



Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
Division of Malaybalay City

UNM-2022-10-092
DEPED MALAYBALAY CITY DIVISION
RELEASED
OCT 17 2022 Time: 4:19
By: *[Signature]*

MEMORANDUM

To: Assistant Schools Division Superintendent
Chief Education Supervisors, CID and SGOD
Public Elementary and Secondary School Heads
All Others Concerned

From: **VICTORIA V. GAZO PhD, CESO V**
Schools Division Superintendent *[Signature]*

Date: October 17, 2022

Subject: **CRAFTING OF ADJUSTED DIVISION EDUCATION DEVELOPMENT PLAN (DEDP)**

1. Pursuant to **Regional Memorandum No. 614, s. 2022** titled **Crafting of Adjusted Regional Education Development Plan and Division Education Development Plan**, this Office hereby directs all division personnel in the enclosed list to participate in the Crafting of Adjusted Division Education Development Plan on October 24, 2022, 1:00PM-5:00PM at Malaybalay City Division GAD Hall.
2. Output should undergo review and evaluation within each functional division and shall be submitted on or before October 28, 2022 to the Planning and Research section in soft copy.
3. Queries relative to this can be relayed to **RIA K. ALCUIZAR**, Senior Education Program Specialist – Planning and Research at **09271501978**.

Enclosure:
As stated

Copy furnished:
Records Unit
Planning and Research



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Republic of the Philippines
Department of Education
 REGION X- NORTHERN MINDANAO
 Division of Malaybalay City

Assignment of Offices

Outline/Part (REDP, DEDP)	In charge	
	RO	SDO
Executive Summary	Regional Information Officer	Division Information Officer
Rationale/Background	Policy, Planning & Research Division (PPRD)	School Governance Operations Division- Planning Section-SEPS Planning & Research School Governance Operations Division- Planning Section- Planning Officer Research Coordinator
Strategic Directions		
Strategic Goals	All Functional Divisions	All Functional Divisions
Outcome	All Functional Divisions	All Functional Divisions
Access to Quality Basic Education		
Intermediate Outcomes (IOs)		
<i>All school-age children, out-of-school youth, and adults accessed relevant basic learning opportunities</i>		
Sub-Intermediate Outcomes		
1.1. All five-year-old children attend school		
1.1.1. Increase enrollment rate		
1.1.2. Improve access to universal kindergarten education		
Strategies		
1.1.2. Improve access to universal kindergarten education		
Outputs		
<ul style="list-style-type: none"> 4 Tripartite partnership with Barangay LGUs, pre-school centers, and public schools strengthened; 4 DepEd's acceleration policy implemented; 4 Existing Catchup program for five-year-old children or above not attending 	Education Support Services Division (ESSD) CLMD Curriculum and Learning Management Division (CLMD) Curriculum and Learning Management Division (CLMD)	School Governance Operations Division Advocacy and Social Mobilization CID School Governance Operations Division (SGOD)- M&E Curriculum Implementation Division (CID)



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Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
<p>kindergarten implemented;</p> <p>↓ Strategy for mapping whereabouts of 5-year-old children developed and implemented in schools;</p>	<p>Policy, Planning & Research Division (PPRD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division-Planning Unit</p> <p>Curriculum Implementation Division (CID)</p>
<p>Increased Net Enrolment Ratio (NER)</p> <p>Elementary from 98.00 to 99.00</p> <p>Junior high school from 97.00 to 97.00</p> <p>Senior High School from 92.00 to 92.00</p>		
Strategies		
<p>↓ Strategy for mapping whereabouts of 6-11 year-old children developed and implemented in schools;</p>	<p>Policy, Planning & Research Division (PPRD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-Planning Section</p> <p>Curriculum Implementation Division (CID)</p>
Implemented ALS Programs		
Strategies		
Outputs		
1.2. All learners stay in school and finish key stages		
Strategies		
1.2.1. Improve learners' access to quality and rights-upholding learning environment		
Outputs		
<p>↓ Digital materials for all learning areas developed and made accessible to target learners;</p>	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Office of the Regional Director-ICT</p>	<p>Curriculum Implementation Division (CID)</p> <p>Office of the Schools Division Superintendent-ICT</p>

Outline/Part (REDP/DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> ↳ All schools provided with library and science and mathematics laboratories; STE tools and equipment ↳ Schools that implemented the feeding program for targeted learners; ↳ Health and teaching personnel trained on appropriate school health and nutrition standards; ↳ More schools with health and sanitation facilities; ↳ More schools implementing learners' mental health and psychosocial programs; and ↳ More schools with ideal classroom to student ratio at the elementary and secondary levels 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Admin-Supply</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Policy, Planning & Research Division (PPRD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>Office of the Schools Division Superintendent-Supply</p> <p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p> <p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p> <p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p> <p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p> <p>School Governance Operations Division (SGOD)-Physical Facilities</p> <p>School Governance Operations Division (SGOD)-Planning Section</p>
1.2.2. Improve capacity to retain learners in schools		
Outputs		
<ul style="list-style-type: none"> ↳ Teachers and learning facilitators capacitated to implement remediation programs and management of learners at risk of dropping out; ↳ More schools implementing school-initiated interventions using 	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>

Outline/Part (REDP/DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> flexible learning options; ↳ Schools implementing remediation programs/LRP for struggling learners; and ↳ Counseling services for all students to address individual concerns provided in all schools. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)/ Curriculum Implementation Division (CID)</p>
1.2.3. Strengthen schools' capacity to ensure learners' continuity to next stage		
Outputs		
<ul style="list-style-type: none"> ↳ Integrated public schools established in areas where access to JHS and SHS is difficult; ↳ Incomplete primary schools converted into complete multigrade schools; ↳ New secondary schools established in areas with less access to secondary education; ↳ More private schools participating in the Education Service Contracting scheme; ↳ SHS course offerings are within standards; ↳ SHS facilities provided are within standards; and ↳ Tool for tracing learners' completing basic education, including ALS 	<p>Quality Assurance Division (QAD)</p> <p>Quality Assurance Division (QAD)</p> <p>Quality Assurance Division (QAD)</p> <p>Quality Assurance Division (QAD)</p> <p>Quality Assurance Division (QAD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>Division Review & Evaluation Committee</p> <p>Division Review & Evaluation Committee</p> <p>Division Review & Evaluation Committee</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-Physical Facilities</p> <p>Curriculum Implementation Division (CID)</p>

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
learners, is developed and operational.	<p>Policy, Planning & Research Division (PPRD)</p> <p>Quality Assurance Division (QAD)</p> <p>Field Technical Assistance Division (FTAD)</p> <p>Office of the Regional Director-ICT</p>	<p>School Governance Operations Division (SGOD)</p> <p>OSDS-ICT</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-Planning Section</p>
<p>↓ Coordination mechanism between elementary and secondary schools established;</p>	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Policy, Planning & Research Division (PPRD)</p> <p>Field Technical Assistance Division (FTAD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-Planning Unit</p>
<p>↓ Secondary schools that implemented bridging strategies to address learning gaps;</p>	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Policy, Planning & Research Division (PPRD)</p> <p>Field Technical Assistance Division (FTAD)</p>	<p>Curriculum Implementation Division (CID)</p>
<p>↓ Teachers trained on identifying learning gaps and remediation strategies; and</p>	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p>
<p>↓ Improved counselling services of schools to address learners' concerns implemented.</p>	<p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)</p> <p>Curriculum Implementation Division (CID)</p>

Outline / Part (REDP, DEDP)		In charge	
		RO	SDO
1.3	All out-of-school children and youth participate in formal or non-formal basic education learning opportunities		
Strategies			
1.3.1. Strengthen mechanisms for providing access to relevant basic opportunities for OSC and OSY, and OSA			
Outputs			
	<ul style="list-style-type: none"> ↓ Literacy mapping strategy for identifying OSC, OSY, and OSA developed and implemented in divisions and districts; ↓ ALS teachers, community ALS implementors and learning facilitators trained to use online teaching platforms; ↓ ALS teachers are deployed in high demand areas; ↓ New community learning centers (CLCs) are operational in high demand areas; ↓ Access to print and non-print learning resources in the CLCs improved; ↓ Selected CLCs are equipped with appropriate learning facilities; ↓ Service contracting and engagement of non-DepEd ALS providers are expanded; 	<ul style="list-style-type: none"> Curriculum and Learning Management Division (CLMD) Human Resources Development Division (HRDD) Curriculum and Learning Management Division (CLMD) Administrative Division (AD) Curriculum and Learning Management Division (CLMD) Curriculum and Learning Management Division (CLMD) Curriculum and Learning Management Division (CLMD) Curriculum and Learning Management Division (CLMD) 	<ul style="list-style-type: none"> Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)-HRD Curriculum Implementation Division (CID) Office of the Schools Division Superintendent (OSDS)-HR Curriculum Implementation Division (CID) Curriculum Implementation Division (CID) Curriculum Implementation Division (CID) Curriculum Implementation Division (CID)

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> ↳ ALS internal stakeholders' access to training on ALS program implementation improved; ↳ ALS external stakeholders on ALS program implementation improved; and ↳ ALS M&E system and processes aligned with Basic Education Monitoring and Evaluation Framework developed and operational in all governance levels. 	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Quality Assurance Division (QAD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>Curriculum Implementation Division (CID)</p>
Equity for Children, Youth, and Adults in Situations of Disadvantage		
Intermediate Outcomes (IOs)		
<i>Disadvantaged school-age children and youth, and adults benefited from appropriate equity initiatives</i>		
Sub-Intermediate Outcomes		
2.1. All school age children and youth and adults in situations of disadvantage are participating in inclusive basic learning opportunities and receiving appropriate quality education		
Strategies		
2.1.1. Improve program management and service delivery		
Outputs		
<i>On improving the situation analysis of school-age children and youth and adults in situations of disadvantage, including barriers to education:</i>		
<ul style="list-style-type: none"> ↳ Coordination with LGUs and barangay officials on data gathering and analysis towards explicit solutions to identified barriers to education implemented; 	<p>Curriculum and Learning Management Division (CLMD)</p>	<p>Curriculum Implementation Division (CID)</p>

Outline / Part (REDP, DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> ↳ Mechanism for the enrollment of pre-identified children with disabilities in Kindergarten between and among ECCD, DSWD, NGOs, and DepEd implemented; 	Curriculum and Learning Management Division (CLMD)	Curriculum Implementation Division (CID)
<ul style="list-style-type: none"> ↳ 10-year Program Assessment of IPed completed; and 	Curriculum and Learning Management Division (CLMD)	Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)-M&E
<p><i>On formulating policies and standards to promote responsiveness of DepEd systems and processes to learners in situations of disadvantage:</i></p>		
<ul style="list-style-type: none"> ↳ Learning and Development Plan for the capacity development of personnel involved in IPed implemented. 	Curriculum and Learning Management Division (CLMD)	Curriculum Implementation Division (CID)
<p><i>On developing evidence-based regional policies, guidelines, and standards with an equity approach:</i></p>		
<ul style="list-style-type: none"> ↳ Rights-based and culture-sensitive planning and M&E at various governance levels for IPed formulated and implemented; 	Curriculum and Learning Management Division (CLMD) Quality Assurance Division (QAD) Policy, Planning & Research Division (PPRD) Field Technical Assistance Division (FTAD)	Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)-M&E
<ul style="list-style-type: none"> ↳ Governance framework and partnership mechanisms for IPed across governance levels developed and implemented; and 	Curriculum and Learning Management Division (CLMD) Education Support Services Division (ESSD)	Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)- Social Mobilization & Networking

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
<p>↓ Program approaches and strategies for various typologies of IPEd- implementing schools formulated and implemented.</p> <p><i>On training school personnel and community learning facilitators on inclusive practices adapted to learners in situations of disadvantage;</i></p> <p>↓ Teaching, non-teaching, and stakeholders trained on inclusive education; and</p> <p>↓ Program approaches and strategies for various typologies of IPEd- implementing schools formulated and implemented.</p> <p><i>On strengthening instructional supervision of inclusion initiatives:</i></p> <p>↓ Monitoring and Evaluation policy and mechanism on inclusive education developed and implemented</p>	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>HUMAN RESOURCES Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Field Technical Assistance Division (FTAD)</p> <p>Quality Assurance Division (QAD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Field Technical Assistance Division (FTAD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)- Social Mobilization & Networking</p> <p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>Curriculum Implementation Division (CID)</p>
<p>2.1.2. Provide an inclusive, effective, culturally responsive, gender-sensitive, and safe learning environment to respond to the situations of disadvantage</p>		

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
Outputs		
<p><i>On developing and enhancing standards and policies on inclusive and safe learning environments:</i></p> <ul style="list-style-type: none"> ↳ Policies and standards for safe and accessible learning environments for learners with different learning needs implemented; and ↳ Contextualized rural farm schools established. 	<p>Education Support Services Division (ESSD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Field Technical Assistance Division (FTAD)</p>	<p>School Governance Operations Division (SGOD)- Physical Facilities</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>
<p><i>On improving the physical infrastructure and facilities of schools and CLCs to make them accessible to learners with disabilities and appropriate to the ecological and socio-cultural context of the community:</i></p> <ul style="list-style-type: none"> ↳ One Community Learning Center (CLC) per barangay established. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p>	<p>Curriculum Implementation Division (CID)</p>
<p><i>On customizing learner support services as appropriate to school-age children and youth and adults in situations of disadvantage, including customized health, WASH, and nutrition facilities:</i></p> <ul style="list-style-type: none"> ↳ Inclusive Learning Resource Center established; and ↳ Learner support services appropriate for learners with different learning needs implemented. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>
2.1.3. Improve gender-sensitive contextualized curriculum and learning delivery		

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
both formal and ALS) formulated.		
2.1.5. Promote partnerships to benefit education for learners in situations of disadvantage		
Outputs		
<p><i>On developing a communication and advocacy plan for programs addressing concerns of learners in situations of disadvantage:</i></p> <ul style="list-style-type: none"> ↳ Communication and advocacy plans for inclusive education are implemented. 	Curriculum and Learning Management Division (CLMD)	Curriculum Implementation Division (CID)
<p><i>On engaging non-DepEd providers of education for groups in situations of disadvantage:</i></p> <ul style="list-style-type: none"> ↳ Partnership with external providers of inclusive education forged; ↳ Standards and protocols for the engagement of stakeholders in support of inclusive education formulated; and ↳ Involvement of the community in the implementation of the different learning modalities 	Curriculum and Learning Management Division (CLMD) Education Support Services Division (ESSD)	Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)- Social Mobilization & Networking Curriculum Implementation Division (CID) School Governance Operations Division (SGOD)- Social Mobilization & Networking

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
Quality of Learning Programs and Learning Outcomes		
Intermediate Outcomes (IOs)		
<i>Learners complete K to 12 basic education, having attained all learning standards that equip them with the necessary skills and attributes and are confident to pursue their chosen paths</i>		
Sub-Intermediate Outcomes		
3.1. Learners attain Stage 1 (K to Grade 3) learning standards of fundamental reading and numeracy skills to provide a basis for success in the remaining learning stages;		
3.2. Learners attain Stage 2 (Grades 4–6) learning standards in required literacy and numeracy skills and apply 21st century skills to various real-life situations;		
3.3. Learners attain Stage 3 (Grades 7–10) learning standards of literacy and numeracy skills and apply 21 st century skills to various real-life situations;		
3.4. Learners attain Stage 4 (Grades 11–12) learning standards equipped with knowledge and 21st century skills developed in chosen core, applied, and specialized SHS tracks;		
3.5. Learners in the Alternative Learning System attain certification as Elementary or Junior High School and Senior High School completers.		
Increased the number of public and private elementary and high schools belonging to the 4th Quadrant group (75-100)		
Strategies		
Ensure alignment of the curriculum, instruction, and classroom assessment methods in all learning areas	Note: Add more strategies as indicated in the Learning Recovery and Continuity Plan	
Outputs		
↓ Curriculum guides reflecting the socio-emotional and 21st century skills including the	Curriculum and Learning Management Division (CLMD)	Curriculum Implementation Division (CID)

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
<p>appropriate learning approaches and assessment are developed, disseminated, and implemented;</p> <ul style="list-style-type: none"> ↳ Sustainable Development Goals and human rights, including but not limited to children's rights, integrated in relevant subjects as early as Stage 1 and until Stage 4; ↳ Policies and standards on Good Manners and Right Conduct (GMRC) and Values Education issued and implemented; and ↳ Policies, standards, and program management on curricular, co-curricular, and extra-curricular developed and implemented. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>
Align resource provision with key stage learning standards		
Outputs		
<ul style="list-style-type: none"> ↳ Learning resources for learning standards reflecting the socio-emotional and 21st century skills provided; ↳ System for the management of learning resources developed and implemented; ↳ System for quality assurance of learning resources developed and implemented; ↳ Researches on curriculum standards, learning management, and learning resources and services completed and disseminated; and ↳ Guidelines on safe use of technology in the teaching and learning process formulated and implemented. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Policy, Planning & Research Division (PPRD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Office of the Regional Director-ICT</p>	<p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-Planning & Research</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>Office of the Schools Superintendent-ICT</p>

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
Assess learning outcomes at each key stage transition and for learners in situations of disadvantage		
Outputs		
<ul style="list-style-type: none"> ↳ Revised assessment programs with design, tools, administration procedures and guidelines developed and implemented; ↳ Mechanisms for aggregation of classroom assessment for division-wide learning assessments in place and operational; ↳ Tools and mechanism on use of artificial intelligence, machine learning, and analytics for creating predictive models of student readiness achievement, literacy level, SHS track, and work readiness developed and implemented; 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>
Strengthen competence of teachers and instructional leaders in areas such as content knowledge and pedagogy/instruction, curriculum and planning, responding to learner diversity, and assessment and reporting		
Outputs		
<ul style="list-style-type: none"> ↳ Professional development programs for teachers developed and implemented in identified priority areas such as, but not limited to: <ul style="list-style-type: none"> • Socio-emotional and 21st century skills • Learning approaches and learning modalities • Assessment 	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p>

Outline / Part (REDP / DEDP)	In charge	
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<ul style="list-style-type: none"> • Program management on curricular, co-curricular, and extracurricular; and ↓ Professional development programs for instructional leaders (MTs, SHs, PSDS, EPS) to support teacher PD in various priority areas. 	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p>
Ensure alignment of curriculum, instruction and assessment with current and emerging industry and global standards		
Outputs		
<ul style="list-style-type: none"> ↓ Policy on alignment between TEI curriculum and school curriculum issued and implemented; and ↓ Policy and mechanism for tertiary schools on providing the results of college readiness assessment of SHS graduates established. 	<p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p> <p>School Governance Operations Division (SGOD)-HRD</p> <p>Curriculum Implementation Division (CID)</p>
Learners' Resiliency and Well-Being		
Intermediate Outcomes (IOs)		
<i>Learners are resilient and know their rights and have the life skills to protect themselves and claim their education-related rights from DepEd and other duty-bearers to promote learners' well-being.</i>		
Sub-Intermediate Outcomes		
4.1. Learners are served by a Department that adheres to a rights-based education framework at all levels		
Strategies		
4.1.1. Integrate children's and learners' rights in the design of all DepEd policies, plans, programs, projects, processes, and systems		

Outline/Part (REDP/DEDP)	In charge	
	RO	SDO
Outputs		
4 Laws, policies, plans, rules, and regulations, contracts, programs, projects, and activities containing commitments towards children's rights according to rights-based education framework implemented;	Office of the Regional Director-Legal Unit Education Support Services Division (ESSD)	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 Rights-based education (RBE) framework adopted and implemented;	Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 Standards and mechanisms on child protection developed and implemented;	Education Support Services Division (ESSD)	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 M&E mechanism on rights-based education framework and legal obligations and commitments on children's rights implemented;	Office of the Regional Director-Legal Unit Quality Assurance Division (QAD) Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 Child Rights in Education Desk (CREDe) institutionalized;	Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 DepEd personnel and stakeholders trained on child rights/RBE;	Human Resources Development Division (HRDD) Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 Positive discipline measures implemented in schools and community;	Human Resources Development Division (HRDD) Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4 Child Protection Unit and Child Protection Committee	Office of the Regional Director-Legal Unit	Office of the Schools Division Superintendent-Legal

Outline/ Part (REDP/DEDP)	In charge	
	RO	SDO
structures are established; and Child protection policies implemented.	Education Support Services Division (ESSD)	Unit/School Governance Operations Division (SGOD)/ OSDS-Admin
4.1.2. Ensure that learners know their rights and have the life skills to claim their education- related rights from DepEd and other duty- bearers to promote learners' well-being, while also being aware of their responsibilities as individuals and as members of society		
Outputs		
<ul style="list-style-type: none"> ↳ Child rights education (CRE) integrated in the enhanced K-12 curriculum, extra and co-curricular programs, learning environment and culture of the school, learning center and other learning modalities; ↳ Learning resources on children's and learners' rights in education utilized; ↳ School-based guidelines on RBE and CRE implementation developed, with consideration of school based management, school improvement plan, and school governance council; ↳ School personnel and parents trained on child rights education and child protection; ↳ Mechanism on learners' participation on education and children's rights developed and implemented; and Child protection committee in schools established 	<ul style="list-style-type: none"> Curriculum and Learning Management Division (CLMD) Office of the Regional Director-Legal Unit Curriculum and Learning Management Division (CLMD) Field Technical Assistance Division (FTAD) Office of the Regional Director-Legal Unit Human Resources Development Division (HRDD) Office of the Regional Director-Legal Unit Education Support Services Division (ESSD) Office of the Regional Director-Legal Unit Education Support Services Division (ESSD) 	<ul style="list-style-type: none"> Curriculum Implementation Division (CID) Curriculum Implementation Division (CID) School Governance Operations Division (SGOD) Office of the Schools Division Superintendent-Legal Unit School Governance Operations Division (SGOD)-HRD Office of the Schools Division Superintendent-Legal Unit School Governance Operations Division (SGOD) Office of the Schools Division Superintendent-Legal Unit

Outline/Part (REDP/DEDP)	In charge	
	RO	SDO
4.2. Learners are safe and protected, and can protect themselves from risks and impacts from natural and human-induced hazards		
Strategies		
4.2.1. Protect learners and personnel from death, injury, and harm brought by natural and human induced hazards		
Outputs		
<ul style="list-style-type: none"> ↳ DepEd personnel and learners capacitated on providing mental health and psychosocial support services (MHPSS); ↳ ESD, DRRM, Climate Change Adaptation and Mitigation (CCAM), and peacebuilding competencies in the K to 12 curriculum integrated; ↳ Personnel and stakeholders equipped on DRRM, CCAM, and peacebuilding; ↳ Safety and emergency supplies and equipment provided to DepEd offices and schools; and ↳ Early Warning Systems (EWS) in DepEd offices and schools established. 	<p>Education Support Services Division (ESSD)</p> <p>Curriculum and Learning Management Division (CLMD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Administrative Division-Supply Unit</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)-School Health & Nutrition Unit</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>Office of the Schools Division Superintendent-Supply Unit</p> <p>School Governance Operations Division (SGOD)-DRRM</p>
4.2.2. Ensure learning continuity in the aftermath of a disaster or emergency		
Outputs		
<ul style="list-style-type: none"> ↳ Internal and external partners for response, rehabilitation, and recovery mobilized; ↳ Access to relevant responses, rehabilitation, and recovery-related datasets from school enhanced; ↳ Information, education, and communication (IEC) materials in the aftermath of a disaster or emergency developed and disseminated; 	<p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p>

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> 4 MPHSS interventions, including referral mechanisms, for learners and personnel affected by disasters and emergencies are provided; 4 DepEd inter-agency Comprehensive Rehabilitation and Recovery Plan (CRRP) for disaster and emergency developed; 4 Regions, divisions, and schools equipped in leading multi-stakeholder groups for the implementation of response, rehabilitation, and recovery; 4 Major repair and reconstruction of infrastructure and replacement of non-infrastructure damages due to disasters/ emergencies for rehabilitation and recovery completed; and 4 Feedback and accountability mechanisms for learners on emergency interventions established. 	<p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p>
4.2.3. Protect education investments from the impacts of natural and human-induced hazards		
Outputs		
<ul style="list-style-type: none"> 4 Risk assessment data for DDRM, CCAM, and peacebuilding established; 4 DRRM, CCAM, and peacebuilding plans; contingency plans; and public service continuity plans in all governance levels developed; 4 DRRM, Peacebuilding, and Climate change-related programs, projects, and activities (PPAs), and budget in DepEd offices and schools annual plans developed; 	<p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-DRRM</p>

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
4.3.2. Nurture and protect learners' mental and psychosocial health		
Outputs		
<ul style="list-style-type: none"> ↓ Teachers trained in handling students experiencing mental and psychosocial health issues; and ↓ DepEd personnel and learners capacitated on providing MHPSS. 	<p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p> <p>School Governance Operations Division (SGOD)-School Health and Nutrition Section</p>
4.3.3. Promote learners' physical and socio-emotional skills development		
Outputs		
<ul style="list-style-type: none"> ↓ Standards for school sports and competition programs developed and implemented; and ↓ Teaching and non-teaching DepEd personnel trained on after-school sports program 	<p>Education Support Services Division (ESSD)</p> <p>Education Support Services Division (ESSD)</p>	<p>School Governance Operations Division (SGOD)</p> <p>School Governance Operations Division (SGOD)</p>
Enabling Mechanisms: Governance and Management		
Enabling Mechanisms		
5.1. Education leaders and managers practice participative, ethical, and inclusive management processes		
<ul style="list-style-type: none"> ↓ Competency-based hiring and promotion system adopted and implemented; ↓ SBM implemented; ↓ Basic education situation analysis and plans submitted to LSBs/RDC and other stakeholders; ↓ Policy on synchronized planning and budgeting issued and implemented; 	<p>Administrative Division (AD)</p> <p>Field and Technical Assistance Division (FTAD)</p> <p>Policy, Planning & Research Division (PPRD)</p> <p>All Functional Divisions</p>	<p>Office of the Schools Division Superintendent (OSDS)-HR</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>School Governance Operations Division (SGOD)-Planning Section</p> <p>All Functional Divisions</p>

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> ↓ Revised SIP policy developed and implemented; and ↓ Policy on M&E framework and system issued and implemented. 	<p>Policy, Planning & Research Division (PPRD)</p> <p>Quality Assurance Division (QAD)</p>	<p>School Governance Operations Division (SGOD)-Planning Section</p> <p>School Governance Operations Division (SGOD)-M&E</p>
5.2. Ensure human resources in all governance levels are sufficient, resilient, competent, and continuously improving		
<ul style="list-style-type: none"> ↓ NEAP transformation deepened and further institutionalized; ↓ Professional standards linked to employee assessment, development, rewarding, and recognition; ↓ Employee welfare and benefits standards are developed and implemented; ↓ DepEd personnel trained on responsive management processes that uphold inclusive and rights-based education; and ↓ Learning and Development plan developed and implemented under NEAP leadership 	<p>Human Resources Development Division (HRDD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Human Resources Development Division (HRDD)</p>	<p>School Governance Operations Division (SGOD)-HR</p> <p>School Governance Operations Division (SGOD)-HR</p> <p>School Governance Operations Division (SGOD)-HR</p> <p>School Governance Operations Division (SGOD)-HR</p> <p>School Governance Operations Division (SGOD)-HR</p>
5.3. Ideal learning environment and adequate learning resources for learners ensured		
<ul style="list-style-type: none"> ↓ Standards for a quality and inclusive learning environment for different learner groups for the new normal post COVID-19 adopted and implemented; ↓ Standards for the integration of educational technology in teaching and learning developed and implemented; 	<p>Education Support Services Division (ESSD)</p> <p>Office of the Regional Director-ICT</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>School Governance Operations Division (SGOD)-Physical Facilities</p> <p>Office of the Schools Division Superintendent (OSDS)- ICT</p> <p>Curriculum Implementation Division (CID)</p>

Outline Part (REDP/ DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> ↳ Standards for learning resource development accessible to all types of learners formulated and implemented; and ↳ System for granting access to learning resources developed and implemented. 	<p>Curriculum and Learning Management Division (CLMD)</p> <p>Curriculum and Learning Management Division (CLMD)</p>	<p>Curriculum Implementation Division (CID)</p> <p>Curriculum Implementation Division (CID)</p>
5.4. Improve and modernize internal systems and processes for a responsive and efficient delivery of basic education services		
<ul style="list-style-type: none"> ↳ Modern financial management systems and processes developed and implemented; ↳ Major management processes (planning, budgeting, procurement, M&E, human resource) are integrated, synchronized, and coordinated in all governance levels; ↳ Performance management and quality assurance systems developed and implemented; ↳ Disaster risk reduction and response mechanisms established; ↳ Policy and research agenda formulated and implemented; ↳ Human Resource Information System (HRIS) in all governance levels developed and implemented; ↳ Internal Control System (ICS) framework, guidelines and standards adopted and implemented; ↳ Guidelines for QMS developed and implemented; ↳ Asset Management System implemented; ↳ Helpdesk support system for field procurement operations created; ↳ DepEd integrated logistics management system implemented; Organic procurement units and 	<p>Finance Division (FD)</p> <p>All Functional Divisions</p> <p>Quality Assurance Division (QAD)</p> <p>Education Support Services Division (ESSD)</p> <p>Policy, Planning & Research Division (PPRD)</p> <p>Human Resources Development Division (HRDD)</p> <p>Quality Management Representative (QMR)</p> <p>Quality Management Representative (QMR)</p> <p>Administrative Division (AD)</p> <p>Administrative Division (AD)</p> <p>Administrative Division (AD)</p>	<p>Office of the Schools Division Superintendent- Finance</p> <p>All Functional Divisions</p> <p>School Governance Operations Division (SGOD)-M&E</p> <p>School Governance Operations Division (SGOD)-DRRM</p> <p>School Governance Operations Division (SGOD)-Planning Section</p> <p>School Governance Operations Division (SGOD)-HRD</p> <p>Quality Management Representative (QMR)</p> <p>Quality Management Representative (QMR)</p> <p>Office of the Schools Division Superintendent-Admin</p> <p>Office of the Schools Division Superintendent-Admin</p> <p>Office of the Schools Division Superintendent-Admin</p>

Outline / Part (REDP / DEDP)	In charge	
	RO	SDO
<ul style="list-style-type: none"> plantilla positions for procurement officers created; ↳ Contract management system implemented; ↳ Standards on procurement processes, forms, and documents implemented; ↳ Supplier's Registry established; ↳ Transparency mechanism implemented; ↳ Guidelines on third-party participation in procurement implemented; and ↳ Guidelines on customized procurement for selected major programs implemented 	<ul style="list-style-type: none"> Administrative Division (AD) Administrative Division (AD) Administrative Division (AD) Administrative Division (AD) Administrative Division (AD) Administrative Division (AD) 	<ul style="list-style-type: none"> Office of the Schools Division Superintendent-Admin Office of the Schools Division Superintendent-Admin Office of the Schools Division Superintendent-Admin Office of the Schools Division Superintendent-Admin Office of the Schools Division Superintendent-Admin Office of the Schools Division Superintendent-Admin
5.5. Strengthen active collaboration with key stakeholders		
<ul style="list-style-type: none"> ↳ Stakeholder engagement developed and implemented; ↳ Guidelines on the use of SEF implemented; ↳ School Governing Council policy implemented; ↳ Policy on the use of partnership information system implemented; ↳ Multisectoral youth development alliances established and operationalized in support of ALS implementation; and 	<ul style="list-style-type: none"> Education Support Services Division (ESSD) Finance Division (FD) Education Support Services Division (ESSD) Education Support Services Division (ESSD) Education Support Services Division (ESSD) 	<ul style="list-style-type: none"> School Governance Operations Division (SGOD)- Social Mobilization & Networking Office of the Schools Division Superintendent- Finance School Governance Operations Division (SGOD)- Youth Formation School Governance Operations Division (SGOD)- Social Mobilization & Networking School Governance Operations Division (SGOD)- Social Mobilization & Networking

Outline / Part (REDP/DEDP)	In charge	
	RO	SDO
↓ Educ Forum actively engaged as multi-stakeholder platform for consultation, collaborative research and analysis, and high-level advice on strategic basic education policy.	Education Support Services Division (ESSD)	School Governance Operations Division (SGOD)-Social Mobilization & Networking
5.6. Enhance and strengthen public and private education complementarity		
Public-private complementarity framework is developed and implemented; Manual of regulations for private schools enhanced and implemented; and Organizational and human resource support to qualified personnel in private schools are in place		
Performance Targets	Policy, Planning & Research Division (PPRD)	School Governance Operations Division (SGOD)-Planning Section
Indicative Timelines	All Functional Divisions	All Functional Divisions
Timelines on the Implementation of the Interventions (6 years)		
Medium Term Plan (MTP) (3 Years)		
Implementation, Monitoring and Evaluation		
Implementation Plan	Policy, Planning & Research Division (PPRD)	School Governance Operations Division (SGOD)-Planning Section
Monitoring, Evaluation, and Adjustment Strategies	Quality Assurance Division (QAD)	School Governance Operations Division (SGOD)-M&E
Policy and Research Agenda	Policy, Planning & Research Division (PPRD)	School Governance Operations Division (SGOD)-Planning Section
Organizational Capacity and Implementation Arrangements	Policy, Planning & Research Division (PPRD)	School Governance Operations Division (SGOD)-Planning Section
Communication Strategy	Regional Information Officer	Division Information Officer
Financial Framework		
	Finance Division (FD)	
Appendices	All Functional Divisions	All Functional Divisions