



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
DIVISION OF MALAYBALAY CITY

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DEPED MALAYBALAY CITY DIVISION
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DIVISION MEMORANDUM

No. 597, s. 2022

To: Assistant Schools Division Superintendent
Chief Education Supervisors, SGOD and CID
Education Program and Public Schools District Supervisors
All School Heads
All Others Concerned
This Division

From:  **VICTORIA V. GAZO, PhD, CESO V**
Schools Division Superintendent

Date: November 4, 2022

Subject: **DISSEMINATION OF SIBWAL AWARDS: A DIVISION BRAND OF RECOGNITION OF THE CIVIL SERVICE COMMISSION GAMTIMPALA AGAD AWARD**

1. Relative to the implementation of CSC MC No. 24, s, 2016 re: Program to Institutionalize Meritocracy and Excellence in Human Resource Management (**PRIME-HRM**) in the Division and Pursuant to DepEd Order No. 78, s. 2007, "Strengthening the Program on Awards and Incentives for Service Excellence (**PRAISE**) of the Department of Education" This Office disseminate the herein guidelines for **SIBWAL AWARDS: A DIVISION BRAND OF RECOGNITION OF THE CIVIL SERVICE COMMISSION GAMTIMPALA AGAD AWARD**
2. The districts/schools/offices should follow the mechanics specified in spotting notable recognition done in their respective offices. All awards for SIBWAL flagship will be conducted in every office as specified in recognizing the employees in their respective levels of governance.
3. For inquiries, please contact *Vicente G. San Miguel, EdD* Public Schools District Supervisor, Focal person at 09778091156
4. Immediate and wide dissemination of this Memorandum is desired

Copy furnished:
Records Unit
PSDS/VGSM



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SIBWAL AWARDS

I. Introduction/rationale

Relative to the compliance to CSC MC No. 24, s, 2016 re: Program to Institutionalize Meritocracy and Excellence in Human Resource Management (**PRIME-HRM**) in the Division and Pursuant to DepEd Order No. 78, s. 2007, "Strengthening the Program on Awards and Incentives for Service Excellence (**PRAISE**) of the Department of Education" rewards and recognition is an important component that elicits recognition of the notable accomplishments given to Division teaching, teaching related and non- teaching personnel who exemplifies extra ordinary and outstanding accomplishments in the delivery of basic educational services. To create a contextualized awards scheme in the implementation of **Gantimpala Agad Award** – an award given outright to employees commended by clients for their courtesy, promptness, efficiency, and dedication to duty **SIBWAL awards** is constituted.

The word **SIBWAL** (source: SIL Dictionary) is Binukid term which means to rise or appear at dawn that echoes the ardent desire of teachers and non-teaching personnel of the Division of Malaybalay City to rise above the rocky challenges of the changing landscapes of education for the betterment of the learners it served. **SIBWAL** as a flagship program in the Division of Malaybalay City **SIBWAL** comes to mean the following acronym.

S-implifying basic education delivery practices

I-institutionalizing commitment in service among teaching and non-teaching staff in adherence to the Quality Management System principles.

B-olstering Academic Excellence in K to 12 Curriculum and improvement in learning environment

W-eaving employees' welfare, recognition, and professional development

A-dvancing learners' development





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Leading Schools in School Based-Management and Governance by engagement of stakeholder's support and collaboration for Quality Educational Services.

II. Project Description

SIBWAL awards is given to Division teaching, teaching related and non-teaching personnel and other educational support staff in the Division of Malaybalay City who serves as the backbone of the whole operation to attain the corporate vision, mission and core values of the department.

Objectives

This aims to

1. Create an immediate recognition on the notable accomplishments of the teaching, teaching related and non- teaching personnel and other educational support staff in the Division of Malaybalay City.
2. Highlights the changes affected by the personnel in the workplace to create and promote conducive teaching and learning spaces and workplace.
3. Emphasize the valuable gesture of a good employee worth emulating in the fulfilment of DepED organizational values.

III. Methodology

SIBWAL awards will be use as brand of recognition of the civil service gamtimpala agad award accorded to employees pertaining to notable innovation and accomplishment related to curriculum and instruction, teaching and learning, administrative support and services and school governance and operations which sums up the following.

a. Sibwal Awards for Excellence in Curriculum Implementation

Refers to the immediate recognition awarded to the personnel that affects notable innovation and accomplishment related to curriculum, instruction and Teaching and Learning that enhances the instructional experience of both teachers and learners conducted by school administrators.





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Program to be Covered: all programs implemented related to curriculum, instruction and Teaching and Learning and curriculum instruction.

b. Sibwal Awards for Operations Support

Refers to the immediate recognition awarded to the personnel that affects notable innovation and accomplishment related to Administrative and other support Services that makes the operations more meaningful and worthwhile.

Program to be Covered: all programs implemented related to administrative support and services

c. Sibwal Awards for School Governance and Operations

Refers to the immediate recognition awarded to the personnel that affects notable innovation and accomplishment related to School Governance and Operations making the program implementation and administration more meaningful attaining to the DepEd Organizational goals.

Program to be Covered: all programs implemented related to School Governance and Operations highlighting implementation of support program, activities and project (PAPs) implemented by the Department of Education.

SIBWAL awards will be accorded to any employees that affects notable accomplishment that helps the operations, Implementation and administration of the project, activities and programs (PAPs) easy and efficient that helps the attainment of the Organizational targets of the department. It can be awarded on the spot nomination from the top management or through an issuances with general guidelines. It will be accorded by the top management immediately upon the recommendation of the Division chief and or section and unit heads specifying the grounds and recommendation of the accorded personnel using the nomination form.





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Form C

SIBWAL AWARD
(Nomination Form)

Name of the Nominee:	Designation:
Unit/Section:	Contact Number:
Name of the Nominator:	Designation:
Division/Unit:	Contact Number:
Please describe detailed example to support your nomination using the scoring checklist. The information you provide will be used by the committee to determine the awardee.	
Testimony: / Why does your employee deserve to be the employee of the month? /	
Signature of the Nominator:	





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Table 1. GANTT Chart: Project Timeline

Activity	2022											
	September				October				November			
	W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
1. Conceptualization of Project Outline.												
2. Evaluation of the contents												
3. Presentation of the Draft to the SDS												
4. Incorporating of the contents												
5. Finalization of the content												
6. Piloting of one concept activity												
7. Assessment of the piloted one concept activity												
8. Launching of the Program												
9. Institutionalization of the Project												



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IV. Budgetary Requirements

The Sibwal Awards funding will be taken from the MOOE and its usual program allocation.

IV. Evaluation of Project Outcomes

The School Monitoring and Evaluation section will spearhead the evaluation of the project for further improvement, modification or revision.

