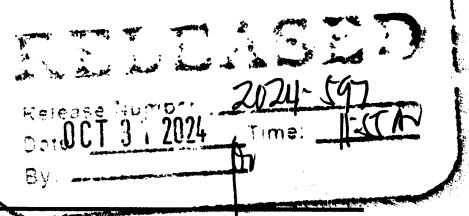


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DIVISION OF SULTAN KUDARAT



October 10, 2024

N<sup>o</sup>. DIVISION MEMORANDUM  
CID-ALS No. **98**, s. 2024

**SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS (ALS PARANGAL)**

To: Assistant Schools Division Superintendent  
Chiefs of Functional Divisions  
Education Program Supervisor-ALS  
Education Program Specialist II for ALS  
ALS Teachers  
This Division

1. Pursuant to DepEd Order No. 29, s. 2002 establishing the Program on Awards and Incentives for Service Excellence (PRAISE) in the Department of Education, this Office will conduct the Division Search for Outstanding Alternative Learning System Teachers dubbed as the 2<sup>nd</sup> Division ALS Parangal 2024.
2. This ALS Parangal aims:
  - a. to recognize the most outstanding Alternative Learning System (ALS) teachers within the organization;
  - b. to celebrate their dedication and commitment in the service.
3. All qualified ALS Teachers are required to submit their letter of intents, Personal Data Sheets, and other supporting documents in accordance with the program screening standards on or before November 2-15, 2024 to the Education Program Specialist II for ALS.
4. Attached are the guidelines, mechanics, and criteria for reference.
5. For inquiries, interested applicants may contact Mrs. Fatima A. Ma-aya, Division ALS Focal Person, through Cellphone No. 09061328544 or [Fatima.maaya@deped.gov.ph](mailto:Fatima.maaya@deped.gov.ph)
6. Widest dissemination of this memorandum is desired.

**CRISPIN A. SOLIVEN JR., CESE**  
Schools Division Superintendent

CID-ALS/DM-2024 SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS (ALS)  
PARANGAL) / October 10, 2024.



Address: Kenram, Isulan, Sultan Kudarat  
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Enclosures: As Stated

References: DepEd Order No. 29, s. 2002

To be indicated in the perpetual index under the following subjects:

**ALS**

**OUTSTANDING**

**PARANGAL**

**SEARCH**

CID-ALS/DM-2024 SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS (ALS)  
PARANGAL) / October 10, 2024.

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**SEARCH FOR 2024 MOST OUTSTANG ALS TEACHERS (ALS PARANGAL)**

**I. Rationale and Purpose**

DepEd Division of Sultan Kudarat through Alternative Learning System shall conduct the division-wide Search for Outstanding ALS Teachers in conformity with the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education (DepEd Order No. 9, s.2002)

The activity aims to recognize the most outstanding ALS teachers within the organization, to celebrate their dedication and commitment to the service.

Further, the initiative provides an inclusive opportunity to all potential employees to benefit from the rewards and recognition system that the department has already established. As integrated in the Results-Based Performance and Management System (RPMS) cycle, which was operationalized through DO 2, s. 2015, performance rewarding, and development planning comes at the fourth phase of the framework that enables the recognition of employee's performance and efforts for the whole year in delivering quality service and exemplary contribution to the department.

Hence, through this awards and recognition system, it prepares our human resources more competitively for nomination and participation to the national level or international level awards program. This award program significantly opens more opportunities in giving support to teachers to teach better as rewards and recognition programs offer intrinsic motivations to improve performance in delivering quality basic education and services as encapsulated in the MATATAG Agenda.

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CID-ALS/DM- SEARCH FOR 2024 MOST OUTSTANG ALS TEACHERS (ALS PARANGAL) /October 10, 2024



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**I. General Guidelines**

Hereunder, are the general rules for the **SEARCH FOR 2024 MOST OUTSTANG ALS TEACHERS (ALS PARANGAL)** adapted & modified from **2024 SIKAT AWARDS** guidelines for Teaching Position:

1. The award is **open to all ALS teachers of DepEd SULTAN KUDARAT DIVISION** who have rendered service for **at least five years in the service)**
2. Nominees should have met the set qualification requirements.
3. Nominees should have at least a Very Satisfactory IPCRF rating. The IPCRF rating for three school years are credited, however, if the nominee is on official leave due to training or scholarship, the performance rating prior to the study leave/ leave of absence can be used; and
4. Nominees should be of good moral character and has no pending administrative/criminal case.

**II. Category and Qualification Requirements**

The search shall cover only ALS teachers which shall include the following categories:

**A.) Teaching Employees**

Category	Qualification Requirements
<b>Outstanding ALS Teacher</b>	<ul style="list-style-type: none"><li>▪ Has permanent item as regular teacher tagged as ALS teacher</li><li>▪ Has at least five to six teaching loads or six hours teaching loads</li><li>▪ Has received the District Outstanding ALS Teacher Award</li></ul>

**III. SELECTION CRITERIA AND RATING FOR TEACHING EMPLOYEES**

CATEGORY	SELECTION CRITERIA AND RATING		
<b>ALS Teachers</b>	<b>Instructional Competence (25)</b> 1. Teaching Competence/ IPCRF Rating (25)  Final Rating= Average Score of 3 consecutive ratings/5 X 25 <table><tr><td><i>Documented Information</i></td><td>3-year IPCRF</td></tr></table>	<i>Documented Information</i>	3-year IPCRF
<i>Documented Information</i>	3-year IPCRF		

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**Accomplishments and Contributions (25)**

- A. Implemented research-based innovations and creative outputs within 3 years, such as workplace application project/s after attendance to training, conferences, or workshops, or any learning and development application projects/innovations (10)

Indicator	Percentage	Documented Information
Magnitude	30%	Research/concept paper signed by immediate supervisor Recipient Attendance/Logs Sustainability Plan Proof of utilization/adoption of the innovations duly signed by immediate supervisor *Evaluation Results
Strategic Importance	30%	
Linkages and Support	20%	
Sustainability	20%	
Total	100%	

*Gained evaluation percentage x 10 = Rating*

- B. DepEd-endorsed awards or distinctions received (5)

Level	Points	Documented Information
International	5	Certificate of Awards with Endorsement/nomination letter signed by the SDS and/or Regional Head of Office
National	4	
Regional	3	
Division	2	
District	1	

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- C. Subject matter expert/ TWG member/ Demonstrator/ Consultant to DepEd/NEAP-recognized or PRC Accredited trainings or seminars conducted (5)

<i>Level</i>	<i>Points</i>	<i>Documented Information</i>
National	5	Certificate of Recognition
Regional	4	
Division	3	
District	2	Memorandum
School	1	

- D. Publication/ Authorship/ Learning Resource developed (5)

<i>Level</i>	<i>Points</i>	<i>Documented Information</i>
International	5	Copy of publication or authorship and acceptance letter/ Copy of developed learning resource Proof of utilization/ adoption of the produced material
National	4	
Regional	3	
Division	2	
District	1	

**Community Development/ Services (10)**

- A. Membership/ Leadership in duly recognized professional organizations (5)

<i>Level</i>	<i>Points</i>	<i>Documented Information</i>
National	5	Certificate of Membership/ Leadership and Certificate of Good Standing
Regional	4	
Division	3	
District	2	
School	1	

- B. Participation in community and civic movements/advocacies (5)

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	<i>Level</i>	<i>Points</i>	<i>Documented Information</i>																												
	National	5	Certificate of Participation																												
	Regional	4																													
	Division	3																													
	District	2																													
	School	1																													
<p><b>Professional Competence (25)</b></p> <p>A. Education (10)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%; text-align: center;"><i>Increments from minimum QS</i></th> <th style="width: 15%; text-align: center;"><i>Points</i></th> <th style="width: 55%; text-align: center;"><i>Documented Information</i></th> </tr> </thead> <tbody> <tr> <td>10 or more increments</td> <td style="text-align: center;">10</td> <td rowspan="5" style="text-align: center; vertical-align: middle;">Transcript of Record with CAV</td> </tr> <tr> <td>8-9 increments</td> <td style="text-align: center;">8</td> </tr> <tr> <td>6-7 increments</td> <td style="text-align: center;">6</td> </tr> <tr> <td>4-5 increments</td> <td style="text-align: center;">4</td> </tr> <tr> <td>2-3 increments</td> <td style="text-align: center;">2</td> </tr> </tbody> </table> <p><i>*Refer to DO_s2023_007, Table 2.a Increments Table - Education</i></p> <p style="text-align: center;"><i>Basic Qualification for T-I to T-III: Bachelor Degree in Education or Bachelor degree with 18 professional units in Education Major Field of Specialization.</i></p> <p>B. Resource Speakership/ Learning and Development Facilitation (for the last 3 Years) (10)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%; text-align: center;"><i>Level</i></th> <th style="width: 15%; text-align: center;"><i>Points</i></th> <th style="width: 55%; text-align: center;"><i>Documented Information</i></th> </tr> </thead> <tbody> <tr> <td>National</td> <td style="text-align: center;">10</td> <td rowspan="5" style="text-align: center; vertical-align: middle;">Certificate as Resource Speaker/ Facilitator Issuances and memorandum</td> </tr> <tr> <td>Regional</td> <td style="text-align: center;">8</td> </tr> <tr> <td>Division</td> <td style="text-align: center;">6</td> </tr> <tr> <td>District</td> <td style="text-align: center;">4</td> </tr> <tr> <td>School</td> <td style="text-align: center;">2</td> </tr> </tbody> </table> <p>C. DepEd/NEAP Recognized Trainings/ Seminars Attended (5)</p>				<i>Increments from minimum QS</i>	<i>Points</i>	<i>Documented Information</i>	10 or more increments	10	Transcript of Record with CAV	8-9 increments	8	6-7 increments	6	4-5 increments	4	2-3 increments	2	<i>Level</i>	<i>Points</i>	<i>Documented Information</i>	National	10	Certificate as Resource Speaker/ Facilitator Issuances and memorandum	Regional	8	Division	6	District	4	School	2
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	Level	Points	Documented Information
	National	5	Certificate of Participation Memorandum
	Regional	4	
	Division	3	
	District	2	
	School	1	

**Personal Attributes/ Characteristics (15)**  
Refer to Core Behavioral Competencies for Indicators

A. Self-Management (3)

Frequently Demonstrated	3
Occasionally Demonstrated	2
Fairly Demonstrated	1
Not Demonstrated	0

B. Professionalism and Ethics (3)

Frequently Demonstrated	3
Occasionally Demonstrated	2
Fairly Demonstrated	1
Not Demonstrated	0

C. Result Focus (3)

Frequently Demonstrated	3
Occasionally Demonstrated	2
Fairly Demonstrated	1
Not Demonstrated	0

D. Teamwork (3)

Frequently Demonstrated	3
Occasionally Demonstrated	2
Fairly Demonstrated	1
Not Demonstrated	0

E. Service Orientation (3)

Frequently Demonstrated	3
Occasionally Demonstrated	2
Fairly Demonstrated	1
Not Demonstrated	0

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**B. Search and Selection Process**

**District Level**

- The search and awards committee of the school shall review the performance of teachers in the school, based on the results of the IPCRF of individual teachers including their portfolio of accomplishments or innovations.
- The search committee shall prepare a shortlist of potential nominees for each of the categories based on the IPRCF and Portfolio of accomplishments of teachers.
- The search committee led by the principal shall conduct interviews of shortlisted teachers who are potential nominees for the Division Level search.
- The Public Schools District Supervisor shall nominate one (1) Outstanding ALS Teacher as entries for the Division Level Search for 2024 Parangal Outstanding ALS Teachers.

**Division Level**

- The Division Office through CID ALS shall lead and facilitate the inclusive management of the Search for Outstanding ALS teachers and intensify the promotion or advocacy for this awards and recognition program for teachers.
- The Division ALS Section Committee and Awards Committee shall review the nomination documents submitted by the district for each teacher.
- Division winners (1<sup>st</sup> Placer) shall also be recognized during the ALS Parangal Awarding Ceremonies.
- The EPS ALS shall nominate and endorse only one (1) outstanding ALS Teacher to the division office for the Division Sikat Awards.

**Division Level Search and Selection Process for Outstanding Employees in ALS Parangal 2024**

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- The search and selection committee shall require all nominees to submit a hard **copy** of the required documents as basis for evaluation.
  - All documents in hard copy shall be submitted to the ALS Office
    - A. Nomination Form with Endorsement and Omnibus Certification of Authentication and Veracity (CAV) and Data Privacy Form
    - B. Write-up of accomplishments and its impact in not more than 2000 words
    - C. Certification of Awards and Nomination from the ALS Selection Committee
    - D. CS Form 212 or Personal Data Sheet (updated within the month of submission with photo, signature of the employee, and signature of the person administering oath)
    - E. Photocopy of valid and updated PRC ID;
    - F. Photocopy of scholastic/academic records.
    - G. Certification from the Education Program Specialist II for ALS reflecting a summary of IPCRF/OPCRF ratings of at least Very Satisfactory obtained for three school years
    - H. Updated Service Record duly certified by the agency's HRMO
    - I. Photocopy of latest appointment
    - J. Certification from the district /AO of good moral character
    - K. Certification from the legal officer that the nominee has not been found guilty of any administrative or criminal offense involving moral turpitude or does not have any pending case at the time of nomination.
    - L. Certification from the local barangay being cleared of any criminal and/or derogatory records
    - M. Certification of no unliquidated cash advances signed by the finance officer/accountant as of the month prior to the date of nomination (District Level)
    - N. Certification of no disallowance issued by the Commission on Audit (COA) Resident Auditor (District AO/School)
- \*\*Documented Information and other relevant supporting documents for the last three years (preferably the highest honor or recognition for submission, however, nominees should prepare other relevant pertinent papers for validation purposes)**
- The nomination documents of the shall undergo phases of documentary review, evaluation and validation, and final deliberation of finalists and awardees.

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- Using the selection and evaluation criteria, the evaluators will rate the performance and accomplishments of the nominees.
- For the interview, the Behavioral Events Interviewing (BEI) Approach shall be used to further validate the nominees' accomplishments and exemplary innovations.
- Then, the final deliberation of the awardees shall be undertaken by the panel of evaluators, ALS Selection Committee.
- **Only 1 winner shall be declared as the most outstanding ALS Teacher and shall be conferred with rewards and recognition during the ALS Parangal Awarding Ceremony.**
- The awarding and recognition program shall be conducted on the set schedule. The awarding ceremonies may be conducted face-to-face and shall be published online via social media platforms.
- Awardees certificate, the awardees shall be prioritized for SIKAT Award research.
- The SDO team through CID-ALS shall lead the public announcement or publicity of the awards and the division level awardees via issuance and social media broadcast. The official results of the search shall also be posted on the official GC and FB account of ALS for wider publicity and recognition of all Division awardees.

***This guideline shall take effect immediately upon issuance of a Division Memorandum.***

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**SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS  
(ALS PARANGAL)**

**SELECTION COMMITTEE**

Chairman: **Fatima A. Ma-aya**  
Education Program Supervisor

Co-Chairman: **Bebie M. Hadjiesmael-Ambalgan, MAEd**  
Education Program Specialist II-ALS

Members: **Ronamie A. Lumawag**  
OIC-Education Program Specialist II-ALS  
**Pelerma S. Segura, Sra**  
MT I-ALS Teacher  
**Ryan B. Soquias**  
MT II-ALS Teacher  
**Ramil Parlero**  
MT I-ALS Teacher  
**Sally Alameda**  
MT I-ALS Teacher

Secretariat: **Hameza A. Aznan**  
ALS Teacher  
**Edmer L. Sing**  
ALS Teacher

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**SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS  
(ALS PARANGAL)**

**Technical Working Group (TWG)**

Overall Committee Chairman: **FATIMA A. MA-AYA**  
Education Program Supervisor-ALS

Co-Committee Chairmen & Chairmen on Awards : **BEBIE M. HADJIESMAEL-AMBALGAN, MAEd**  
**RONAMIE A. LUMAWAG**  
Education Program Specialist II-ALS

Program & Certificate  
Chairman: Palerma Segura Sra.  
Co-Chairman: Norhaynie S. Bantugan  
Member: Mary Joy Sumagit

Communications/Documentations  
Chairman: Ryan B. Soquias  
Co-Chairman: Edmer Sing  
Member: May Rose L. Cabardo

Attendance  
Chairman: Vernadeth Gregorio  
Co-Chairman: Maria Stephanie Moyet  
Member: Zahabudin Usop

Venue  
Chairman: Ramil Parlero  
Co-Chairman: Angelito Deniro  
Member: Eric Casa

Food  
Chairman: Sally L. Alameda  
Co-Chairman: Nor-Ain S. Babo  
Members: Aillen G. Garcia

Prepared by:  
**BEBIE M. HADJIESMAEL-AMBALGAN, MAEd**  
Education Program Specialist II-ALS

Submitted by:  
**FATIMA A. MA-AYA**  
Education Program Supervisor I-ALS

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**SEARCH FOR 2024 MOST OUTSTANDING ALS TEACHERS  
(ALS PARANGAL)**

**MATRIX**

<b>November 29, 2024/Time</b>	<b>Day 1</b>	<b>Person Involved/Facilitator/Speaker</b>
1:00-1:30pm	Arrival / Registration/Attendance	<b>May Rose L. Cabardo</b> /ALS Teacher <b>Maria Stephanie Moyet</b> /ALS Teacher <b>Vernadeth Gregorio</b> /ALS Teacher
1:30pm-2:00pm	Preliminaries – National Anthem, Prayer, Regional Hymn, SDO Hymn	<b>Edmer Sing</b> -ALS Division ICT Coordinator
	Welcome Remarks/ Opening Program	<b>Ismael M. Ambalgan</b> Chief CID
	Opening Program	<b>Ramil A. Parlero</b> MT I-ALS Teacers President ASKALS
	Acknowledgement of Participant	<b>Ronamie A. Lumawag</b> Education Program Specialist II -ALS
	Statement of Purpose	<b>Fatima A. Ma-aya</b> Education Program Supervisor I-ALS
2:00pm-10:00pm	Inspirational Message	<b>Crispin A. Soliven Jr., CESE</b> Schools Division Superintendent
	Awarding Ceremony and Year End Party	<b>Crispin A. Soliven Jr., CESE</b> Schools Division Superintendent
		<b>Fatima A. Ma-aya</b> Education Program Supervisor I-ALS
		<b>Bebie M. Hadjiesmael-Ambalgan, MAEd</b> Education Program Specialist II-ALS
		<b>Ronamie A. Lumawag</b> OIC-Education Program Specialist II-ALS
10:00-10:30pm	Closing Program	<b>Fatima A. Ma-aya</b> Education Program Supervisor I-ALS

Prepared by:

  
**BEBIE M. HADJIESMAEL-AMBALGAN, MAEd**  
Education Program Specialist II-ALS

Submitted by:

**FATIMA A. MA-AYA**  
Education Program Supervisor I-ALS

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