDO level.
3. The awards in this category may change in each calendar year depending on existing mandates, policies, guidelines, and priorities.
4. For CY 2026, the following are the Minor Awards:



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Table 1: Dáyaw: The SOX HRD Awards (Minor Awards)

Award	Description
Exemplary Performance in CPD Accreditation of Programs/ Courses Note: Category A – Provincial Divisions Category B – City Divisions	- This award is conferred upon the Schools Division Office (SDO) that garners the highest cumulative points from its CPD-accredited programs/courses conducted from November 15, 2025 to October 30, 2026. The remaining SDOs shall be recognized as runners-up based on their final point rankings. - Submission of the list of programs/courses with PTR Numbers and other important details shall be submitted on or before November 3, 2026. Submitted entries shall be validated against the official Certificate of Quality Assurance (CQA) records of the Regional Office. Only CPD-accredited programs/courses with a duly issued CQA shall be credited with points. - The award will be based on the cumulative points in three areas: A. CPD Units 1-3 – 1 point 4-6 – 2 points 7-9 – 3 points 10-12 – 4 points 13 or more – 5 points B. Status of Conduct - Accredited and conducted – 5 points <i>The accredited program or course is conducted on schedule.</i> - Accredited but to be conducted – 3 points <i>The date of conduct of the accredited program or course is beyond October 30, 2026.</i> - Accredited but not conducted – 1 point <i>The accredited program or course is not conducted with due justification.</i> C. Documentation - With Completion Report – 2 - Without Completion Report – 0
Exemplary Performance in CPD Accreditation Conversion Rate Note:	This award is conferred upon the Schools Division Office (SDO) that attains the highest percentage of Certificate of Quality Assurance (CQA)-approved programs/courses that successfully obtained PRC CPD Accreditation from January 1 to October 30, 2026. The remaining SDOs shall be recognized as



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Category A – Provincial Divisions	runners-up based on their final computed accreditation rates.
Category B – City Divisions	- Only programs/courses issued with a Certificate of Quality Assurance (CQA) by the Regional Office within the prescribed period shall be included in the computation. - The percentage shall be computed using the following formula: CPD Accreditation Rate (%) = <i>(Number of CQA-approved programs/courses granted PRC CPD Accreditation ÷ Total number of CQA-approved programs/courses issued by the Regional Office) × 100</i> - The submitted data shall be validated against the official records of the Human Resource Development Division (HRDD), Regional Office XII. - Submission of the required supporting documents shall be on or before November 3, 2026.
Highest Number of NEAP Quality-Assured Professional Development Programs Note: Category A – Provincial Divisions Category B – City Divisions	- This award is conferred upon the Schools Division Office (SDO) in each category with the highest number of Professional Development (PD) programs/courses that have successfully undergone the Regional Office quality assurance process and have been issued a Certificate of Quality Assurance (CQA) from January 1 to October 30, 2026. - Only PD programs/courses with a duly issued CQA from the Regional Office within the prescribed period shall be credited for this award. - The number of quality-assured PD programs/courses shall be validated against the official CQA records maintained by the Human Resource Development Division (HRDD), Regional Office XII. - Each distinct PD program/course issued a CQA shall be counted as one (1) quality-assured program/course. Multiple batches or implementations of the same quality-assured program/course shall not be counted separately unless separate CQAs were issued. - SDOs shall be ranked separately under Category A – Provincial Divisions and Category B – City Divisions. - One (1) awardee shall be declared for each category. In case two (2) or more SDOs obtain the same highest validated number of quality-assured PD programs/courses, all SDOs tied for the highest rank shall be declared awardees.



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	The determination of awardees shall be based on official Regional Office records, subject to verification with the concerned SDOs when necessary.
Efficiency in Fund Utilization – INSET Fund	- This award is given to the top three (3) Schools Division Offices (SDOs) with the highest average utilization rate of the Human Resource Development (HRD) and In-Service Training (INSET) Funds for Fiscal Years 2025 and 2026, based on eligible and allowable expenditures in accordance with DepEd Order No. 30, s. 2021. - The basis of fund utilization shall be the activities that are obligated and conducted as of October 30, 2026. - A certificate of percentage of utilization shall be required from the SDO's Budget Officer. A screenshot of the updated PMIS shall be attached to the certificate. The data in the PMIS should align to the amount in the certificate. - Submission of required documents shall be on or before November 3, 2026.
Efficiency in Fund Utilization – OPDNTF Fund	- This award is given to top 3 SDOs with the highest average utilization rate of OPDNTF Fund 2025 and 2026. - The basis of fund utilization shall be the activities that are obligated and conducted as of October 30, 2026. - A certificate of percentage of utilization shall be required from the SDO's Budget Officer. A screenshot of the updated PMIS shall be attached to the certificate. The data in the PMIS should align to the amount in the certificate. - Submission of required documents shall be on or before November 3, 2026.
Best HRD Innovation	- This award is given to the top three (3) Schools Division Offices (SDOs) with the most outstanding Human Resource Development (HRD) innovations implemented during Calendar Year 2026 that have demonstrated significant and measurable impact on the professional growth, welfare, and development of teaching, teaching-related, and non-teaching personnel. The innovation must be proposed, developed, and implemented by the Human Resource Development Section (HRDS), which shall serve as the official proponent or program owner. - Each SDO shall only be allowed to submit ONE entry for this category.



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	• Entries that were among the Top 3 winners in the previous year are no longer eligible for submission. • Deadline of submission shall be on November 3, 2026. • The innovation shall be evaluated based on the following criteria: 1. Practicality/Research Base – 25% 2. Implementation Process, Documentation, Availability of Data – 25% 3. Impact – 30% 4. Monitoring and Evaluation and Sustainability – 20%
HRD Laurel	• The HRD Laurel is given to SDOs with HRDS-initiated/led organizational milestones with the calendar year such as, but not limited to, PRIME-HRM, CPD Accreditation as Provider, etc. • The basis of award shall be as of October 30, 2026. • One HRD Laurel shall be awarded to the SDO regardless of the number of milestones/achievements it has garnered within the calendar year. • The SDO HRDS shall submit the documents for the HRD Laurel on or before November 3, 2026 for validation and assessment.

Dáyaw: The SOX HRD Awards (Special Award)

1. The Special Award shall be conferred upon individuals or organizations that have demonstrated exemplary contributions and outstanding performance in advancing human resource development initiatives within the Department of Education in Region XII.
2. A duly constituted Panel of Evaluators shall assess all qualified entries in accordance with the prescribed eligibility requirements and evaluation criteria and shall determine the awardees based on the results of the evaluation, subject to validation and verification of the submitted documents, when necessary.
3. The awards under this category may be revised annually to align with existing mandates, policies, guidelines, and regional or national priorities.

Table 2. Dáyaw: The SOX HRD Awards (Special Award)

Outstanding School HRD Advocate	• This award aims to recognize school/district personnel who have demonstrated exemplary commitment and service in advancing human resource development at the school level through Learning Action Cell (LAC) and In-Service Training, HRD-related innovations and activities, etc.
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	• Open to district or school personnel who have served as designated HRD Coordinators/LAC Coordinators for at least three consecutive years, covering 2026 and prior years. • Nominees must have a verifiable designation as HRD/LAC Coordinator, which must be included in the submitted documents. • Only one (1) entry per Schools Division Office (SDO) shall be submitted. • The submitted documentation must reflect accomplishments and contributions to HRD implementation and HRD initiatives within the past three (3) years. • Deadline of submission of soft copy of the documents shall be on November 3, 2026. Soft copy of the documents must be submitted through https://bit.ly/DAYAW2026-SPECIAL (Special Award - Best HRD Advocate Folder). • Top 3 winners in the previous year are no longer eligible for nomination. • Top 3 winners shall be declared. • The evaluation criteria are the following: A. Leadership in HRD Implementation – 25% • Demonstrates consistent leadership in planning, organizing, and sustaining LAC sessions, In-Service training, HRD-related innovations and activities, etc. aligned with HRD priorities. • The following documents must be submitted, but additional relevant documents may also be included: a. School LAC and INSET Plans b. School Summary of Individual Development Plans c. Accomplishment Reports of LAC Sessions, INSET, and other HRD Activities d. Minutes of the Meetings e. Memoranda f. Activities and documents relative the continuous improvement of HRD activities g. Other related documents B. Impact and Outcomes – 30% • Evident contribution to professional growth and improved teaching-learning practices in the school through LAC sessions, In-Service training, HRD-related innovations and
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	activities, etc. Includes feedback, results, or success stories. • The following documents must be submitted, but additional relevant documents may also be included: a. WAP/LAP Plans and Accomplishment Reports b. Performance ratings and accomplishments of <u>personnel-recipients</u> directly related to implemented HRD PPAs c. Monitoring and Evaluations Results and Analysis of HRD-related activities d. Other data pertaining to the impact of HRD-related activities C. Innovation – 20% Shows initiative in introducing innovations or strategies to improve the implementation of LAC sessions, In-Service training, HRD-related innovations and activities, etc. and maximize teacher participation. • The following documents must be submitted, but additional relevant documents may also be included: a. Approved innovation proposal/s or program/project designs and accomplishment report/s b. Monitoring and Evaluations Results and Analysis related to the innovation/s implemented c. Other data pertaining to the impact of the innovation/s d. Activities and documents relative the continuous improvement of the innovation/s e.g. yearend evaluation, minutes of the meeting, agreements and ways forward for the improvement of the innovation, etc. D. Advocacy, Collaboration, and Resourcefulness – 10% Actively promotes LAC sessions, In-Service training, HRD-related innovations and activities, etc. as HRD strategies and collaborates with school heads, fellow teachers, and stakeholders to strengthen HRD efforts. a. Documents related to information dissemination of L&D needs, plans and accomplishments and collaboration within the school community
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	b. Documents related to networking and linkages to facilitate the conduct of HRD activities c. Liquidation reports d. Other documents E. Interview – 15% The interview aims to assess the nominee's clarity of purpose as an HRD/LAC Coordinator, depth of reflection on their HRD-related experiences, and ability to communicate effectively and professionally. It provides an opportunity for nominees to elaborate on their contributions, share insights, and demonstrate their commitment to human resource development.
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Dáyaw: The SOX HRD Awards (Major Awards)

1. The Dáyaw Major Awards are given annually to SDOs with exemplary performance which contribute to the success of the three flagship programs of the Human Resource Development Division (HRDD): LEARN, GROW, and ASCEND.
2. Each SDO may apply to the three awards per year.
3. All entries shall only exhibit the accomplishments of the SDO in the current year. No duplication of MOVs in each award shall be strictly observed.
4. Each entry shall be accompanied by an endorsement signed by the Schools Division Superintendent (SDS) who shall vouch the veracity and authenticity of all documents in each entry.
5. Any instance of falsification of documents shall result to disqualification.
6. The major awards shall be awarded to entries that can garner a total score of 80%. This means that in each major award, there can be more than one awardee.
7. **Deadline of submission of entries shall be on November 3, 2026.**
8. On-site validation shall be conducted to further assess the veracity of the documents and the impact of the PPAs, if deemed necessary.
9. The decision of the judges is final and unappealable.

Table 3. Dáyaw: The SOX HRD Awards (Major Awards)

Award	Description	Criteria	Percentage
Gawad Kagalingan	This award is bestowed upon Schools Division Offices (SDOs) that have demonstrated exemplary performance in the implementation of Human Resource Development (HRD)	Adherence to the L&D system	30%
		Monitoring and Evaluation	30%
		Impact of PPAs (Application)	30%
		Linkages and Networking	10%



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	initiatives for teaching, teaching-related, and non-teaching personnel, thereby contributing to the attainment of the Human Resource Development Division's (HRDD) flagship program, LEARN. Eligible initiatives must be led, proposed, or initiated by the Human Resource Development Section (HRDS), notwithstanding collaboration with other functional units or stakeholders.		
Gawad Bagwis	This award is bestowed upon Schools Division Offices (SDOs) that have demonstrated exemplary performance in the implementation of programs, projects, and activities (PPAs) related to personnel performance management, rewards and recognition, talent development, and succession planning, thereby contributing to the attainment of the Human Resource Development Division's (HRDD) flagship program, ASCEND. Eligible initiatives must be led, proposed, or initiated by the Human Resource Development Section (HRDS), notwithstanding collaboration with other functional units or stakeholders.	Established system/process (RPMS, PRAISE, etc.)	30%
		Monitoring and Evaluation	30%
		Impact of PPAs (Application)	30%
		Linkages and Networking	10%
Gawad Unlad	This award is bestowed upon Schools Division Offices (SDOs) that have	Established system/process (GEDSI, EWD, etc.)	30%



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	demonstrated exemplary performance in the implementation of programs, projects, and activities (PPAs) related to Employee Welfare and Development (EWD), Gender and Development (GAD), and employee satisfaction, thereby contributing to the attainment of the Human Resource Development Division's (HRDD) flagship program, GROW. Eligible Employee Welfare and Development initiatives must be led, proposed, or initiated by the Human Resource Development Section (HRDS), notwithstanding collaboration with other functional units or stakeholders. For Gender and Development (GAD) initiatives, entries may be led or implemented by the designated GAD Focal Point System or other appropriate functional units, provided that the initiative contributes to employee welfare and development.	Monitoring and Evaluation	30%
		Impact of PPAs (Application)	30%
		Linkages and Networking	10%

IV. Timeline of Implementation

Activity	Timeline	Persons Responsible
Planning and Revision of the Existing Award Guidelines	June 25, 2026	HRDD – NEAP Personnel
Consultation and Finalization of Award Guidelines	July 1-3, 2026	HRDD – NEAP Personnel HRDS SEPS or EPS II
Release of Official Dáyaw: The SOX HRD Awards 2026 Guidelines through Region Memorandum	July 6-10, 2026	HRDD
Division call and evaluation of entries	July 13-October 30, 2026	HRDS



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Submission of Documents Major, Minor and Special Awards	November 3, 2026	Human Resource Development Section (HRDS) Personnel
Evaluation of Documents for Major Awards and Best HRD Innovation	November 4-6, 2026	Evaluators Technical Working Group (TWG)
Interview of Outstanding HRD Advocates (Online)	November 7, 2026	HRDD Evaluators Nominees
Dáyaw: The SOX HRD Awards 2026 Awarding Ceremony	December 4, 2026	HRDS Personnel TWG Identified Attendees
Conduct of Implementation Review	January 5, 2027	HRDD-NEAP Personnel

V. Terms of Reference

The Regional Office through the Human Resource Development Division (HRDD) and the National Educators Academy of the Philippines R-XII (NEAP R-XII) shall handle and oversee the implementation of the awards. Table 3 presents the Terms of Reference.

Table 3. Terms of Reference for Dáyaw: The SOX HRD Awards 2026

Role	Task/Functions
<i>HRDD-NEAP</i>	- Serves as the Program Management Team (PMT) of Dáyaw: The SOX HRD Awards 2026. - Determines the awardees for the special awards. - Screens the completeness of documents/entries submitted by SDOs for the Major Awards. - Forwards documents to the respective judges for evaluation. - Consolidates results of evaluation and prepares the final results. - Prepares procurement documents for awards i.e. plaques and certificates.
<i>SDO Human Resource and Development Section (HRDS)</i>	Submits entries for Dáyaw: The SOX HRD Awards 2026 Minor and Major Awards.
<i>Judges/Evaluators</i>	- Evaluate the entries submitted by the SDOs in the Major Awards. - Deliberate the results of evaluation and come up with the final results.



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VI. Monitoring and Evaluation

In order to provide continuous evaluation of the guidelines of Dáyaw: The SOX HRD Awards, a review of the implementation of the awards shall be included in the HRDD-HRDS PIR.

VII. Fund Source

Expenses relative to the implementation of Dáyaw: The SOX HRD Awards shall be charged against the HRDD GASS Fund 2026 subject to the usual auditing and accounting rules and procedures.

VIII. Expected Outcomes

The conduct of the Dáyaw: The SOX HRD Awards is expected to bolster the performance of SDOs in providing learning and development opportunities and other related activities to their teaching and non-teaching personnel. Through this reward and recognition activity, more innovations and exemplary efforts exerted by the HRDS Personnel in the SDOs shall be recognized and rewarded.