



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF PANABO CITY

0825 103 519

August 27, 2025

DIVISION MEMORANDUM
No. 0198, s. 2025

**2025 RECOGNITION OF OUTSTANDING PERFORMANCE IN
GENDER AND DEVELOPMENT (GAD)**

To : Assistant Schools Division Superintendent
Chief of the Schools Governance and Operations Division
Chief of the Curriculum Implementation Division
All Public Schools District Supervisors
All Public Elementary and Secondary Schools
All Concerned

1. Attached is Regional Memorandum No. FTAD-2025-026 re: 2025 Recognition of Outstanding Performance in Gender and Development (GAD) in support of the DepEd's commitment in ensuring a gender-responsive basic education as stipulated in the DepEd Order No. 32, s. 2017. Please refer to the attached memorandum for the guidelines.

2. With this, please be informed that the **deadline for the submission of entries at the division level shall be on or before September 30, 2025.**

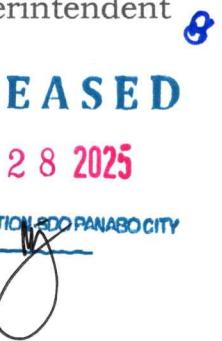
3. For your guidance and information.


JINKY B. FIRMAN PhD, CESO VI
Schools Division Superintendent

Enclosed.: As stated.
SGOD/ABA/lji

RELEASED

AUG 28 2025

RECORDS SECTION 300 PANABO CITY
BY 



0825121141
Republic of the Philippines
Department of Education
DAVAO REGION

August 22, 2025

REGIONAL MEMORANDUM
FTAD-2025-026

2025 RECOGNITION OF OUTSTANDING PERFORMANCE IN GENDER
AND DEVELOPMENT (GAD)

To: Schools Division Superintendents

1. The effective implementation of Gender and Development (GAD) in basic education plays a crucial role in promoting equality, inclusivity, and empowerment among learners, teachers, and schools. It ensures that programs, policies, and practices are inclusive, responsive, and able to provide safe and nurturing spaces for all. Hence, it requires active participation and unwavering commitment of schools and teachers in mainstreaming GAD.

2. To honor these efforts, this Office announces the conduct of the 2025 Recognition of Outstanding Performance in GAD or the GADvocate Awards which supports the ongoing commitment of DepEd for a gender-responsive basic education as stipulated in the D.O. 32 s. 2017.

3. In line with this, Schools Division Superintendents are advised to submit entries for the following categories on or before October 3, 2025:

- A. School: One (1) Elementary and One (1) Secondary
- B. Individual: One (1) Elementary and One (1) Secondary

4. Further, the Awarding Ceremony shall be done concurrently with the AGILA and EAGLE Awards on November 6, 2025.

5. Attached herewith are the Guidelines for the Recognition of Outstanding Performance in GAD for reference.

6. Immediate dissemination and compliance with this Memorandum are directed.

REBONFAMIL R. BAGUIO
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Encl.: As stated
ROF3/app

DEPARTMENT OF EDUCATION NO. 11
RECORDS SECTION
RELEASED

Aug. 26, 2025
0825121141

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**Recognition of Outstanding Performance in Gender and Development
(GADvocate Awards) for Schools and Individual Teachers**

Description	Details
a. Definition and Legal Basis	<p>The GADvocate Awards for Gender and Development (GAD) are given in order to motivate, acknowledge, and reward the teachers and schools that have demonstrated exceptional commitment to promoting gender equality and women's empowerment.</p> <p>Recognition and Motivation: The awards serve as a mechanism to recognize the efforts of those who have made significant contributions to gender and development. They also serve to motivate others to strive for similar achievements.</p> <p>Promotion for Best Practices: By giving awards, organizations can highlight successful strategies and practices that have led to significant progress in the field of gender and development. These can serve as models for others to learn from and replicate.</p> <p>Awareness and Advocacy: The awards can help raise awareness about gender issues and encourage a broader societal commitment to gender equality. They also provide a platform for advocacy, pushing for continued attention and action on gender and development.</p> <p>Accountability: The awards serve as a mechanism for holding entities accountable for their gender commitments and actions. They reward those who are doing well, while highlighting those who need to do more.</p> <p>Capacity Building: They can foster a culture of continuous learning and improvement. By striving to win such awards, organizations are often encouraged to self-respect, assess their own practices, and strive for better.</p> <p>By recognizing and celebrating the outstanding achievements in gender and development, such awards play a crucial role in advancing gender equality and social progress.</p> <p>In the Philippines, the legal basis for promoting gender and development and providing awards in this field comes from a range of legal and institutional frameworks. Some of the relevant laws and frameworks include:</p> <p>The Magna Carta of Women (Republic Act No. 9710): Passed in 2009, this is a comprehensive law on women's rights and gender equality. It promotes the empowerment of women and ensures equal opportunities for men and women in social, economic, and political fields.</p> <p>The Women in Development and Nation Building Act (Republic Act No. 7192): This law promotes women's rights and their</p>



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participation in national development. It includes provisions for equal opportunities in all government and private sectors.

The Gender and Development (GAD) Budget Policy: This policy mandates that all government departments and agencies allocate at least 5% of their annual budgets to gender and development programs. The GAD Budget is used to fund activities that contribute to gender equality and women's empowerment.

The Philippine Development Plan (PDP): This is a mid-term plan drafted by the National Economic and Development Authority (NEDA) that has specific provisions for gender and development.

D.O. 32 s. 2017- Gender Responsive Basic Education Policy: This policy commits to integrate the principles of gender equality, gender sensitivity, non-discrimination and human rights in the provision and governance of basic education in the Department of Education.

<p>b. Qualification (include period of reference)</p>	<p>A. Selection Procedure:</p> <ol style="list-style-type: none"> 1. The selection committee of the Schools Division Office must have approved the nominees for this award. 2. Each SDO will only submit one nominee in each sub-category. <p>B. Number of Awardees:</p> <p>B.1. School Category:</p> <ul style="list-style-type: none"> • There will be two sub-categories: Elementary and Secondary. • Three winners in each sub-category shall be declared: First, Second, and Third place winners. <p>B.2 Individual Category:</p> <ul style="list-style-type: none"> • There will be two sub-categories in this category: Elementary and Secondary. • Three winners will be declared in each sub-category: First, Second and Third place winners. <p>C. The award shall be given once a year during the AGILA-EAGLE Awarding Ceremony.</p> <p>D. The winners shall be determined based on the results of the evaluation and deliberation of the PRAISE Committee in the Regional Office.</p>
<p>c. Criteria Evaluation</p>	<p>The School Category has the following parameters:</p> <p>Utilization of at least 5% of the total GAD budget: This refers to the requirement that at least 5% of the total agency budget is allocated towards initiatives promoting Gender and Development. This can include programs, activities, and projects that address gender issues or contribute towards gender equality and women's empowerment.</p> <p>Functional Committee On Decorum and Investigation (CODI): A CODI is a committee required in workplaces to handle cases of sexual harassment. A functional CODI actively investigates complaints.</p>



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promotes awareness about sexual harassment, and maintains decorum in the workplace.

Institutionalization of GAD Focal Point System: The GAD Focal Point System is a strategy to ensure the integration of gender perspectives at all levels within an organization. Institutionalizing it means establishing this system as a permanent and integral part of the organization's structure and operations. It involves putting in place mechanisms, resources, and structures to facilitate and ensure gender mainstreaming.

Establishment of Breastfeeding Station and Child-Minding Station: This pertains to the creation of dedicated spaces within the workplace for breastfeeding and childcare. These are aimed at supporting working parents, particularly women, and promoting a family-friendly work environment.

Establishment of GAD Database: This refers to creating a comprehensive system or database to collect, store, and analyze data on gender issues. This can be used to monitor gender inequalities, evaluate the effectiveness of gender initiatives, and inform decision-making.

Establishment of GAD Corner: This is about setting up a dedicated space or corner in the office or another communal area where information about gender issues and the organization's GAD initiatives can be shared. This can include posters, pamphlets, books, and other resources.

Implementation of GAD-related initiatives or GAD-related best practices: This involves putting into action initiatives or practices aimed at promoting gender equality and women's empowerment. This could include gender-sensitive policies, programs addressing gender-based violence, initiatives to promote women's leadership, training programs on gender issues, and more.

Rubrics:

Indicator	Criteria				Score
	No Evidence of utilization of GAD Budget (0 pt.)	Utilization of below 5% (1-10 pts.)	Utilization within 5% (11-15 pts.)	Utilization of above 5% (16-20 pts.)	
1.Utilization of at least 5% of the total GAD budget (20 points)					
2.Functional CODI (10 points)	No established committee (0 pt.)	Committee established, but lacks functionality. (1-3 pts.)	Committee functional, but lacking some key concepts. (4-6 pts.)	Fully functional and efficient committee. (7-10 pts.)	
3.Institutionalization of GAD Focal Point System (15 points)	No established GAD Focal Point System (0 pt.)	Established system, but not yet institutionalized. (1-5 pts.)	Partially institutionalized system. (6-10 pts.)	Fully institutionalized GAD Focal Point System	

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				(11-15 pts.)	
4. Establishment of Breastfeeding Station and Child-Minding Station (15 points)	No established stations. (0 pt.)	Only one type of station established. (1-5 pts.)	Both types of stations established, but lacking functionality or accessibility. (6-10 pts.)	Both types of stations established, functional, and easily accessible. (11-15 pts.)	
5. Establishment of GAD Database (10 points)	No GAD database established. (0 pt.)	GAD database established, but lacks comprehensiveness or is not updated regularly. (1-3 pts.)	GAD database established, somewhat comprehensive, and updated regularly. (4-6 pts.)	Fully comprehensive and regularly GAD database. (7-10 pts.)	
6. Establishment of GAD Corner (15 points)	No GAD corner established. (0 pt.)	GAD corner established, but lacks resources or accessibility. (1-5 pts.)	GAD corner established and somewhat resourceful. (6-10 pts.)	Fully equipped and easily accessible GAD corner. (11-15 pts.)	
7. Implementation of GAD-related initiatives or GAD-related best practices that generate resources in partnership with stakeholders. (15 points)	No GAD-related initiatives or best practices implemented. (0 pt.)	Some GAD-related initiatives or best practices implemented in partnership with stakeholders with a total of 10,000.00 to 30,000.00 generated resources (1-5 pts.)	Several GAD-related initiatives or best practices implemented in partnership with stakeholders with a total of 31,000.00 to 50,000.00 generated resources (6-10 pts.)	Broad and effective implementation of multiple GAD-related initiatives or best practices in partnership with stakeholders with a total of 51,000.00 and above generated resources (11-15 pts.)	
Total					
Individual Category					
<p>The parameters for an individual being considered for a Gender and Development Award may include, the following:</p>					



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Advocacy and Leadership: The Level of leadership shown in advocating for gender equality and women's empowerment and role in influencing policies, norms, and behaviors towards gender equality within their sphere of influence.

Implementation of Gender-Related Initiatives: Direct involvement and contribution to GAD-related initiatives, programs, or projects and with evidence of the impact and reach of these initiatives.

Innovation: This refers to the application of innovative approaches or solutions to address gender issues and the success shown in driving change and achieving results through these innovative methods.

Capacity Building: Efforts made towards enhancing the capacity of others (individuals or groups) in relation to gender issues and the role as a mentor or educator in the field of gender and development.

Collaboration and Networking: Ability to work collaboratively with diverse stakeholders (e.g., local communities, government, NGOs, international organizations) to promote gender equality and success manifested in leveraging networks for advocacy and action on gender issues.

Personal Commitment: Evidence of a strong personal commitment to gender equality and women's empowerment and consistency of their actions with their advocacy.

These parameters would typically be evaluated through a combination of direct observation, testimonies from collaborators or beneficiaries, and an assessment of the results of the individual's efforts. The specific criteria and scoring system can be tailored to the context and specific objectives of the award.

Indicator	Criteria				Score
	Limited to no evidence of advocacy or leadership for gender equality. (0 pt.)	Some evidence of advocacy, limited leadership role. (1-7 pts.)	Moderate advocacy and leadership activities, impact may be localized. (8-14 pts.)	Strong, consistent advocacy and leadership roles with wide-ranging impact. (15-20 pts.)	
1. Advocacy and Leadership (20 points)	Limited to no evidence of advocacy or leadership for gender equality. (0 pt.)	Some evidence of advocacy, limited leadership role. (1-7 pts.)	Moderate advocacy and leadership activities, impact may be localized. (8-14 pts.)	Strong, consistent advocacy and leadership roles with wide-ranging impact. (15-20 pts.)	
2. Implementation of Gender-Related Initiatives (15 points)	Limited to no gender-related activities (0 pt.)	Some involvement in gender-related initiatives, but impact is limited. (1-5 pts.)	Significant involvement in initiatives with moderate impact. (6-10 pts.)	Direct and substantial involvement in high-impact gender-related initiatives (11-15 pts.)	



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	3. Innovation (20 points)	Little to no evidence of innovative approaches or solutions in addressing gender issues. (0 pt.)	Some innovative ideas, but lack of implementation or significant results. (1-7 pts.)	Moderate innovation with some successful outcomes. (8-14 pts.)	High level of innovation with successful and impact outcomes. (15-20 pts.)	
	4. Capacity Building (15 points)	No efforts towards capacity building related to gender-issues. (0 pt.)	Some efforts towards capacity building, but impact is limited. (1-5 pts.)	Significant efforts towards capacity building with moderate impact. (6-10 pts.)	High impact capacity-building efforts, such as significant mentorship or educational roles. (11-15 pts.)	
	5. Collaboration and Networking (15 points)	Limited to no evidence of collaboration or networking for promoting gender equality. (0 pt.)	Some collaboration and networking, but impact or reach is limited. (1-5 pts.)	Significant collaboration and networking activities with moderate impact. (6-10 pts.)	Extensive and effective collaboration and networking with diverse stakeholders, with high impact. (11-15 pts.)	
	6. Personal Commitment (15 points)	Limited to no evidence of personal commitment to gender equality. (0 pt.)	Some personal commitment but actions and advocacy are inconsistent. (1-5 pts.)	Consistent personal commitment and action towards gender equality (6-10 pts.)	Strong, enduring personal commitment with actions significantly advancing gender equality. (11-15 pts.)	
Total						



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d. Documentary Requirements	<ol style="list-style-type: none">1. Every nominee must submit a portfolio with MOVs organized according to the specified standards or criteria with attached Nomination Form.2. Documents to be attached must be within three (3) school years prior to the contest.
e. Awards/incentives	<p>Winners will receive the following:</p> <ol style="list-style-type: none">1. School Category- (Elementary and Secondary) First- Plaque of Recognition and cash prize of P10,000.00, Second- Plaque of Recognition and cash prize of P7,000.00 Third - Plaque of Recognition and cash prize of P5,000.002. Individual Category: (Elementary and Secondary) First- Plaque of Recognition and cash prize of P5,000.00, Second- Plaque of Recognition and cash prize of P 3,000.00 Third - Plaque of Recognition and cash prize of P2,000.00



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GADVOCATE AWARDS NOMINATION FORM

DATA PRIVACY NOTICE: The data and information in this form are intended for the purpose of conducting the 2024 Recognition of Outstanding Performance in Gender and Development (GAD) of DepEd Region XI. The data will be kept solely by the process owner for the purpose of verifying and authenticating the identity of the nominee. The use of data indicates the purpose of confirmation and verification of the submitted and not to hold or 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 (School/Individual):

Sub-category (Elementary/Secondary)

THE NOMINEE

Name :

School/Office Address:

District:

SDO:

Telephone Number:

Sex:

Designation:

Telephone/Mobile No.:

NOMINATOR

Name :

Position:

Office:

Telephone No.

Office Address:

*Schools/Individuals need to fill in spaces. SDOs may disregard spaces that do not apply to them.

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