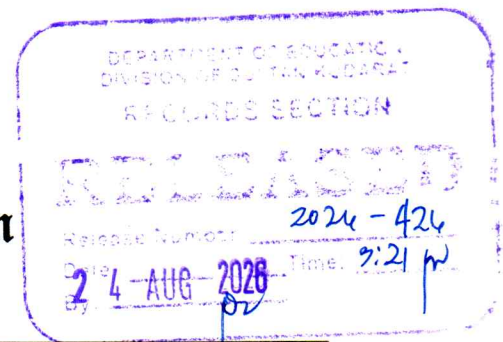




Republic of the Philippines
Department of Education
REGION XII
DIVISION OF SULTAN KUDARAT



August 24, 2026

Division MEMORANDUM

SGOD HRDS No. **159** s. 2026

**DIVISION 'HEALTHIER AS ONE' PROGRAM 2026: NURTURING WELLNESS,
STRENGTHENING SERVICE EXCELLENCE**

To: Assistant Schools Division Superintendent
Chiefs of the Functional Divisions
Education Program Supervisors
Public Schools District Supervisors/Principals In-charge
Elementary and Secondary School Heads
Section Heads
All Concerned Employees
This Division

1. In reference to Civil Service Commission (CSC) Memorandum Circular No. 8, s. 2011 re: Reiteration of the Physical Fitness Program "Great Filipino Workout" which requires all agencies to adopt National Physical Fitness and Sports Development Program for government personnel, this Office informs all SDO personnel and employees to participate in the division physical fitness and wellness program tagged as "Healthier As One" Program 2026: Nurturing Wellness, Strengthening Service Excellence, that will be conducted every Thursday at 3:00 p.m., starting with the kickoff activity on August 27, 2026 at 3:00 o'clock in the afternoon at the Division Office Kalimudan Hall,
2. This activity aims to:
 - a. reiterate to the employees the benefits of physical fitness and wellness;
 - b. promote good quality health with proper guidelines for physical fitness;
 - c. advocate social interaction and teamwork, fostering a sense of community among employees, creating a supportive environment where individuals feel connected and valued;
 - d. improve productivity and increase the employees' level of physical well-being; and
 - e. recognize the participation of the employees through awards and recognition programs.
3. The 'Healthier as One' Program includes activities that promote employee welfare and mental health, such as KumustaLusugan, E-KONSULTA, self-care services, dance

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exercises, musical jam sessions, and HAOlympics (integrated sports and larong Pinoy). It ensures equal opportunities for employees of all genders to participate, fostering fitness, a positive workplace outlook, and improved performance through health information, exercise, talent development, and activities that boost energy and motivation.

4. All employees are advised to wear prescribed HAO attire, along with appropriate rubber shoes, to ensure comfort, safety, and uniformity during the conduct of the program.

5. Attendance will be monitored regularly, and only personnel or employees who are present during the various events and related programs will receive attendance tickets, which will serve as raffle entry for the year-end recognition. Participants and functional divisions managing the activities will also be recognized and awarded at the end of the year.

6. Moreover, all schools are encouraged to create and implement the same activity, which may be integrated into the activity period or vacant time. The other activities indicated in the attached indicative schedule of activities should be followed and observed.

7. The expenses on the conduct of the program shall be charged against Division MOOE and GAD Fund subject to the usual accounting, budgeting, and auditing rules and regulations.

8. For more queries and clarifications, all concerned may contact Lazaro P. Oriel, PhD, Senior Education Program Specialist, , through lazaro.oriel@deped.gov.ph.

9. Widest dissemination of and compliance with this Memorandum is desired.

ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

Incl: As stated

Reference: As stated

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

MENTAL HEALTH

PHYSICAL FITNESS

WELLNESS PROGRAM

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Inclosure No. 1 to the Division Memorandum HRDS No. _____

PROGRAM IMPLEMENTATION PROCEDURE

METHODOLOGY

The implementation of the Healthier as One (HAO) Program followed a strategic, collaborative, and data-informed approach to ensure its relevance, effectiveness, and sustainability. The methodology focused on four key phases:

Assessment and Planning

- Reviewed SHNS and HRDS reports to identify health and wellness gaps. Prioritized schools and personnel with the greatest needs.

Program Implementation

- Carried out targeted activities such as feeding, wellness sessions, clothing distribution, and mental health support with the help of partners.

Capacity Building and Engagement

- Trained focal persons and engaged stakeholders through collaborative efforts, enhancing program delivery and reach.

Monitoring, Evaluation, and Recognition

- Tracked progress using improved tools and recognized best-performing individuals and wellness advocates through awards and citations.

EXPECTED OUTPUT

At the end of the Division 'Healthier as One' Program 2026: B Nurturing Wellness, Strengthening Service Excellence, division office employees are expected to demonstrate increased resilience, improved overall health, and strengthened team cohesion. The program aims to foster a spirit of unity and cooperation, contributing significantly to the Division Office's overall performance and success.

Improved Health and Well-being

- Employees exhibit enhanced physical and mental wellness, reflected in reduced absenteeism, improved BMI reports, and positive feedback from participants.

Increased Access to Support Services

- At least 80% of targeted employees benefit from wellness interventions, including self-care activities, mental health sessions, and fitness programs.

Empowered Wellness Advocates

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- Trained focal persons and wellness teams consistently implement and sustain health and wellness initiatives in their respective units or sections.

Recognized Best Practices

- Outstanding individuals and teams are recognized for exemplary implementation of wellness strategies, serving as models for replication and promoting continuous improvement across the division.

WORKING COMMITTEES

HAO Technical Working Group

- A. Overall Chairperson:
 - Roberto J. Montero, CESO V, Schools Division Superintendent
- B. C-Chairperson
 - Mohalidn M. Suaeb, PhD, Asst. Schools Division Superintendent
- C. Mission FITsible, A Weight Loss Challenge In-charge:
 - Dr. Wilfredo Panceras
- C. Program Head:
 - Lazaro P. Oriel and Melvin P. Fortuna
- C. Sports Activities In-charge:
 - Sadat T. Sinolinding, EPS SGOD
- E. Zumba Bida/ Tinig ng Pagkakaisa In-charge:
 - Ronald F. Ramirez, EPS MAPEH
- F. E-KONSULTA and Profiling of Employees In-charge:
 - Dr. Wilfredo Panceras
- G. Larong Pinuno In-charge:
 - Melvin P. Fortuna, AO V
- H. Program Secretariat:
 - Rhea Angeline F. Soberano, OIC-EPS II
 - Kimberly G. Echavaria, AO II

Technical Support Team

- I. School Health Section
- J. Human Resource Development Section
- K. Admin. Services Section
- L. Curriculum Implementation Division

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INDICATIVE SCHEDULE OF ACTIVITY

Date/Time	Activity	No. of Pax
AUG 27, 2026	Division Kick-Off of the Division “Healthier As One” Program 2026: Nurturing Wellness, Strengthening Service Excellence	180
AUGUST 2026	E-KONSULTA AND PROFILING OF EMPLOYEES To provide free and accessible medical consultations, physical check-ups, laboratory tests, and employee health profiling services aimed at promoting preventive healthcare, early detection of illnesses, and overall well-being among personnel. Zumba-BIDA To promote physical wellness and team unity through a fun and dynamic dance workout.	
AUGUST 2026	Tinig ng Pagkakaisa To encourage participation and bonding through music as a tool for connection and stress relief.	
SEPTEMBER – DECEMBER 2026 SEPTEMBER 2026	HAOlympics/GADLYMPICS To strengthen camaraderie and collaboration by promoting sportsmanship and fun in a safe and inclusive environment through sports activities such as basketball, badminton, darts, and others. Self-Care Circle To promote community care and support by providing free and accessible self-care services and wellness experiences that encourage relaxation, mental clarity, and emotional balance—allowing participants to recharge, reflect, and refocus in a calm and nurturing environment.	

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OCTOBER 2026	LaroPinuno To develop leadership, strategic thinking, and collaborative skills through traditional Filipino games that challenge participants to lead, decide, and work as a team—while promoting fun, cultural appreciation, and unity.	
DECEMBER 2026	HAO CULIMATING ACTIVITY Attendance Ticket - Each participant will receive an attendance ticket upon engaging in HAO activities. This ticket will also serve as a raffle entry for a chance to win exciting prizes and will serve as proof of active participation in the wellness sessions. Recognition and Awarding Program - This segment will recognize outstanding participants, partner stakeholders, and wellness champions who have demonstrated exceptional commitment and support throughout the HAO Wellness Program. Certificates and tokens of appreciation will be presented to honor their meaningful contributions. LINGAP SA PANGARAP PROGRAM To extend responsive support programs and services for teachers, learners, and employees, empowering them to overcome challenges and reach their full potential in pursuit of quality education and holistic well-being.	
AUG- DECEMBER 2026	KUMUSTALUSUGAN To provide timely and relevant health and wellness updates during Monday convocations or as necessary, while actively monitoring the health status and overall well-being of employees to promote a culture of care, awareness, and preventive healthcare in the workplace.	

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	Mission FITsible: A Weight Loss Challenge To promote a healthier lifestyle among employees by encouraging proper weight management, physical activity, and wellness habits through a friendly weight loss challenge, recognizing one male and one female who achieve the most significant and healthy transformation.	
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