

DEPED CARAGA News

The official Weekly Publication of DepEd Caraga



Volume 1, Issue 4

March 24–28, 2025



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Caraga Holds Solidarity Meetings ahead of the 2025 Regional Athletic Games

In a strong display of unity and readiness, coaches, trainers, and officiating officials convened for a Solidarity Meeting on March 28, 2025, at the Nasipit Central Elementary School. This crucial event was part of the final preparations for the 2025 Caraga Regional Athletic Games, scheduled for March 30 to April 4, 2025.

Spearheaded by the Department of Education Caraga Region under the leadership of Regional Director Maria Ines C. Asuncion, the meeting served as a platform for discussions on competition guidelines, event protocols, and strategies to ensure fair and efficient conduct of the games. Dr. Edmund Mendoza, Chief of the Education Support Services Division (ESSD), and Dr. Jumer Carlon, Regional Sports Coordinator, led the event, emphasizing the importance of sportsmanship, discipline, and athlete welfare in fostering a successful regional athletic meet.



Nasipit Municipal Mayor Hon. Roscoe Plaza, in his message, profusely thanked the Department of Education for choosing Nasipit as the main venue of the games, as well as the local government units of Agusan del Sur, Agusan del Norte, and Butuan City for their full support. Likewise, Director Asuncion encouraged the assembly to give their best to support the athletes throughout the games. (To page 3)

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Solidarity Meeting at Patin-ay, Agusan del Sur, March 29, 2025, led by Dr. Jumer Carlon, Regional Sports Coordinator. Photos by Shine Clarice Ganzan Juarez



A similar event was held today, March 29, in Patin-ay, Agusan del Sur, specifically for coaches, trainers, and officiating officials involved in swimming, athletics, and special games. This targeted approach addresses the technical requirements and sport-specific concerns before the competition begins.

As the 2025 Caraga Regional Athletic Games draw near, these preparatory meetings underscore the commitment to fostering excellence in sports development. The event will showcase the region's finest athletes, all vying for a chance to represent Caraga in the Palarong Pambansa 2025.

As the games commence, DepEd Caraga extends its full support to all participating delegations and remains steadfast in its mission to develop student-athletes through competitive and values-driven sports programs. *(Public Affairs Unit)*



DepEd Caraga Officials, Local Leaders Finalize Strategies for 2025 Regional Athletic Games



In preparation for the highly anticipated 2025 Caraga Regional Athletic Games, Hon. Roscoe Plaza presided over a Coordination Meeting with the top officials of DepEd Caraga today, March 28, 2025, at 8:30 a.m. The discussion centered on security measures, crowd control, logistical needs, and other essential preparations to ensure the smooth and secure conduct of the 2025 Caraga Regional Athletic Games (CaRAGames) opening ceremonies.

Leading the DepEd Caraga delegation was Regional Director Maria Ines C. Asuncion, CESO IV, alongside Assistant Regional Director Pedro T. Escobarte Jr., schools division superintendents, regional Functional Division chiefs, and other regional personnel. The meeting revisited plans and strategies to ensure the seamless execution of the games, which will kick off on March 30, 2025, at Nasipit Central Elementary School.

Hon. Plaza underscored the importance of comprehensive security protocols and effective crowd management to guarantee the safety of athletes, coaches, and spectators. Meanwhile, Director Asuncion outlined the logistical requirements to support the participating delegations, ensuring well-coordinated venues, accommodations, and transportation.

RD Asuncion expressed her gratitude for the collaborative efforts of various stakeholders, emphasizing that the success of the 2025 Caraga Regional Athletic Games hinges on collective commitment to ensuring a safe, secure, and well-coordinated sporting environment for the student-athletes.

With the countdown to the regional meet underway, the meeting reaffirmed DepEd Caraga and its partners' dedication to delivering a



memorable and well-executed athletic event that upholds the spirit of sportsmanship and excellence. *(Public Affairs Unit)*

Safeguarding Every Learner: Strengthening Child Protection in Schools



Annie Silabay, presents DepEd Order No. 8, s. 2025 or the guidelines on CICL

DepEd Caraga invited specialists as resource speakers to provide expert insights on these crucial issues. Ms. Teresa Sano, Technical Assistant II of the LRPO Central Office, opened the discussions with a virtual introduction to the Learner Rights and Protection Division.

Ms. Annie Bajade-Cutamora Silabay, Education Program Supervisor and Division Learner Rights and Protection focal person of SDO Agusan del Sur, facilitated workshops and discussions on DepEd Order No. 18, s. 2015, which outlines the Guidelines and Procedures on the Management of Children at Risk (CAR) and Children in Conflict with the Law (CICL).

Further strengthening the participants' understanding of child protection policies, Atty. Kristine Felva P. Licup, Attorney III and Legal Officer from SDO Bislig City provided a comprehensive discussion on DepEd Order No. 40, s. 2012, also known as the "Child Protection Policy." (To page 6)

To reinforce policies that safeguard learners' rights, the Department of Education (DepEd), through the Education Support Services Division (ESSD) - Learner Rights and Protection Office (LRPO), conducted a 3-day Orientation on the Learner Rights and Protection Policy from March 19 to 21, 2025, at Butuan Southville Hotel and Convention Center, Butuan City.

The event gathered selected elementary and secondary school heads, School-based Project Development Officer I, and partner stakeholders who serve as members of the Child Protection Committee. The orientation aimed to equip them with the necessary knowledge and skills to handle sensitive cases, such as bullying and child abuse, within the school setting.



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Meanwhile, Atty. Marjorie-Leigh T. Montero-Llano, Attorney III and Legal Officer of Butuan City Division delved into DepEd Order No. 55, s. 2013, the "Anti-Bullying Policy." Adding a broader perspective, Atty. Gerlyn V. Gamolo from the Commission on Human Rights Caraga Region shared valuable insights on the Safe Spaces Act in Basic Education, emphasizing its importance in creating a safer and more inclusive learning environment.

The orientation also featured thought-provoking presentations from keynote speakers, highlighting the critical role of collaboration among educators, parents, and the community in upholding and actively promoting learners' rights. Hands-on workshops further enriched the participants' learning experience, allowing them to engage in role-playing exercises, pre-tests, and interactive discussions. These activities provided practical exposure to real-life scenarios involving learner protection.

In conclusion, participants worked together to develop an Action Plan outlining strategies for applying their newly acquired knowledge within their respective Schools Division Offices (SDOs). The orientation reinforced the collective responsibility of all stakeholders to ensure a safer, more supportive, and rights-based educational environment for every learner. *(Shiela Abenido)*



Strengthening Accountability: DepEd Caraga Holds Exit Conference on Audit Findings

The Department of Education (DepEd) Caraga Region, in coordination with the Commission on Audit (COA), successfully conducted an Exit Conference on March 25, 2025, at the Gold Hall, Teacher Development Center, DepEd Caraga Regional Office.

The conference, led by COA Team Leader Ms. Jonifel Jane T. San Juan, focused on the audit findings regarding the accounts and transactions of the regional office for the calendar year 2024.

The Exit Conference provided a platform for participants to deliberate on observations and findings related to the use of funds for CY 2024.



Audit Team Leader Jonifel Jane T. San Juan

During the session, key issues and concerns were addressed, and resolutions were formulated to enhance financial transparency and accountability within the department. Regional Director Maria Ines C. Asuncion and Assistant Regional Director Pedro T. Escobarte Jr., together with the chiefs of functional divisions (FDs) and unit heads from asset management, cash, budget, and procurement units, actively participated in the discussions.

Also in attendance were Mr. Jesus Misael D. Almendralejo, Regional Supervising Auditor, along with Maria Fe Faith I. Silvano and Arsenio A. Alinob, State Auditors III from the COA Regional Office.

Their insights and expertise significantly enriched the discussions, fostering a collaborative approach to strengthening financial management practices.

This initiative reaffirms DepEd Caraga Region's dedication to upholding fiscal responsibility and continuously improving its financial processes in alignment with government auditing standards. The agency remains committed to enhancing transparency and efficiency in its operations for the benefit of the education sector in the region. *(Public Affairs Unit)*



Jesus Misael D. Almendralejo, Regional Supervising Auditor.

Orientation and Induction Program Prepares Newly Hired and Promoted RO Employees for CY 2025

To foster a deeper understanding of policies, organizational structures, and quality management practices, newly hired and promoted Regional Office (RO) employees participated in the Orientation and Induction Program held on March 25-26, 2025, at Chromite Hall, Teacher Development Center, Butuan City.

The two-day session provided valuable insights into essential legal frameworks, recruitment and selection processes, customer service excellence, and quality management systems, ensuring employees are well-equipped to contribute effectively to the organization's goals.

Atty. Jose Guibone, Attorney IV of the Legal Unit, started the session by emphasizing the legal basis of government service. He highlighted key principles such as adherence to laws, protection under legal statutes, and the responsibility to uphold ethical standards in the workplace. He reiterated that ignorance of the law excuses no one, urging employees to stay informed and compliant.

Human Resource Development Division (HRDD) Senior Education Program Specialist (SEPS) Roy S. Rele then provided an overview of the organizational structure, detailing the roles and functions of various divisions. He also discussed the organizational context, including internal and external issues, using SWOT analysis, management, core, support, and outsourced processes.



Roy S. Rele discussing the overview of the organization.

The Knowledge Management Team (KMT), led by Jonathan F. Garzon, Lead KMT from the Field Technical Assistance Division (FTAD), highlighted the critical role of ISO standards and Quality Management Systems (QMS) in delivering high-quality education services. Garzon emphasized that standardization is the backbone of effective knowledge management, ensuring consistency in providing quality services and enhancing and sustaining client satisfaction. *(To page 9)*



Jonathan F. Garzon presenting the Knowledge Management to the participants.

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Discussions covered the Quality Management System (QMS) Manual, Procedures and Work Instructions Manual (PAWIM), and DepEd's National Quality Management System (NQMS) to support this. Employees were also briefed on proper documentation and records management, reinforcing the importance of maintaining standardized materials and submitting operational manuals and planning documents.

Further strengthening the focus on quality, FTAD Chief Alejandro Macadatar delved into ISO 9001 standards, explaining its benefits of consistently providing products and services, facilitating opportunities to enhance customer satisfaction, addressing risks and opportunities, and demonstrating conformity. He emphasized that quality is about meeting expectations, delivering value, and aligning the organization's mission with internationally recognized standards.



FTAD Chief Alejandro P. Macadatar expounds on delivering value to the ISO standards.

Ensuring compliance with financial policies and accountability, Cladie Mae Manlangit, Accountant II of the Finance Division, walked participants through the Reimbursement of Travel Expenses guidelines. Employees were briefed on the general policies for official travel, specific guidelines for local travel, and authorized travel expenses. Discussions also covered daily travel expenses, reimbursement procedures, and safeguards to prevent double payment of travel claims, reinforcing transparency and proper fund utilization.

The session also tackled key HR policies, with Personnel Officer Sherryl R. Puyo from the Administrative Services Division (ASD) discussing the DepEd Merit Selection Plan and its shift toward a competency-based hiring system. Employees gained insights into job vacancy procedures, hiring and promotion guidelines for non-teaching, related-teaching, and school administration positions, ensuring transparency and meritocracy in the recruitment process.

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HR Officer Sherryl R. Puyo explains the RSP System and the Omnibus Rules on Leave.

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A comprehensive discussion on leave policies gave employees a deeper understanding of their entitlements, including sick, vacation, maternity, paternity, study, and special leave benefits under various legal provisions.

Ensuring an organized and efficient work environment, Records Unit Head Cristabelle Jaguit from the Records Unit introduced the 7S of Good Housekeeping, which includes Sort, Set in Order, Shine, Standardize, Sustain, Safety, and Spirit. She emphasized how these principles contribute to a clean, structured, high-performing workplace.

Meanwhile, Meriam Dela Rita led an engaging session on Basic Customer Service, stressing the importance of clarity, professionalism, and empathy, emphasizing that every interaction shapes the organization's reputation and strengthens public trust.

Participants engaged in discussions on managing difficult conversations gracefully and professionally, learning techniques such as active listening, maintaining composure, and focusing on solutions. Strategies for ensuring verbal and written communication clarity were also explored, reinforcing the value of simple language, organized thoughts, and summarizing key points for effective dialogue.

The session reinforced DepEd's commitment to delivering efficient, responsive, and high-quality services to its stakeholders by equipping employees with practical strategies and a customer-centric perspective.

(Jairha Anne T. Sususco)

(Photos by Tiche Lynn G. Caparoso)



Records Unit Head Cristabelle Jaguit introduces the 7S of Good Housekeeping.



Supervising Administrative Officer Meriam Dela Rita explains the Basic Customer Service.

DepEd Agusan del Norte joins the successful AGUS SERBISYO Caravan



Distribution of free used clothing.

ALS (Alternative Learning System) teachers from Magallanes, RTR, and Tubay districts participated in the community service. With the support of SDS Dr. Jeanie L. Mativo, SGOD Chief Glorina L. Siclon, SEPS Elmer Bulalhog, PSDS Gina S. Bagayas, and the School Head of Guiasan ES, Sir Bernie Pamplona, the Department of Education (DepEd) Agusan del Norte provided free used clothing to the public.

The event addressed the primary needs of the community, offering free consultations, circumcision services for children, medicines for those who consulted, and vitamins and medications for livestock. Free registration for SP licenses from the LTO was available, along with national ID registration, especially for children aged one year and above and those who had not yet been registered from birth, with priority given by the Philippine Statistics Authority. Free dental and medical check-ups were also provided, and the Provincial Agriculture Office distributed fruit and vegetable seedlings. The Provincial Disaster Risk Reduction and Management Office

A successful AGUS SERBISYO Caravan was held today, March 27, 2025, in Barangay Guiasan and the Barangay Poblacion Town Site in the municipality of Magallanes. This event was organized by the Provincial Government of Agusan del Norte under the leadership of Governor Ma. Angelica Rosedale M. Amante, in collaboration with the Local Government Unit of Magallanes and various local and national line agencies. Residents gathered to take advantage of the services brought to their community.



(PDRMO) also conducted basic training and orientation to prepare and assist families and communities in emergencies. Free lunch and food packs containing rice, canned goods, coffee, and noodles were also distributed to the attendees.

Governor Ma. Angelica Rosedell Amante, Vice Governor Enrico R. Corvera, and several provincial board members led the activity. The LGU of Magallanes, under the leadership of Municipal Mayor Cesar C. Cumba, played a key role in making this event a success, with support from barangay captains and officials in the area. *(Honey Grace Buyan)*

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**Let the best
athletes win.****Maria Ines C. Asuncion**
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