



Republic of the Philippines
Department of Education
 REGION VIII - EASTERN VISAYAS

August 31, 2022

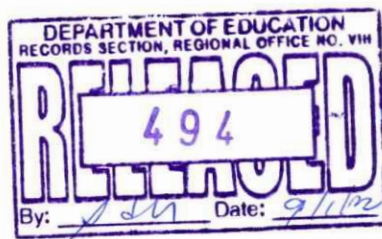
OFFICE MEMORANDUM

No. **494**, s. 2022

To: Assistant Regional Director
 Regional Functional Division Chiefs
 Unit and Section Heads
 All Others Concerned

**COMPLETION AND FINALIZATION OF THE OUTPUTS DURING THE
 WORKSHOP ON POLICY REVIEW AND RECOMMENDATIONS
 FOR CENTRAL OFFICE DEVELOPMENT**

- As an offshoot of the ways forward and agreements during the conduct of the two-day online Workshop on Policy Review and Recommendations for Central Office Development on August 18 and 19, 2022 via MS Teams, this Office, through the Policy, Planning, and Research Division (PPRD), reminds the Regional Functional Division (RFD) Chiefs on the completion and finalization of the outputs during the said workshop based on the suggestions/comments on or before September 12, 2022, through the link: <https://bit.ly/PARfCOD>.
- The RFDs shall validate and complete their proposed policy alternatives with the Unit and Section Heads and/or the personnel of their respective Offices. RFDs that failed to attend the workshop (Attention: Quality Assurance Division, Finance Division, and Field Technical Assistance Division) shall also comply with the required outputs. The policy alternatives shall be presented with the Top Management on September 20, 2022, prior to submission to Central Office on September 27, 2022.
- Attached is the draft copy of the Policy Alternatives/Recommendations, for reference.
- Immediate dissemination of and compliance with this Memorandum are desired



[Signature]
EVELYN R. FATALVERO, CESO IV
 Regional Director

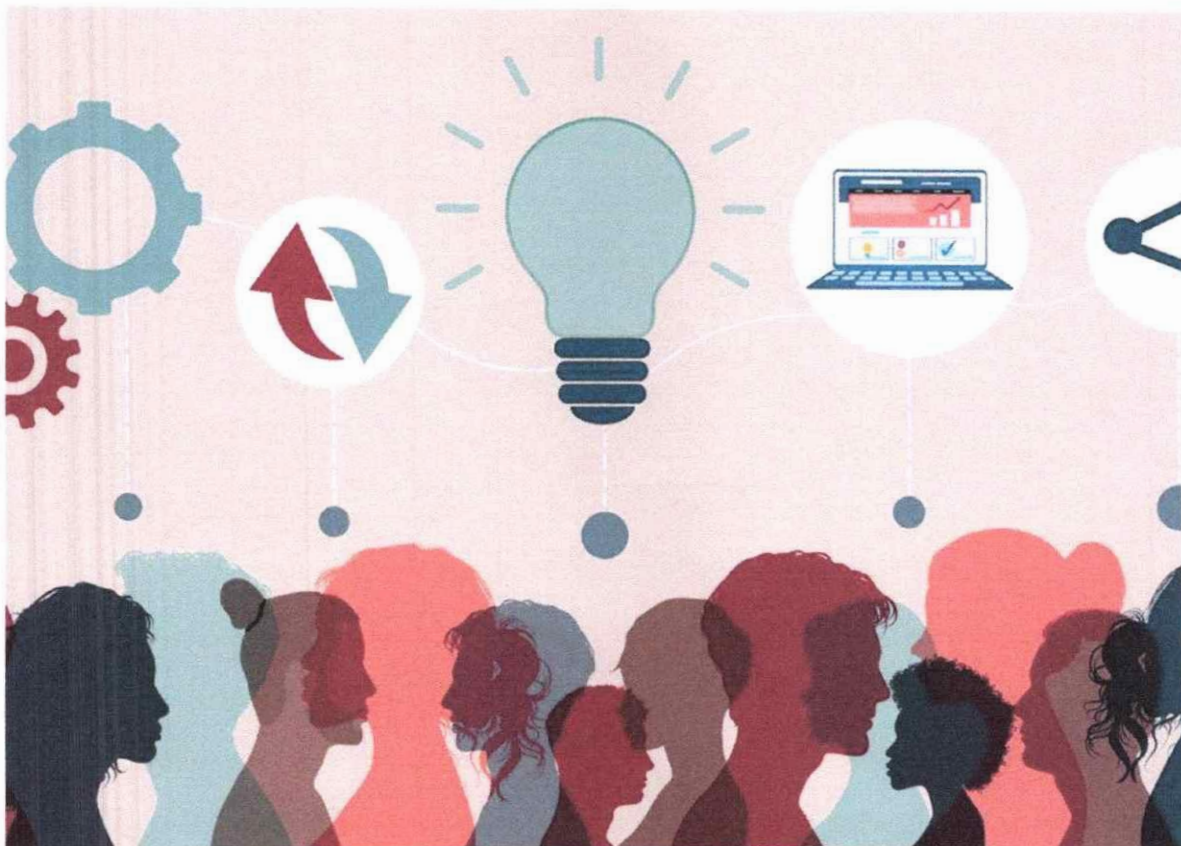
PPRD-TCPJ



Output during the Workshop on Policy Review and Recommendations for Central Office Development
August 18 and 19, 2022, via MS Teams through the link: <https://bit.ly/WorPolReV>

Policy Alternatives/Recommendations for Central Office Development

By DepEd Regional Office VIII Functional Divisions



Introduction

Policies are important in the Department of Education as these establish operating procedures and create standards of quality for learning and teaching, as well as set out expectations and accountability. Without these, the organization would lack the structure and function necessary to provide for the educational needs of students.

To ensure the relevance of policies, policy analysis is undertaken. Policy Review and Analysis help public officials understand how social, economic, and political conditions change and how public policies must evolve in order to meet the changing needs of a changing society.

Policy Recommendations

This report presents the Policy Alternatives/Recommendations for Central Office Development crafted by the Regional Functional Divisions of the Department of Education Regional Office VIII during the Workshop on Policy Review and Recommendations for Central Office Development on August 18 and 19, 2022, via MS Teams.

The Regional Office hopes that these policy recommendations or alternatives will serve to inform the DepEd Central Office that is faced with policy choices on particular issues about how research, evidence, monitoring, and evaluation can help to make the best decisions. This will solve a public policy problem or provide evidence about how policies are working in the department.

Duplicate the tables for or to add more entries.

Policy, Planning, and Research Division

Policy Problem:	There is no sufficient policy ensuring research ethics in the Department
Policy Issue:	What is the best policy to ensure research ethics in DepEd?
Root Cause/s	<ul style="list-style-type: none"> ● Reluctance or unwillingness to implement ethical standards ● Insufficient capacity of research coordinators ● Insufficient capacity of researchers on ethical standards ● Reluctance or unwillingness of teacher-researchers to adopt ethical standards
Effects of the Problem	<ul style="list-style-type: none"> ● Incidence of data manipulation, falsification and fabrication- ● Incidence of plagiarism ● Uneven ethical protection of research participants across the public education system
Policy Alternatives	Alt 1. Issue a DepEd Order to establish a research ethics
	Alt 2. Issue a DepEd Order establishing the process for

	outsourcing ethical review of research

Policy Problem:	There is an ambiguous provision in DepEd Order 16, s. 2017, requiring the research grantees of BERF to submit liquidation of expenses
Policy Issue:	How do we address the ambiguous provision in the Research Management Guidelines?
Root Cause/s	<ul style="list-style-type: none"> • Finance Division requires the usual thorough liquidation of expenses from the research beneficiaries when only a list of expenses and receipts are supposed to be required from them as stipulated in the Research Management Guidelines. • Researchers find it tedious to liquidate expenses • In other regions, Finance Divisions do not require the usual thorough liquidation of expenses from the research beneficiaries
Effects of the Problem	<ul style="list-style-type: none"> • Researchers are unable to receive their 2nd and 3rd tranches • Researchers are unable to complete the studies on time.
Policy Alternatives	Alt 1. Issue a DepEd Order to correct the ambiguous provision in RMG re liquidation of expenses.
	Alt 1. Issue a DepEd Order establishing the process of documenting the expenses incurred from the BERF grant.

Administrative Division

Policy Problem:	Deficiencies on Remittances
Policy Issue:	How to address Inconsistency of data/personal information between RO payroll masterfile and GSIS records?
Root Cause/s	Untimely updating of records since the in charge of updating GSIS records is at the SDO while the payroll is at the Regional Office
Effects of the Problem	Presence of arrearages on GSIS premiums and loans
Policy Alternatives	Issuance of DepEd Memo/Order on the Full downloading of payroll preparation and processing to SDOs with funding support

	especially on the purchase of computers and heavy-duty printers
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Policy Problem:	Various sources of data on various requests of reports required
Policy Issue:	One stop shop data bank
Root Cause/s	Absence of a system which could readily generate various data on Personnel Information of DepEd
Effects of the Problem	Inaccuracy and hard to gather data
Policy Alternatives	Creation of a user-friendly system which would address the problem

Policy Problem:	Hiring of Non-Specialized Teachers for Secondary
Policy Issue:	What is the best policy to ensure that the hiring of teachers with the required specialization/subject area is strictly followed
Root Cause/s	<ul style="list-style-type: none"> • Poor quality Hiring • Non-observance of the hiring guidelines/standards • Political interventions • Unavailability of teachers based on area of specialization
Effects of the Problem	<ul style="list-style-type: none"> • Poor quality teaching • Poor academic achievement • Additional expenses on training of non-majors
Policy Alternatives	Issue DepEd Order on the strict observance of no hiring no specialization/subject area policy

Finance Division

Policy Problem:	
Policy Issue:	
Root Cause/s	
Effects of the Problem	

Policy Alternatives	

Education Support and Services Division

Policy Problem:	Updating on the Joint MOA between DepEd and DPWH and to take action on the prior year Problems.
Policy Issue:	Documents Requirements and validations of Project including the signature on the Completed Project does not conform to DepEd and DPWH Policies and Guidelines
Root Cause/s	Some projects are documented completed without the Presence of DepEd Representative (e.g. Certificate of Compliance, Turn-Over, and Acceptance).
Effects of the Problem	Some of the SDOs don't sign the required document because there is no Joint Inspection with DPWH.
	No check and balance from DepEd Engineers to Ongoing/ Completed Projects.
Policy Alternatives	Joint Coordination Meeting with DepED and DPWH.
	Joint Inspection between DepEd and DPWH
	Pre-procurement stage shall have an Observer coming from the DepEd Representative.

Policy Problem:	PRECAUTIONARY MEASURES AGAINST THE SPREAD OF COVID 19 OMICRON VIRUS IN THE REGIONAL OFFICE
Policy Issue:	No definite reprimand to non-compliant personnel
Root Cause/s	<ul style="list-style-type: none"> • Behavioral attitude • Religious beliefs
Effects of the Problem	<ol style="list-style-type: none"> 1. Loss of credibility to the concerned owner of policy. 2. Precautionary measures not practiced and hazards to other personnel.
Policy Alternatives	Issue a... Provide clear apprehension to non compliants.

Policy Problem:	SBM WINS
Policy Issue:	1.Compliance only with new to policies and dies naturally if no constant monitoring or follow up. 2, No proper coordination or proper turn over of the the program to new coordinator.
Root Cause/s	Irregular Monitoring, no budget, not active involvement of the program
Effects of the Problem	Program becomes inactive and ineffective
Policy Alternatives	Reiteration of Memo frequently Regular monitoring of programs

Field Technical Assistance Division

Policy Problem:	
Policy Issue:	
Root Cause/s	
Effects of the Problem	
Policy Alternatives	

Human Resource and Development Division

Policy Problem 1:	Handful submission of Professional Development Program/Course Recognition Application from Schools Division Offices/Regional Office to NEAP Region/NEAP Central
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Policy Issue:	What is the best policy to ensure the submission of Professional Development Program/Course Recognition Application from Schools Division Offices/Regional Office to NEAP Region/NEAP Central?
Root Cause/s	Lack of knowledge on Professional Development Program/Course Recognition Process
Effects of the Problem	<ol style="list-style-type: none"> 1. Trainings conducted did not respond to at least one PPST/PPSSH/PPSS domain, strand, and indicator identified in the three-year DepEd Professional Development Priorities and/or other emerging needs of the Department 2. Learning and Development Needs of Target Employees are not addressed 3. Employees did not earn Professional Development Credit/s
Policy Alternatives	Alt. 1: Status quo
	Alt. 2: Strengthen DepEd Order No. 1, s. 2020 implementation through intensified advocacy campaign on Professional Development Program/Course Recognition
	Alt. 3: Strengthen DepEd Order No. 1, s. 2020 implementation through intensified capability building activities on Professional Development Program/Course Recognition

Policy Problem:	Scholars difficulty to implement their Re-Entry Action Plan (REAP)
Policy Issue:	What is the best policy to ensure that scholars can implement their Re-Entry Action Plan (REAP) without difficulty?
Root Cause/s	No existing policy on giving priority to the implementation of scholars Re-Entry Action Plan (REAP)
Effects of the Problem	<ul style="list-style-type: none"> • Scholars have not implemented their Re-Entry Action Plan (REAP) • Scholars did not fulfill their obligation • Loss opportunity
Policy Alternatives	Alt. 1: Status quo
	Alt. 2: Issue a DepEd Order on Giving Priority to the Implementation of Re-Entry Action Plan (REAP) of Scholars across Governance Levels
	Alt. 3: Issue a DepEd Order on Giving Priority to the Implementation of Re-Entry Action Plan (REAP) of Scholars on the School Level/SDO Level

Policy Problem:	Qualified Senior High School Teachers cannot be reclassified
Policy Issue:	What is the best policy to ensure that qualified SHS teachers are reclassified?
Root Cause/s	No existing policy for reclassification of qualified SHS teachers
Effects of the Problem	<ul style="list-style-type: none"> • Inefficiency of Senior High School Teachers • Problem on Motivation • SHS teachers felt that they are not valued
Policy Alternatives	Alt. 1: Status quo
	Alt. 2: Issue a DepEd Order on Guidelines for Reclassification of Senior High School Teachers
	Alt. 3: Issue a DepEd Order on the Unified Career Progression System for all Teachers in the Department

Quality Assurance Division

Policy Problem:	
Policy Issue:	
Root Cause/s	
Effects of the Problem	
Policy Alternatives	

Office of the Regional Director (Legal Unit)

Policy Problem:	Legal documents not duly received and complied with.
Policy Issue:	What is the best policy to ensure that legal/confidential documents are duly and timely delivered?
Root Cause/s	No existing policy/guideline to ensure the delivery and integrity of legal documents.
Effects of the Problem	Deprivation of the defendant's right to be timely informed of the charges filed against him/her. Integrity and confidentiality of legal

	documents are compromised.
Policy Alternatives	<ul style="list-style-type: none"> Issue a regional/office memo to streamline the use of return receipt cards for confidential documents.
	<ul style="list-style-type: none"> Update and coordinate releasing process with other Divisions emphasizing on the importance of conformity to Data Privacy Act.
	<ul style="list-style-type: none">

Policy Problem:	Unorganized conduct of formal investigation committee pre-conference hearing.
Policy Issue:	What is the best policy to ensure uniformity and efficiency in the conduct of formal investigation committee hearing?
Root Cause/s	No contextualized guidelines and pre-conference order during the Formal Investigation Committee hearing/conference.
Effects of the Problem	Case issues are not properly identified and defended. Evidences not submitted prior to the hearing are mistakenly included in the appreciation of issues and ultimately in the resolution of the case.
Policy Alternatives	<ul style="list-style-type: none"> Issue an office memorandum/order on the use of a guideline in the conduct of FIC hearing.
	Issue a regional memo on the use of pre-conference order.
	Conduct capacity building to continuously apprise FIC members of the procedure in the conduct of the FIC hearing/conference.

Curriculum and Learning Management Division

Policy Problem:	Sharing of the data among key implementers is not maximized; Program data from one FD cannot be accessed easily by other FDs
Policy Issue:	What policy can be introduced/made to ensure that data from one office may be accessed quickly without violating the existing laws on data privacy and confidentiality?
Root Cause/s	There is no existing policy as to the proper sharing of program data among FDs or offices; Current policies only allow a very limited number of people to have access to certain data

Effects of the Problem	FDs cannot present data to the higher office and external partners right away ; The offices are forced to gather a new set of data which may not be the same with the existing data kept by the concerned office.
Policy Alternatives	Alt 1 - Issue an office memo on the efficient sharing of program data.
	Alt 2 - Issue a memo that will emphasize exceptions relative to the Data Privacy guidelines
	Alt 3 - Issue a memo that will empower one FD to be the repository of important data and the one which will lead in the gathering, reporting, and sharing of such to the other offices and stakeholders.

Policy Problem:	DepEd teachers and personnel are expected do too many tasks
Policy Issue:	What is the best policy that can ensure balance in the workload of teachers and personnel so that they still remain effective, efficient, and happy?
Root Cause/s	Different offices at the CO have their own projects and initiatives that they want to be cascaded by the ROs, SDOs, and schools which also have their own set of plans, programs, and projects; There are no policies that will ensure the right balance of work and recreation/vacation for DepEd employees
Effects of the Problem	Teachers and personnel become less effective and efficient; Quality is sacrificed because we put more emphasis on quantity; The mental health of teachers and personnel suffers from the ever increasing number of deliverables
Policy Alternatives	Alt 1 - Issue a policy that will ensure the right balance of work or task for teachers and personnel
	Alt 2 - Issue a policy that will set and limit the deliverables for every office
	Alt 3 - Issue a policy that will create more positions who can cope with the increasing number of tasks
	Alt 4 - Issue a policy that will promote good mental health for DepEd employees

Policy Problem:	Many SHS completers fail to get jobs that are aligned with their course of study
Policy Issue:	How can the policy be improved or enhanced so that the SHS Program is able to deliver its promise for those who are able to complete it?
Root Cause/s	The implementation of the SHS Program Policy is weak particularly the one that pertains to the on-the-job-training and work environment immersion; The policy that empowers implementers to resort to partnership/linkages to fill the gaps is not working since only few are skilled about it and it is assumed that schools will expertly handle the same on their own.
Effects of the Problem	Industry partners and prospective employers won't hire SHS completers since they lack proper training and exposure
Policy Alternatives	Alt 1 - Issue a policy that will strengthen the SHS Program particularly when it comes to the work environment exposure and provision of adequate facilities
	Alt 2 - Issue a policy that will allot more funds for the provision of learning facilities such as laboratories and workshops
	Alt 3 - Issue a policy that will require National Government Agencies to actively work together according to an approved framework and terms of reference to realize the objectives

Policy Problem:	There are still many nonreaders and non-numerates in the higher grades levels
Policy Issue:	What policy can be introduced to ensure that there are no more nonreaders and non-numerates in the higher grade levels?
Root Cause/s	The current policy on student promotion is solely based on grades, not actual gains in learning; More emphasis is given on completing a lesson in a short time rather than allowing more time for each lesson to gain mastery; Instructional supervision is not done thoroughly by those expected to give it; There are teachers who are assigned to teach the subject even if it is not their specialization; Some of these learners may have an undiagnosed disabilities that prevent them from learning the required competencies;

Effects of the Problem	Many nonreaders and non-numerates continue to get promoted even if they have not mastered the required competencies; It becomes harder for these students to cope with the lessons since they are also expected to master advanced skills: Some teachers are able to hide their poor performance since they can literally pass any student regardless of the learning that he or she actually obtains; We get poor results in standardized tests such as the PISA
Policy Alternatives	Alt 1 - Issue a policy that will not allow any learner to get promoted if he or she is not able to acquire the required competencies at a grade level
	Alt 2 - Issue a policy that will assign only those who are qualified to teach the subject to handle the same as well as assign or transfer the best teachers for the ELLN to the early grades
	Alt 3 - Issue a policy that will allow teachers to focus on classroom instruction and will free them from any distraction like the additional tasks given by their heads
	Alt 4 - Issue a policy that will encourage those concerned to conduct a research to determine other root causes and find correct solutions and appropriate interventions.
	Alt 5 - Strengthen the policy on instructional supervision and technical assistance for the teachers handling the learners
	Alt 6 - Issue a policy that will enable schools to adopt a reading program such as Project R8 BULIG

Policy Problem:	Some special curricular programs such as the SPA, SPJ, and the Gifted and Talented still do not have their policy guidelines
Policy Issue:	What is the best policy that can be used to effectively implement the SPA, SPJ, and other similar special curricular programs?
Root Cause/s	There are no unified policies being observed for the effective implementation of the said programs
Effects of the Problem	Schools will not be able to offer the special program; Learners will not be able to enroll in a program that will best nurture their potential and address their interests
Policy Alternatives	Alt 1 - Issue the relevant policies that will serve as basis in the implementation of the program

	Alt 2 - Issue a policy that will address the needs of the concerned learners even if they are just mainstreamed or enrolled in the regular classes
	Alt 3 - Issue a policy that will advocate the use of UDL

Policy Problem:	DepEd-produced SLMs and other LRs contain many errors
Policy Issue:	What is the best policy that will ensure the development and production of quality LRs?
Root Cause/s	Classroom teachers who are expected to acquire the skills of an LR writer within a short period of time are tasked to write LRs that are designed for a wide variety of learners who also come from different geographical locations in the country; There is not enough time allotted during the development of the LRs: Developers and writers of LRs cannot focus on the task due to other assignments that they also need to accomplish; There is no policy that emphasizes the need to focus on LR development or the proper observance of the time on task principle.
Effects of the Problem	Many errors go unnoticed and still exist even after reproduction of the LRs; DepEd becomes a recipient of criticisms from stakeholders; Learners will not acquire the expected competencies or will get the wrong concepts instead.
Policy Alternatives	Alt 1 - Issue a policy that will articulate a comprehensive process on the proper development of LRs
	Alt 2 - Reinstate the policy that will give the task of LR development to DepEd accredited publishing companies who have the time and expertise to produce the needed LRs
	Alt 3 - Issue a policy that will effectively allow the DepEd teachers and personnel to only devote their time on the production of the LRs