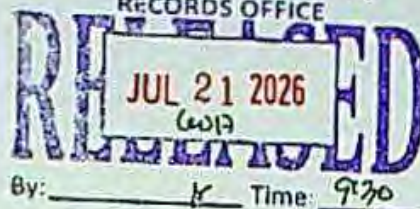




Republic of the Philippines
Department of Education
REGION I

SCHOOLS DIVISION OF DAGUPAN CITY

DepEd SDO Dagupan City
RECORDS OFFICE



Office of the Schools Division
Superintendent

July 16, 2026

DIVISION MEMORANDUM
No. 418, s. 2026

**CONSULTATION AND VALIDATION OF THE ENHANCED HUMAN RESOURCE
DEVELOPMENT (HRD) MANUAL ON REWARDS AND RECOGNITION
(R&R) CUM SDO PRAISE ORIENTATION OF FY 2026
R&R GUIDELINES**

To: Asst. Schools Division Superintendent
Chief Education Supervisors (SGOD & CID)
Division Rewards and Recognition Focal Person/s.
All Others Concerned

1. Pursuant to the attached Regional Memorandum No. 877, s. 2026, titled "*Consultation and Validation of the Enhanced Human Resource Development (HRD) Manual on Rewards and Recognition (R&R) Cum SDO PRAISE Orientation of FY 2026 R&R Guidelines*," this Office announces the participation of the Schools Division Office of Dagupan City in the said activity to be conducted on **July 20-22, 2026**, at the National Educators Academy of the Philippines – Region I (NEAP-R1).

2. The activity aims to present, review, and validate the enhanced FY 2026 Rewards and Recognition Manual, with emphasis on the policies, guidelines, and procedures governing Gawad Lam-ang, Gawad Camilo Osias, and Gawad Silang, ensuring that the provisions of the Manual are relevant, responsive, and aligned with existing Department of Education policies and the principles of a fair, transparent, and merit-based rewards and recognition system.

3. The following personnel are hereby designated as the official participants of the Schools Division Office of Dagupan City:

Name	Position	Office
Jan Vincent D. Galvez	Education Program Specialist II-SMME	SGOD
Kristel Gay C. Raymundo	Project Development Officer I	SGOD

4. The identified participants are directed to attend the entire duration of the activity and are expected to arrive on July 20, 2026 (Day 1). First meal shall be AM snacks of Day 1 and the last meal is PM snacks of Day 3.



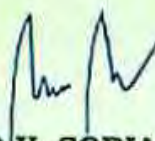
Republic of the Philippines
Department of Education

REGION I

SCHOOLS DIVISION OF DAGUPAN CITY

Office of the Schools Division
Superintendent

5. Travel and other incidental expenses of the participants shall be charged against local funds, subject to the availability of funds and existing budgeting, accounting, and auditing rules and regulations.
6. Immediate dissemination of and compliance with this Memorandum are desired.


MARCIANO U. SORIANO JR. PhD, CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent

Encl: As stated

Reference: Regional Memorandum No. 877, s. 2026

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

HUMAN RESOURCE DEVELOPMENT REWARDS AND RECOGNITION
SGOD-SMME/jvdg.idr/DM Consultation and Validation of the Enhanced Human Resource
Development (HRD) Manual on Rewards and Recognition (R&R) Cum SDO PRAISE
Orientation of FY 2026 R&R Guidelines

July 16, 2026



Republic of the Philippines
Department of Education
REGION I



JUL 15 2026

REGIONAL MEMORANDUM

No. 877 s. 2026

CONSULTATION AND VALIDATION OF ENHANCED HUMAN RESOURCE
DEVELOPMENT (HRD) MANUAL ON REWARDS AND RECOGNITION
(R&R) CUM SDO PRAISE ORIENTATION OF FY 2026
R&R GUIDELINES

To: Schools Division Superintendents

1. The Department of Education, through the Human Resource Development Division (HRDD), shall conduct Consultation and Validation of Human Resource Development (HRD) Manual at the National Educators Academy of the Philippines - Region I (NEAP-RI) on July 20-22, 2026.

2. The activity aims to present, review, and validate the enhanced FY 2026 Rewards and Recognition Manual, with particular emphasis on the policies, guidelines, and procedures governing Gawad Lam-ang, Gawad Camilo Osias, and Gawad Silang. The activity seeks to ensure that the provisions of the Manual are relevant, responsive, and aligned with existing Department of Education policies and the principles of a fair, transparent, and merit-based rewards and recognition system.

3. Expected participants to this activity are the Division Rewards and Recognition Focal Person/s. The number of SDO participants is follows:

SDO	Pax	SDO	Pax
Alaminos City	2	Pangasinan I	2
Batac City	2	Pangasinan II	2
Candon City	2	San Carlos City	2
Dagupan City	2	San Fernando City	1
Ilocos Norte	2	Urdaneta City	2
Ilocos Sur	2	Vigan City	2
Laoag City	2	Regional Office	5
La Union	2	Program Management	

4. Participants are requested to confirm their participation to HRDD on or before July 15, 2026. Confirmed participants are expected to arrive on July 20, 2026 (Day 1). First meal shall be AM snacks of Day 1 and the last meal is PM snacks of Day 3. Participants from the Regional Office, SDO La Union and SDO San Fernando are not included in the accommodation and the provision of breakfast and dinner.

5. Travel and other incidental expenses of the participants shall be charged against local funds, subject to the availability of funds and existing budgeting, accounting, and auditing rules and regulations.

6. This serves as the Authority to Travel of the participants from the Regional Office I.

7. For questions, please call the Human Resource Development Division through telephone number (072) 682-23-24 or email at hrdd.region1@deped.gov.ph.

8. For immediate dissemination.

ELC
ESTELA P. LEON-CARIÑO, EdD, CESO III
Director IV/Regional Director
hgm *gort*

Encl.: None

Reference: None

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

HUMAN RESOURCE DEVELOPMENT

REWARDS AND RECOGNITION

HRDD/jmv/RM_HRDManual
July 8, 2026

