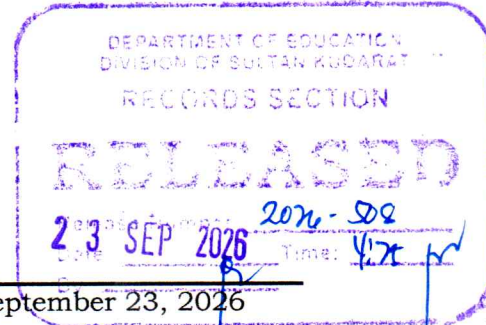




Republic of the Philippines
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DIVISION OF SULTAN KUDARAT



September 23, 2026

DIVISION MEMORANDUM
SGOD EPS No. 192 s. 2026

INSTITUTIONALIZATION AND IMPLEMENTATION OF KARANGALAN AT APREYASYON SA MAHUSAY NA PAMAMAHALA NG ESPORTS, ORGANISASYON, AT NATATANGING AMBAG (KAMPEON) AWARDS 2026

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

1. The Schools Division Office of Sultan Kudarat continuously provides school leaders, teachers, nonteaching and teaching related employees, sports enthusiasts, advocates, coordinators, and members of the Sports Technical Working Group with meaningful avenues to be appreciated, recognized, and empowered for their dedication and valuable contributions to the development of school sports.
2. In pursuit of this commitment, the Office institutionalizes and implements the **Karangalan at Apreyasyon sa Mahusay na Pamamahala ng Esports, Organisasyon, At Natatanging Ambag (KAMPEON) AWARDS 2026**, a recognition program that honors individuals who work beyond the spotlight to organize, manage, support, and advance the Division's sports programs.
3. The KAMPEON Awards 2026 recognizes that champions are not created by athletes alone. Behind every athlete, every team, and every achievement are dedicated individuals whose leadership, teamwork, service, and unwavering support help create opportunities for excellence.
4. The general objective of the program is to institutionalize the KAMPEON Awards 2026 as a division-wide recognition program that acknowledges and motivates individuals who demonstrate meaningful contributions, commitment, leadership, and service in the planning, organization, management, and implementation of sports programs in the Division.
5. Specifically, the KAMPEON Awards 2026 aims to:
 - a. Recognize individuals who demonstrate exemplary service and meaningful contributions to the Division's sports programs;
 - b. Appreciate best practices, initiatives, and accomplishments that contribute to sports development in the Division;
 - c. Motivate sports personnel and advocates to sustain active participation and quality service; and

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d. Promote a practice of recognition, teamwork, and continuous improvement in the Division's sports programs.

6. All District Supervisors, Cluster Heads, and School Heads are hereby directed to conduct the school- and/or district-level search prior to the Division-level search. The top winners, or those conferred as Outstanding Employees at the cluster/district level, shall be nominated to advance to the Division-level search. The following timeline of important dates shall be strictly observed:

Activity	Timeline
Division Orientation on the Guidelines for KAMPEON Awards 2026	October 6, 2026
School /Cluster of Schools/District Level	October 30 2026
Submission of Documents of Cluster /District Level for SDO Search	November 12, 2026
Evaluation and Interview of Nominees	November 26, 2026
Announcement of SDO Winners	September 19, 2026
Announcement of SDO Winners and Conduct of KAMPEON Awards 2026: Awarding Ceremony	January 27, 2027

5. A separate memorandum as to the conduct of the 2026 KAMPEON Awards Awarding Ceremony on January 27, 2027 shall be issued.

6. The hard copy of the cluster/district nominees shall be submitted to the Division Office through Division Sports Officer on or before **November 12, 2026** not later than 5:00 p.m.

7. Enclosed is the Guidelines for KAMPEON Awards 2026: Division Search for Outstanding Sports Coordinator, Advocates, and Technical Working Group of DepEd Sultan Kudarat.

8. Expenses for pre-work activities, including evaluation and interviews; meals and snacks; certificates and plaques; supplies and materials; transportation expenses; cash incentives for awardees; and honoraria for evaluators and the working committee during the evaluation activities and the actual conduct of the ceremony shall be chargeable against the MOOE, subject to the usual accounting, budgeting, and auditing rules and regulations.

9. For inquiries and clarifications, contact Lazaro P. Oriel, SEPS/OIC EPS SGOD, through lazaro.oriel@deped.gov.ph.

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10. For guidance and information of all concerned.


ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

Encl: As Stated

Reference: None

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

GUIDELINES

REWARDS AND RECOGNITION

SPORTS

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Enclosure to Division Memorandum SGOD HRDS No. 192, 2026

**GUIDELINES FOR KARANGALAN AT APREYASYON SA MAHUSAY NA
PAMAMAHALA NG ESPORTS, ORGANISASYON, AT NATATANGING AMBAG
(KAMPEON) AWARDS 2026**

I. Rationale and Purpose

Sports development in the Schools Division of Sultan Kudarat depends not only on the performance of athletes but also on the commitment and contributions of the people who plan, organize, manage, implement, and support sports activities. School Sports Coordinators, coaches, Sports Technical Working Group (TWG) members, officials, and sports advocates perform essential roles in ensuring the successful conduct of training, competitions, and other sports-related activities. However, their contributions are often less visible and may not always receive formal recognition.

There is a need to provide a systematic and meaningful avenue for recognizing the people behind the delivery of sports programs. While athletes are commonly recognized for their performance and achievements, the leadership, service, teamwork, and support of sports personnel and advocates also deserve appreciation. The absence of a regular Division-level recognition mechanism may limit opportunities to highlight good practices, acknowledge exemplary service, and encourage sustained participation in sports development.

The KARANGALAN AT APREYASYON SA MAHUSAY NA PAMAMAHALA NG ESPORTS, ORGANISASYON, AT NATATANGING AMBAG (KAMPEON) AWARDS 2026 is therefore established as a division-wide recognition program to acknowledge individuals who demonstrate meaningful contributions, commitment, leadership, and service to the Division's sports programs.

The program will provide a platform to recognize exemplary contributions, highlight good practices, appreciate dedicated service, and motivate sports personnel and advocates to continue contributing to sports development. It also provides an opportunity for the Division to document and celebrate the people and practices that help strengthen the implementation of its sports programs.

Through KAMPEON, the Schools Division Office of Sultan Kudarat seeks to strengthen a practice of recognition, teamwork, and continuous improvement, affirming that every contribution matters and that the success of sports programs is a shared achievement. Ultimately, the program aims to encourage more dedicated individuals to actively participate, contribute their expertise, and continue serving the Division's sports community.

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II. General Guidelines

Hereunder, are the general rules for the KAMPEON Awards:

1. The KAMPEON Awards 2026 shall be open to qualified School Sports Coordinators, Sports Technical Working Group (TWG) members, coaches, mentors, officials, and sports advocates of the Schools Division of Sultan Kudarat who have made significant contributions to planning, organization, management, and implementation of sports programs.
2. Participants must have rendered at least three (3) years of relevant service or demonstrated involvement in sports-related programs, activities, training, competitions, or other functions related to the category being applied for.
3. Participants shall submit the prescribed application forms and supporting documents demonstrating their accomplishments, contributions, participation, leadership, service, or initiatives related to the implementation and development of sports programs.
4. Submitted documents shall undergo a systematic evaluation and validation process, beginning at the cluster/district level and proceeding to the Division level, based on the approved criteria and rating system.
5. Participants must demonstrate meaningful and documented contributions, exemplary service, commitment, teamwork, leadership, or innovation that have contributed to the effective implementation and improvement of the Division's sports programs.
6. Participants must have at least a Very Satisfactory performance rating, where applicable, and must be in good standing, with no pending administrative or criminal case.
7. Each participant may apply for only one (1) KAMPEON Awards category. The participant shall select the category that best reflects his/her primary role, contribution, and area of excellence in sports. The submitted documents must be relevant to and sufficiently support the criteria of the chosen category. A participant shall not submit the same application and supporting documents for multiple award categories.
8. All submitted documents shall be complete, authentic, and verifiable. The evaluation committee concerned shall have the authority to validate the information and accomplishments reflected in the submitted documents. False, misleading, or unverifiable claims shall be grounds for disqualification.
9. The Cluster/District and Division Evaluation Committees shall ensure that the evaluation process is conducted fairly, objectively, transparently, and consistently in accordance with the approved criteria.
10. The final selection of awardees shall be based on the results of the Division-level evaluation, subject to the approval of the Schools Division Superintendent.

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III. Documentary Requirements

All participants shall submit the required documents in PDF soft copy and hard-copy portfolio through the prescribed submission process. The documents shall be arranged in the following order:

A. Accomplished KAMPEON Awards Application Form

Duly accomplished and signed application form indicating the category being applied for and the participant's relevant sports involvement.

B. Sports Portfolio

Documented accomplishments and supporting evidence relevant to the category, which may include:

- a. sports programs, projects, and initiatives implemented or supported;
- b. training and coaching activities;
- c. organization and management of sports events and competitions;
- d. contributions to athlete development and performance;
- e. sports-related innovations or good practices;
- f. leadership and coordination of sports activities;
- g. participation in Division, Regional, National, or other recognized sports events;
- h. awards, commendations, certificates, or recognitions related to sports; and
- i. other relevant accomplishments demonstrating meaningful contributions to sports development.

C. Certification of Participation or Involvement

Certification from the appropriate school, cluster/district, or Division authority confirming the participant's role, participation, or involvement in the documented sports activities and initiatives, when applicable.

D. Certification or Evidence of Sports Service

Documents establishing at least three (3) years of relevant involvement or service in sports-related activities, programs, competitions, coaching, coordination, technical support, or advocacy.

E. Supporting Documents and Evidence of Impact

Relevant and verifiable documents such as activity designs, accomplishment reports, programs, photographs, attendance sheets, certificates, memoranda, testimonials, media documentation, or other evidence that substantiate the accomplishments presented and demonstrate their impact.

F. Summary of Major Accomplishments

A one-page summary of the participant's three (3) most significant sports-related accomplishments or contributions, indicating the activity or initiative, role, year, and measurable or observable impact.

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G. Performance Rating for the Last Three (3) Years

Certification from the immediate supervisor or authorized official attesting to the participant's satisfactory performance and active involvement in sports-related programs, where applicable.

H. Recent Photograph

One (1) recent 2x2 or 4R photograph in appropriate attire for official recognition and documentation purposes.

V. Category and Qualification Requirements

The search shall cover the teaching, school administration, related-teaching and nonteaching employees of DepEd Sultan Kudarat which shall include the following categories:

Award Category	Description	Key Qualification / Focus	Criteria and Weight	Suggested MOVs, but not limited to
KAMPEON sa Pamumuno	Individuals who demonstrate outstanding leadership in planning, organizing, coordinating, and managing sports programs and activities.	Must demonstrate effective leadership and management that contributes to successful sports implementation and results.	Leadership and Management – 30%	Designation/appointment, memoranda, organizational documents, sports plans, programs, accomplishment reports
			Sports Accomplishment and Impact – 25%	Competition results, awards, certificates, accomplishment reports, photographs, testimonials
			Planning and Decision-Making – 20%	Activity plans, proposals, schedules, action plans, management documents, reports
			Initiative and Problem-Solving – 15%	Improvement plans, documented solutions, innovations, process improvements
			Commitment and Service – 10%	Participation records, commendations, certificates, testimonials
KAMPEON sa Paggabay	Individuals who demonstrate	Must demonstrate meaningful	Athlete Development and	Athlete profiles, training records, performance records,

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	e outstanding g coaching, training, mentoring, and guidance of athletes toward improved skills, discipline, confidence, and performanc e.	contribution to athlete development through coaching, training, mentoring, and support.	Performance – 30%	competition results, rankings, awards
			Coaching and Training Effectiveness – 25%	Training plans, coaching records, schedules, training programs, photographs
			Sports Accomplishm ent – 20%	Medals, awards, certificates, competition results, team accomplishments
			Mentoring and Athlete Support – 15%	Mentoring activities, intervention records, testimonials, athlete feedback, reports
			Commitment to Coaching – 10%	Coaching assignments, certificates, participation records, commendations
KAMPEON sa Pagtataguy od	Individuals who provide outstanding technical, administra tive, logistical, officiating, documenta tion, medical, or other essential support to sports activities and competitio ns.	Must demonstrate reliable and significant support that contributes to the effective conduct of sports programs and events.	Quality of Sports Support – 30%	Technical assignments, duty designations, event documents, reports, schedules
			Contribution to Sports Events – 25%	Event programs, accomplishment reports, competition records, photographs
			Efficiency and Reliability – 20%	Completed outputs, reports, certifications, testimonials
			Technical Skills and Initiative – 15%	Technical documents, procedures, systems, sample outputs, innovations
			Commitment and Service – 10%	Certificates, participation records,

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				commendations, service records
KAMPEON sa Pagsulong	Individuals who create, initiate, mobilize resources for, or sustain innovative sports programs and opportunities, such as Sports Hubs, Sports Clinics, training programs, facilities, equipment initiatives, and partnerships.	Must demonstrate an initiative that creates meaningful opportunities or advances sports development beyond routine responsibilities.	Innovation and Initiative – 25%	Project proposals, concept papers, program designs, photographs, systems, innovations
			Resource Mobilization – 25%	Partnership documents, sponsorship letters, donation acknowledgments, MOAs/MOUs, resource support records
			Impact on Athletes and Sports Development – 25%	Number of athletes served, training records, participation records, competition results, accomplishment reports, testimonials
			Sustainability and Continuity – 15%	Utilization records, succeeding activities, sustainability plans, partnership documents, continuing implementation reports
			Commitment to Sports Development – 10%	Certificates, commendations, testimonials, documentation of continuing support
KAMPEON sa Paglilingkod	Individuals who demonstrate outstanding	Must demonstrate sustained and meaningful service that	Contribution to Sports Promotion – 30%	Advocacy programs, campaigns, activity reports, photographs, information materials

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	dedication, volunteerism, advocacy, and sustained service in promoting sports and creating opportunities for learners, athletes, schools, and communities.	contributes to participation and development in sports.	Community and Stakeholder Engagement – 25%	Partnership documents, invitations, attendance records, MOAs/MOUs, testimonials
			Impact on Sports Participation – 20%	Participation records, activity results, accomplishment reports, photographs, feedback
			Volunteerism and Initiative – 15%	Service records, activity documentation, commendations, testimonials
			Commitment to Sports Service – 10%	Certificates, participation records, recognition, service certifications
KAMPEON sa Kahusayan (Highest Award)	Individuals who demonstrate exceptional and well-rounded excellence across leadership, athlete development, innovation, technical support, advocacy, and service, with significant	The highest KAMPEON recognition. The recipient must demonstrate excellence in multiple areas and embody the overall qualities expected of a KAMPEON.	Leadership and Management – 20%	Leadership roles, plans, programs, reports, organizational documents
			Athlete and Sports Development – 20%	Athlete development records, training programs, results, accomplishments
			Innovation and Initiative – 20%	Innovations, Sports Hubs, Sports Clinics, projects, resource mobilization, new programs
			Sports Accomplishment and Impact – 20%	Awards, results, accomplishment reports, participation data, testimonials

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	and sustained impact on sports developme nt.		Service, Advocacy, and Commitment - 20%	Service records, commendations, partnerships, testimonials, sustained involvement
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