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Republic of the Philippines
**Department of Education**
REGION X – NORTHERN MINDANAO
**SCHOOLS DIVISION OF OZAMIZ CITY**

DepEd Ozamiz City
RELEASED
By:
Date: 9-14-26

Division Advisory No. 076 s. 2026
September 10, 2026
Complying with DepEd Order No. 8, s. 2013,
this Office issues this Advisory not for endorsement per DO 28, s. 2001,
but for the information of DepEd officials,
personnel/staff, and the concerned public.
(Visit ozamiz.city@deped.gov.ph)

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

In reference to the communication sent by the founder and chairman of Pambansang Samahan na Nagpapahalaga sa Propesyonal na Paglago Corp., dated September 6, 2026, this Office invites all concerned to participate 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.

**Participation** in this activity shall be **personal** and **voluntary**. As such, the interested parties shall **file a leave of absence**, if applicable, and **shoulder the registration fees**, **travel/incidental expenses**, or any other **financial requirements**, if there are any. Further, their participation shall be subject to the *No-Disruption-of-Classes policy* stipulated in DepEd Order no. 09, s. 2005 titled Instituting Measures to Increase Engage Time-on-Task and Ensuring Compliance therewith, Section 3 of Republic Act No. 5546 (Policy on Contributions) DepEd Order No. 66, s. 2017 (Policy on Off-Campus Activities), DOH/IATF-prescribed health and safety standards, and the approval of the Schools Division Superintendent (SDS).

Interested parties can contact **JOMEL E. SALCEDA, MAEd, Dhum, Founder and Chairman,** at contact number 0977-213-6654.

Attached is a copy of the communication for specific details.

This Office directs the immediate and wide dissemination of this Advisory.

Encl.: As stated
To be indicated in the Perpetual Index
under the following subjects :

**INVITATION GAWAD TEACHERS MASTER TEACHERS**

MGD/IDP/DA 4th National Gawad Tamaraw: Search for Outstanding Teachers and Master Teachers 2027

September 10, 2026

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

**SEC COMPANY REG. NO. : 2024020134717-03**

Date: September 6, 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.

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

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**

Recent 2x2 picture of the nominee

THE SCREENING AND SELECTION COMMITTEE

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

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 _____

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

## V. WHAT ARE THE NECESSARY ATTACHMENTS?

1. Duly 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**

| | |
|---|---|
| **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.<br><br>**Recipient:** JOMEL E. SALCEDA<br>**Address:** Purok Pag-asa (Kanan), Brgy. Payompon, Mamburao, Occidental Mindoro<br>**Contact Number:** 0966-800-2798 | |

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 |

**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

**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 |

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)

**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 |

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<br>(3 articles to get 1.5 points)<br>(2 articles to get 1 point)<br>(1 article to get 0.5) | 0.5 per article |
| Articles published in a journal/newspaper/magazine of wide circulation<br>(2 articles to get 2 points)<br>(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<br>(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

**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 |
|---|---|
| ○ Php 201,000 and above | 5 |
| ○ Php 151, 000.00 to 200,000.00 | 4 |
| ○ Php 101, 000.00 to 150,000.00 | 3 |
| ○ Php 51, 000.00 to 100,000.00 | 2 |
| ○ 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.

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** | | | |