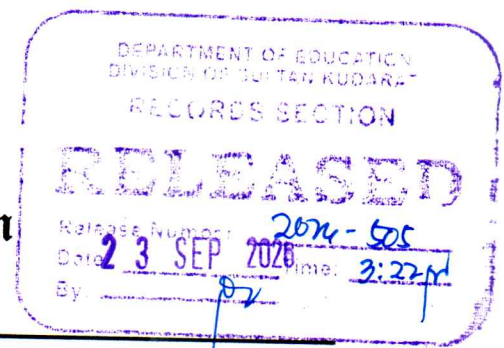




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DIVISION OF SULTAN KUDARAT



September 23, 2026

DIVISION MEMORANDUM
SGOD EPS No. **190**, s. 2026

**INSTITUTIONALIZATION AND IMPLEMENTATION OF SKSPORTS
PROGRAM: STRENGTHENING KNOWLEDGE, SKILLS, PARTICIPATION,
OPPORTUNITIES, RESILIENCE, TRAINING, AND SYNERGY**

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
Concerned Employees
This Division

1. In support to DepEd Order No. 22, s. 2025, re: Policy Guidelines on the Institutionalization of the School Sports Club in Public Schools, this Office informs the field of the Institutionalization and Implementation of the SKSPORTS Program: Strengthening Knowledge, Skills, Participation, Opportunities, Resilience, Training, and Synergy.
2. The program is designed to strengthen and institutionalize sports development initiatives across schools and communities by addressing existing gaps and challenges in sports participation, athlete development, sports performance, coaching and training, talent identification, and access to sports opportunities.
3. The general objective of the program is to establish a more systematic, inclusive, sustainable, and collaborative approach to sports development, ensuring that learners are provided with meaningful opportunities to participate, develop their skills and potential, and pursue excellence in sports. Specifically, the program aims to:
 - a. Strengthen and institutionalize School Sports Clubs to increase learner participation and provide accessible, organized, and inclusive sports opportunities;
 - b. Identify and develop potential athletes through sports clinics, talent identification, structured training, and appropriate competition opportunities;
 - c. Enhance the competencies of learners, coaches, teachers, and sports personnel through training, mentoring, and capacity-building activities to improve sports preparation and performance; and
 - d. Establish a sustainable and collaborative sports development system through regular monitoring, documentation, partnerships, and linkages among schools, communities, LGUs, and other stakeholders.

LPO/EPS-SGOD/DM- Institutionalization and Implementation of SKSPORTS Program: Strengthening Knowledge, Skills, Participation, Opportunities, Resilience, Training, and Synergy/September 23, 2026



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4. Attached are the Schedule of Activities, List of Participants, Process Flow, and Policy Guidelines which articulates the context and features of the I-SHAPE and provides a monitoring and evaluation framework.
5. The members of the TWG are advised to attend the planning and pre-work activities on October 1, 2026, at 1:00 a.m. at the SDO Kalimudahan Hall.
6. This Memorandum shall take effect immediately upon its approval, issuance, and publication.
7. Expenses that may be incurred in the implementation of the program, including pre-work activities, meals and snacks, supplies and materials, transportation, and other related expenses, shall be chargeable against the School/Division MOOE, subject to the usual accounting, budgeting, and auditing rules and regulations.
8. For the information and guidance of all concerned.

ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

Encl: As stated

Reference: As stated

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

PROGRAM

SPORTS

TRAINING

LPO/EPS-SGOD/DM- Institutionalization and Implementation of SKSPORTS Program: Strengthening Knowledge, Skills, Participation, Opportunities, Resilience, Training, and Synergy/September 23, 2026



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Enclosure to Division Memorandum ~~SGOD~~ HRDS No. 190 2026

**INSTITUTIONALIZATION AND IMPLEMENTATION OF SKSPORTS PROGRAM:
STRENGTHENING KNOWLEDGE, SKILLS, PARTICIPATION**

I. Rationale

The Division of Sultan Kudarat continues to provide opportunities for learners to participate in sports and compete at the school, division, regional, and national levels. Existing initiatives in athlete selection, training, coaching, and competition provide a foundation for further development. However, the Division's current position within the lower range of the overall performance standings provides an important baseline for reflection, benchmarking, and continuous improvement.

This standing should not be viewed as a measure of inadequacy, but as an opportunity to strengthen existing practices, address gaps, and elevate the systems and processes that contribute to sports performance. The need for improvement also extends to the national level, where competition requires continuous enhancement of athlete preparation, coaching, training strategies, talent development, and performance monitoring.

Despite existing sports activities, there is a need to strengthen the continuity and integration of participation, talent identification, sports clinics, skills development, progressive training, competition preparation, and athlete monitoring. Sports development must move beyond activities conducted primarily in preparation for competitions toward a sustained and systematic athlete-development pathway.

In response, the SKSPORTS Program—Strengthening Knowledge, Skills, Participation, Opportunities, Resilience, Training, and Synergy is proposed as a strategic mechanism to strengthen and elevate the Division's existing sports programs, systems, and processes. It shall complement the institutionalization of the School Sports Club under DepEd Order No. 022, s. 2025 and provide a practical framework for continuous improvement.

The program shall focus on:

- strengthening learner participation and talent identification;
- establishing school and community-based sports clinics;
- improving progressive and systematic athlete training;
- strengthening coaching and mentoring practices;
- establishing athlete profiling and performance monitoring;
- expanding partnerships and stakeholder support; and
- using regional and national competitions as opportunities for benchmarking and improvement.

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The program shall establish the following developmental pathway:

The process begins with participation, followed by talent identification, sports clinics, skills development, progressive training, competition, performance monitoring, and continuous development.

Ultimately, SKSPORTS aims not merely to improve rankings, but to improve the system that produces performance creating a sustainable, coordinated, and evidence-informed sports development system capable of progressively elevating the competitive performance of DepEd Sultan Kudarat from the school level toward regional and national arenas.

II. Scope

The SKSPORTS Program shall cover the implementation, strengthening, monitoring, and continuous improvement of school-based sports development in the Division of Sultan Kudarat. It shall complement DepEd Order No. 022, s. 2025 on the institutionalization of the School Sports Club and shall cover the following key areas:

- a. **Learner Participation and Inclusion** – expand opportunities for learners to participate in sports and physical activities regardless of skill level.
- b. **Talent Identification and Development** – establish systematic mechanisms for identifying, profiling, and developing potential athletes.
- c. **Sports Clinics and Training** – conduct regular school- and, when feasible, community-based sports clinics and progressive training programs.
- d. **Coaching and Mentoring** – strengthen the capacity of teachers, coaches, trainers, and other sports personnel through appropriate learning and mentoring activities.
- e. **Competition Preparation and Participation** – improve athlete preparation and provide a clear pathway from school-level participation to division, regional, and national competitions.
- f. **Performance Monitoring and Benchmarking** – establish athlete profiles, training records, performance indicators, and competition results to guide evidence-based improvement.
- g. **Partnership and Synergy** – strengthen collaboration among schools, parents, LGUs, communities, sports organizations, alumni, and other stakeholders to support sustainable sports development.
- h. **Program Monitoring and Sustainability** – institutionalize planning, documentation, evaluation, resource management, and continuous improvement of sports programs.

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III. SKSPORTS- MEDAL FRAMEWORK

The SKSPORTS MEDAL Framework is a simple, practical, and continuous approach to sports development designed to transform participation into skills, skills into performance, and performance into sustained excellence. It consists of five interconnected stages: Mobilize, Explore, Develop, Achieve, and Leverage. These stages provide a clear pathway for learner athletes from initial participation and talent identification to systematic training, competition, and continuous improvement. Each stage builds on the previous one, creating a sustainable cycle of sports development that begins at the school and community level and progresses toward division, regional, and national competition.



"SKSPORTS uses the MEDAL Framework to transform participation into performance and performance into sustained excellence."

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Framework Stage	Key Activities
MOBILIZE	• Organize/strengthen School Sports Clubs • Encourage learner participation • Mobilize coaches, teachers, parents, LGUs, and partners • Identify priority sports • Conduct school/community sports clinics
EXPLORE	• Conduct sports screening and tryouts • Identify potential athletes • Create athlete profiles • Assess skills, fitness, and areas for improvement • Identify athletes for further development
DEVELOP	• Conduct regular sports clinics • Implement progressive training • Develop technical and tactical skills • Strengthen fitness, discipline, resilience, and sportsmanship • Enhance coaches' skills
ACHIEVE	• Prepare athletes for competition • Provide competition exposure • Conduct sport-specific training • Monitor athlete performance • Participate in school, division, regional, and national competitions
LEVERAGE	• Evaluate competition results • Identify strengths and gaps • Document good practices • Strengthen partnerships and resources • Replicate successful strategies • Improve the next training cycle

IV. DEFINITION OF TERMS

For purposes of this program, the following terms are operationally defined:

Achieve – refers to the stage where athletes apply their developed skills and competencies through competition, performance opportunities, and appropriate sport-specific strategies.

Athlete Development – refers to the systematic and progressive process of enhancing an athlete's skills, fitness, knowledge, mindset, discipline, and sportsmanship toward higher levels of performance.

Champion Athlete – refers to an athlete who demonstrates not only competitive excellence but also discipline, resilience, sportsmanship, commitment, and the capacity for continuous improvement.

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Competition Exposure – refers to opportunities provided to athletes to participate in appropriate sports competitions to develop experience, confidence, decision-making, and competitive readiness.

Develop – refers to the continuous process of improving athletes' technical, tactical, physical, mental, and character-related competencies through appropriate training, coaching, and sports development activities.

Explore – refers to the systematic identification and profiling of learners with potential in sports through screening, tryouts, observation, and assessment of their strengths and developmental needs.

Leverage – refers to the process of using competition results, lessons learned, effective practices, partnerships, and available resources to sustain and further improve the sports development program.

MEDAL Framework – refers to the five-stage sports development cycle of Mobilize, Explore, Develop, Achieve, and Leverage, which guides the systematic development of athletes from participation to sustained competitive performance.

Mobilize – refers to the process of organizing sports structures, resources, stakeholders, and opportunities to increase participation and establish a supportive sports environment.

Performance Monitoring – refers to the regular collection, review, and analysis of athletes' training and competition results to determine progress, strengths, and areas for improvement.

SKSPORTS – refers to the sports development program designed to strengthen the systems, opportunities, and strategies for identifying, developing, preparing, and sustaining athletes toward improved sports performance.

Sports Clinic – refers to a structured learning and training activity designed to introduce, enhance, or refine sport-specific skills, techniques, strategies, and fundamentals.

Sports Development Cycle – refers to the continuous process of mobilizing participation, identifying talent, developing competencies, achieving competitive performance, and leveraging results to improve the next cycle of sports development.

Sports Talent – refers to a learner who demonstrates potential, aptitude, or promising ability in a particular sport and may benefit from further training and development.

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Sustained Sports Excellence – refers to the continuous improvement of athletes, coaches, systems, and sports programs resulting in consistent and progressively improved performance over time.

V. POLICY STATEMENT

The Division of Sultan Kudarat shall institutionalize and implement the SKSPORTS Program as a systematic and sustainable approach to learner sports development. The program shall strengthen participation, talent identification, sports clinics, athlete training, coaching, competition preparation, performance monitoring, and stakeholder collaboration through the MEDAL Framework.

All public schools in the Division shall be encouraged to establish and strengthen sports development initiatives consistent with DepEd Order No. 022, s. 2025, ensuring that learners are provided with equitable opportunities to participate, develop their potential, and progress toward higher levels of competition.

The implementation of SKSPORTS shall emphasize continuous improvement, inclusivity, learner safety, sportsmanship, evidence-based training, and sustainability, with the goal of improving not only competitive results but also the systems and processes that produce sustained sports excellence.

VI. PROCEDURES

The SKSPORTS Program shall be implemented through the MEDAL Framework in a continuous cycle. The implementation shall begin in September and shall align school-level activities, cluster/municipal meets, unit meets, the Sultan Kudarat Athletic Association (SKAA) Meet, SRAA, and Palarong Pambansa into one athlete development pathway.

A. Implementation Procedures and Timeline

Period	MEDAL Stage	Major Activities	Expected Outputs
September	MOBILIZE	• Orientation on SKSPORTS and MEDAL Framework • Organization/strengthening of School Sports Clubs • Preparation of sports plans • Mobilization of coaches, teachers, parents, LGUs and partners	• School Sports Club organized/strengthened • School sports plan • Identified coaches and sports personnel

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		• Identification of priority sports and available facilities/equipment	
September	EXPLORE	• Conduct School Intramurals; sports screening, tryouts, observation and initial athlete profiling; • Identify potential athletes per sport	• School-level athlete pool; • Initial athlete profiles; • Identified potential athletes
September to October	EXPLORE / DEVELOP	• Conduct Cluster/Municipal Meets • Provide competition exposure; • Assess athletes' skills and potential • Identify athletes for higher-level competition and development	• Cluster/municipal qualifiers; updated athlete profiles; identified areas for improvement
October	DEVELOP	• Conduct Unit Meets • Strengthen sport-specific training • Coaching and mentoring • Physical conditioning • Technical and tactical preparation	• Unit-level qualifiers; training records; competition-ready athletes
October to November	DEVELOP	• Intensive training and sports clinics for identified athletes • Team formation • Regular monitoring • Medical, safety and eligibility preparation • Preparation for SKAA	• SKAA delegation • Athlete database • Training and monitoring records
December	ACHIEVE	• Conduct SKAA Meet • Provide high-level competition exposure • Monitor athlete and team performance identify athletes for SRAA preparation	• SKAA results • Identified SRAA athletes • Performance data and evaluation

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December to January	DEVELOP / ACHIEVE	• Post-SKAA assessment • Targeted training based on performance gaps • Sports clinics; strength and conditioning • Technical/tactical enhancement • Team building and mental preparation	• SRAA-ready athletes • Individualized/team training plans
February	ACHIEVE	• Participate in SRAA • Monitor performance against regional standards • Document results and best practices	• SRAA results • Identified potential Palaro athletes • Performance benchmark data
February to March	DEVELOP / ACHIEVE	• Intensive preparation of qualified athletes for Palarong Pambansa • Targeted training based on SRAA results • Competition simulation • Recovery and readiness activities	• Palaro-ready athletes and teams
March	ACHIEVE	• Participate in Palarong Pambansa; monitor performance and document experiences	• Palaro results • Athlete performance records • Good practices
Post-Paloro / End of Cycle	LEVERAGE	• Conduct post-competition evaluation • Analyze results; identify strengths, gaps and priority actions • Document good practices; recognize athletes/coaches • Use findings to improve the next cycle	• Evaluation report • Performance analysis • Rewards and Recognition • Recommendations • Improved sports development plan

B. Key Implementation Mechanism

To make the program manageable, each level shall have a specific purpose:

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1. **School Level:** Participate and Identify
The school shall provide broad opportunities for participation through intramurals and other sports activities. Potential athletes shall be identified and profiled.
2. **District/Cluster/Municipal Level:** Screen and Develop
The cluster/municipal meet shall provide wider competition exposure and serve as an additional opportunity to validate and assess identified talents.
3. **Unit Level:** Select and Strengthen
The Unit Meet shall identify athletes with potential for higher-level competition while providing an avenue for more focused coaching and preparation.
4. **SKAA Level:** Compete and Benchmark
The SKAA Meet shall serve as the Division's major competition and benchmarking platform for selecting and preparing athletes for SRAA.
5. **SRAA Level:** Benchmark and Prepare
Performance at the regional level shall be used to determine gaps between Division athletes and regional standards and to guide final preparation for Palaro.
6. **Palaro Level:** Perform and Learn
Palaro participation shall provide the highest level of competition exposure and serve as an opportunity to benchmark performance against national standards.
7. **Post-Competition:** Leverage and Improve
Results from every level shall not simply be recorded. They should be analyzed and used to improve training, coaching, talent development, resource allocation, and the next sports cycle.

VII. IMPACT AND SUSTAINABILITY

The SKSPORTS Program is expected to strengthen the Division's sports development system by increasing learner participation, improving talent identification and athlete development, strengthening coaching and training practices, and enhancing preparation for SKAA, SRAA, and Palaro. It will also promote the use of competition results as a basis for performance monitoring, benchmarking, and continuous improvement.

For sustainability, SKSPORTS shall be integrated into the regular sports programs and activities of schools and the Division, particularly through the School Sports Club, sports clinics, athlete profiling, training, coaching development, and competition activities. Partnerships with LGUs, parents, communities, alumni, and sports stakeholders shall be strengthened to provide continuing technical and resource support.

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Future implementation shall focus on expanding effective practices, strengthening the athlete development pathway, maintaining performance records, developing coaches, and using annual evaluation results to improve succeeding sports cycles.

VIII. PROPOSED SKSPORTS IMPLEMENTATION TOOLS

The following tools can serve as means of verification and documentation for schools in the implementation of the program:

Tool	Purpose	MEDAL FRAMEWORK	Expected Output
Tool 1. School Sports Club Readiness and Action Plan	Identify existing sports, coaches, facilities, resources, partners, and priority actions	M	School Sports Club Action Plan
Tool 2. Learner Sports Participation and Interest Form	Identify learners interested in sports and their preferred events	M	Learner Participation List
Tool 3. Athlete Talent Identification and Profiling Form	Record sport, events, skills, strengths, areas for improvement, and development needs	E	Athlete Profile / Talent Pool
Tool 4. Sports Clinic and Training Log	Record dates, attendance, skills trained, activities, coaching, and observations	D	Training/Clinic Records
Tool 5. Athlete Development Monitoring Sheet	Track attendance, skill development, fitness, discipline, and progress	D	Athlete Progress Record
Tool 6. Competition Performance Record	Record participation, events, results, ranking, and observations at each competition	A	Competition Performance Data
Tool 7. Post-Competition Assessment Form	Identify strengths, gaps, lessons learned, and	L	Performance Assessment

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	recommended interventions		
Tool 8. SKSPORTS School Accomplishment Report	Summarize activities, participants, athletes developed, competitions, results, and good practices	L	School SKSPORTS Accomplishment Report

SKSPORTS CORE TEAM

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	Ismael M. Ambalgan	CES-CID
	Sadat T. Sinolinding	CES-SGOD
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Bagumbayan II		
Bagumbayan III		
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Kalamansig II	RAQUEL Z. FAELDONIA	PIII/PIC
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Kulaman II	AMELIL S. MAMALUBA	PIV/PIC
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Lambayong II		
Lambayong III	LORRAINE V. LUCERO, PhD	PIV/PIC
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Theme song Vocalists	ANGEL KAYE GALIGAO	Teacher
	WENDELL JOHN QUEJADA	Teacher
	JACE CHANCE EZEKIEL ABATAYO	Teacher
	EMMAN LUIS	Student/Isulan NHS

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