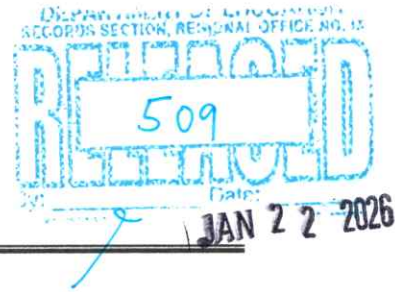




Republic of the Philippines
Department of Education
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA



Office of the Regional Director

January 15, 2026

REGIONAL MEMORANDUM

No. 26, s. 2026

**CONDUCT OF TRAINING FOR THE BIDS AND AWARDS COMMITTEE (BAC),
PERSONNEL SELECTION BOARD (PSB), PROGRAM ON AWARDS AND
INCENTIVES FOR SERVICE EXCELLENCE (PRAISE), AND
PERFORMANCE MANAGEMENT TEAM (PMT) FOR
THE SCHOOLS DIVISION OFFICE OF SULU**

To: Assistant Regional Director
Schools Division Superintendent of Sulu
Schools Division Office of Sulu Personnel
This Region

1. In line with the smooth and orderly administration of government procurement, human resource systems, and performance governance mechanisms, this Advisory is issued to inform concerned offices on the conduct of a capacity-building for the Bids and Awards Committee (BAC), Personnel Selection Board (PSB), Program on Awards and Incentives for Service Excellence (PRAISE), and Performance Management Team (PMT) of the **Schools Division Office of Sulu** on **February 10-12, 2026**, at **Jolo, Sulu**.
2. This activity is anchored on the following laws, rules, and policies:
 - 2.1. Republic Act No. 12009, otherwise known as the New Government Procurement Act;
 - 2.2. Civil Service Commission (CSC) rules and regulations governing personnel selection, incentives and awards, and performance management; and
 - 2.3. Relevant DepEd Orders, Memoranda, and Issuances on procurement, human resource management, and organizational performance.
3. The SDO participants in this activity shall be the following:
 - 3.1. Schools Division Superintendent
 - 3.2. Assistant Schools Division Superintendent
 - 3.3. Two (2) designated BAC Secretariat Members
 - 3.4. Three (3) designated BAC Members
 - 3.5. Three (3) designated TWG Members
 - 3.6. Three (3) designated PSB Members
 - 3.7. Three (3) designated PRAISE Members
 - 3.8. Three (3) designated PMT Members
4. Expenses related to the conduct of the training shall be charged against local funds, subject to existing accounting and auditing rules and regulations.
5. For information and compliance.

Digitally signed by Legaspi Ruth Fuentes
Reason: I am the author of this document
Location:
Date: 2026.01.21 19:31:51+0800

RUTH L. FUENTES, CESO III
Regional Director

PPRD/AAL/jdg/RM
2026-02/Jan. 15, 2026



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Effectivity	09.06.2023	Page	1 of 3





Republic of the Philippines
Department of Education
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Attachment for RM No. _____, s. 2026

**CONDUCT OF TRAINING FOR THE BIDS AND AWARDS COMMITTEE (BAC),
 PERSONNEL SELECTION BOARD (PSB), PROGRAM ON AWARDS AND
 INCENTIVES FOR SERVICE EXCELLENCE (PRAISE), AND
 PERFORMANCE MANAGEMENT TEAM (PMT) FOR
 THE SCHOOLS DIVISION OFFICE OF SULU**

February 10-12, 2026
 Jolo, Sulu

TRAINING MATRIX

February 10, 2026

Time	Topic	Facilitator
8:00 a.m. – 9:00 a.m.	Opening Program	RTWG
9:01 a.m. – 10:30 a.m.	RA 12009	ARD Gregorio Cyrus R. Elejorde
10:31 a.m. – 10:44 a.m.	Health Break	
10:45 a.m. – 12:00 p.m.	Procurement Process	Atty. Trixie Marcel H. Penales/ Jhonie D. Gumilao
12:01 p.m. – 12:59 p.m.	Lunch Break	
1:00 p.m. – 2:30 p.m.	Roles and Duties in the Procurement Processes	Atty. Trixie Marcel H. Penales/ Jhonie D. Gumilao
2:31 p.m. – 2:44 p.m.	Health Break	
2:45 p.m. – 5:00 p.m.	Simulation Exercise (BAC)	ARD Gregorio Cyrus R. Elejorde/ Atty. Trixie Marcel H. Penales/ Jhonie D. Gumilao

February 11, 2026

Time	Topic	Facilitator
8:00 a.m. – 8:15 a.m.	MOL	RTWG
8:16 a.m. – 9:30 a.m.	Guidelines on Recruitment, Selection, and Appointment in DepEd	Dr. Romeo M. Daligdig
9:31 a.m. – 10:30 a.m.	Recruitment, Selection, and Appointment Processes	Dr. Romeo M. Daligdig
10:31 a.m. – 10:44 a.m.	Health Break	
10:45 a.m. – 12:00 p.m.	Simulation Exercise (PSB)	Dr. Romeo M. Daligdig
12:01 p.m. – 12:59 p.m.	Lunch Break	
1:00 p.m. – 2:30 p.m.	Guidelines on Awards and Incentives in DepEd	Dr. Marietta R. Anhaw/ Dr. Alhadzmar A. Lantaka
2:31 p.m. – 2:44 p.m.	Health Break	
2:45 p.m. – 5:00 p.m.	Awards and Incentives Processes	Dr. Marietta R. Anhaw/ Dr. Alhadzmar A. Lantaka

February 12, 2026

Time	Topic	Facilitator
8:00 a.m. – 8:15 a.m.	MOL	RTWG
8:16 a.m. – 9:30 a.m.	Simulation Exercise (PRAISE)	Dr. Marietta R. Anhaw/ Dr. Alhadzmar A. Lantaka



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9:31 a.m. – 10:30 a.m.	Guidelines on Performance Management in DepEd	Dr. Alhadzmar A. Lantaka/ Dr. Lee G. Baraquia
10:31 a.m. – 10:44 a.m.	Health Break	
10:45 a.m. – 12:00 p.m.	Performance Management Processes	Dr. Alhadzmar A. Lantaka/ Dr. Lee G. Baraquia
12:01 p.m. – 12:59 p.m.	Lunch Break	
1:00 p.m. – 2:30 p.m.	Simulation Exercise (PMT)	Dr. Alhadzmar A. Lantaka/ Dr. Lee G. Baraquia
2:31 p.m. – 2:44 p.m.	Health Break	
2:45 p.m. – 5:00 p.m.	Finalization and Closing Program	RTWG

Facilitators

Name	Position	Functional Division
1. Ruth L. Fuentes	Regional Director	Regional Office Proper
2. Gregorio Cyrus R. Elejorde	Assistant Regional Director	Regional Office Proper
3. Dr. Romeo M. Daligdig	Chief	ASD
4. Dr. Marietta R. Anhaw	Chief	HRDD
5. Dr. Alhadzmar A. Lantaka	Chief	PPRD
6. Atty. Trixie Marcel H. Penales	Attorney	ORD
7. Dr. Lee G. Baraquia	EPS	PPRD
8. Jhonie D. Gumilao	EPS II	PPRD

Regional Technical Working Group

Name	Position	Functional Division
1. Jerry Ijirani	AO IV	ASD
2. Lebert Yana	AO II	ASD
3. Pilar G. Layon	AO V	ASD