



Republic of the Philippines  
**Department of Education**  
DIGOS CITY DIVISION

**Office of the Schools Division Superintendent**

December 14, 2023

**DIVISION MEMORANDUM**

No. 44, s. 2023

**REITERATION OF DEPED ORDER NO. 49, S. 2022 RE: "AMMENDMENT TO DEPED ORDER NO. 47, S. 2022 (PROMOTION OF PROFESSIONALISM IN THE IMPLEMENTATION AND DELIVERY OF BASIC EDUCATION PROGRAMS AND SERVICES)"**

To : Curriculum Implementation Division  
Schools Governance and Operations Division  
All Division Program Holders

1. Pursuant to Regional Memorandum PPRD-2023-163 signed by Allan G. Farnazo, Director IV, DepEd RO XI, this Office reiterates the practice of the highest form of professionalism and exercise utmost attention, prudence, and judiciousness in the implementation and delivery of basic education programs and services.
2. Specifically, this Office advises the adherence to the Department's internal rules and regulations on protocols relative to communication, correspondence, and other appropriate and relevant work processes among its teaching and non-teaching personnel from region, schools division, and school level.
4. In relation, the collection and generation of data and reports and monitoring and evaluation of programs, activities, and projects (PAPs) shall be done systematically and accomplished by the responsible program owners or implementers. If new systems, forms, and templates are introduced, program or process owners shall capacitate first the program implementers on its utilization to ensure accurate and valid responses.
5. Immediate dissemination and strict compliance of this Memorandum is highly desired.

**MELANIE P. ESTACIO**

Assistant Schools Division Superintendent  
Officer-in-Charge  
Office of the Schools Division Superintendent

For and in the absence of the SDS:

**FRANCIS JUDE D. ALCOMENDRAS**  
Administrative Office

DepEd Schools Division of Digos City  
RECORDS SECTION  
**RECEIVED**  
DATE: DEC 14 2023 TIME: 9:00h  
BY:

Enclosed: As stated.  
SGOD/PRME/ama



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)  
Telephone Nos.: (082) 553-8375; (082) 553-8396





Republic of the Philippines  
**Department of Education**  
 DAVAO REGION

23-26071  
 Ed Schools Division Offices  
 RECORDS SECTION

RECEIVED  
 DATE: 29 NOV 2023 TIME: 2:18  
 BY: *[Signature]*

Office of the Regional Director

REGIONAL MEMORANDUM  
 PPRD-2023-163

To: Functional Division Chiefs  
 Schools Division Superintendents

Subject: **REITERATION OF DEPED ORDER NO. 49, S. 2022 RE;  
 "AMENDMENT TO DEPED ORDER NO. 47, S. 2022 (PROMOTION  
 OF PROFESSIONALISM IN THE IMPLEMENTATION AND DELIVERY  
 OF BASIC EDUCATION PROGRAMS AND SERVICES)"**

Date: November 28, 2023

Pursuant to DepEd Order No. 49, s. 2022 re **"Amendment to DepEd Order No. 47, s. 2022 (Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services)"**, this Office reiterates the practice of the highest form of professionalism and exercises utmost attention, prudence, and judiciousness in the implementation and delivery of basic education programs and services.

Specifically, this Office advises the adherence to the Department's internal rules and regulations on protocols relative to communication, correspondence, and other appropriate and relevant work processes among its teaching and non-teaching personnel from region, schools division, and school level.

In relation, the collection and generation of data and reports and monitoring and evaluation of programs, activities, and projects (PAPs) shall be done systematically and accomplished by the responsible program owners or implementers. If new systems, forms, and templates are introduced, program or process owners shall capacitate first the program implementers on its utilization to ensure accurate and valid responses.

Immediate dissemination and strict compliance with this Memorandum is directed.

By the Authority of the Regional Director

*[Signature]*  
**REBONFAMIL R. BAGUIO**  
 Director III  
 29 NOV 2023

**ALLAN G. FARNAZO**  
 Director IV  
*[Signature]*

Enclosed: as Stated  
 ROP4/jbac

DEPARTMENT OF EDUCATION  
 RECORDS SECTION  
**RELEASED**  
*[Signature]*  
 Date: 11.29.23 26071  
 ISO 9001:2015 - Certified



Address: F. Torres St., Davao City (8000)  
 Telephone Nos.: (082) 291-1665; (082) 221-6147





Republic of the Philippines  
**Department of Education**

DepEd ORDER  
No. **049**, s. 2022

02 NOV 2022

**AMENDMENTS TO DEPED ORDER NO. 047, S. 2022**  
**(Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services)**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

1. The **Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services** has been issued as DepEd Order (DO) No. 047, s. 2022. To further strengthen professionalism within the Department and integrate it in all areas of work and practice in the Department, DO 047, s. 2022 is amended to include additional provisions on employment and personnel relations, as well as the responsible use of social media.

2. Item numbers 1-4 of DO 047, s. 2022 on the Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services, are amended and shall be read as follows:

**1. It is the policy of DepEd to promote effective and efficient policies and programs. To realize this, DepEd should be free from any partisan activities. As such, this Office reminds the officials and employees to practice the highest form of professionalism and to observe the following measures:**

- a. **Refrain from seeking endorsements, recommendations, contributions, support, consideration, political accommodations, or any form of intervention from other government personnel or similar entities outside of DepEd;**
- b. **Desist from soliciting favorable actions from politicians to facilitate the implementation of programs, projects, or activities, except those covered by the Adopt-a-School Program, initiated by the local government units, funded by the Special Education Fund (SEF), or covered by partnership agreements and/or allowed by law;**
- c. **Refrain from requesting or obtaining support or endorsement from any third party in the hiring, transfer, promotion, removal, or any other personnel movement;**
- d. **Follow the internal rules and regulations of the Department on protocols relative to communication,**



correspondence, and other appropriate work processes;  
and

- e. Raise issues and concerns regarding basic education via formal and appropriate DepEd channels, either directly to the Office of the Secretary or through the concerned Assistant Secretary or Undersecretary, without resorting to any political or third-party intervention or accommodation.

Failure to comply with any of the abovementioned acts shall mean outright denial of any request or appeal for consideration in the Office of the Secretary.

2. In defining acceptable norms of conduct and relationships in DepEd, officials and employees are reminded of the provisions of Republic Act No. 6713, otherwise known as the Code of Conduct and Ethical Standards for Public Officials and Employees, in line with this, DepEd officials and employees are expected to observe the following:

- a. Treat and approach DepEd colleagues, employees, learners and stakeholders with the highest degree of professionalism, skill, and excellence;
- b. Respect the rights of others and refrain from doing any act that is contrary to law, good morals, good customs, public policy, public order, public safety, and public interest;
- c. Serve and perform one's duties and responsibilities in a prompt, courteous, and fair manner;
- d. Refrain from engaging in any activity or any relationship that may impair one's ability in making objective decisions in the performance of his/her job functions;
- e. Avoid relationships, interaction, and communication, including following social media with learners outside of the school setting, except if they are relatives;
- f. Desist from any act that may compromise one's integrity as a government employee and that may compromise the honor of the DepEd.

3. Employees and officials must consider the legal restrictions imposed by existing statutes, rules, and DepEd Orders in the use of social media. Whether it be for personal use of the DepEd official or employee, or as an essential or an incidental tool in carrying out their mandate, social media rules should be complied with. As such, employees and officials of the DepEd:

- a. Shall exercise caution when sharing posts or other contents and should not participate in the spreading of rumors and false information;

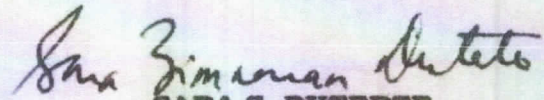


b. Shall not unduly post online attacks against fellow DepEd employees and must utilize legal and human resource mediation procedures; and

c. Shall not disparage DepEd and must always be mindful of the reputation and honor of the organization.

4. The use of DepEd email addresses shall only be for work-related subscriptions and applications. In no case shall the DepEd email address be used for any personal social media account, profile, or activity.

3. Immediate dissemination of and strict compliance with this Order is directed.

  
**SARA Z. DUTERTE**  
Vice President and Secretary

Reference:

DepEd Order No. (047, s. 2022)

To be indicated in the Perpetual Index  
under the following subjects:

AMENDMENT  
AUTHORITY  
BUREAUS AND OFFICES  
EMPLOYEES  
OFFICIALS  
POLICY  
RULES AND REGULATIONS



In collaboration with document  
download the QR code



DEPED-09EC-475435

SMMA/APA/MPC, DO Amendment to DO 047, s. 2022  
0321 - October 25, 2022