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

Depted Ozamiz City
RELEASED
By:
Date: 9/22/26

September 21, 2026

DIVISION MEMORANDUM
No. 405, s. 2026

RECONSTITUTION OF THE DIVISION PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE) COMMITTEE

To: Assistant Schools Division Superintendent
Chief Education Supervisors (SGOD and CID)
Administrative Officers V (Administrative Services/Budget)
Public Elementary/Secondary School Heads/Department Heads
This Division

1. In reference to DepEd Order No. 78, s. 2017 titled, **Strengthening the Program on Awards and Incentives for Service Excellence (PRAISE) of the Department of Education** and the Civil Service Commission Memorandum Circular No. 1, s. 2010 titled, **Program on Awards and Incentives for the Service Excellence**, this Office announces the reconstituted composition of Division PRAISE Committee, as follows:

Chairperson:	**Luisander C. Luy, PhD, CESE** OIC, Assistant Schools Division Superintendent
Co-Chairperson/s:	**Imelda D. Pongase, EdD** Chief-Education Supervisor School Governance and Operations Division **May P. Edullantes, EdD** Chief-Education Supervisor Curriculum Implementation Division
Members:	**Dorothy Joy P. Yting** Administrative Officer V- Admin. Services **Ivy J. Cabual** Administrative Officer V- Budget **Maricel D. Avila, CPA** Accountant III **Adda Liza J. Saquin** Planning Officer III **Mary Joy G. Doromal** SEPS-Human Resource Development

	Anthony P. Marollano SEPS- School Management Monitoring and Evaluation **Arlene C. Via** SEPS- Social Mobilization and Networking **Eugenio C. Bucog** Principal II President, PESPA **Lilibeth Y. Abamonga** Principal III President, DAPSSHI
Secretariat:	**Desi G. Aninao** Education Program Specialist II- HRD **Jizrel N. Serrano** Project Development Officer I -YFD

2. The Division PRAISE aims to encourage creativity, innovativeness, efficiency, integrity, and productivity in the public service by recognizing and rewarding teaching, non-teaching and teaching-related personnel individually or in groups, for their suggestions, inventions, superior accomplishments and other personal efforts which contribute to efficiency, economy or other improvements in government operations, or for other extraordinary acts or services in the public interest.

3. The Division PRAISE Committee shall be responsible for the development, administration, monitoring and evaluation of the awards and incentives system of the agency. As such, the Committee shall meet monthly to perform the following tasks:

a. Establish a system of incentives and awards to recognize and motivate employees for their performance and conduct;
b. Formulate, adopt and amend internal rules, policies and procedures on the conduct of activities which shall include the guidelines in evaluating the nominees and the mechanism for recognizing the awardees;
c. Determine the forms of awards and incentives to be granted;
d. Prepare plans, identify resources and propose a budget for the system on an annual basis;
e. Document best practices, innovative ideas and success stories which will serve as promotional materials to sustain interest and enthusiasm; and
f. Address issues related to awards and incentives.

4 The PRAISE puts emphasis on the timeliness of giving award and recognition. Aside from conferment of awards during the traditional or planned awarding ceremonies, the essence of the on-the-spot grant of recognition shall be institutionalized.

5. The PRAISE shall provide both monetary and non-monetary awards and incentives to recognize, acknowledge ad reward productive, creative, innovative and ethical behavior of employees through formal and informal mode.

6. Inclusion of personnel to the Division PRAISE is in adherence to this Office's Implementation of Equal Opportunity Policy (EOP) that is regardless of age gender, sexual orientation, gender identity, ethnicity, civil status, disability, religion, political affiliation, among others.

7. This Office directs the immediate dissemination of this Memorandum.

DIONESIO L. LIWAGON, JR., CESO VI
Assistant Schools Division Superintendent
OIC, Office of the Schools Division Superintendent

Encl.: None
Reference: DepEd Order No. 78, s. 2017 and Civil Service Commission Memorandum Circular No. 1, s. 2010 on the Program on Awards and Incentives for the Service Excellence
To be indicated in the Perpetual Index under the following subjects:

PRAISE **PERSONNEL** **RECOGNITION**

MGD/DM Reconstitution of the Division Program on Awards and Incentives on Service Excellence (PRAISE) Committee
____ September 21, 2026