



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



07 July 2026

Regional Memorandum
No. 447 s. 2026

**RECONSTITUTING THE COMPOSITION OF THE REGIONAL
PRAISE COMMITTEE**

To **Assistant Regional Director**
Functional Division Chiefs
Schools Division Superintendents
All Others Concerned

1. In accordance with **DepEd Order No. 009, s. 2002**, titled *Establishing the Program on Awards and Incentives for Service Excellence (PRAISE) in the Department of Education*, as strengthened by **DepEd Order No. 78, s. 2007**, titled *Strengthening the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education*, this Office hereby reconstitutes the composition of the Regional PRAISE Committee for Fiscal Years 2026–2028
2. As provided in DepEd Order No. 78, s. 2007, the PRAISE Committee at the regional level shall be constituted as follows:
 - Regional Director or his/her duly authorized representative to act as Chairperson
 - Head of the Budget and Finance who will act as Co-Chairperson
 - Highest administrative officer-in-charge of personnel management
 - Any of the chiefs of the Elementary, Secondary, ALS or Health and Nutrition Divisions; and
 - A representative of the employees' association/teachers' associations
3. Pursuant to the foregoing policy, the reconstituted Regional PRAISE Committee is composed of the following:

Name	Sex	Office/Functional Division/Section	Designation
Loida N. Nidea	F	Office of the Regional Director	Director III and PRAISE Committee Chair
Marites L. Gloria	F	Finance Division	Chief Administrative Officer and Co-chair
Maria Susana L. Oliveros	F	ASD-Personnel Section	Administrative Officer V (HRMO)
Jisela N. Ulpina	F	Human Resource Development Division	Chief Education Supervisor

06/ROH2-H1



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.ph



Certificate No. PHP QMS
22 93 0085

			DepEd R4A Chapter NEU Representative <i>(For Gawad Patnugot Search only)</i>
Gian Carlo G. Ventura	M	ASD- General Services Unit	Employees Association- Regional Office Proper Representative (Interim) <i>(For Gawad Bituin Only)</i>

The tenure membership of representatives from the technical divisions and the employees'/teachers' associations shall be two years.

4. The reconstituted Regional PRAISE Committee shall be responsible for developing, administering, monitoring, and evaluating the awards and incentives of DepEd Region IV-CALABARZON, including the Regional Office Proper. The Human Resource Development Division shall act as the Secretariat to the PRAISE Committee.
5. To continuously uphold effectiveness of the PRAISE System, members are expected to demonstrate the following qualities , as provided in DepEd Order No. 009, 2002:
 - positive attitude;
 - capability to implement approved ideas;
 - open-mindedness and decisiveness;
 - high tolerance for stress and pressure; and
 - active participation in all committee meetings.
6. Please refer to the attached enclosure for the Terms of Reference of the Committee.
7. The following awards may be given by the Regional PRAISE Committee to personnel in the Regional Office Proper during a formal awarding ceremony:
 - Outstanding Employee Award (Levels 1&2)
 - Significant Idea Award
 - Educational Advancement Award
 - Loyalty Award
 - Meaningful Journey Award
 - Best Functional Unit/Section
 - Best Functional Division
8. The Gawad AGAD Award shall be given outright to employees commended by internal and external clients for their courtesy, honesty, promptness, efficiency and dedication to duty. This shall be conferred during the Monday Flag Raising Ceremony.
9. On the other hand, the following awards may be conferred upon Schools Division Offices (SDOs), schools, teaching, related-teaching, and non-teaching personnel:
 - Outstanding Teachers
 - Outstanding Master Teachers
 - Outstanding ALS, SNED, and Multigrade Teachers
 - Outstanding School Heads

- Outstanding Supervisors
- Outstanding Researchers
- Outstanding Related-Teaching and Non-Teaching Personnel (Levels 1&2)
- Best Performing Schools and SDOs

10. The PRAISE Committee upholds the Equal Opportunity Principle (EOP) in the granting of rewards and recognition, ensuring that no discrimination shall be made on the basis of religion or belief, age, sexual orientation, gender identity, marital status, political affiliation, disability, or ethnicity.

11. Expenses relative to the conduct of the PRAISE Committee activities such as meals, travel expenses, accommodation, supplies and materials shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.

12. Immediate dissemination of this memorandum is earnestly desired.


CARLITO D. ROCAFORT
Director IV

*Enclosure 1***Terms of Reference of the Committee**

The PRAISE Committee shall meet periodically to perform the following tasks:

1. establish a system of incentives and awards to recognize and motivate employees for their performance and conduct;
2. formulate, adopt and amend internal rules, policies, and procedures to govern the conduct of its activities which shall include the guidelines for evaluating the nominees and the mechanism for recognizing the awardees;
3. determine the forms of awards and incentives to be granted;
4. monitor implementation of approved suggestions and ideas through feedback and reports;
5. prepare plans, identify resources, and propose a budget for the system on an annual basis;
6. develop, produce, and distribute a system policy manual and orient the employees on the same;
7. document best practices, innovative ideas, and success stories which will serve as promotional materials to sustain interest and enthusiasm.
8. submit the annual report on the awards and incentives system to the CSC on or before the thirtieth day of January;
9. monitor and evaluate the System's implementation every year and make essential improvements to ensure its sustainability to the agency;
10. address issues relative to awards and incentives within fifteen (15) days from the date of submission;
11. create a sub-committee/s to evaluate/assess nominees for awards recommended by the committee;
12. develop customized R&R programs and guidelines; and
13. develop tools that will track the efficiency of the R&R process.