



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

DIVISION MEMORANDUM
No. 026, s. 2025

June 23, 2025

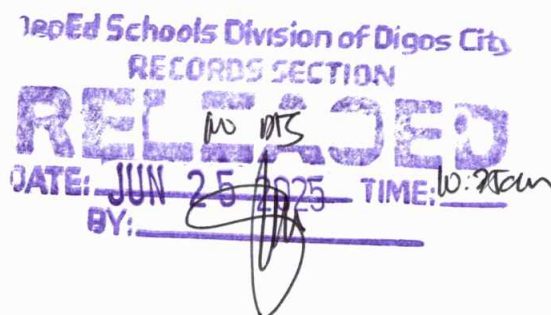
CALL FOR NOMINATION TO THE 2025 AGILA AND EAGLE AWARDS

To: Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Public School Heads
Public School Teachers
School HRD Coordinators
PRAISE Committee
SDO Personnel

1. This is in reference to Regional Memorandum HRDD-2025-130 dated June 18, 2025 signed by Allan G. Farnazo, Director IV, re: Call for the Search of Great Instructional Leadership Award (AGILA) for Public School Teachers, School Heads, Public Schools District Supervisors and Division Education Program Supervisors and Exemplary Achievement for Great and Laudable Employees (EAGLE) 2025 for Non-Teaching Employees.
2. Attached are the Guidelines and Criteria of the Search, Categories, Timetable, and Nomination Form for ready reference.
3. For information, dissemination, and compliance.

For and in the absence of the Schools Division Superintendent:

Cherrie Anne B. Bohol
CHERRIE ANNE B. BOHOL
Education Program Supervisor
Officer-In-Charge *6/24/25*



RECORDS

SCHOOLS DIVISION OF DAVAO
RECORDS SECTION 120917



Republic of the Philippines
Department of Education
DAVAO REGION

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20 JUN 2025
TIME 1:12

June 18, 2025

REGIONAL MEMORANDUM
HRDD-2025-130

CALL FOR NOMINATIONS TO THE 2025 AGILA
AND EAGLE AWARDS

To: Assistant Regional Director
Schools Division Superintendents

1. In line with the continuous efforts to recognize and reward the exemplary performance, exceptional competence and dedication of DepEd employees, the Human Resource Development Division (HRDD), in collaboration with the Regional PRAISE Committee, is delighted to announce the **Call for Nominations to the 2025 AGILA and EAGLE Awards**. This prestigious recognition aims to put premium on the outstanding contributions of teachers, school leaders and non-teaching personnel to highlight the standards of service delivery and commitment to excellence.
2. This Office highly encourages eligible employees to participate in this process, as their active involvement contributes to cultivating a culture that prioritizes organizational effectiveness and efficiency.
3. Relevant details, guidelines, and the schedule of activities, are found in the enclosures. For concerns refer to Isidra B. Despi, EPS/Focal Person through 0915-674-1671 or hrddneaprol1@gmail.com.
4. Immediate dissemination of this Memorandum is desired.

Encl.: As stated.
ROH1/nrb

DEPARTMENT OF EDUCATION - DAVAO
RECORDS SECTION
RELEASED

ALLAN G. FARNAZO
Director IV

June 20, 2025
120917



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**Schedule of Activities on the 2025 Search for the
AGILA and EAGLE**

Date	Activity	Person's Responsible	Expected Output
May 15, 2025	Meeting with the PRAISE Committee	Regional Office XI PRAISE Committee	Presentation of the 2025 AGILA and EAGLE Timeline and other related concerns
June 19, 2025	Preparation, Dissemination of Memo to SDOs for the Call for Nomination for the 2025 AGILA and EAGLE	HRDD R&R Focal Person	Release of the Memorandum to SDOs
* July 1 – August 22, 2025	Selection & Preparation of SDO Entries	SDO	Selection & Preparation of documents of the SDO entries (AGILA & EAGLE)
July 31, 2025	Virtual Interfacing Meeting of the RO and SDO PRAISE Committee for the AGILA and EAGLE Awards 2025	SGOD Chief HRD SEPS/ EPS II R&R Focal Person	<ul style="list-style-type: none">- Alignment of Program Objectives and the Enhanced Guidelines of 2025 AGILA & EAGLE- Standardized Implementation of the AGILA and EAGLE Awards across SDOs- Feedback & Insights Collection for Continuous Improvement
* August 26-29, 2025	Submission of Entries to Regional Office	SDO, Records, HRDD	Submission of Nominees/Entries to RO received by the Records Section
September 03, 2025	Regional Selection Committee (RSC) Meeting	RO XI RSC	Meeting with the RSC on the Evaluation of the AGILA and EAGLE
Sept. 4-16, 2025	Evaluation of the Nominees Documents	RO XI RSC	Evaluation of Documents by the RO Committee Chair & Members <i>Note: Top five (5) Finalists in every category shall undergo validation</i>
Sept. 17-23, 2025	Validation of the Shortlisted Nominees	RSC SDO	On-site/Blended Validation of the Shortlisted Nominees by Category
Sept. 26, 2025	Submission of Results to Secretariat	RSC Secretariat	Submission of Final Results by Category



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Date	Activity	Person's Responsible	Expected Output
Sept 29 – Oct 3, 2025 (5 days)	External Evaluation	External Evaluators	2025 Final Results of AGILA and EAGLE Awards
October 7, 2025	Deliberation of the Final results to PRAISE	RO XI PRAISE Committee Secretariat	Meeting with the PRAISE for the deliberation of the Final Results
October 9, 2025	Preparation of the Awarding	HRDD TWG	Preparation & Finalization for the conduct of the Awarding Ceremony
October 15, 2025	Dissemination of the Memorandum to SDOs for the Finalists	HRDD TWG	Dissemination of Regional Memorandum to SDOs for the Finalists 2025
Nov. 4-5, 2025	Tech -Run for the Awarding	RO SDOs TWG	Finalization of the 2025 AGILA & EAGLE Program Flow
Nov. 6, 2025	Awarding of the 2025 AGILA & EAGLE Venue – Davao City	RO SDOs TWG	Awarding of the 2025 AGILA & EAGLE
Nov. 11, 2025	Post-Conference of the RSC, PRAISE & TWG	RSC TWG	Conduct Post-Conference of the RSC & TWG

Proposed Timetable 2025

Activity	Committee	Schedule	Remarks
Review of the guidelines and criteria	HRD Specialists	June 20, 2025	Done
Information Dissemination	HRD Specialists	June 23,2025	Done
School-based Selection	School Selection Committee	July 1-21,2025	Done
District-based Selection	District Selection Committee	July 22- 31,2025	To be accomplished
Office-based Selection (Teaching-Related and EAGLE Categories)	Division Selection Committee		To be accomplished
Submission of documents to the Division Division-based selection	Division Selection Committee	August 8,2025	To be accomplished
Evaluation of Documents	Division Selection Committee	August 11-15,2025	To be accomplished
Declaration of Division Winners (AGILA/EAGLE)	Division Selection Committee	August 18,2025	To be accomplished
Final Touches of the Documents	Division Packaging Team	August 19-25,2025	To be accomplished
Final Submission-ready for binding	Division Packaging Team	August 26-29,2025	To be accomplished
Submission of Documents to RO and Endorsement of Division Entries to the Regional Office	HRD Specialists	August 26-29,2025	To be accomplished
Regional Awarding Ceremony		November 6, 2024	To be accomplished
Division BANGA Awarding Ceremony		December 5, 2024	To be accomplished

Packaging Team (Writers, Quality Assurance, IT (Layout Artists, Photo/Videographers)

Cherrie Anne B. Bohol	SDO
Ronald B. Dedace	SDO
Leilani T. Señires	SDO
Janice S. Alquizar	SDO
Stephen Pascual	SDO
Ruben Evarretta	SDO
Lorelie B. Gorgonio	Digos City CES
Analyn Manapol	Digos City CES
Larrah Mae Asor	Ramon Magsaysay CES
Ma. Regina Robante	Aplaya ES
Jeneve Pacquiao	DiCNHS
Lea Grace Baquero	DiCNHS
Rosela Angelo	DiCNHS
Rosemarie Migue	DiCNHS
Merilyn Galo	Don Mariano Marcos ES
Joe Ann Gonora	Don Mariano Marcos ES
Brynel Espina	Don Mariano Marcos ES
Bernardino Magno, Jr.	Digos City NHS
Mon Brian Rodriguez	Digos City NHS
Glenda Precellas	P. Basalan ES
Jay Mark Alocelja	Don Mariano Marcos ES
Lee Wilson Precellas	Don Mariano Marcos ES
Marlo Samontina	Kapatagan NHS
Jessrael Bengil	Ruparan ES
Ferdinand Magdadaro	Ramon Magsaysay CES
IT-JO	

AGILA (ACHIEVEMENT FOR GREAT INSTRUCTIONAL LEADER AWARDS)	
A. Teaching Category	
A.1 Elementary	Division Winner
A.1.1. Kindergarten	1
A.1.2. Key Stage 1 (Grades 1-3)	1
A.1.3. Key Stage 2 (Grades 4-6)	1
A.1.4. Master Teacher (K-6)	1
A.2 Junior High School (JHS)	
A.2.1 Key Stage 3 (Grades 7-10)	1
A.2.2 Master Teacher	1
A.3 Senior High School (JHS)	
A.3.1 Key Stage 3 (Grades 11-12)	1
A.3.2 Master Teacher	1
A.4 Inclusive Education	
A.4.1 ALIVE	1
A.4.2 IPEd	1
A.4.3 SNED	1
A.4.4 ALS	1
A. Teaching-Related Category	
B.1. Schools Heads	
B.1.1 Elementary (Head Teacher, Principal	1
B.1.2 Secondary (JHS;JHS w/ SHS; stand alone (Head Teacher, Asst. Principal, Principal	1
B.1.3. Integrated School K to 10; K to 12 (Head Teacher, Asst. Principal, Principal)	1
B.1.4 TIC / SIC Elementary	1
B.1.5 TIC / SIC Secondary	1
B.2. Supervisors	
B.2.1 Public School District Supervisor (PSDS)	1
B.2.2 Division Education Program Supervisor (EPS)	1
B.3 Others (Teaching Related)	
B.3.1 Education Program Specialist II (SG 16)	1
B.3.2 Senior Education Program Specialist (SG 19)	1
EAGLE (EXEMPLARY ACHIEVEMENT FOR GREAT AND LAUDABLE EMPLOYEES)	
Level 1A (SG 1-4)	1
Level 1B (SG 5-10)	1
Level 2A (SG 11-15)	1
Level 2B (SG 16-21)	1
Contract of Service (COS)	1
Total	26



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AGILA and EAGLE Awards

Description	Details
a. Definition and Legal Basis	<p>Achievement of Great Instructional Leadership Award (AGILA)</p> <p>The search aims to give due recognition and incentive to public school teachers, senior education program specialists, education program specialists II, school heads, public schools district supervisors and division education program supervisors men and women who have concededly demonstrated an exemplary achievement in Region XI.</p> <p>Exemplary Awards for Great and Laudable Employees (EAGLE)</p> <p>The search aims to give due recognition and incentive to non-teaching men and women who have concededly demonstrated an exemplary achievement in DepEd. Region XI. The Search is open to all employee from the District level to the Regional Office.</p>
b. Qualification (include period of reference)	<p>The award is open to all employees across Region XI who are:</p> <ul style="list-style-type: none">o Employed in the Department of Education with a designation/appointment which indicate the category participated for at least three (3) years at the time of nomination; Must not be a national awardee and must not also be a regional AGILA/EAGLE as awardee, Most Outstanding Employee / First Place before;o Have been rated at least Very Satisfactory for the last two (2) consecutive performance rating period prior to the nomination;o Have rendered a minimum of five (5) years length of service from the date of appointment to the entry position in the Department of Education, which is either with Plantilla position for AGILA Categories, or Co-Terminus status of employment (For Volunteer/ COS Category) as specified by law, whose continuity in the service is based on trust and confidence as the case maybe;o The nominee must not be on leave for more than two (2) years prior to the SDOs' nomination for the 2024 Search for the AGILA and EAGLE;o Have not been found guilty of any administrative or criminal offense involving moral turpitude and have no pending administrative or criminal case at the time of nomination; and



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Description	Details
	<p>o For School Heads: The School/s where he/she served for the last two (2) years must have submitted to the Division Office the documents for the SBM Level III Assessment Results, pending the validation of the Regional Office due to the moratorium as per DM 075, s. 2022.</p>
c) Criteria for evaluation	<p>AGILA (Achievement for Great Instructional Leader Awards)</p> <p>A. Teaching Category:</p> <p>A.1. Elementary</p> <p>A.1.1. Kindergarten A.1.2. Key Stage 1 (Gr. 1-3) A.1.3. Key Stage 2 (Gr. 4-6) A.1.4. Master Teacher (K-6)</p> <p>A.2. Junior High School (JHS)</p> <p>A.2.1. Key Stage 3 (Gr 7-10) A.2.2. Master Teacher</p> <p>A.3. Senior High School (SHS)</p> <p>A.3.1. Key Stage 4 (Grades 11-12) A.3.2. Master Teacher</p> <p>A.4. Inclusive Education</p> <p>A.4.1. ALIVE A.4.2. IPed A.4.3. SNED A.4.4. ALS</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p> <p>o Significant Accomplishment in Fostering learning for the Past Two Years (The accomplishment report/narrative is approved by duly constituted authorities, and must have been implemented, adopted and utilized i.e., a. Increase in the learning outcomes b. strategic intervention materials, c. learning materials d. assessment materials 20%)</p> <p>o Impact of Accomplishments on the Students Learning Outcome (25%)</p> <p>o Innovations in Basic Literacy and Transformational Education (30%)</p>



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	<p>o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies 10%)</p> <p>B. Teaching-Related Category</p> <p>B.1. School Heads</p> <p>B.1.1. Elementary (Head Teacher, Principal) B.1.2. Secondary – (JHS; JHS w/ SHS; SHS stand-alone (Head Teacher, Asst. Principal, Principal) B.1.3. Integrated School- K to 10; K to 12 (Head Teacher, Asst. Principal, Principal) B.1.4 TIC/SIC Elementary B.1.5. TIC/SIC Secondary</p> <p>B.2.Supervisors</p> <p>B.2.1. Public Schools District Supervisor (PSDS) B.2.2. Division Education Program Supervisor (EPS)</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p> <p>o Significant Accomplishment in Fostering learning for the Past Two Years (The accomplishment report/narrative is approved by duly constituted authorities, and must have been implemented, adopted and, utilized 20%)</p> <p>o Impact of Accomplishments on the Students Learning Outcome (25%)</p> <p>o Innovations in Basic Literacy and Transformational Education (30%)</p> <p>o Awards (Major Award s/ citations/ recognition received from any of the Awarding Bodies 10%)</p> <p>B.3. Others (Teaching Related)</p> <p>B.3.1. Education Program Specialist II (SG 16) B.3.2. Senior Education Program Specialist (SG 19)</p> <p>o Performance Rating (Duly signed IPCRF for the last two rating period 15%)</p>



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Description	Details
	<ul style="list-style-type: none">o Significant Accomplishment in Fostering Learning for the Past Two Years (The accomplishment report/narrative is approved by duly constituted authorities, and must have been implemented, adopted and utilized 20%)o Impact of Accomplishments in Human Relations, Professional Growth, Community Involvement and Partnerships (30%)o Innovations (25%)o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies 10%) <p>EAGLE (Exemplary Achievement for Great and Laudable Employees)</p> <p>This covers the following personnel:</p> <p>Level 1A (SG 1-4) Level 1B (SG 5-10) Level 2A (SG 11-15) Level 2B (SG 16-21) Contract of Service (COS)</p> <ul style="list-style-type: none">o Performance Rating (Duly signed IPCRF for the last two rating period 15%)o Significant Accomplishment in ensuring Organizational Effectiveness and Efficiency (20%)o Impact of Accomplishments in Human Relations, Professional Growth, Community Involvement and Partnerships (30%)o Innovations (25%)o Awards (Major Award s/citations/recognition received from any of the Awarding Bodies (10%) <p>For Level 1A(SG1-4) and Contract of Service (COS) :</p> <ul style="list-style-type: none">o Performance Rating (Duly signed IPCRF for the last two rating period 15%)o Significant Accomplishment. The extent to which the involvement/accomplishment and other tasks has



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	<p>effectively and efficiently addressed a pressing need/ improved service delivery. (20%)</p> <ul style="list-style-type: none">o Fostered a healthy relationship with colleagues, empathetic, and have maintained high interest about working with others, by embracing teamwork, and a bond of respect, trust and social understanding (30%)o Perform extra ordinary services and other related tasks through innovative solutions and creative approaches to leverage sustainability initiatives for the benefit of the organization. (25%)o Awards (any awards/citations/recognition received from any of the Awarding Bodies (10%)
d) Documentary Requirements	<p>The nomination folder requires the submission of three (3) original nomination folder containing the fully accomplished documentary requirements, to wit:</p> <ul style="list-style-type: none">o Completely filled-out nomination form;o A maximum of ten (10) pages (A4 size bond paper, Bookman Old Style, 11 font size) for the Nomination Write-Up for the AGIIA/EAGLE; to include the summary of accomplishments and must highlight the outstanding accomplishment of the School, RO, CO and International Achievements of the nominee for the past two (2) years, impact and other information;o Presentation of accomplishments should be in order of significance with complete descriptions, justifications and should adhere to the past following pointers:<ul style="list-style-type: none">- Use specific terms. Define/clarity terms such as "assisted", "contributed", or "facilitated";- State outstanding accomplishments and impact in brief, factual and in bullet form;- Present impact of accomplishments by indicating problems addressed, people/office benefited, and/or transactions facilitated.o The packaging of the nominees' accomplishments as Means of Verification (School, SDOs/R&R Committee) Certification



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Description	Details
	<p>that the school have submitted the documents for SBM Level III assessment results to the Division Office</p> <p>o Certification of No Pending Administrative or Criminal Case at the time of nomination, which shall be issued by the SDOs' Administrative Officer V/VI (Personnel)/ Attorney III;</p> <p>o The same shall be included in the nomination folder but EXCLUDED in the count of the required 10 (ten) pages;</p> <p>o The MOVs of each indicator shall be separate from the nomination folder and shall be properly tagged. The HRDD shall then indorse the documents to the Regional Selection Committee (RSC) and they shall evaluate the documents to come up for the five (5) shortlisted nominees, only top three winners will be awarded.</p> <p>o The Regional Office PRAISE shall deliberate and declare the submitted list for the top 3 winners of each category;</p> <p>o The RO PRAISE shall submit to the Regional Director the top three winners of each category of the AGILA & EAGLE.</p>
e) Awards/ Incentives	<p>o The Regional Office shall award the top three winners per category with Plaque of Recognition with token and/or cash prize;</p> <p>o The cash awards shall be:</p> <p>First Place per Category - Php 10,000.00 Second Place per Category - Php 7,000.00 Third Place per Category - Php 5,000.00</p>



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AGILA & EAGLE NOMINATION FORM

DATA PRIVATE NOTICE: The data and information in this form are intended for the purpose of conducting the 2023 Search and Awarding Ceremony on the Achievement of Great Instructional Leadership Award (AGILA) and 2023 Exemplary Achievement for Great and Laudable Employees (EAGLE) of DepEd Region XI. The data will be kept solely by the process owner for the purpose of verifying and authenticating identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted documents and not to hold nor destroy information to any violation against Data Privacy Act of 2012. Data are subjects for voluntary contribution of personal knowledge provided by facts and information from the nominee.

Category:	
THE NOMINEE	
Name:	
School/Office Address:	
District:	SDO
Telephone Number:	Sex:
Designation:	
Telephone/Mobile No.:	
NOMINATOR	
Name:	Position:
Office:	Telephone No.:
Office Address:	

**School/s need to fill up spaces. SDOs disregard spaces that do not apply to them.*

**Please indicate the name of the Head of the Organizational unit nominated.*



Address: F. Torres St., Davao City (8000)
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CERTIFICATION

We attest to all facts contained herein and authorize the use of this information for publication. We understand that the **Schools Division Office (SDO)/RO PRAISE Committee** will validate the accuracy of the conduct of a background investigation. Any misrepresentation made by the signatories shall be ground for disciplinary action pursuant to applicable CSC laws and rules.

PRINTED NAME AND SIGNATURE

School Principal/SDO Chief

Division Office PRAISE COMMITTEE CHAIR

Schools Division Superintendent (SDS)



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