



July 11, 2019

REGIONAL MEMORANDUM

No. 360, s. 2019

CLARIFICATION ON THE TIMELINE OF THE *BULAWANONG SULÔ* AWARDS 2019

TO: SCHOOLS DIVISION SUPERINTENDENTS

This Region

1. This Office hereby clarifies the timeline of the *Bulawanong Sulo Awards* 2019.
2. The following timeline of activities shall be followed for the different award categories to give enough time for the schools division offices, in accomplishing the required documents.

Categories	Deadline of documents submission	Validation of Documents	Interview of Finalists
Outstanding Teacher (elem & sec)	extended from July 12 to July 19, 2019	Aug. 27-Sept. 13, 2019	Sept. 18, 2019
Outstanding Master Teacher (elem & sec)			
Outstanding Special Education Teacher (elem & sec)			
Outstanding ALS Mobile Teacher			
Outstanding Multigrade Teacher			
Outstanding School Principal (elem & sec)			
Outstanding PSDS			
Outstanding Education Program Supervisor			
Outstanding Non-Teaching Levels 1 & 2			
Outstanding Schools Division Office (small & medium)			None required
<i>Natatanging Bulawanong Sulô</i>			None required
Outstanding OK sa DepEd Implementer (elem or sec)			None required
Outstanding Researcher	July 30, 2019	Aug. 27-Sept. 13, 2019	Sept. 18, 2019
Outstanding Inclusive Education Implementer	Aug. 5, 2019	Aug. 27-Sept. 13, 2019	None required
Outstanding Reading Program Implementer	Sept. 10, 2019	Sept. 16-20, 2019	None required
Most Functional Learning Resource Center & Library Hub	Aug. 16, 2019	Aug. 27-Sept. 13, 2019	None required
Outstanding School (elem & sec)	July 19, 2019 (requires only letter of nomination citing the schools nominated)	Aug-27-Sept. 13, 2019	None required
Outstanding <i>Brigada Eskwela</i> Implementer (elem & sec)	Nominees for Outstanding BE implementer shall be taken from the Regional validation results.		

HRDD/mcd
07/11/2019

DCC No.

DepEd-RO13-F-REC-013/R1/5-28-2019

Document Tracking No.



2019-07-9690



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3. The venue for the Awarding Ceremony on Oct. 4, 2019 shall be announced later.
4. The criteria for Outstanding Teacher, Master Teacher, ALS Mobile Teacher, School Principal, Public Schools District Supervisor and Education Program Supervisor are also enclosed for the benefit of those who were not able to successfully download the enclosure of Regional Order 26, s. 2019 on the Revised Policy Manual on the Rewards and Recognition System of DepEd Caraga.
5. Wide dissemination of this Memorandum is highly desired.


for **FRANCIS CESAR B. BRINGAS, CESO V**
Schools Division Superintendent
OIC - Regional Director 

Encl.: Criteria for Outstanding Teacher, Master Teacher, ALS Mobile, School Principal, PSDS & EPS

References: Regional Memorandum 251, s. 2019
Regional Memorandum 323, s. 2019
Regional Memorandum No. 335, s. 2019

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

AWARDS

CALENDAR

REWARDS & RECOGNITION

HRDD/mcd
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Annex C: Criteria for the *Bulawanong Sulô Awards/Bulawanong Pasidungog*, by category

OUTSTANDING TEACHER
(Elementary and Secondary)

1. Instructional Competence 45 pts.

1.1. Teaching Competence (average rating for the past 3 rating periods) - 20

Rating	Points
5	20
4.9	19
4.8	18
4.7	17
4.6	16
4.5	15

Rating	Points
4.4	14
4.3	13
4.2	12
4.1	11
4.0	10
3.9	9

Rating	Points
3.8	8
3.7	7
3.6	6
3.5	5

1.2. Outstanding Accomplishment - 10

Outstanding employee or coach or trainer of winning students in the different Competitions

Rank	Points			
	District Level	Division Level	Regional Level	National level
1 st	3	5	8	10
2 nd	2	4	7	9
3 rd	1	3	6	8

1.3. Creativity and Innovation - 10

Innovative and creative work plan, module or instructional material, properly documented and approved by immediate supervisors and attested by division or regional official

Stages of Implementation	Points
Conceptualized	2
Started the implementation	4
Full implemented in the school	6
Adopted in the district	8
Adopted in the division	10

1.4. Research - 5

Points earned shall be divided according to the number of researchers in a team.

Stages of Implementation	Points
Conceptualized	1
Started the implementation	2



Full implemented in the school	3
Adopted in the district	4
Adopted in the division	5

2. Professional Growth 35 pts.

2.1. Education - 5

Educational Level	Points
With MA units	1
Completed Academic Requirements in Masteral degree	2
Master's degree	3
Completed Academic Requirements in doctoral degree	4
Doctoral degree holder	5

2.2. Consultant/ Resource Speaker/ Facilitator in training/seminars Workshops - 10

Level	Points
School	1
District	2
Division	3
Region	5
National	8
International	10

2.3. Demonstration Teacher - 10

Level	Points
School	1
District	2
Division	3
Regional	5
National	8
International	10

2.4. Trainings/ Seminars/ Workshops/ Conferences attended - 5

Level	Points
School	0.5
District	1
Division	2
Regional	3
National	4
International	5

2.5. Publications - 5

Nature of Publications	Points
Articles published in a school Organ/newsletter (Per article but not to exceed 5 pts.)	1
Articles published in a journal/newsletter/ Magazine of wide circulation (Per article but not to exceed 5 pts.)	2
Co-authorship of a book	4
Sole authorship of a book	5

3. Community Development 10 pts.

Outreach Activity

Outreach programs/activities initiated/ participated properly documented with narrative and pictorial reports attested by immediate superiors, division or regional officials

Level	No. times	Points
School	4	6
District	4	8
Division	2	8
Region	2	10

4. Professionalism/Personal Characteristics 10 pts.

(Refer to *Annex D: Professionalism & Personal Characteristics Rating Sheet* to be filled-up by the immediate head)

TOTAL - 100

OUTSTANDING MASTER TEACHER (Elementary and Secondary)

1. Instructional Competence 55 pts.

1.1. Teaching Competence (average rating for the last 3 rating Periods) – 20

Rating	Points
5	20
4.9	19
4.8	18
4.7	17
4.6	16
4.5	15

Rating	Points
4.4	14
4.3	13
4.2	12
4.1	11
4.0	10
3.9	9

Rating	Points
3.8	8
3.7	7
3.6	6
3.5	5

1.2. Outstanding Accomplishment - 15

Outstanding employee or coach or trainer of winning students in the different Competitions

Rank	Points			
	District Level	Division Level	Regional Level	National level
1 st	3	5	8	10
2 nd	2	4	7	9
3 rd	1	3	6	8

1.3. Creativity and Innovation - 10

Innovative and creative work plan, module or instructional material, properly documented and approved by immediate supervisors and attested by division or regional official

Stages of Implementation	Points
Conceptualized	2
Started the implementation	3
Full implemented in the school	5
Adopted in the district	6
Adopted in the division	10

1.4. Research - 10

Stages of Implementation	Points
Conceptualized	2
Started the implementation	4
Full implemented in the school	6

Adopted in the district	8
Adopted in the division	10

2. Professional Growth 25 pts.

2.1. Education - 5

Educational Level	Points
With MA units	1
Completed Academic Requirements in Masteral degree	2
Master's degree	3
Completed Academic Requirements in doctoral degree	4
Doctoral degree holder	5

2.2. Consultant/ Resource Speaker/ Facilitator in training/seminars

Workshops - 5

Level	Points
School	0.5
District	1
Division	2
Regional	3
National	4
International	5

2.3. Demonstration Teacher - 5

Level	Points
School	0.5
District	1
Division	2
Regional	3
National	4
International	5

2.4. Trainings/ Seminars/ Workshops/ Conferences attended - 5

Level	Points
School	0.5
District	1
Division	2
Regional	3
National	4
International	5

2.5. Publications - 5



Nature of Publications	Points
Articles published in a school organ/newsletter (Per article but not to exceed 5 pts.)	1
Articles published in a journal/newsletter/ Magazine of wide circulation (Per article but not to exceed 5 pts.)	2
Co-authorship of a book	4
Sole authorship of a book	5

3. Community Development 10 pts.

Outreach Activity

Outreach programs/activities initiated/ participated properly documented with narrative and pictorial reports attested by immediate superiors, division or regional officials

Level	No. times	Points
School	4	6
District	4	8
Division	2	8
Region	2	10

4. Professionalism/Personal Characteristics 10 pts.

(Refer to *Annex D*: Professionalism & Personal Characteristics Rating Sheet to be filled-up by the immediate head)

TOTAL - 100

OUTSTANDING ALS MOBILE TEACHER

1. Occupational Competence 70 pts.

1.1. Outstanding Competence - 70

1.1.1. Plan activities that are responsive to the needs and problems of the community - 5

1.1.2. Initiated literacy programs/projects - 10

Stages of Implementation	Points
Conceptualized	6
Started the implementation	7
Fully implemented in the school	8
Adopted in the district	9
Adopted in the division	10

1.1.3. Published articles on ALS program/projects (1 per article) – 10

1.1.4. Served as a Resource person/trainer/facilitator – 10

Level	Points
School	1
District	2
Division	3
Region	4
National	5

1.1.5. Develop community-based learning materials – 15

Indicators	Points
Conceptualized LMs	5
Developed LMs	8
Utilized in the learning center	10
Adopted in the district	12
Adopted in the division	15

1.1.6. Established functional data-based at the district/school level – 5

1.1.7. Conducted action research on community-based programs/project - 5

1.1.8. Percentage increase of A and E passers from the previous SY - 5

1.1.9. Percentage increase of ALS enrolment (basic, functional, A and E) - 5

2. Professional Advancement 20 pts.

2.1. Educational Attainment - 5

Level	Points
With MA units	1
With CAR in MA	2
MA degree holder	3



With doctoral units	4
Ph.D./Ed.D. degree holder	5

2.2. In-service training attended - 5

Level	Points
School	0.5
District	1
Division	2
Regional	3
National	4
International	5

2.3. Awards received - 10

Level	Points
School	1
District	2
Division	4
Regional	6
National	8
International	10

3. Professionalism and Personal Characteristics 10 pts.
(Refer to *Annex D: Professionalism & Personal Characteristics Rating Sheet* to be filled-up by the immediate head)

TOTAL - 100

OUTSTANDING SCHOOL PRINCIPAL (Elementary and Secondary)

1. Managerial Competence 35 pts.

1.1. Level of School-Based Management Practice - 10

Level of Practice	Points
Level 3	10
Level 2	8
Level 1	5

1.2. Completion Rate (of the school managed in the previous school year) - 5

Range	Points
91% & above	5
87% to 90.99%	4
83% to 86.99%	3
79% to 82.99%	2
75% to 78.99 %	1

1.3. Retention Rate (of the school managed in the previous school year) - 5

Range	Points
91% & above	5
87% to 90.99%	4
83% to 86.99%	3
79% to 82.99%	2
75% to 78.99 %	1

1.4 Completion Rate (of the school managed in the previous school year) – 5

Range	Points
91% & above	5
87% to 90.99%	4
83% to 86.99%	3
79% to 82.99%	2
75% to 78.99 %	1

1.5 Dropout Rate (of the school managed in the previous school year) - 5

Range	Points
0	5
1% - 2.5%	4
2.6% - 4.5%	3

4.6% - 6.5%	2
6.6% - 8.5%	1

1.6 Transparency and liquidation

- 5

Updated transparency Board - 2.5

Liquidated monthly MOOE of the school for the last five months (Jan. – May) not later than 10th day of the succeeding month - 2.5

2. Professional Competence 55 pts.

2.1. Average rating for the last 3 rating periods - 10

Rating	Points	Rating	Points
4.9 – 5.0	10	4.1 – 4.2	6
4.7 – 4.8	9	3.9 – 4.0	5
4.5 – 4.6	8	3.7 – 3.8	4
4.3 – 4.4	7	3.5 – 3.6	3

2.2 Research and creative outputs, re-entry projects after attendance to seminars, conferences, workshops - 10

Level	Items	Points
National	2	10
Regional	4	8
Division	4	6
District	4	4
School	4	2

2.3 Training and workshops organized - 5

Level	Points
National	5
Regional	4
Division	3
District	2
School	1

2.4. Published supplementary materials, articles, references and other papers – 10

Level	Items	Points
National	2	10
Regional	4	8
Division	4	6
District	4	4
School	4	2

2.5 Professional Advancement - 5

Level	Points
Doctoral degree	5
CAR in doctoral degree	4
Master's degree	3
CAR in MA	2

2.6. Scholarship awarded in partnership with DepEd - 10

Level	Points
International	10
National	5

2.7. Awards, distinction received - 5

Level	Points
International	5
National	4
Regional	3
Division	2
District	1
School	0.5

3. Professionalism/Personal Attributes 10 pts.

(Refer to *Annex D: Professionalism & Personal Characteristics Rating Sheet* to be filled-up by the immediate head)

TOTAL - 100

OUTSTANDING PUBLIC SCHOOLS DISTRICT SUPERVISOR

1. Managerial Competence 30 pts.

1.1 Performance Average Numerical Rating for the last three (3) Rating periods - 20

Rating	Points	Rating	Points
5	20	4.5	10
4.9	18	4.4	8
4.8	16	4.3	6
4.7	14	4.2	4
4.6	12	4.1	2

1.2 Instructional Supervision - 10

Curriculum Implementation Management - 2.5

NAT MPS of assigned district achieved 90.6% and above	2.5
NAT MPS of assigned district achieved 86.6% - 90.5%	2
NAT MPS of assigned district achieved 82.6% - 86.5%	1.5
NAT MPS of assigned district achieved 78.6% - 82.5%	1
NAT MPS of assigned district achieved 75% - 78.5%	0.5

Curriculum Development, Enrichment, and Localization - 2.5

Supervisory Accomplishment Report achieved 90.6% to 100% of the target	2.5
Supervisory Accomplishment Report achieved 86.6% - 90.5% of the target	2
Supervisory Accomplishment Report achieved 82.6% - 86.5% of the target	1.5
Supervisory Accomplishment Report achieved 78.6% - 82.5% of the target	1
Supervisory Accomplishment Report achieved 75% - 78.5% of the target	0.5

Monitoring and Evaluation on Assessing Learning Outcomes - 2.5

Gathered result of assessment reports in his/her district and per school, per subject area, provided analysis of performance gaps and pointed out interventions to close the gaps	2.5
Gathered result of assessment reports in his/her district and per school, per subject area, provided analysis of performance gaps	2
Gathered result of assessment reports in his/her district, per school, per subject area	1

Monitoring and Evaluation on Learning Resource (LR) - 2.5

Facilitated submission of at least 1 LR to the national	2.5
Facilitated submission of at least 1 LR to the regional	2
Facilitated adoption of LR to the division (per LR but not to exceed 4 pts)	1.5
Facilitated adoption of LR to the district (per LR but not to exceed 4 pts)	1
Facilitated adoption of LR to the school (per LR but not to exceed 4 pts)	0.5

2. Outstanding Accomplishments

35 pts.

2.1. Outstanding Employee Award/Leadership in Organization - 5

Level	Points
School	1
District	2
Division	3
Regional	4
National	5

2.2. Innovations - 10

Stage	Points
Conceptualized	2
Started implementation	3
Fully implemented in the school	4
Adopted in the district	6
Adopted in the division	8
Adopted in the Region	10

2.3 Research and Development Practices - 10

Level	Items	Points
National	2	10
Regional	4	8
Division	4	6
District	4	4
School	4	2

2.4. Publication - 5

Nature of Publication/Authorship	Points
Articles published in a school organ/newsletter (Per article but not to exceed 4 pts)	1
Articles published in a journal/newsletter/magazine of wide circulation (Per article but not to exceed 4 pts)	2
Co-authorship of a book	4
Sole authorship of a book	5

2.5 Consultation/Resource Speakership in Training/Seminars/Workshops/Symposia – 10

Level	Points
School	2
District	4
Division	6
Regional	8
National	10



3. Education and Training 10 pts.

3.1 Education - 5

Level	Points
Doctoral degree	5
CAR in doctoral degree	3

3.2 Trainings - 5

Level	Points
District	1
Division	2
Regional	3
National	4
International	5

4. Community Development 10 pts.

Outreach Programs

Outreach programs/activities initiated/participated properly documented with narrative and pictorial reports attested by immediate superiors, division or regional officials.

Level	No. of Times	Points
School	4	6
District	4	8
Division	2	8
Regional	2	10

5. Professional and Personal Characteristics 10 pts.

(Refer to *Annex D: Professionalism & Personal Characteristics Rating Sheet* to be filled-up by the immediate head)

TOTAL 100

OUTSTANDING EDUCATION PROGRAM SUPERVISOR (Division level)

1. Managerial Competence 30 pts.

1.1 Performance Average Numerical Rating for the last three (3) Rating periods - 20

Rating	Points	Rating	Points
5	20	4.5	10
4.9	18	4.4	8
4.8	16	4.3	6
4.7	14	4.2	4
4.6	12	4.1	2

1.2 Instructional Supervision - 10

Curriculum Implementation Management - 2.5

Division NAT MPS of related subject area achieved 90.6% and above	2.5
Division NAT MPS of related subject area achieved 86.6% - 90.5%	2
Division NAT MPS of related subject area achieved 82.6% - 86.5%	1.5
Division NAT MPS of related subject area achieved 78.6% - 82.5%	1
Division NAT MPS of related subject area achieved 75% - 78.5%	0.5

Curriculum Development, Enrichment, and Localization - 2.5

Supervisory Accomplishment Report achieved 90.6% to 100% of the target	2.5
Supervisory Accomplishment Report achieved 86.6% - 90.5% of the target	2
Supervisory Accomplishment Report achieved 82.6% - 86.5% of the target	1.5
Supervisory Accomplishment Report achieved 78.6% - 82.5% of the target	1
Supervisory Accomplishment Report achieved 75% - 78.5% of the target	0.5

Monitoring and Evaluation on Assessing Learning Outcomes - 2.5

Gathered result of assessment reports in his/her district and per school, per subject area, provided analysis of performance gaps and pointed out interventions to close the gaps	2.5
Gathered result of assessment reports in his/her district and per school, per subject area, provided analysis of performance gaps	2
Gathered result of assessment reports in his/her district, per school, per subject area	1

Monitoring and Evaluation on Learning Resource (LR) - 2.5

Facilitated submission of at least 1 LR of related subject area to the national level	2.5
Facilitated submission of at least 1 LR of related subject area to the regional level	2
Facilitated adoption of LR of related subject area to the division (per LR but not to exceed 4 pts)	1.5
Facilitated adoption of LR of related subject area to the district (per LR but not to exceed 4 pts)	1
Facilitated adoption of LR of related subject area to the schools (per LR but not to exceed 4 pts)	0.5

2. Outstanding Accomplishments

40 pts.

2.1. Outstanding Employee Award/Leadership in Organization - 5

Level	Points
School	1
District	2
Division	3
Regional	4
National	5

2.2. Innovations - 10

Stage	Points
Conceptualized	2
Started implementation	3
Fully implemented in the school	4
Adopted in the district	6
Adopted in the division	8
Adopted in the Region	10

2.3 Research and Development Practices - 10

Level	Items	Points
National	2	10
Regional	4	8
Division	4	6
District	4	4
School	4	2

2.4. Publication - 5

Nature of Publication/Authorship	Points
Articles published in a school organ/newsletter (Per article but not to exceed 4 pts)	1
Articles published in a journal/newsletter/magazine of wide circulation (Per article but not to exceed 4 pts)	2
Co-authorship of a book	4
Sole authorship of a book	5

2.5 Consultation/Resource Speakership in Training/Seminars/Workshops/Symposia – 10

Level	Points
School	2
District	4
Division	6
Regional	8
National	10

3. Education and Training 10 pts.

3.3 Education - 5

Level	Points
Doctoral degree	5
CAR in doctoral degree	3

3.4 Trainings - 5

Level	Points
District	1
Division	2
Regional	3
National	4
International	5

4. Community Development 10 pts.

Outreach Programs

Outreach programs/activities initiated/participated properly documented with narrative and pictorial reports attested by immediate superiors, division or regional officials.

Level	No. of Times	Points
School	4	6
District	4	8
Division	2	8
Regional	2	10

5. Professional and Personal Characteristics 10 pts.

(Refer to *Annex D: Professionalism & Personal Characteristics Rating Sheet* to be filled-up by the immediate head)

TOTAL 100