



Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

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23 Oct 2025

**DIVISION MEMORANDUM**

CID-2025-362

**SEARCH FOR THE FUNCTIONAL SCHOOL ON GENDER AND  
DEVELOPMENT (GAD) IMPLEMENTERS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Public Schools District Supervisors  
Elementary and Secondary School Heads  
All other concerned

1. In support of the government's commitment to promote gender equality and empower all individuals regardless of sex, gender identity, or social status. The Curriculum Implementation Division – Instructional Management Section (CID-IMS) will conduct a **Search for functional schools among GAD Implementers** at both the Elementary and Secondary Levels.
2. This search serves as a platform to **showcase innovative, sustainable, and impactful GAD practices**, foster collaboration among stakeholders, and promote the full realization of the goals of **Republic Act No. 9710, the Magna Carta of Women**, and related gender equality laws. Ultimately, the program aims to cultivate a community of advocates and leaders dedicated to promoting gender fairness, inclusivity, and development across all sectors of society.
2. Enclosed are the General Guidelines and Mechanics, Schedule of Activities and Scoring Sheet for reference.
3. For inquiries, contact Aurelio C. Cagang at Mobile Number 09561252557.
4. Wide dissemination of this memorandum is desired.

**RUTH L. ESTACIO PhD, CESO V**  
Schools Division Superintendent

Encl.: As stated

Reference: N o n e

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



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PROGRAMS

Judith B. Alba/CID/MLA – search for the functional school on gender and development (gad) implementers  
1044/October 23, 2025



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Enclosure A:

**Guidelines for the Functional School On Gender and Development (GAD)  
Implementers (Elementary and Secondary)**

**I. Rationale**

The Search for Outstanding GAD School Implementers aims to recognize schools, teachers, and student organizations that have effectively integrated Gender and Development (GAD) principles into their policies, programs, and activities. This initiative promotes the institutionalization of gender equality, inclusivity, and sensitivity in the school system in support of the **Magna Carta of Women (RA 9710)** and **DepEd Memorandum on Gender and Development Mainstreaming**.

**II. Objectives**

1. To identify and recognize schools and individuals with outstanding contributions in promoting gender equality and women empowerment.
2. To encourage schools to strengthen gender-responsive programs and initiatives.
3. To document and share best practices in GAD implementation for replication across other schools.
4. To sustain awareness and advocacy on gender sensitivity, equality, and inclusivity among learners, teachers, and stakeholders.

**III. Eligibility**

1. All public schools are eligible to participate.
2. Entries may be submitted under this category
  - o **Functional School GAD Implementing School**
3. Schools must have implemented GAD-related programs or activities within the last **two (2) years**.

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**IV. Criteria for Evaluation**

| Criteria                                             | Percentage  |
|------------------------------------------------------|-------------|
| 1. GAD Mainstreaming in School Policies and Programs | 25%         |
| 2. Implementation of GAD Activities and Projects     | 25%         |
| 3. Impact and Outcomes on the School Community       | 25%         |
| 4. Innovation and Sustainability of GAD Initiatives  | 15%         |
| 5. Documentation and Reporting of GAD Activities     | 10%         |
| <b>Total</b>                                         | <b>100%</b> |



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**V. Required Documents**

1. Accomplished Nomination Form or Entry Form
  2. School GAD Plan and Budget / Accomplishment Report
  3. Narrative Report of GAD Activities (with photos, outputs, or testimonials)
  4. Endorsement from the School Head or Principal
  5. Supporting documents (certificates, news clippings, citations, etc.)
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**VI. Screening and Evaluation Process**

1. **Initial Screening** – Validation of submitted documents and eligibility.
2. **Evaluation and Scoring** – Assessment by the GAD Evaluation Committee based on the criteria.
3. **Validation Visit (if applicable)** – On-site or virtual validation of GAD initiatives.
4. **Final Deliberation** – Consolidation of scores and selection of winners.
5. **Awarding Ceremony** – Recognition of outstanding implementers during the GAD culminating activity or Division program

**VII. Awards and Recognition**

- 1. The announcement of winners will be done during the Awarding Ceremony.
- 2. A plaque of recognition shall be awarded to the winning school.
- 3. Certificate of Recognition/Participation shall be awarded/given to the school head/school GAD coordinator in Elementary and Secondary levels.
- **Special Awards** may be given for:
  - Best Innovative GAD Practice
  - Most Gender-Responsive Project
  - Most Active Student GAD Advocate

**VIII. Implementation and Monitoring**

The GAD Focal Point System or School GAD Committee shall oversee the implementation of the search. Winning entries will be documented and shared as model practices for replication and benchmarking across other schools or divisions.



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**Enclosure 2: Schedule of Activities**

| <b>Date</b>          | <b>Activity</b>                                                                                   | <b>School/District/<br/>Municipality</b>                              | <b>Person<br/>Involved</b>                          |
|----------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------|
| November 10, 2025    | Planning & Review the Mechanics and Guidelines of the search for most functional school libraries |                                                                       | District /Division Gad Focal Person System (GAD)    |
| November 12-13, 2025 | Conduct of Municipal level Search for the Most Functional School on GAD Implementers              | Alabel<br>Glan<br>Kiamba<br>Maasim<br>Maitum<br>Malapatan<br>Malungon | District Supervisor Municipal and School ADM        |
| November 14, 2025    | Conduct of Division-level Search for the Most Functional School on GAD Implementers               | Maasim<br>Kiamba<br>Maitum                                            | DO & TWG GFPS                                       |
| November 17, 2025    |                                                                                                   | Maluangon<br>Alabel                                                   |                                                     |
| November 18, 2025    |                                                                                                   | Malapatan<br>Glan                                                     |                                                     |
| November 24, 2025    | Submission of entries for the Search                                                              | Alabel<br>Glan<br>Kiamba<br>Maasim<br>Maitum<br>Malapatan<br>Malungon | District Supervisors Municipal and ADM Coordinators |
| November 27-28, 2025 | Division Validation and Judging                                                                   |                                                                       | DO & TWG GFPS                                       |
| December 4, 2025     | Awarding for the Most Functional School ADM Implementers                                          |                                                                       | DO & TWG GFPS                                       |



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Enclosure 3: **Scoring and Rating System for GAD School Implementers**

**I. Criteria and Point Distribution**

| Criteria                                                    | Description                                                                                                                                                   | Weight (%) | Rating Scale (1–5)                                                                      | Evidence | Score |
|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------|----------|-------|
| <b>1. GAD Mainstreaming in School Policies and Programs</b> | Integration of GAD principles in the school's vision, mission, policies, curriculum, and plans. Presence of a functional GAD Focal Point System or Committee. | 25%        | 1 – Very Poor<br>2 – Fair<br>3 – Satisfactory<br>4 – Very Satisfactory<br>5 – Excellent |          |       |
| <b>2. Implementation of GAD Activities and Projects</b>     | Extent and quality of gender-responsive programs and activities implemented (trainings, advocacy campaigns, seminars, etc.).                                  | 25%        | 1 – Very Poor<br>2 – Fair<br>3 – Satisfactory<br>4 – Very Satisfactory<br>5 – Excellent |          |       |
| <b>3. Impact and Outcomes on the School Community</b>       | Evidence of positive behavioral, attitudinal, or policy change among learners, teachers, and stakeholders as a result of GAD initiatives.                     | 25%        | 1 – Very Poor<br>2 – Fair<br>3 – Satisfactory<br>4 – Very Satisfactory<br>5 – Excellent |          |       |
| <b>4. Innovation and Sustainability of GAD Initiatives</b>  | Creativity, uniqueness, and sustainability of GAD programs and strategies implemented by the school or individual.                                            | 15%        | 1 – Very Poor<br>2 – Fair<br>3 – Satisfactory<br>4 – Very Satisfactory<br>5 – Excellent |          |       |
| <b>5. Documentation</b>                                     | Completeness, accuracy, and quality                                                                                                                           | 10%        | 1 – Very Poor<br>2 – Fair                                                               |          |       |



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|                                        |                                                                         |  |                                                            |  |  |
|----------------------------------------|-------------------------------------------------------------------------|--|------------------------------------------------------------|--|--|
| <b>and Reporting of GAD Activities</b> | of reports, documentation, photos, and evidence of GAD accomplishments. |  | 3 – Satisfactory<br>4 – Very Satisfactory<br>5 – Excellent |  |  |
|----------------------------------------|-------------------------------------------------------------------------|--|------------------------------------------------------------|--|--|

**TOTAL** 100% \_\_\_\_\_ / 100

## II. Rating Scale Conversion

| Adjectival Rating        | Numerical Range | Description                                             |
|--------------------------|-----------------|---------------------------------------------------------|
| <b>Excellent</b>         | 91 – 100        | Exceeds expectations; serves as a model GAD implementer |
| <b>Very Satisfactory</b> | 81 – 90         | Consistently implements effective GAD initiatives       |
| <b>Satisfactory</b>      | 71 – 80         | Meets expectations with room for improvement            |
| <b>Fair</b>              | 61 – 70         | Partial compliance; limited evidence of GAD impact      |
| <b>Needs Improvement</b> | 60 and below    | Minimal or no visible GAD mainstreaming efforts         |

## III. Notes for Evaluators

- Scores should be based on verified documents and/or validation visits.
- Evaluators must provide **remarks or justification** for each rating given.
- The final score is computed as:

$$\text{Final Score} = \frac{\sum (\text{Rating} \times \text{Weight})}{\sum \text{Weight}}$$

- The **highest total score** determines the **Functional School GAD Implementer Awardee** per category.

Rated by: Date: \_\_\_\_\_

Signature over Printed Name \_\_\_\_\_