



Republic of the Philippines
Department of Education
Region V- Bicol



SCHOOLS DIVISION OFFICE OF LIGAO CITY

Office of the Schools Division Superintendent

September 8, 2026

DIVISION MEMORANDUM

No. **0448** s. 2026

90826495

CALL FOR PARTICIPATION IN THE 4th GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2027

To: Asst. Schools Division Superintendent
CID and SGOD, Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. The Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp. announces its call for participation in the 4th Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2027 to be conducted from October 1, 2026, to August 31, 2027.
2. The Timetable for the search is as follows:

October 1, 2026- July 15, 2027	Submission of Nomination Forms, Requirements and Credentials (Hard Copy) and Document Analysis
July 16-20, 2027	Live Interview via Google Meet
July 21-31, 2027	Announcement of Nominees
August 1-20, 2027	Announcement of Awardees and Top 5 Finalists (In No Particular Order)
August 31, 2027	Awarding Ceremony (Venue to be announced)
Courier Delivery Services: J&T Express, SPX Express, LBC Express, and JRS Express are accepted courier services for the delivery of hard copy documents. Recipient: Jomel E. Salceda Address: Purok Pag-Asa (Kanan), Brgy. Payompon, Mamburao, Occidental Mindoro Contact Number: 0966-800-2798	

3. The program aims to recognize and honor outstanding teachers and master teachers who have distinguished themselves through exemplary teaching performance, innovative educational practices, leadership, professional commitment, and valuable contributions to their learners, school, communities, and the teaching profession.
4. Attached is the letter of invitation from the Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp. and the Enclosures.
3. For information and widest dissemination.

SGOD/HRDS
09/08/2026

NYMPHA D. GUERO
Schools Division Superintendent



**Pambansang Samahan na Nagpapahalaga sa
Propesyonal na Paglago Corp.**

SEC COMPANY REG. NO. : 2024020134717-03



Date: September 5, 2026

To: Regional Directors, Schools Division Superintendents, School Heads
Master Teachers, Private and Public School Teachers

Re: **4th National Gawad Tamaraw: Search for Outstanding
Teachers and Master Teachers 2027**

Date: October 1, 2026 – August 31, 2027



Dear Sir/Madam:

It is with great honor that we invite your participation in the 4th National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2027, which will be conducted from October 1, 2026 to August 31, 2027.

The program aims to recognize and honor outstanding teachers and master teachers who have distinguished themselves through exemplary teaching performance, innovative educational practices, leadership, professional commitment, and valuable contributions to their learners, schools, communities, and the teaching profession.

In this regard, we respectfully request your support in disseminating this invitation and encouraging qualified and deserving teachers and master teachers from both private and public schools to participate in the search. We likewise encourage school heads and concerned education officials to identify and nominate educators whose dedication, accomplishments, and service exemplify excellence in the teaching profession.

Your endorsement and active involvement will help ensure that educators who have dedicated themselves to excellence in teaching receive the recognition they truly deserve.

The detailed guidelines, qualifications, criteria for selection, documentary requirements, nomination procedures, and schedule of activities shall be observed in accordance with the official rules and regulations governing the 4th National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2027.





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The Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp., a non-profit organization dedicated to promoting professional growth, excellence, and recognition among educators, shall serve as the organizing institution and proponent of this undertaking.

We believe that recognizing outstanding educators is not only a way of honoring their accomplishments but also a means of inspiring other teachers to pursue excellence, innovation, and lifelong professional growth.

We look forward to your favorable response and active participation in this significant national undertaking. Together, let us celebrate and honor the educators whose passion, dedication, and excellence continue to inspire generations of learners.

Thank you for your invaluable support and continued dedication to the advancement of education and the professional development of our teachers.

Very truly yours,


JOMEL E. SALCEDA, MAEd, DHum

Founder and Chairman

Proponent

Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp.

0977-213-6654



FB Page: Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp.

FB Group: Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp.

Email Address: pambansangsamahancorp@gmail.com

Mobile Number: 09772136654



**Pambansang Samahan na Nagpapahalaga sa
Propesyonal na Paglago Corp.**

SEC COMPANY REG. NO. : 2024020134717-03



Enclosure No. 1

Directions:

Accomplish the nomination form and attach a one-page write-up (A4 size bond paper, single space) about the nominee and why the nominee deserves the award.

NOMINATION FORM

**4th NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING
TEACHERS AND MASTER TEACHERS 2027**

THE SCREENING AND SELECTION COMMITTEE

Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp.
Mamburao, Occidental Mindoro

Recent 2x2

picture

of the nominee

Sir/Madam:

After reviewing the rules and criteria for the 4th National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2027, I hereby nominate:

Name of Nominee _____

Category _____

I hereby certify that, to the best of my knowledge, the information contained in the accompanying supporting documents are true and correct.

The Nominee and the undersigned understand that the decision of the Screening and Selection Committee is final and that we agree to abide by it.

Name of Nominator _____ Position _____

Signature of Nominator _____ Date Signed _____





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Enclosure No. 2

RULES AND MECHANICS 4th NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2027

I. WHAT ARE THE AWARDS?

There are two (2) awards for the two categories: one (1) in the Teacher Category and one (1) in the Master Teacher Category. The Screening and Selection Committee may choose not to give awards in any of the categories if the candidate/s fall short of the standards set by the Committee. The committee may also revoke an award given should the winner be found to have committed falsification of documents submitted or have been found guilty of any case that was pending during the search period.

Teacher Category: Outstanding Teacher 2027
Master Teacher Category: Outstanding Master Teacher 2027

II. WHO ARE ELIGIBLE TO JOIN?

A. Teachers and Master Teachers:

The nominee:

1. Must be a model of morality and integrity both in public and private life;
2. Must have good human relations in the school and in the community;
3. Must be a Filipino citizen teaching in the elementary or secondary levels, or handling classes under the alternative learning system, with full-time or permanent appointment and full teaching load;
4. Must have Very Satisfactory performance ratings for the last three (3) rating periods;
5. Have not been found guilty of any administrative or criminal offense; and
6. Must be a member of Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp.

III. WHO ARE NOT QUALIFIED?

1. Teachers and Master Teachers who have been suspended for any administrative or criminal offense.

IV. WHO CAN NOMINATE?

- Education Program Supervisors
- Public Schools District Supervisors
- Principals
- Head Teachers





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V. WHAT ARE THE NECESSARY ATTACHMENTS?

1. Duty accomplished nomination form with one-page write-up about the nominee
2. Comprehensive Curriculum Vitae
3. Certification that nominee has not been suspended for any administrative or criminal offense
4. Certified photocopies of Performance Ratings in the last three (3) rating periods.
5. Supporting documents following the specific criteria on Documents Analysis.
Photocopies must be certified true and verified against the original.

VI. WHAT IS THE TIMETABLE FOR THIS SEARCH?

4th NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2027

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Address: Purok Pag-asa (Kanan), Brgy. Payompon, Mamburao, Occidental Mindoro

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CRITERIA FOR EVALUATION 4th NATIONAL GAWAD TAMARAW: SEARCH FOR OUTSTANDING TEACHERS AND MASTER TEACHERS 2027

1. Instructional Competence 40 points
 - a. Teaching Competence - 10 pts
 - b. Outstanding Accomplishments - 20 pts
 - c. Action Research - 5 pts
 - d. Creativity and Innovations - 5 pts
2. Professional Growth 25 points
 - a. Education - 5 pts
 - b. Speakership - 5 pts
 - c. Demonstration Teaching - 5 pts
 - d. Trainings - 5 pts
 - e. Publications - 5 pts
3. Community Development/Services 15 points
 - a. Outreach Activities - 10 - pts
 - b. Networking Linkages - 5 pts
4. Online Interview 20 points

Total 100 points

1. Instructional Competence
 - a. Teaching Competence 10 points
 1. Teaching Competence - Average Numerical Rating of IPCRF for the last three (3) years.

Rating	Points	Rating	Points
5.0	10	4.5	5
4.9	9	4.4	4
4.8	8	4.3	3
4.7	7	4.2	2
4.6	6	4.1-below	1





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b. Outstanding Accomplishments 20 points

1. Outstanding Employee Awardee (10 points)

Only the highest level/place obtained shall be credited with the corresponding point/s.

School Level		District Level		Division Level		Regional Level		National Level	
1st	1 pt	1st	3 pts	1st	5 pts	1st	8 pts	1st	10 pts
2nd	.5	2nd	2 pts	2nd	4 pts	2nd	7 pts	2nd	9 pts
3rd	.25	3rd	1 pt	3rd	3 pts	3rd	6 pts	3rd	8 pts

Supporting document/s:

(1) Certificate of Recognition, (2) Rank List or Memorandum

2. Outstanding Accomplishment -Highest Level obtained for the last three (3) years. (10 points)

Coach/trainer of winning students in different competitions.

1st Place

- ☐ International 10 points
- ☐ National 8.5 points
- ☐ Regional 7 points
- ☐ Division 5.5 points
- ☐ District 4 points
- ☐ School 2.5 points

2nd Place

- ☐ International 9.5 points
- ☐ National 8 points
- ☐ Regional 6.5 points
- ☐ Division 5 points
- ☐ District 3.5 points
- ☐ School 2 points

3rd Place

- ☐ International 9 points
- ☐ National 7.5 points
- ☐ Regional 6 points
- ☐ Division 4.5 points
- ☐ District 3 points
- ☐ School 1.5 points

Supporting document/s:

(1) Certificate of Recognition, (2) Rank List or Memorandum





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c. Action Research (10 points)

Action research should be properly documented and approved by immediate superiors and attested by division or regional officials. Points shall be divided by the number of researchers in case of group/team research.

Level (1 research only)	Points
Conducted in the school level	1
Conducted in the district/cluster level	2
Conducted in the division	3
Conducted in the region	4
Conducted in the national level	5

Supporting document/s:
(1) Copy of the action research

d. Creativity and Innovations (10 points)

Innovative and creative work plan, module or instructional material, Continuous Improvement Program (CIP) projects, properly documented and approved by immediate superiors and attested by division or regional officials. Points shall be divided by the number of members in case of group/team projects.

Level	Points
Fully implemented in the school	1
Adopted in the district/cluster	2
Adopted in the division	3
Adopted in the region	4
Adopted in the national level	5

Supporting document/s:
(1) Copy of the Innovation

2. Professional Growth - 30 points

a. Education - 5 pts

Level	Points
At least 27 MA units	1
Completed Academic Requirements for Master's Degree	2
Master's Degree	3
Completed Academic Requirements for Doctoral Degree	4
Doctoral Degree	5





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Supporting document/s:

- (1) Certified true copy of Transcript of Records,
- (2) Certificate of Graduation/CAR,

**b. Consultant / Resource Speaker / Paper Presenter /Trainer in
Trainings/Seminars/ Workshops (For the Last 3 years) - 5 pts**
Only the highest level obtained shall be credited with the corresponding point/s.

Level	Points
School Level	0.5
(2 seminars to get 0.5 point)	
District/Cluster Level	1
(2 seminars to get 1 point)	
(1 seminar to get 0.5 point)	
Division Level	
(2 seminars to get 2 points)	2
(1 seminar to get 1 point)	
Regional Level	3
(1 seminar to get 3 points)	
National Level (1 seminar to get 4 points)	4
International Level (1 seminar to get 5 points)	5

Notes:

Seminars, trainings, paper presentations, workshops must be those organized sponsored by the DepEd.

For those not organized/sponsored by the DepEd, such as those by other government agencies and private organizations, these must be related to education and must have an endorsement by the DepEd.

Supporting document/s:

- (1) Certificate of Recognition,
- (2) Letter of Invitation or Training Matrix/Program with the name of resource speaker,
- (3) DepEd Endorsement (for those not organized/sponsored by the DepEd)





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c. Demonstration Teaching (For the Last 3 years) - 5 points

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Point/s
School Level	0.5
(2 demo teachings to get 0.5 point)	
District/Cluster Level	1
(2 demo teachings to get 1 point)	
(1 demo teaching to get 0.5 point)	
Division Level	
(2 demo teachings to get 2 points)	2
(1 demo teaching to get 1 point)	
Regional Level	3
(1 demo teaching to get 3 points)	
National Level (1 demo teaching to get 4 points)	4
International Level (1 demo teaching to get 5 points)	5

Supporting document/s:

- (1) Certification of demonstration teaching;
- (2) Copy of Lesson Plan used in demonstration teaching.

d. Trainings/Seminars/Workshops/Conferences attended for the last 3 years (5 points)

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Point/s
School Level	0.5
(2 seminars to get 0.5 point)	
District/Cluster Level	1
(2 seminars to get 1 point)	
(1 seminar to get 0.5 point)	
Division Level	
(2 seminars to get 2 points)	2
(1 seminar to get 1 point)	
Regional Level	3
(1 seminar to get 3 points)	
National Level (1 seminar to get 4 points)	4
International Level (1 seminar to get 5 points)	5





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Notes:

- Trainings/Seminars/Workshops/Conferences attended must have been conducted for at least 3 days. Hence, a 3-day seminar is equivalent to 1 seminar only.

Trainings/Seminars/Workshops/Conferences attended must be those organized/sponsored by the DepEd. For those not organized/sponsored by the DepEd, such as those by other government agencies and private organizations, these must be related to education and must have an endorsement by the DepEd.

Supporting document/s:

- (1) Certificate of Participation,
- (2) DepEd Endorsement (for those not organized/sponsored by the DepEd)

e. Publication/Authorship (For the Last 3 years) (5 points)

Articles/books must be related to education.

Only the highest level obtained shall be credited with the corresponding point/s.

Level	Points
Articles published in a school organ/newsletter (3 articles to get 1.5 points) (2 articles to get 1 point) (1 article to get 0.5)	0.5 per article
Articles published in a journal/newspaper/magazine of wide circulation (2 articles to get 2 points) (1 article to get 1 point)	1 per article
Co-authorship of a book (shall be divided by the number of authors)	4
Sole authorship of a book (1 book to get 5 points)	5

Supporting document/s:

- For articles: (1) Copy of the magazine, newspaper, newsletter
For books: (1) Copy of the book





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3. Community Development/Services for the last 3 years (10 points)

a. Outreach Programs (10 points)

Outreach programs/activities initiated where nominee served as proponent/chairman.

No. of Times	Point/s
1-2	2
3-4	4
5-6	6
7-8	8
9-above	10

Notes:

For outreach programs and activities in which the nominee served only as a member or participant, a maximum of 2 points shall be awarded, regardless of the number of times the nominee participated.

For outreach programs undertaken with other government agencies and private organizations/NGOs, these must have documented coordination with the school and the DepEd.

Supporting document/s:

- (1) Action Plan signed by proper authorities
- (2) Narrative and pictorial reports attested by immediate superiors, division or regional officials
- (3) Documentation (ex. endorsement) to show coordination with the school and the DepEd (for outreach programs undertaken with private organizations)

b. Networking/linkages (in the past three (3) years) (5 points)

served as instrument for sourcing funds and other donations in kind for classroom and/ or school facilities, activities properly documented with narrative and pictorial reported attested by immediate supervisors, division or regional officials.

Estimated amount Of Donations (Cash or in kind)	Point/s
o Php 201,000 and above	5
o Php 151, 000.00 to 200,000.00	4
o Php 101, 000.00 to 150,000.00	3
o Php 51, 000.00 to 100,000.00	2
o Php 1, 000.00 to 50, 000.00	1

Supporting document/s

- (1) Narrative and pictorial reports attested by immediate superiors, division or regional officials;
- (2) Documentation.





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4. Online Interview (20 points)

Interview Rating Sheet for Outstanding Teachers and Master Teachers 2027

CRITERIA	2	1.4	.7
1. Communication Skill speaks effectively in Filipino and English			
2. Ability to Present Ideas Presents well organized and precise ideas with marked command of the language used			
3. Alertness Manifests presence of mind and awareness of the environment			
4. Judgment Demonstrates sound judgment			
5. Leadership Ability Able to make decisions and resolve issues			
6. Human Relations Takes initiative to organize work groups, adopt procedures and standards in his/her own level			
7. Decisiveness Considers alternatives and recommends appropriate solutions to problems.			
8. Stress Tolerance Exercises high degree of tolerance for tension resulting from increasing volume of work, organizational change, environmental conflict, etc.			
9. Time Management Demonstrate good time management			
10. Build Trust Keeps commitments, confidentiality, integrity, and honesty with colleagues/ teammates; is open to views of others, and takes responsibility for own actions in a conflict resolution			
TOTAL POINTS			

