



Padayon Edukasyon

CARAGA

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Opening Doors

ABOUT ABOUT THE COVER:

With his firm grasp, the learner opens the door but with a countenance mixing anxiety and excitement, apprehension and joy, fear and hope, trepidation and courage.

He symbolizes the Department of Education which, despite the challenges, has chosen the path of bravery and determination to accomplish its mission by opening all its doors for education.

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ONE CHILD AT A TIME

not for sale



The dramatic moment when the viral winds slammed shut the doors of our schools may still be brewing in our collective memory. We still feel its effects, even as several studies show that long-term school closure brings more harm than good. Hence, come School Year 2022-23, we are opening school doors once again, albeit gradually.

The decision to open doors for in-person classes requires a delicate balancing act.

First, the Covid virus is still around, just waiting to strike anytime we blink and lower our guards. Secondly, the Department must remedy the learning loss incurred due to class disruptions. Third, the current situation demands new strategies and interventions.

The Learning Recovery and Continuity Plan (LRCP) is the best the Department can offer this time. Yet, it remains a temporary plan and not meant for the long haul.

The previous Basic Education Learning Continuity Plan (BE-LCP) has served its purpose, but the LRCP is an optimistic attempt to fill gaps.

In this light, on July 11, 2022, the Department issued DepEd Order No. 34, s. 2022 providing guidelines on the school calendar and activities for the School Year 2022-2023. As scheduled, classes in Caraga opened on August 22, with Regional Director Ma. Gemma Mercado Ledesma gracing the flag-raising ceremony at Bad-as Elementary School in Surigao del Norte. As of this writing, school classes have been running smoothly without any recorded Covid infection cases throughout the region.

Interestingly, the said DepEd Order states, "No inspection, tools, or any additional requirements to re-open schools and to implement 5 days in-person classes shall be required, except for the compliance with the usual pre-pandemic regulatory permits and licenses, as required by law or ordinances." It further asserts, "This DepEd Order (DO) shall apply regardless of the COVID-19 alert level that the Inter-Agency Task Force for the Management of Emerging Infectious Diseases or the Department of Health (DOH) may impose in the areas where schools are situated."

Come November 2, 2022, blended modalities shall cease except for those implementing the Alternative Delivery Modes (ADM). By then, the entire school community shall have returned to the much-awaited "old normal" way of schooling. The strategic directions set by the LRCP augurs well for education to thrive in this school year as our children meet and interact with their teachers, classmates, and friends through the opened doors.

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shifting tides of learning modality

As DepEd Caraga articulated its Enhanced Basic Education Learning Continuity Plan or the Lig-onon ang Edukasyon sa Caraga Batok sa Pandemya, learners are now migrating from distance/ blended learning modalities to full in-person classes come November 2, 2022. The schools' readiness to return to the normal modality has already been assessed by the Division Field Technical Assistance Team of the Schools Division Offices (SDOs) and the Regional Field Technical Assistance Team of the DepEd Caraga Regional Office using both virtual and in-person monitoring and evaluation (M&E) Methodologies.

In teaching and learning, massive reskilling of teachers is conducted to tailor-fit to the learning plan, ensuring the delivery of essential learning competencies in both F2F and remote learning modalities.

The conduct of professional development programs that enhance content knowledge, technological-pedagogical knowledge, assessment strategies, and learning resource material will be implemented yearly and regularly.

As the demand for printed learning resources (LRs) like SLMs and LASs is stationary, more and more schools are replacing their print LR with digitized LR through smartphones and tablets.

With this, the transition was viable for DepEd Caraga in helping the four most affected SDOs hit by the Typhoon Odette with 3,055 tablets being prepared for procurement and distribution.

Furthermore, National line agencies, local government units, non-government organizations, international groups, and other stakeholders also extended their help in providing psychological first aid, temporary learning spaces, school-in-a-box materials, and other services like conducting a post-disaster needs assessment, clearing operations, and distribution of donated materials and learning resources.

This was made possible through the strategic directions set by Regional Director Ma. Gemma Mercado Ledesma in presiding the weekly meeting of the Regional Disaster Response Committee-Education Cluster that started last January 11 to March 8, 2022.



Lastly, the region also participated in the 2022 Programme for International Student Assessment (PISA) as the Philippines is one of the OECD countries. This computer-based and high-stake test was conducted in six schools namely, Bunawan NHS, Pigdaulan NHS, Gigaquit NHS of Home Industries, Libas Sud IS, Father Urios Academy Inc., Hinatuan, and Vicente NHS, Tandag City.

Localized new M&E approaches, PISA technology, and the implementation of the Daily Review Plan resulted in an increase of 24.7% from the pretest (41.4%) and post-test (66.2%) using the PISA Familiarization Practice Test.

With the results, DepEd Caraga invested more in professional development training and enhanced assessment materials to improve the learners' higher-order thinking skills, metacognition, and creativity. – *Kevin Hope Salvaña*

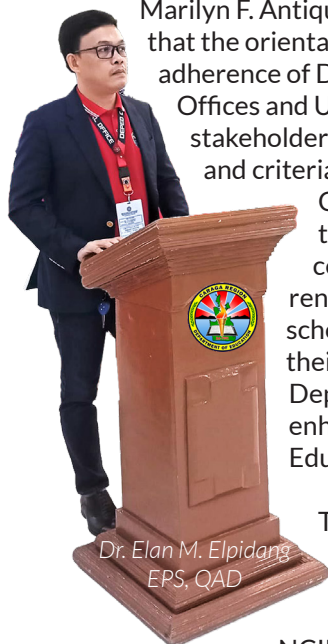


(STANDING L-R) Dr. Virginia A. Seña, Dr. Elan M. Elpidang, Dr. Marygold C. Silao, Mrs. Coniefe Artista, Dr. Celsa M. Cataluña, Dr. Jesus D. Nono, Dr. Edmund D. Mendoza, (SEATED L-R) Chief Education Supervisor Marilyn F. Antiquina, SDS Nelia S. Lomocso, PhD (Siargao), Minerva T. Albis, PhD (ADS), Imelda N. Sabornido, PhD (Bayugan City), Karen L. Galanida, PhD (Surigao City), Gemma A. De Paz, PhD (Tandag City), and Manuel O. Caberte, PhD (Dinagat Islands).

on naming, merging, converting, and establishing schools

DepEd Caraga, through the Quality Assurance Division (QAD), conducted a Re-Orientation Seminar on the DepEd Order No. 40, s. 2014 or the Revised Guidelines on the Establishment, Merging, Conversion, and Naming/Renaming of Public Schools and Separation of Public Schools, and Separation of Public Annexes in Basic Education last June 8-9, 2022, at Balanghai Hotel and Convention Center, Butuan City.

Marilyn F. Antiquina, QAD Chief, stressed that the orientation aimed to ensure the adherence of DepEd Central and Field Offices and Units, as well as the external stakeholders, to the systems, procedures, and criteria as stipulated in the DepEd Order that guarantees that the establishment, merging, converting, naming, and renaming of schools and the school annexes separated from their mother schools follow the DepEd quality standards to enhance the delivery of Basic Education.



Dr. Elan M. Elpidang
EPS, QAD

The resource speakers for the seminar were from the different government agencies, namely the DENR, NCIP, Registry of Deeds, and DepEd Regional Office.

Marlon M. Geolingo, Chief of Patents and Deeds Section from the DENR Regional Office, discussed Titling Process on Alienable, Disposable, and Agricultural Lands. Atty. Jose B. Guibone, Attorney IV of DepEd Caraga Regional Office, discussed the revised guidelines on DO 40, s. 2014. Ejille Marie Tan Carbon, OIC Chief, Registry of Deeds, shared on Titling Process for Transfer Certificate of Title and Registration of Title. Finally, Atty. Leslie Mae F. Plaza, Attorney VI of the NCIP Caraga Regional Office, shared the process of the NCIP Certification for Land Under CADT, Issuance of Usufruct Agreement, and FPIC.

Moreover, to continuously deliver quality Basic Education services to the teachers, learners, and stakeholders, Assistant Regional Director Atty. Fiel Y. Almendra, CESO IV, encouraged the Schools Division Superintendents to check, evaluate, and fast track the school site titling of their respective schools.

The 12 Schools Division Superintendents with their SGOD Chiefs, Focal Persons for Public Establishments of Schools, and lawyers participated in the activity. They were thankful for the re-orientation that deepened their understanding of managing and titling of public school sites.

Dr. Elan M. Elpidang, focal person for the Establishment of Public Schools, orchestrated the activity. Also in attendance were the EPS from QAD namely, Dr. Edmund D. Mendoza, Dr. Jesus D. Nono, Dr. Celsa M. Cataluña, Dr. Marygold C. Silao, and Dr. Virginia A. Seña.- **Edmund D. Mendoza, PhD**

DepEd Caraga Wins Gender-Responsive Government Agency Award



Regional Director Ma. Gemma Mercado Ledesma (top) and Dr. Adrilene Mae Castaños (bottom) holding the plaques for the awards.

On the 13th Anniversary of the Magna Carta for Women, the Regional Development Council-Regional Gender and Development Council (RDC-RGADC) awarded DepEd Caraga as a Gender Responsive Government Agency during the conferment ceremony on August 15, 2022, held at the LMX Convention Center, Butuan City.

This award recognized national government agencies that mainstreamed gender-responsive GAD programs, projects, and advocacies in the bureaucracy, leading to gender equality, women empowerment, and rights protection for other vulnerable sectors within the Calendar Year 2019-2021.

Dr. Adrilene Mae J. Castanos also bagged the RDC-RGADC GAD Focal Person Award for her commendable service and contribution toward gender equality and women empowerment in Caraga Region.

Highlighted by these awards are the four entry points in the gender mainstreaming evaluation framework (GMEF), namely Policy, Enabling Mechanisms, People, and PAPs (Programs, Activities, and Projects.)

The awards spoke of DepEd Caraga's ardent implementation of the gender-responsive basic education policy per DepEd Order 32, s. 2017 establishing GAD Focal Point System (GFPS) from the regional office down to the division offices and the schools. Other policies implemented by the agency included the Child Protection Policy based on DepEd Order 40, s. 2012, and the localized Equal Opportunity Principle Policy (EOPP) of 2019.

It was in 2015 when the Gender and Development Program began to roll out at the regional office with the support of the regional directors, namely, Rebecca V. Delapuz, May B. Eclar, Beatriz G. Torno, Francis Cesar B. Bringas, Evelyn R. Fetalvero, and Ma. Gemma M. Ledesma.

Following the GMEF and the harmonized gender and development guidelines (HGDG) frameworks, the regional office conducted several gender-responsive training/capacity-building activities. Among these were: Gender Sensitivity Training for RO Personnel; Basic Gender Concepts and Theories; Sexual Harassment Awareness Campaigns; Non-Violent Communication Training; Violence Against Women and Children Awareness Campaign; Magna Carta of Women; Human Rights; and SOGIE (Sexual Orientation, Gender Identity, and Expression.)

Furthermore, official issuances have institutionalized the GAD Focal Point System and GAD corners in the different offices and websites. This strategy promoted active participation in various national activities such as Women's Month, 18-Day Campaign to End VAW, International Day Against Human Trafficking, Pride Month, and many more.

DepEd Caraga regional office successfully mainstreamed gender-related programs, activities, and projects with a firm resolve to sustain the gains and create new paths for gender equality in the years ahead. - **Adrilene Mae Castaños, PhD**



Regional Director Ma. Gemma Mercado Ledesma (middle), Dr. Adrilene Mae Castaños (right) and Mr. Bernabe Linog (left) holding the plaques for the awards.

PPRD

PPRD holds F2F Kumustahan

After a two-year hiatus from converging due to the Covid-19 pandemic, the Policy, Planning and Research Division (PPRD) held an in-person Quarterly Conference (Kumustahan) on March 7-9, 2022, at Balanghai Hotel and Convention Center, Butuan City.

DepEd Caraga Regional Director Ma. Gemma Mercado Ledesma emphasized the importance of generating correct data to arrive at an accurate projection as she addressed the Division Planning Officers and Division Research Coordinators. Ledesma further reaffirmed the essence of working together as a team to attain the department goals.



Highlights of the activity included the presentation of accomplishments, discussion, and resolution of issues and concerns involving LIS/EBEIS, enrolment, teachers, and research fund. The Kumustahan also served as an avenue to recognize the outstanding division planning officers and researchers.

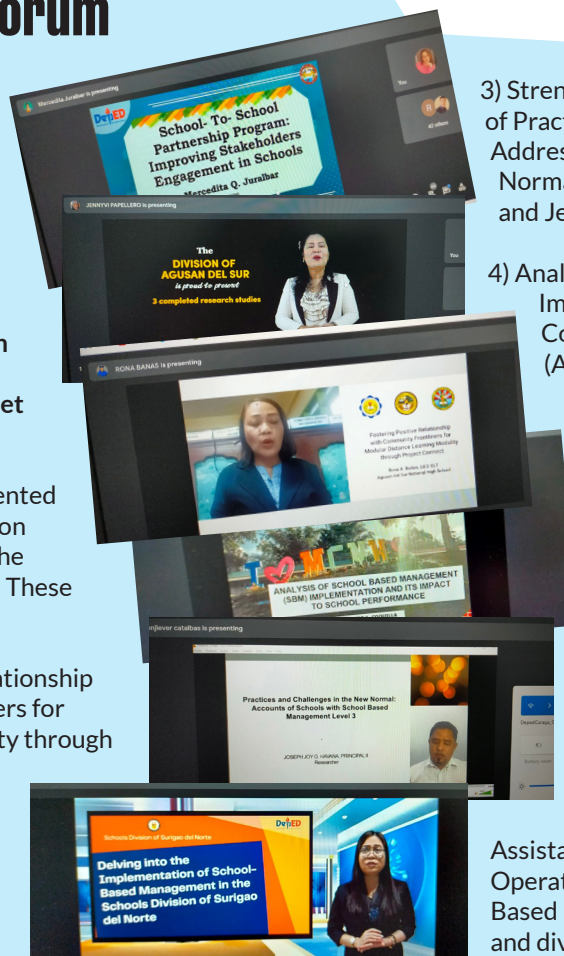
Mrs. Margarita I. Delima, the focal person, and the PPRD personnel facilitated the activity. - *Violeta C. Nuñez, PhD*

2nd Virtual Regional Research Stakeholders Forum conducted

Sharing research findings, gaining new knowledge, and developing a positive attitude toward research are the goals of the 2nd Virtual Regional Research Stakeholders Forum conducted via Google Meet last May 31, 2022.

The research output presented during the forum focused on partnership programs of the Department of Education. These were:

- 1) "Fostering Positive Relationship with Community Frontliners for Distance Learning Modality through Project Connect" by Ms. Rona Bañas;
- 2) School-Based Management Level 3 School Implementers in New Normal: Best Practice in the Division by Mr. Joseph Joy Havana;



- 3) Strengthening School-Based Management Level of Practice through School-LGU Partnership in Addressing the Modular Printed Learners in the New Normal by Nenita C. Gelacio, Jennyvi H. Papellero, and Jecel D. Taray (Agusan del Sur Division);
- 4) Analysis of School-based Management and its Impact on School Performance by Robert Coquilla, Sherjune C. Canete, Aileen A. Carelegia (Agusan Norte Division);
- 5) School to School Partnership Program: Improving Stakeholders Engagement in Schools by Mercedita Q. Juralbar (Bislig City Division); and
- 6) Delving into the Implementation of School-Based Management (SBM) in the Schools Division of Surigao del Norte: Experiences and Challenges by Juliet R. Virtudazo and Alma C. Ponio (Surigao del Norte Division).

Participants of the forum were the internal stakeholders composed of the Field Technical Assistance Division (FTAD), School Governance and Operation Division (SGOD) Chiefs, and the School-Based Management (SBM) Coordinators in the region and division offices.

Dr. Caroline Guerta, the Regional Research Coordinator, spearheaded the activity. - *Violeta C. Nuñez, PhD*

SBM-WinS Surveillance takes off

A total of 109 previously recognized SBM Level III schools are undergoing the Surveillance of SBM- WINS Practices which started last June 7, 2022. The activity is made possible under Regional Memorandum 0448, s. 2022 signed by DepEd Caraga Regional Director Ma. Gemma Mercado Ledesma. The Field Technical Assistance Division (FTAD), with the Regional Field Technical Assistance Teams (RFTATs), are facilitating the said surveillance.

The rating criteria for all schools will be their practices on the four principles of School-Based Management (SBM) - Leadership & Governance, Curriculum & Instruction, Accountability & Continuous Improvement, and Resource Management. Other criteria for evaluation will be their implementation of Water, Sanitation, and Hygiene (WASH) in the School Program per DepEd Order No. 10, s. 2016.

Only schools that meet the following criteria shall qualify for the regional visits:

- Schools for surveillance must be among the previously recognized SBM Level 3 implementers;
- Must have a rating of 3 stars in the Online Monitoring System (OMS) on WinS;
- Must have at least a rating of 2.50 in the Key Performance Indicators (KPIs) using the SBM Validation e-Tool.

“Let us institutionalize WASH in Schools in all the schools in Caraga with SBM as its vehicle and mechanism,” said RD Ledesma. - *Alejandro P. Macadatar, PhD*



ASD**ASD leads
Panagtambayayong and
other regional activities**

Aimed to ensure effective and efficient delivery of administrative services in the field, the Administrative Services Division (ASD) spearheaded a quarterly convergence of administrative officers called “Panagtambayayong: A Collaborative Meeting with the Regional and Schools Division Offices (SDOs) Administrative Officers in the Administrative Services Division,” and other regional activities.

These year-round teleconferencing activities shall be participated in by one SDO per month following the schedule stipulated in Regional Memorandum No. 002, s. 2022.

Among the participants of the Panagtambayayong were the Chief Administrative Officer, Supervising Administrative Officer, Heads of the Asset Management Unit, Cash Unit, General Services Unit, Personnel Unit, Records Unit, Regional Payroll Services Unit, Procurement Unit, and other select ASD personnel of the Regional Office.

For the SDOs, the representatives include the Administrative Officers V of the Administrative Service and Administrative Officers IV of the Asset Management Unit, Cash Unit, Personnel Unit/Payroll Services, Records Unit, and the Administrative Officers II assigned in the schools.

The format allows the participants to discuss the updates on administrative service policies and regulations, issues, concerns to be addressed, relevant technical assistance needed, and agreements for continuous improvement.

Ms. Malou S. Sinday, Records Officer of Siargao Island Division, said that the activity paved the way for them to discuss important matters and concerns in their respective units. “It was effective, and we are hoping for more collaborative meetings to come,” she said further.

Mr. Joel B. Rosales, the Regional Chief Administrative Officer, also cited that the participants from the administrative units of the SDOs manifested positive progress as the 3rd quarter approaches. “Being updated with the administrative process proved beneficial for teachers and learners,” he added.

The other activities facilitated by the ASD include specialized activities tailored to fit the needs of each group. The Records Cluster meets quarterly for the Panagtigum to thresh out issues, concerns, updates, and other relevant topics on records management, including monitoring of compliance with yearly targets. The CY 2022 Performance Review and CY

2023 Target Setting will have been carried out by the end of the year.

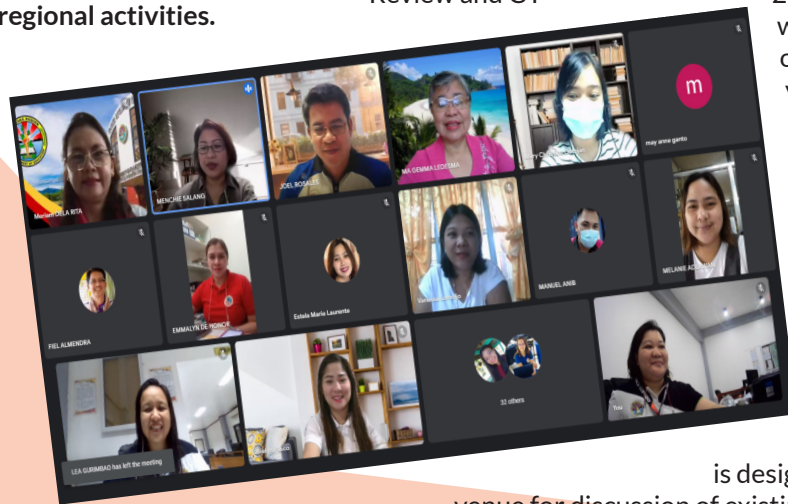
Furthermore, the Asset Management Unit also conducts semi-annual convergence of Supply Officers, an online activity scheduled in June and December of this year. It

is designed to create a venue for discussion of existing rules and policies pertaining to the process implementation and continuous improvement.

In the 3rd quarter, the RO Personnel Unit will facilitate the Capacity Building for HRMOs on Recruitment, Selection, Placement and Induction (RSPI) and Other Personnel Actions and the Recruitment, Selection, Placement (RSP) Capability Building for Human Resource Merit Promotion and Selection Board (HRMPSB).

The RSPI ensures common understanding and adherence to the standards, rules, and regulations in personnel administration among the 12 SDOs in the Region. Meanwhile, the revisiting and re-orientation on DepEd Order No. 9, s. 2022 (The Department of Education Merit Selection Plan) are the main goals of the capacity building for HRMPSB. Scheduled in October is the discussion on the uniform application of Performance-Based Bonus (PBB) guidelines during the Workshop on Validation of the 2021 PBB reports.

Finally, a semi-annual enhancement seminar on loan verification, payroll processes, payroll remittances, and other related matters is headed by the RPSU using a blended modality. The activity aims to convene SDO payroll participants to discuss vital concerns relative to their compliance with directives affecting the delivery of services in payroll services. The first convergence was successfully conducted last March 2022, while the second is slated for August. - *Mary Christine Odtojan*



DepEd Caraga targets PRIME-HRM Level III

Through the Human Resource Development Division (HRDD) led by Dr. Flordelisa R. Dalin, the regional office moves closer to being certified as a PRIME-HRM Level III organization by conducting an orientation on Programs to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME) at Grand Palace Hotel and Convention, June 23, 2022.



A photo opportunity after the orientation with the Chiefs of the Functional Division and resource speakers Ms. Abigail Tiu and Director Meshach Dinahayan

The activity had oriented and prepared selected RO personnel on systems, pillars, and elements of the four core systems of PRIME-HRM Level III, namely Recruitment, Selection and Placement (RSP), Learning and Development (L&D), Performance Management System (PMS), and Rewards and Recognition (R&R).

In her welcome remarks, Dr. Dalin emphasized the importance of everyone's contribution to the culture of Continuous Improvement (CI) for better performance to benefit the institution and its employees.

The resource speaker for the activity is the Chief Human Resource Specialist from Civil Service Commission Region XIII, Ms. Abigail M. Tiu. She discussed the processes and evidence requirements of each pillar and element of the four core systems of PRIME-HRM Level III.



Mr. Nerison Pitogo (L), Computer Programmer II of the Regional Office, presenting the Human Resource Information System (HRIS) he developed for the Regional Office.

The ICT Unit, headed by Mr. Marcelino Ahon, presented the Human Resource Information System (HRIS) of DepEd Caraga, newly developed by Mr. Nerison Pitogo, Computer Programmer II.

Director Meshach Dinahayan of the CSC Field Office of Agusan del Norte appreciated the system, seeing it as having a great potential for improving the current systems and processes of the PRIME-HRM practices of DepEd Caraga.

After the presentation, an open forum followed. Dr. Dalin clarified the next steps to be taken to which Ms. Tiu answered that the office should conduct a self-assessment for gaps that needs addressing.

Furthermore, Ms. Marlyne Villareal of HRDD also presented their drafted competency model.

Finally, Director Dinahayan commended the DepEd Caraga regional office for its enthusiasm and effort to achieve PRIME-HRM Level III and encouraged everyone to persevere through the journey.

The participants concluded the orientation with high hopes. Mr. Dan Ralph Subla of HRDD hosted the activity. - *Public Affairs Unit*

F D

Finance Division ensures integrity of Financial Reports region-wide

The Regional Office Finance Division, led by Mrs. Fe L. Alegado, conducted a two-day Seminar/ Workshop on the Reconciliation, Preparation, and Consolidation of CY 2022 Mid-Year Financial Reports via MS Teams last July 13-14, 2022.



Budget Unit personnel listening to the lectures (L-R) Lucille Abucay, Emily Cabaraban, Evelyn Buo, Noime Plazon.

The seminar, participated by the Division Accountants, Division Budget Officers, and three Finance Staff from each Division, aimed to facilitate the following activities:

- (a) Reconciliation, preparation, review, and consolidation of financial reports, budget and financial accountability reports, and schedule of accounts;
- (b) Updates on the resolution of Major COA audit findings and recommendations (FY 2021 and Prior Years);
- (c) Presentation and discussion of relevant issues and concerns associated with financial management brought about by recent issuances of Department and oversight agencies;
- (d) Sharing knowledge, experience, and ideas among the management of financial resources for efficient implementation of DeEd programs and projects with the Department of Budget and Management (DBM).

Among the various discussions on budgeting and accounting inputs made by various Regional Finance Personnel was a re-echo given by the Chief Administrative Officer of the Finance Division, Ms. Fe L. Alegado on the Workshop on the Major Audit Findings and Recommendations on the CY 2020 Consolidated Annual Audit Report held in Iloilo City on June 21-23, 2022.

After the discussions, the Regional Office awarded Certificates of Appreciation to the Division Offices and Accountable Officers for their commendable performance in the previous calendar year, to wit:

1. Bayugan City Division for 99% Obligation Rate as of December 31, 2021.
2. Agusan del Norte Division for 98% Disbursement Rate as of December 31, 2021.
3. Bislig City Division for 100% Liquidation Rate of School MOOE Downloaded to Elementary, Secondary Non-Implementing Units, and Senior High Schools as of December 31, 2021.
4. Bayugan City Division for its compliance to 100% Elementary and Secondary Schools Non-Implementing Unit Schools with Opened Bank Accounts as of December 31, 2021.
5. Cabadbaran City Division for 100% Liquidation Rate for all Cash Advances as of December 31, 2021.
6. Butuan City Division for submitting Complete, Accurate, Reliable, and Timely CY 2021 Year-End Financial Reports.

Also highlighted during the activity were the 90% Fully Implemented Audit Recommendations on the 2020 Audit Observations by COA for the 12 Division Offices and the Regional Office.

To conclude the activity, the participants gave their feedback and impressions.

Ms. Krishna Prem M. Madelo, Accountant III of Agusan del Sur Division, acknowledged the importance of recognizing the efforts of the Division Finance personnel not just in the preparation of financial reports but also in the management of financial resources. "It's a way to push them to do their best every time," she said.

Ms. Fe L. Alegado, Chief Administrative Officer of the Finance Division, hosted the activity. - **Cladie Mae Atienza Manlangit**

RISING AND READY



We celebrated DepEd Caraga's 27th Anniversary this year with the tagline, "rising above adversities, maximizing partnership opportunities." And rightly so - because we refused to lose despite Covid-19 and Odette having clamped down our hands and feet. Our partners and stakeholders helped us multiply our efforts as we found ways to stay afloat.

Indeed, despite the troubled times, DepEd Caraga is recognized as the Most-Learning Focused Regional Office by the Secretary's Award for Excellence in Curriculum and Instruction (SAFE-CI), a testament to the efficient and effective efforts of all 12 Schools Divisions, with Butuan City being the Most-Learning Focused Schools Division Office in the country. We take pride in this extraordinary feat as we always keep sight of our goals and objectives.

We achieved this because we threshed out the fundamental problems of governance and curriculum implementation and applied the appropriate solutions. We also upskilled our teachers' competence in Mathematics, Languages, and Science for Grades 4-6.

Moreover, we localized our Human Resources policies to empower each employee to meet the standards and expectations of their jobs, especially now that we are integrating all our processes through the National Quality Management System or QMS. Further, the School-Based Management system has integrated the WASH in School Program in its monitoring, assessment, and evaluation.

Given the Basic Education Development Plan 2030, DepEd Caraga is on track to align all its programs, projects, and activities according to this blueprint, as the region already completed the process of the education plan formulation last July 29, 2022. Hence, in the next eight years, we shall implement the strategic plans based on the operational data vis-a-vis the gains and gaps relative to the 6-year Basic Education Development Plan of 2016 (RBEDP) and the Basic Education Learning Continuity Plan (BE-LCP) of 2020. It will proceed without prejudice to the possibilities and developments that may arise in the educational landscape.

We have taken advantage of various online platforms to attain our educational objectives. We understand the power and practical benefits of digital communication among students, teachers, parents, stakeholders, and partners as integral to holistic education. Hence, these online platforms will acquire a new relevance even as we return to the "old normal" or the full in-person classes for SY 2022-2023.

In all these, DepEd Caraga is rising and ready.

“ We achieved this because we threshed out the fundamental problems of governance and curriculum implementation and applied the appropriate solutions.

Ma. Gemma Mercado Ledesma
Regional Director

GSU Personnel Trains for Basic Occupational Safety and Health

DepEd Caraga's General Services Unit (GSU) of the Administrative Services Division, in coordination with the Occupational Safety and Health Center of the Department of Labor and Employment, initiated the participation of select Regional Office (RO) personnel in the Free Online 40-hour (5-day) Basic Occupational Safety and Health (BOSH SO2 Certification) Training for Government Workers.

As the frontliners in providing general services in the regional office, employees from GSU attended the training to equip themselves with knowledge, skills, and abilities on the standards for safe and healthy practices in the workplace according to CSC, DOH, and DOLE Joint Memorandum Circular No. 1 s. 2020, titled "Occupational Safety and Health (OSH) Standards for the Public Sector." The training aims to establish a set of OSH standards in government agencies to protect employees from the hazards of injury, sickness, or death through the adoption of safe and healthy working policies to prevent loss of human lives and damage to properties and other resources.

Fifteen (15) RO personnel attended the training in three (3) batches on February 14-18, 2022, March 14-18, 2022, and May 16-20, 2022, respectively. Among the participants were the Personnel Officer Mrs. Sheryl R. Puyo, DRRM Focal Person Ms. Megnon P. Beldad, and Nurse Ellen Grace Evangelio of the ESSD-Health Unit.

The Regional Office also issued Regional Memorandum No. 0118, s. 2020 entitled Compliance to the CSC-DOH-DOLE Joint Memorandum Circular No. 1, s. 2020, to encourage all Schools Division Offices to allow select SDO personnel to attend the training and comprise the Division Safety and Health Committees. -Cristabelle R. Jaguit



ASD activities for 2022

To achieve efficiency and effectiveness in delivering administrative services in the workplace, in line with ISO 2009:2015 Quality Policy to sustain client satisfaction through continuous improvement, the Administrative Services Division (ASD) proposed activities for their personnel.

As indicated in their Annual Work and Financial Implementation Plan (AWFIP) vis-à-vis their Annual Procurement Plan (APP) for FY 2022, their proposed activities are as follows:

Monthly Staff Meeting. Represented by the respective Unit Heads or other select personnel, each unit collaborates on the set discussion, delivers updates, and revisits accomplishments for each Key Results Area of the Division. The activity aims to strengthen teamwork, ensure compliance with issuances and directives, and resolve identified gaps and other related challenges.

ASD Pre-Procurement Planning. All ASD staff accomplished the Initial ASD AWFIP and the indicative APP for FY 2023 last April 27-28, 2022 where they discussed and planned all programs, activities, and projects for the coming year and identified the needed financial and material resources and procurement timelines.

Validation of 2021 Performance-Based Bonus (PBB) Reports. Scheduled for October 18-20, 2022, the Regional and Division Performance Management Teams, HRMOs, PBB Focal Person, and personnel directly involved in the preparation of PBB Reports at all governance levels will discuss the uniform application of PBB Guidelines and the

filling out of accurate PBB reports based on the provisions as provided by DepEd Order No. 7, s. 2021.

To ensure the alignment of all ASD processes with the National Quality Management System and Citizen's Charter, the staff of ASD convened for the Midyear Review of NQMS processes, last June 29-30, 2022, in a blended modality. Furthermore, to address existing challenges in achieving customer satisfaction, the ASD units collaborated and recalibrated their Quality Risk Assessment Control.

ASD Performance Review and Evaluation for FY 2022. Finally, on December 14-16, 2022, ASD unit heads and other selected staff will convene in a blended modality for the presentation of the ASD Units FY 2022 accomplishments, finalization of the AWFIP and APP for FY 2023, and to initially prepare their FY 2023 Individual Performance Commitment Report vis-a-vis their FY 2022 Accomplishment. Furthermore, recognition of performing ASD staff will be the concluding session for the three-day activity. All the activities stated above were necessary to improve employees' competence, motivation, and skills to deliver administrative services to internal and external clients. -Maria Carmel Gaballo

DBM APPROVED ERF, RECLASS AND CONVERSION

Schools Division Office	ERF	RECLASS	CONVERSION TO MT	TOTAL
Agusan del Norte	298	0	7	305
Agusan del Sur	1,173	48	83	1,304
Bayugan City	162	0	1	163
Bislig City	5	0	4	9
Butuan City	253	15	35	303
Cabadbaran City	43	0	5	48
Dinagat Islands	41	0	0	41
Siargao Islands	66	0	2	68
Surigao City	52	0	0	52
Surigao del Norte	169	16	26	211
Surigao del Sur	562	0	0	562
Tandag City	49	4	0	53
Total	2,873	83	163	3,119

Source: Personnel Unit/Fe M. Baring



Atty. Fiel Y. Almendra, CESO IV
Assistant Regional Director



goes
high
tech

Thanks to Assistant Regional Director Atty. Fiel Y. Almendra, CESO IV, whose incisive observations and recommendations led to the creation of a fully automated feedback mechanism that is quick, accurate, accessible in real-time, and paperless. It used the technology developed by the Regional Information and Communications Technology Unit (ICTU) composed of Marcelino M. Ahon Jr. (Unit Head), Nerison S. Pitogo (Computer Programmer II), and Winston Eben (Computer Maintenance Technologist).

The said system became operational on June 10, 2022.

Moreover, the chiefs can view only the feedback about their respective Functional Division. The portal is highly customized so that each chief has a unique interface not visible to the rest, thus maintaining confidentiality among the different offices.

More importantly, this innovative system allows the chiefs to respond immediately to the feedback without waiting for a consolidated report.

They may either issue a corrective action (if negative) or commendatory acts (if positive), depending on the details of the feedback.



Effect

This new system dramatically increased the number of respondents. Since its implementation in June, the number of respondents increased more than seven times - from 37 respondents registered for June 2021, it rose to 269 in June 2022.



Other Features

Aside from the feedback mechanism, the portal also hosts other operations, namely the uploading or downloading of electronic documents, the Document Tracking System

(DTS), Human Resource Information System (HRIS), ISO Portal, ICT HelpDesk, and IPCRF. Other information displayed on the portal interface included the birthday celebrators for the month, a customized icon showing the Leave Credits of each employee, and a space for announcements.

This enhanced automated feedback mechanism establishes a stronger and more meaningful connection with external and internal clients, paving the way for the culture of Continuous Improvement to flourish at the regional office. - **Public Affairs Unit**

How it works:

Kiosk

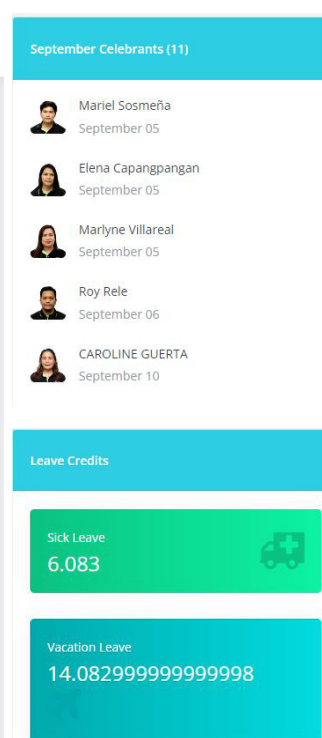
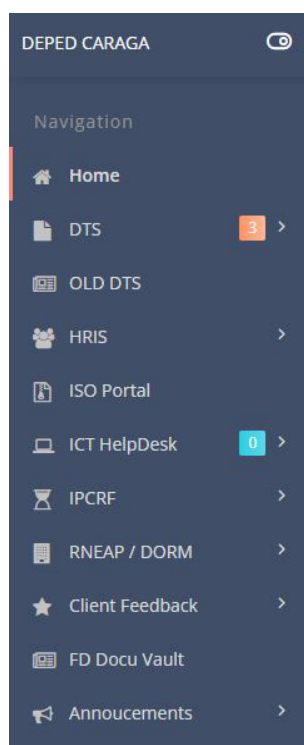


Onsite customers may give feedback using the digitized online form at the kiosk near the guard house. It is a user-friendly electronic form based on the Citizen/Client Satisfaction Survey (CCSS) form of the National Quality Management System. For online clients, they can access the same survey form

at the official website <https://caraga.deped.gov.ph> or by scanning the QR code embedded on the cover page of the official Facebook page, DepEd Caraga Region. The results are then automatically consolidated in the system hosted by a secured server linked to the regional portal.

Portal

The regional portal displays the real-time running update of the customer feedback that reflects the overall rating of the entire office. To safeguard the confidentiality of each transaction, only the chiefs of the Functional Divisions can view the comments but not the customer's names (per Data Privacy Act.)



COLORS

Philippine Youth Convergence 2022

The Philippine Youth Convergence (PYC) 2022 provided a platform for young people from across the country to discuss the best practices, create a network of support, and propose ways to bring about societal change.

Held on June 15-17, 2022, in Puerto Princesa City, Palawan, this event was attended by “first-timers”: first-time air travelers, first-time island visitors, first-time meeting friends from other regions, first-time attendees to a national event, and so on.

Perhaps, it was also their first time to hear the sweetest welcome words such as “*Maligayang pagdating sa Puerto Princesa City*” and “*Magandang umaga aming mga magaganda at gwapong mga bisita.*” The warmth of the happy faces of Palawan set the tone for the rest of the event, eliciting from the participants a heightened sense of enthusiasm.

Feast of Diversity, Picturesque Shadows

The opening program highlighted the red color of the PYC 2022 logo. The smiles on the attendees’ faces began to shine, with their eyes reflecting love for the country, flashing their phone lights while singing Ejay Yatco’s “*Ikaw Ang Simula.*” It was followed by the students of Palawan National School Special Program of the Arts singing the popular song, “*Awit ng Kabataan.*”



Photo credit: Dr. Adrilene Mae Castaños

In the afternoon, Ms. Lou Sabrina Ongkiko discussed the “*education poverty*” in the country, adding that the youth must teach each other for their mutual growth and benefit. She said, “*Ang pagiging magaling ay hindi ang pagangat. Minsan ang pagiging magaling ay ang pagbaba para maiangat mo ang iba.*” [Trans. Being excellent is not just rising above others. It is also stooping down to lift others up.]

During the Cultural Night, the Palawan State University Singers, Palawan National School Special Program for the Arts, and the Arts Palawan Dance Troupe showcased the



Photo credit: Glenda Espinosa Racho

MIMAROPA region’s songs, dances, and local festivals. Clad in traditional attire, they also performed the elegant yet emotionally-laden Cuyunon Dance of courtship.

Carry the Future

The second day highlighted the blue color of the logo. This time, the learning sessions focused on child protection, environment, education, youth leadership, diversity and inclusivity, health and well-being, governance, digital citizenship, economic empowerment, and peace and order.

Celebration of Voices

On the last day, the color yellow takes center stage. Ms. Mela Franco Habijan, an LGBTQIA+ advocate, content creator, and Miss Transglobal 2020 awardee, emphasized the crucial contribution of the youth to nation-building. She said, “*Hindi ko isusuko ang aking boses para tanggapin nila ako bilang tao.*” (Trans. I’m not giving up my voice just to be accepted by people). Her words offered hope for the youth who longed to find their path toward fulfilling their dreams for themselves and the nation.

Then-DepEd Secretary Leonor Magtolis Briones graced the closing program. “*The education challenges are the reasons we need to listen to the youth, to listen to their views, to listen even to their wrath,*” she articulated. She added that their voices have a place in policy making.

In three days, we learned, refined our views, met new friends, captured memories, and shed tears of joy. Saying goodbye was the hardest, for we desired to stay a little longer to spend time knowing the rest of the 1,700 participants. And for the first time, the colors red, blue, and yellow have painted fond memories of hope in our young hearts and minds. **-Ma. Erich E. Minglana, ssg** Secretary/Campus Journalist.

“One child, one teacher, one book, and one pen can change the world,” thus says Malala Yousafzai, a Pakistani education activist and 2014 Nobel Peace Prize laureate.

Indeed, for the world to change, we need heroes. Amidst this COVID-19 pandemic, we have seen so many of them. I’m talking about our beloved teachers.

In so many ways they have impacted the lives of people. We have become who we are because of their influence in our lives. After all, they are our second parents; and the school is our second home.

In this world, education has become an effective tool for reaching our dreams in life, and our teachers provide the guiding light to our success and good future, with the help of God.

Effective teachers teach their learners, not only academics but also values and characters, enabling them to understand the difference between right and wrong, molding them to become responsible citizens, and empowering them as agents of change for a better society.

Teachers love their families, and because of this love, they can love and nurture their learners like they are family. These loving actions naturally teach the children to love them in return.

These are things my teachers taught me when I was a child. Now I am a teacher with a book and a pen in my hand for my lesson plan, and I am on my way to changing the world, one child at a time.

One Child at a Time

By Aizel M. Bucag
Grade IV Teacher Adviser
Butuan City SPED Center

It's Shoe Time!

[Reprinted from An Madayaw, the official publication of Surigao del Sur Division, Issue 50, August 23, 2022]

Struggling to pass the two firm aglets through a series of narrow eyelets, I began to realize how hard it is to wear someone's shoes. As I set my right foot inside a shoe, I could not help but wonder how the insole, midsole, and outer sole managed to carry the heaviest weight. With the tongue and the toe cap enduring the hottest and coldest of the world, who am I to complain about the journey I am heading on?

As a public elementary school teacher for nine years and seven months, I always care about how I could improve myself without paying attention to the people around me. Some call it 'selfishness' while others consider it 'self-love' but after a year and eight months of becoming a master teacher, my perspective changed. I began to wear other people's shoes and tried to understand their needs and views. Through their lens, I could vividly see what they need to improve and how I could better guide them toward progress.

Mentoring, on a positive note, becomes the most powerful tool a master teacher can use to sharpen the skills of their colleagues. This strategy fosters unity and productivity between and among teachers, thus creating a positive learning environment. With this mentor-mentee relationship, opportunities for growth and development will become possible. The master teachers, as the mentors, have been empowered to assist their school heads in the development of professional practice and teaching quality.

Moreover, in the context of Philippine Professional Standards for Teaching (PPST), master teachers are expected to be at the Highly Proficient career stage. They model effective teaching strategies, work collaboratively with colleagues in bridging the teaching-learning gaps, and lead the implementation of learning programs for learner enhancement. All these and more have shaped their functions as a whole.

With the parts of a shoe remaining intact, the shoe itself seems to have conquered the journey of life. In my case, however, it is yet a long way to go in doing the duties laid upon my shoulders. I wish I could have the firmness of the aglets, the strength of the insole, midsole, and outer sole, or the patience of the tongue and the toe cap. Wearing someone's shoes, indeed, is not as hard as developing empathy – caring for other people and helping them improve.



By Jake D. Fraga
Master Teacher I
Dugmanon Elementary School
Surigao del Sur Division

By **Dores P. Claro**

Education Program Supervisor
Cabadbaran City Division

Every morning, five times a week, she drives kilometers to spend her entire day at Palidan Elementary School, Purok 4, Barangay Mahaba, Cabadbaran City. Fears, insecurities, and uncertainties cannot deter her because she understands her obligation to education. She is Racyl O. Tindugan, IPed teacher, and this is her story.

"Would I arrive safely?" "Would my students learn?" "Would I be able to cater to their needs?" These and a million questions kept juggling in her head almost daily, with no clear absolute answers. But she is sure of one thing: she must fulfill her mission.

Not even the bumpy and muddy road, uncompleted bridges, and the noise pollution by the big trucks dampened her resolve to reach and teach her learners, using these uncomfortable circumstances as the springboard to motivate her to go on and do things even better.

As the Chinese philosopher, Lao Tzu said, "A journey of a thousand miles begins with a single step." For Teacher Racyl, she took the first step that led her to see and feel the excitement and happiness of her learners on the first day she met them – the perfect experience that banished her doubts and fears, knowing that her learners, despite their abject poverty, were joyful.

Teacher Racyl had to deal with learners who wore no slippers or school uniforms and no decent clothing or school supplies. Some of them attended school hungry, without any "baon" to get them by for the day's grind.

Seeing them in this condition, Teacher Racyl dug deep into her teacher's heart to find ways to alleviate their plight. She wisely tapped every available DepEd resource and the help of stakeholders. She implemented the school feeding program that provided her learners with food, medicines, school supplies, and other necessities.

Like most IP teachers, Teacher Racyl had to overcome the language barrier in the teaching-learning process. The Mamanwa tribe was well aware of this problem; hence they took every opportunity to teach her their native dialect, resulting in a more effective communication flow between her and the learners.

Sometimes during class hours, Teacher Racyl would hear gunshots fired from unknown directions. She feared for her life, but the safety of her learners was her utmost concern. Fortunately, the military officials assured her they were in control of the situation and that she could continue with her mission.

She has all the reasons to continue as a teacher because she found meaning in her involvement with the IP community. She understands that her role is more than just teaching knowledge and skills to a marginalized community, but also to build up hope in their hearts and motivate them to become the builders of dreams for their community. - NB. Teacher Racyl is currently assigned as a Grade 6 Adviser at La Union Elementary School, Northwest Cabadbaran District, Cabadbaran City Division.

