



THE

# EXECUTIVE

The Official Newsletter of the Schools Division Office of Lucena City ManCom



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## SDO Lucena upholds effective, efficient education provisions thru SGOD ARCHERS

by Jenina Nicole E. Lopez

**Guided by transparent, ethical, and accountable governance principles of the School Governance and Operations Division (SGOD), Chief Education Supervisor Epifania F. Carandang led and ensured the provision of effective and efficient education support services compliant to relevant standards and continuous improvement practices in support with the formation of SGOD ARCHERS during the Division Management Committee Meeting (MANCOM), June 2.**

In strengthening governance and quality assurance capacities, Carandang detailed the Child-Friendly School status in SDO Lucena City. Recognizing the partnership of the schools, families, and community in realizing the goals of the Child-Friendly School System (CFSS), 30.6% of the results are renowned as Very Outstanding Child-Friendly Schools in the division. With the results at hand, the SGOD chief envisioned improving the CFSS through constant monitoring and evaluation at the elementary and secondary levels.

SGOD Chief also commended the school heads and supervisors in full compliance with the majority of schools and successful conduct of early registration in line with the commitment of the SDO Lucena in ensuring delivery of basic education services underlining the monitoring results of 3,842 male and 3,720 early female registrants.

More so, Chief Carandang reiterated the regional and division memorandum for School-Based Management (SBM) to lead to greater creativity in the system's design. Although appropriate technical assistance was also given to school heads, SBM coordinators and supervisors underscore the empowerment of key stakeholders in school communities to actively participate in the continuous improvement of schools towards attaining higher student learning outcomes.

*(story on p.5)*

**HOPE AMIDST PANDEMIC.** Youth Ambassador Kuya Mark Alcalá leads the formal opening ceremony of the ELLN Community Pantry at held at Lucena West 1 Elementary School.

*(story on page 3)*

*Photo Courtesy: Kuya Mark Alcalá Facebook Page*



### SDO promotes EEOP in 4 systems of HRM

How can the EEOP could help human resource management in the Division?



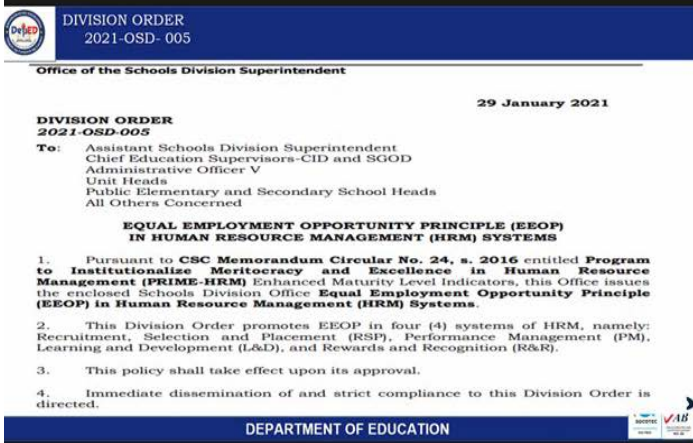
### CID highlights updates, achievements

What are the significant achievements of the Division as regards to learning delivery?



### SDO Lucena prepares for the new school year

What are the preparations of the SDO regarding the upcoming school year?



# SDO promotes EEOP in four systems of HRM

by Ana Kristina N. Abdala

SDO Lucena City called for immediate dissemination of Division Order No. 005, Series of 2021 known as “Equal Employment Opportunity Principle (EEOP) in four areas of Human Resource Management (HRM) Systems” in compliance to Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME HRM) during the Division Management Committee Meeting (MANCOM), June 2.

## Integration of EEOP in Four Systems of HRM

Recognizing and upholding the value of equality, fairness, and diversity in all human resource mechanism, SDO Lucena City decides without discrimination on account of age, sex, gender preference, civil status, disability, religion, ethnicity, and political affiliation covering the four systems of Human Resource Management (HRM) hence, such policy will promote equal employment opportunity for all.

### Recruitment, Selection, and Placement (RSP)

Following EEOP, recruiting has no discrimination in qualified applicants and no employees shall be appointed, transferred, terminated, reduced, removed or in any way favored or discriminated against in employment opportunities.

Moreover, reasonable accommodation to qualified applicants, who are persons with disabilities (PWD), ensures fair treatment that the applicant is given equal opportunity to compete for the position based on merit.

### Performance Management (PM)

Adhering to the principles, policies, and procedures as stated in DepEd Order No. 02, Series of 2015, PM continues to follow the implementation of Results-based Performance Management System (RPMS); therefore, all are expected to adhere to the EEOP in the conduct and monitoring of all five pillars of RPMS which includes no discrimination to all personnel nor perform harassment/biases against any individual in the conduct of performance management activities.

### Learning and Development (L & D)

Given the Professional Development Programs, all employees are equally given a chance in trainings, and scholarship grants based on the evaluation of their accomplishments, job requirements, merit, and performance and EEOP shall be imposed in the conduct of learning development interventions; thus, training venues are ensured to have readily available facilities for participants with disability, pregnant women and senior citizens as well as those with health conditions in the food provisions.

## Rewards and Recognition (R & R)

To ensure that the screening, selection, and deliberation of outstanding employee awards and recognitions of The Division Program on Awards and Incentives for Service Excellence (PRAISE) Committee, they adhere to follow the existing criteria, which are following the EEOP.

## Dissemination and Implementation

Securing that the provision is implemented, SGOD gathers issues and feedback on all reports or incidents that do not conform with the EEOP and provisions not affected by such declaration of being illegal or invalid, remains valid and effective deeming any part of this policy is declared illegal or rendered invalid by a competent authority.

“The Division Order encompasses all officials and employees, school-based and non-school based, together with the job applicants and hopefully be awarded Bronze this October 2021 for Level 2 application,” said PRIME-HRM Lead Focal Roselyn Q. Golfo.

## Lucena City ManCom Publication Editorial Board

**Editor-in-Chief:** May Grace D. Salazar

**Associate Editor:** Joe Anthony L. Basco

**News Writers:** Jenina Nicole E. Lopez

Ace Ferdinand O. Igloria

Vilma Buhay

Jasmin J. Flores

Ana Kristina N. Abdala

Gloirelyn L. Alejandro

Karina R. Reyes

**Layout Artist:** Joe Anthony L. Basco

**Photojournalist:** Fernando Clar de Jesus

**Advisers:** Dr. Leonora Fe M. Malabonga

Ms. Josephine T. Natividad

**Consultant:** Dr. Hermogenes M. Panganiban



# CID highlights updates in all learning areas

by Karina R. Reyes

Chief Josephine T. Natividad, through Dr. Roselyn Golfo, presented the updates, projects, and developments in different learning areas during the Division Management Committee Meeting (MANCOM), June 2.

## Teachers' Training

Natividad underscored the need to conduct training for teachers in teaching pedagogical approaches in kindergarten and all learning areas. Thus, she announced the upcoming webinars that will assist teachers in bridging gaps and addressing concerns in teaching.

Kindergarten Teachers are encouraged to attend the workshop on teaching kindergarten learners in the new normal on July 8-9, while Special Education teachers have a seminar on transition curriculum on July 16. Also, a selected Mother Tongue-Based Teacher will participate in the 2021 Online National Orientation in the Utilization of Bridging Primer for MTB on June 15-17.

Moreover, secondary school teachers will attend webinars with their respective departments. For example, English language teachers will have teaching grammar and communication. Meanwhile, selected Filipino teachers will have Webinar ng Ortograpiyang Pambansa at Masinop na Pagsulat Para sa Mga Editor sa Filipino on June 23.

Stressing the importance of these workshops, Golfo mentioned that teachers must actively participate in these learning opportunities.

## Implementation and Evaluation of Projects

Anchored with DepEd's mission and vision, Education Program Supervisors of SDO Lucena initiated several programs. Chief Natividad announced the summit of Project 4B on June 25 and reminded everyone of its scheduled monitoring and performance review in English, Mathematics, and Filipino Department on July 18.

Consistent with providing accurate and timely learning materials, Natividad mentioned the conduct of school-based pre-evaluation of Learning Activity Sheets (LAS) and Strategic Intervention Material (SIM). Mr. Noel Rey T. Estuita will lead this activity as the new PDO IIRMS.

Consequently, she also presented the schedule of the implementation and evaluation of Phonemic and Phonological Assessment, Numeracy Level Post Test, and English/ Filipino Post Reading Assessment Tests.

The administration of these tests will be in the first week of June, then submission of reports will be in the following week.

Chief Natividad expressed her gratitude to the supervisors and teachers who continuously work together to sustain the division's projects.

## Developments

Teachers in the Division of Lucena have provided solutions and opportunities to the challenges brought by the health pandemic. Chief Natividad commended the efforts of the Early Language, Literacy, and Numeracy Program (ELLN) teachers who initiated a community learning pantry and encouraged everyone to support the project.

She also praised the English Teacher-writers, EPSs in English, and English Core Group, who completed the development and Regional Evaluation of English 4-6 Learner's Packet (LeaP) for Quarters 3 and 4.

Moreover, she acknowledged the schools with Alternative Learning System (ALS) completers and joiners of Revalida.

Another development of the division is the utilization of different platforms to inform and update teachers and learners. Thus, Chief Natividad encouraged everyone to submit news/ feature articles on the school's accomplishments, best practices, and innovations.



# RECOGNIZING THE DRIVING FORCE

## Panganiban lauds coups, reminds updates

by Ace Ferdinand O. Igloria

Beginning his Superintendent's Hour by sharing inspirational words from the speaker and entrepreneur Francis Kong, OIC Asst. School's Division Superintendent Dr. Hermogenes M. Panganiban, saw the Third Division Online Management Committee Meeting, streamed via Zoom and Youtube, as a very opportune time to talk with the personnel of Schools Division Office-Lucena City, June 2.

He said that it is always better to look at the brighter side of things and look for opportunities we have at hand.

Before proceeding with his discussion, he instructed school heads to share the Livestream with teachers so the information will be directed to them to avoid disturbances in their school duties.

### Achievements amidst the pandemic

Panganiban started mentioning the Lucena Dalahican National High School (LDNHS) learners who gathered recognition in different online dancesport competitions. For example, LDNHS's Jessie Ordon and Paulo Ambil took numerous awards in various dance categories in a competition hosted by the Philippine Dancesport Federation.

Ordon and Ambil, alongside Ayesha Paula Macawili, took home laurels in the 7th GenSan Summer Youth Fest Online Dancesport Competition.

Dancesport athletes from Lucena Dalahican National High School were also congratulated as they are set to compete in the 20th Seoulcup Korea Open Online Dance Championship slated on June 26 and 27.

Panganiban extended his message of good luck and recognized that even if there is a pandemic, the teachers continuously honed the skills and talents of these learners even through online means.

He acknowledged two teachers from SDO-Lucena City, namely, Azenith G. Mercado from Gulang-gulang National High School and Maximino Garcia Jr. from Lucena West I Elementary School, who qualified as SEAMEO QITEP Scholarship Program nominees.

"Ilang school, ilang teachers po sa CALABARZON, maswerte po napasama po 'yung sa atin. Congratulations!" he exclaimed.

He then proceeded to acknowledge the teachers who have developed localized learners' materials. He also congratulated these teachers' schools and school heads, CID headed by Mrs. Josephine T. Natividad, LRMS led by Dr. Anicia Villaruel, the late Mr. Roy Natividad, and Education Program Supervisors who guided the writers.

The recognized teachers were John Lester Carabido, Sherlyn Peñaflor, Nancy Huelva, Allysa Jane Coladilla, Roxanne Faye Estuita, Kristine Joy Peras, Zoild Tan, Maria Judeia Tavas, Aileen Alvarico, Jana Kyla De Guzman, Cecilia Abigail Alfonso, Janice Giron, Jenielee Ventocilla, Maria Monica Yasay, Gladys Montellano, Maria Dreza Simbahan, Charlene Bruno, Ronito Abella, Azenith Mercado, Dr. Rowela Caperiña, and The Executive and The Lucena Educators editor-in-chief, May Grace Salazar.

### Various Memos and Orders

Moving on with the next agenda of the ManCom meeting, Panganiban started with a brief overview of DepEd Memo No. 25 s. 2021 names as Preventive Drug Education Program Curriculum Model. The said model supports the National Drug Education Program as provided in the Comprehensive Dangerous Drugs Act of 2002. He then instructed the attendees to visit the memorandum for the details or the Medical Section of the SGOD Unit.

He proceeded with DepEd Memo No. 27 s. 2021 or the Conduct of the K to 12 Basic Education Program End-of-School-Year (EOSY) Rites for School Year 2020-2021 in the Covid-19 Public Health Emergency. The said memorandum contained details on the Conduct of EOSY Rites for Kindergarten, Grade 6, 10, and 12, including Alternative Learning System learners who meet the curriculum requirements.

The EOSY Rites has the theme Kalidad ng Edukasyon Lalong Patatagin sa Gitna ng Pandemya (Strengthening the Quality of

Education amid the COVID-19 Pandemic), he shared.

He revealed other information from the said memorandum, highlighting that EOSY Rites must be done on July 12 to 16, 2021. However, in private schools that have finished their school year, the schedule may follow their school calendar.

"Any face-to-face ceremony is not allowed," he shared based on the memorandum.

Discussing DepEd Memo No. 28 s. 2021, or the Comprehensive Guidance on the Participation of the Department of Education in the Implementation of the Philippine National Deployment and Vaccination Plan (NDVP) for COVID-19 Vaccines, he called for unity with the vaccination program of the government.

"Marami po ang ayaw magpabakuna dahil meron daw comorbidity. Ay kayo nga po ang priority bago pa ang nasa A4. So, susunod na po ang lahat ng teachers natin. 'Wag tayong matatakot," he revealed.

He expressed that health personnel will be interviewed in a future Ugnayan episode to explain the importance of vaccination.

He quickly discussed DepEd Memo No. 30 s. 2021 or Clarifications on the Recognition of Academic Excellence Awardees Per DepEd Order No. 36 s. 2016, he mentioned that awardees' names must be arranged alphabetically.

Moving forward, he imparted the information enclosed in DepEd Memo no. 31 s. 2021 or the 123rd Founding Anniversary of the Department of Education, with the theme Bayanihan para sa Edukasyon, which shows solidarity in providing quality education while ensuring the learners' health, safety, and well-being personnel of the department.

Teaching and non-teaching personnel must participate in different activities, as noted by Panganiban, such as wearing a blue shirt on June 23, attending the virtual flag ceremony, using the official frame for profile photos in Facebook, and sharing their "Kwentong DepEd" in a post or video with #BayanihanParaSaEdukasyon.

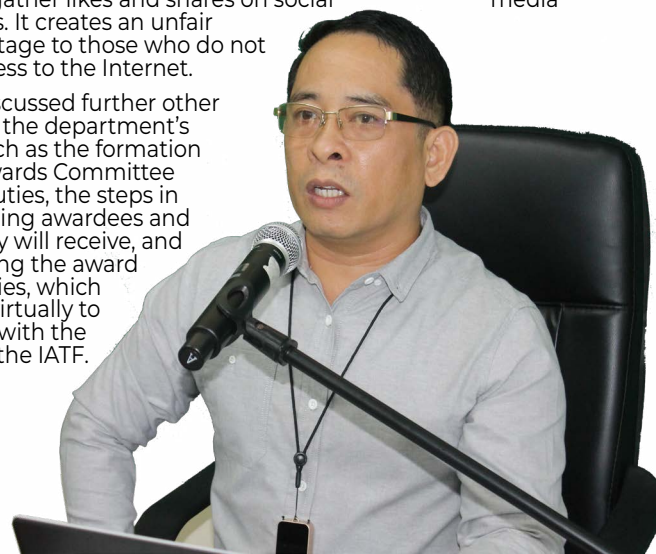
A separate discussion between ICT and Legal Unit was expected in discussing DepEd Order No. 19 s. 2021 known as Revised Department of Education People's Freedom of Information Manual and Implementing Details.

He then talked about DepEd Order No. 18 s. 2021 or the Interim Guidelines on Giving of Awards and Recognition in light of the Basic Education Learning Continuity Plan for School Year 2020-2021, he gave a quick rundown of the awards suspended for the school year. He emphasized the giving of Academic Excellence Awards for Grades 6, 10, and 12, as they are highly valued by learners and their families, teachers, and the community. Also, Academic Excellence Awards are indispensable in applying for scholarships and admissions as learners transition to Junior High School, Senior High School, and College, respectively.

"Wala na pong awarding ceremonies for Grades 1-5, Grades 7-9, and Grade 11. 'Yun lamang pong Kinder, Grade 6, Grade 10, Grade 12 ang magkakaroon," he reiterated.

Accordingly, he reminded teachers to avoid activities that need to gather likes and shares on social media platforms. It creates an unfair disadvantage to those who do not have access to the Internet.

He discussed further other details in the department's order, such as the formation of the Awards Committee and its duties, the steps in determining awardees and what they will receive, and conducting the award ceremonies, which shall be virtually to conform with the ruling of the IATF.



(from page 1)

### Research-based Plans and Policies

Underpinning the program implementation review on the research culture for improving school performance, SGOD highlighted updates on planning and research to generate and disseminate timely, accurate, and relevant basic education statistics. Likewise, formulation and implementation of education plans, standards, policies, and guidelines in basic education in the division develops and maintains Division Education Planning and Data Management Systems and conducts research studies to provide critical inputs as bases for management's strategic and operational decisions.

### Championing Stakeholders and Building Partnership

SGOD Chief Carandang proposed division virtual capacity building to school heads and Brigada Eskwela coordinators in the conduct of advocacy campaign materials for Brigada Eskwela and Oplan Balik Eskwela. This provision of adequate resources to schools and learning centers will strengthen and sustain relationships and collaboration of education partners and stakeholders, mobilize resources, and provide technical assistance to support special programs and projects towards increasing access and enhancing the delivery of quality basic education during this time of crisis.

### Holistic Formation of Personnel

Considering the impact of the pandemic on teaching and non-teaching personnel's physical and mental health, SDO Lucena, thru SGOD, initiated Project HEALs (Health Engagement Activities to Save Lives). SDO personnel monitored schools in each district every Thursday in the conduct of a virtual wellness program. Chief Carandang mentioned schools with complete compliance to the program and encouraged others to combat the stress and other psychosocial challenges associated with the current pandemic.

### Enable Team-based Technical Assistance

To intensify SDO Lucena's management of the respective schools leading to the achievement of their performance outcomes with the end in view of providing relevant, timely, and appropriate technical assistance, the SGOD chief prompted everyone to tune in to the live streaming of UGNAYAN (Usapang Gabay para sa Napapanahong Aksyon Yayakap sa Angat na Simulain) and TAPATAN Plus (Talakayan at Panayam para sa Tapat na Aksyong Napapanahon: Paglilingkod sa Lucenahin Uunahin, Sisipatin). This will enable interventions and strategies to SDO and schools in coaching, guiding, and empowering teaching and non-teaching personnel of the division.

### Responsive Health Services

In sustaining holistic school health and nutrition program towards healthier behaviors and better learning outcomes amid the crisis, SGOD pose updates with the implementation of the flagship programs supporting Oplan Kalusugan, specifically School-Based Feeding Program (SBFP), National Drug Education Program (NDEP), Adolescent Reproductive Health Education (ARH), Water, Sanitation, and Hygiene (WASH) in Schools (WinS), and Medical, Dental, and Nursing Services. SGOD chief also echoed the availability of telemedicine for all DepEd Personnel.

Additionally, Carandang encouraged teaching and non-teaching personnel to be preemptive in learning about the vaccine and the vaccination program aligned with DepEd's commitment to continuously protect the health and safety of the teachers, learners, and non-teaching personnel and prioritize their welfare at this critical time.

### Safe Learning Environment

Committed to DepEd's goal to establish a safe workplace, monitoring Disaster Risk Reduction Management (DRRM) in elementary and secondary schools will provide technical assistance to school heads and DRRM coordinators.

Also, SGOD Chief Carandang reiterated the participation of the SDO and schools in the conduct of the Second Quarter Nationwide Simultaneous Earthquake Drill (NSED), which promotes family earthquake preparedness towards community resilience while observing COVID-19 required health standards.

## EXECbits

by: Glorelyn Alejandro & Jasmin Flores

### Rivera calls up bonded officials

Administrative Officer V Benjie C. Rivera prompted bonded officials, particularly the School Heads, to adhere to the memorandum issued regarding the submission of the Online Fidelity Bonding System during the 3rd Virtual MANCOM, June 2.

Rivera said that an immediate response is expected from the personnel involved in preparation for the online registration of bonded officials via online means. In contrast, the submission of hardcopy has been revoked due to the current pandemic.

He also added that the said online registration would be the basis for the renewal of bonds at the Bureau of Treasury. His office will process and will be approved by the Office of the Schools Division Superintendent.

He further reminded the ten remaining schools that have not yet complied to submit the documents at [admin.lucena@deped.gov.ph](mailto:admin.lucena@deped.gov.ph) to complete the list to be forwarded to the Bureau of Treasury.

Lastly, he announced that the Supply Unit would hold a seminar for the School Property Custodian this June, impending the Annual Inventory to be conducted from July to September 2021.

### 3rd ManCom sets 'recognition' to a new perspective

With the usual discussion of the newly mandated rules, Panganiban recognized the winning students and coaches for various inter-school and international competitions held online.

The SDS also congratulated the teachers who authored different learning materials, particularly those who published their strategic intervention materials, which are readily available through the support and guidance of the Learning Resource Management team.

The SDO head administrator also recognized the government's effort in making the Covid-19 vaccination rollout as smooth, safe, and efficient as possible.

Panganiban then encouraged the teachers to voice this good cause and become instruments in disseminating more exhaustive information to achieve a 100% vaccinated community.

Finally, at the last stretch of his discussion, he gave some words to ponder on achieving a nation's greatness by simply putting out a positive outlook in life and by becoming ready to accept the challenges of a demanding and fast-changing world.



# THE EXECUTIVE

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## Agenda

- Recognition
- Discussion of DepEd memoranda/Orders
- Updates from the Region
- Issues and Concerns
- Ways Forward
- Concerns of the CID
- Concerns of the SGOD
- Concerns of the OSDS

DEPARTMENT OF EDUCATION

3



## SDO Lucena prepares for the new school year

by Ace Ferdinand O. Igloria

**In preparation for the upcoming school year, SDO Lucena City, through the leadership of SDS Hermogenes Panganiban, laid its plans for learning delivery and instruction when classes opens this August 2021 as the Department of Education (DepEd) still anticipates “No Face-to-Face” Classes.**

As announced through its press release, the Department is eyeing August 23 as the start of classes for the school year 2021-2022.

According to Education Undersecretary Diosdado San Antonio, it's not yet certain if the next school year will also use the distance learning system, which has been criticized as the country appeared to not be fully prepared for it.

Philippine schools have stopped face-to-face classes for almost a year now, forcing students and teachers to shift to distance learning.

In preparation for the school year 2021-2022, SDS Panganiban told that the PIVOT Modules will be used by learners in Key Stage 1 from the first to the fourth quarter. For Grades 4-12, learners will utilize modules developed by the central office. Learner's Activity Sheets (LAS) should be quality-assured, and it will be the responsibility of the division office or the school if it is not done correctly. Reproduction of additional materials will be done if the need arises.

Key persons must address senior high school issues, he added. In addition, there must be a review of the offerings in the SHS, especially TVL. There was also a need to conduct a survey just like in 2012, prepare a long-time development plan, and conduct research about the market demand.

He also said that learners are prohibited from going to school for EOSY activities. If there is a violation on the part of a public school, a memorandum shall be issued by the SDO, revocation of license in the case of a private school. Also, schools shall collect no graduation fee.

Key individuals shall accomplish a survey of assessment and a survey of preference for the current school year, he added. All schools must come up with a refined framework of BE-LCP after the central office release a memorandum. A target of 60% modular and 40% blended online is insinuated. The said framework must include aligned activities based on the present school/community situation.

He added that limited face-to-face classes as a learning delivery mode are also considered if allowed. There is also a need to include in the BE-LCP the transition from modular to face-to-face classes and back, depending on the quarantine classification of the area.

Meanwhile, Panganiban mentioned that the schools may adopt the division's vaccination advocacy materials to encourage others to be inoculated.

Among other matters he mentioned were the use of schools as quarantine and vaccination sites, the capacity building-based activities for the National Schools Press Conference and National Festival of Talents, performance on budget utilization, issues of private schools, and retirement of Philippine flags.

Looking forward, Panganiban shared the plans of the SDO to strengthen project implementation of its various programs, the conduct of TAPATAN-PLUS, UGNAYAN, Gawad Tagapamanihala, Gawad LUCENAHENYO, PRIME-HR, reinforcement of SGOD and CID programs and projects, Brigada Eskwela Plus kick-off program, and the official publications of SDO-Lucena, The Executive and The Lucenahin Educators.