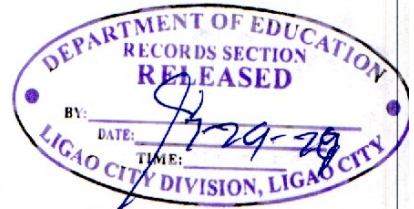




Republic of the Philippines
Department of Education
Region V- Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY



72926374

29 July 2026

DIVISION MEMORANDUM

No. 0367, s. 2026

SEARCH FOR THE 2026 DIVISION OUTSTANDING K TO 3 TEACHER

To : Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division (CID)
Chief, School Governance and Operations Division (SGOD)
Education Program and Public Schools District Supervisors
Elementary School Heads
All Others Concerned

1. Pursuant to Regional Memorandum No. 1003, s. 2026, this Office hereby announces the conduct of the **2026 Search for Division Outstanding K to 3 Teacher**.

2. In recognition of the Key Stage 1 (K to 3) teachers' exceptional competence, innovation and dedication in accelerating the foundational literacy and numeracy skills among early grade learners of SDO Ligao City, each district is expected to conduct a district level search and officially nominate one (1) candidate per grade level, strictly adhering to the following breakdown:

- Category 1: Outstanding Grade 1 Teacher (1 nominee per district)
- Category 2: Outstanding Grade 2 Teacher (1 nominee per district)
- Category 3: Outstanding Grade 3 Teacher (1 nominee per district)
- Category 4: Outstanding Kindergarten Teacher (1 nominee per district)

3. The Division Search Committee in charge of ensuring an objective, merit-based and transparent evaluation process is composed of the following:

Chairperson : Melchizedek C. Tongco, ASDS
Co-Chairperson : Tita V. Agir, CES, CID
Members : Ernie M. Baranquel, CES, SGOD
: Leo S. Moral, EPS, Kindergarten
: Jojim B. Cordova, EPS, Mathematics
: Emalyn G. Rempis, HRDD Specialist
: Alan G. Alconera, PESPA President



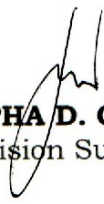
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Republic of the Philippines
Department of Education
Region V- Bicol

SCHOOLS DIVISION OFFICE OF LIGAO CITY

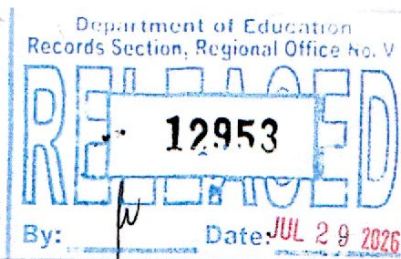
4. Mechanics, submission guidelines, criteria and timeline are enclosed for reference. All district winners shall compete in each category and the declared SDO winners shall be the official nominees to the 2026 Regional Search for Outstanding K to 3 Teacher.
5. District level nominees and their portfolio (Stage 1) shall be endorsed/submitted to the Division Search Committee on or before August 14, 2026, while demonstration teaching and panel interview (Stages 2 and 3) shall be conducted on August 17-20, 2026.
5. Winners per category shall receive a Certificate of Recognition, Cash Prize, and an official commendation from SDO Ligao City. Non-winning district nominees shall likewise receive a Certificate of Recognition as District Outstanding Teachers.
6. Food, travel and other incidental expenses relative the conduct of the District and Division Searches and Awarding Ceremony shall be charged against the school MOOE/local funds subject to the usual accounting rules and regulations.
7. For the information, guidance and dissemination to all concerned.


NYMPHA D. GUOMO

Schools Division Superintendent 



Republic of the Philippines
Department of Education
REGION V - BICOL



29 July 2026

REGIONAL MEMORANDUM

No. 01003 s. 2026

SEARCH FOR THE 2026 OUTSTANDING K TO 3 TEACHER

To : Assistant Regional Director
Schools Division Superintendents
Chief, Curriculum and Learning Management Division
Chiefs, Curriculum Implementation Division (CID)
Chiefs, School Governance and Operations Division (SGOD)
Elementary School Heads
All Others Concerned

1. Pursuant to the implementation of the Revised K to 10 Curriculum, the ARAL Program Act (R.A. 12028), regional and other local education initiatives, DepEd Regional Office V, through the Curriculum and Learning Management Division (CLMD), announces the conduct of the **2026 Search for Outstanding K to 3 Teacher**.

2. This activity aims to recognize outstanding Key Stage 1 (K to 3) educators who have demonstrated exceptional competence, innovation, and dedication in accelerating foundational literacy and numeracy skills among early grade learners across the region.

3. Each Schools Division Office (SDO) is expected to conduct a local division search and officially nominate one (1) candidate per grade level, strictly adhering to the following breakdown:

- Category 1: Outstanding Grade 1 Teacher (1 nominee per Division)
- Category 2: Outstanding Grade 2 Teacher (1 nominee per Division)
- Category 3: Outstanding Grade 3 Teacher (1 nominee per Division)
- Category 4: Outstanding Kindergarten Teacher (1 nominee per Division)

4. To ensure an objective, merit-based, and transparent evaluation process, the evaluation committees at the Division and Regional levels shall be composed as follows:

A. Division Search Committee (DSC)

- **Chairperson:** Assistant Schools Division Superintendent (ASDS)
- **Co-Chairperson:** Chief Education Supervisor, Curriculum Implementation Division (CID)
- **Members:**
 - Chief Education Supervisor, School Governance & Operations Division (SGOD)



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Website: <https://region5.depd.gov.ph/>



- Education Program Supervisor (EPS) in Kindergarten / Early Literacy
- Education Program Supervisor (EPS) in Mathematics / Numeracy
- Division PRAISE Focal Person / HRDD Specialist
- President, Division Elementary School Heads Association

B. Regional Evaluation Committee (REC)

- **Chairperson:** Assistant Regional Director (ARD)
- **Co-Chairperson:** Chief Education Supervisor, Curriculum and Learning Management Division (CLMD)
- **Members:**
- Chief Education Supervisor, Human Resource Development Division (HRDD)
- Regional Education Program Supervisor in Kindergarten / Filipino / English (Literacy)
- Regional Education Program Supervisor in Mathematics (Numeracy)
- Regional PRAISE Committee Member

5. The mechanics, submission guidelines, criteria, and timeline are found in Annex A, Annex B, and Annex C, respectively.

6. Winners per category (Kindergarten, Grade 1, Grade 2, and Grade 3) will receive a Plaque of Recognition, a Cash Prize, and an official commendation from the Regional Office. Non-winning division nominees will receive a Certificate of Recognition as Division Outstanding Teachers.

7. Food, accommodation, travel, and other incidental expenses relative to the conduct of the Division and Regional Searches and Awarding Ceremony shall be charged against their respective local/regional funds, subject to usual accounting and auditing rules and regulations.

8. Immediate and wide dissemination of this Memorandum is desired.


GILBERT T. SADSAD
 Regional Director

Ref.: As stated

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

AWARDS TEACHERS SEARCH SEARCH AND RECOGNITION PROJECT 6Bs ARAL PROGRAM

CLMD/gur
07/29/2026

ANNEX A: ELIGIBILITY REQUIREMENTS

All nominees must meet the following baseline requirements:

- Must be a permanent, full-time public-school teacher currently teaching in Kindergarten, Grade 1, Grade 2, or Grade 3 in DepEd Region V.
- Must have rendered at least three (3) consecutive years of teaching experience in Key Stage 1.
- Must have obtained a Performance Rating of at least Very Satisfactory (VS) or Outstanding (O) for the last two (2) rating periods.
- Must have no pending administrative, civil, or criminal cases.
- Must teach a heterogeneous (mixed-ability) classroom, rather than an advanced, gifted, or homogeneously tracked section.
- Must have actively implemented targeted early literacy and numeracy recovery interventions aligned with the ARAL Program and Project 6Bs.

ANNEX B: MECHANICS AND STAGES OF EVALUATION

The Search shall undergo a three-stage evaluation process to determine the nominees to the Regional Search:

- Division Search Committee (Stage 1 to Stage 3)
- Regional Search Committee (On-the-Spot Task and Interview)

STAGES OF THE DIVISION SEARCH

Stage 1: Portfolio Evaluation (70% Weight)

Nominees shall submit a structured portfolio containing certified Means of Verification (MOVs) covering performance from the previous and current school years. Evaluation focuses on seven key criteria:

Criteria / Key Result Area	Description / Key Indicators	Weight
A. Delivery of Instruction & MATATAG/ARAL Alignment	Lesson exemplars, explicitly structured tutorial blocks, and explicit teaching strategies.	15%
B. Classroom Environment	Clutter-free space policy adherence, functional literacy and numeracy activity centers.	5%

C. Development of Learning Resources	Contextualized, quality-assured learning kits, big books, and localized reading/math materials.	10%
D. Learner Performance	Demonstrated growth/reduction of struggling learners using CRLA, RMA, and Phil-IRI profiles.	20%
E. Professional Growth & Collaboration	Mentoring through Learning Action Cells (LACs) and attendance at accredited early-grade training.	5%
F. Innovations	Action research and localized reading/math intervention models implemented.	10%
G. Community & Stakeholder Engagement	Mobilization of parent-tutors, LGUs, and volunteers for home and community learning hubs.	5%
TOTAL (STAGE 1)		70%

Stage 2: Demonstration Teaching (20% Weight)

Shortlisted candidates per category shall undergo demonstration teaching evaluated by the Division Search Committee using the contextualized Classroom Observation Tool (COT):

- Mastery of Foundational Competencies: 7 points
- Socio-Emotional Classroom Management: 3 points
- Congruency of Assessment and Remediation Tasks: 5 points
- Effective Use of Contextualized Learning Kits: 5 points

Stage 3: Panel Interview (10% Weight)

Top candidates per category will undergo a structured panel interview evaluating:

- Knowledge of Current Policies & Educational Trends: 3 points
- Communicative Competence: 3 points
- Problem-Solving & Scenario Adaptability: 2 points
- Stress Tolerance & Professional Resilience: 2 points

REGIONAL SEARCH (ON-THE-SPOT TASK AND INTERVIEW)

1. Division nominees will advance to the regional evaluation, which consists of an on-the-spot task and an interview. Full mechanics and evaluation criteria will be presented on the day of the event.
2. Shortlisted nominees in each category will undergo on-site validation by the Regional Committee.
3. Winners will be announced during the awarding ceremony.

ANNEX C: TIMELINE OF ACTIVITIES

Activity	Target Date	Responsible Office / Unit
Issuance of Regional Memorandum	July 27, 2026	Regional Office (CLMD)
Division Level Search & Selection	August 3-21, 2026	SDO Evaluation Committee / CID
Submission of Official SDO Endorsements & Portfolios	August 28, 2026	SDO Office of the SDS to Regional CLMD
Regional Search (On-the-Spot Task and Interview)	September 7-11, 2026	Regional Evaluation Committee
Regional Awarding Ceremony	October 5, 2026 <i>(World Teachers' Day)</i>	DepEd Regional Office V

SEARCH FOR OUTSTANDING K TO 3 TEACHER EVALUATION RUBRICS

CRITERIA	CRITERION	INDICATORS	RUBRICS	POINTS	MOVs
I. PORTFOLIO (70%)	Delivery of instruction (15%)	1. Use of suggested appropriate teaching strategies (explicit teaching, DAP)	Presence of all indicators	20 pts.	Lesson plans, Classroom Observation Tools (COT), Formative & Summative Assessment tools, ARAL Program Remediation/Intervention Plans
		2. Intentional design of lesson checkpoints to measure the direct mastery of foundational skills	Presence of 3 indicators	15 pts.	
		3. In coordination with other teachers/team teaching.	Presence of 2 indicators	10 pts.	
		4. Organizing instructional interventions based on diagnostic results to target struggling, instructional, or advanced early learners.	Presence of 1 indicator	5 pts.	
	Classroom Environment (5%)	1. Print-rich and number-rich layout that is contextualized, updated, organized,	a. contextualized	1 pt.	
			b. updated	1 pt.	
			c. organized	1 pt.	
			d. child-friendly	1 pt.	

	child-friendly, and user-friendly	e. user-friendly	1pt.	
	2. Setup of at least 5 functional activity centers tailored to self-paced intervention and collaborative reading/math learning		2.5 pts.	
	3. Well-organized, clutter-free environment stripped of unnecessary or outdated wall decorations to reduce cognitive overload.		2.5 pts.	
Development of IMs (10%)	1. Production of contextualized, cost-effective, developmentally appropriate, quality-assured, and curriculum-relevant instructional materials	a. Contextualized	1 pt.	Copies of localized Big Books/worksheets, or Division Quality Assurance certification (if adopted in the division)
		b. Cost-effective	1 pt.	
		c. Developmentally appropriate	1 pt.	
		d. Quality-assured	1 pt.	
		e. Relevant	1 pt.	
	2. Developed instructional materials are utilized at the school, district, division, or region.	Region	5 pts	
		Division	4 pts	
		District	3 pts	
		School	2 pts	

Learner Performance (20%)- <i>past two (2) years</i>	1. Demonstrated reduction of low emerging learners as shown in baseline and endline results of assessment in literacy and numeracy.	96% – 100% Mastery / Target Achievement	10 pts	Comprehensive Rapid Literacy Assessment (CRLA) data sheets, Rapid Mathematics Assessment (RMA) results, or updated Phil-IRI reading and basic numeracy profiles.
		91% – 95% Mastery / Target Achievement	8 pts.	
		c. 86-90	6 pts.	
		d. 81-85	4 pts.	
		e. 80 and below	2 pts.	
Professional Growth (5%)	1. Serving as a mentor or coach for other K to 3 teachers or facilitator for LAC sessions, INSET, training/workshop.		3 pts.	Any of the following: • Certificates of Recognition/Commendation as Facilitator • Memo, letter of invitation, program, training matrix
	2. Attending MATATAG or ARAL Program capability building, pedagogy workshops, or academic recovery trainings.	a. International	2 pts.	• Certificates participation/ completion • Memo, travel order, certificate of completion
		b. National	1.5 pts.	
		c. Regional	1 pt.	

		d. Division	.75 pt	
		e. District /School	.5 pts.	
Innovations (10%)	1. Conducting action research on literacy, numeracy, learning recovery, and other related topics	a. Completed	5	• Division-approved proposal • Accomplishment report • Intervention based on recommendations from completed research • Proof of implementation of innovation • Research /Innovation Write-Up
		b. Ongoing	3	
		c. Approved	1	
	2. Implemented/on-going related curriculum innovation i.e.scalable remediation strategies on literacy or numeracy	a. Completed	5	
		b. Ongoing	3	
		c. Approved	1	
Community Involvement/Linkage (5%)	1. Involved/linked in a community activity on literacy/ numeracy	a. All MOVs present	5 pts.	• Invitation, letter, program, • Certificate of Recognition • Documentation and narrative report • Acknowledgement of received support (in cash or in kind)
		b. Three MOVs present	3 pts.	

			c. Two and below MOVs present	1 pt.	
II. DEMONSTRATION TEACHING (20%)		1. Mastery of the Subject matter		7 pts.	
		2. Classroom management		3 pts.	
		3. Clear tie-in between the lesson's core objectives, differentiated group tasks, and assessment feedback.		5 pts.	
		5. Effective Utilization of instructional materials		5 pts.	
III. INTERVIEW (10%)		1. Knowledge of the issue/question		3 pts.	
		2. Communicative competence		3 pts.	
		3. Smartness and alertness		2 pts.	
		4. Stress tolerance		2 pts.	