



Republic of the Philippines
Department of Education
DIGOS CITY DIVISION

Office of the Schools Division Superintendent
DIVISION MEMORANDUM

SGOD-2025-44

To : Assistant Schools Division Superintendent
CID and SGOD Chiefs
Administrative Officer V
Education Program Supervisors
Public Schools District Supervisors
Non-Teaching and Teaching Related Personnel

Subject : SUBMISSION OF INPUTS ON POLICY GAPS AND ISSUES

Date : July 28, 2025

In reference to the attached Regional Memorandum PPRD-2025-074, re: "Submission of Inputs on Policy Gaps and Issues", this Office informs the selected personnel (Annex A: Assigned SDO Personnel) that they need to provide recommendations on the policy gaps, and issues identified and submit on or before July 29, 2025, at 5:00 through the link provided: <https://tinyurl.com/ROpolicyRecommendation>.

For further inquiries and clarifications on this matter, contact Marjun B. Rebosquillo, SEPS-Planning and Research of School Governance and Operations Division (SGOD) at marjun.rebosquillo@deped.gov.ph.

For information, guidance, and compliance.

Melanie P. Estacio
MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent

JUL 29 2025

Schools Division of Digos City
RECORDS SECTION

RELEASED
25-70995
JUL 29 2025 TIME: 2:02pm

BY: *[Signature]*

Enclosed: As stated.
SGOD/PR/mbr



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

Row No.	POLICY PROBLEMS/ISSUES	RECOMMENDATIONS	Assigned SDO Personnel
1	No policies governing the implementation of special curricular programs (i.e., Special Program for the Arts, Special Program for Journalism, etc.)		Doc Angel Bisaga, Jr.
2			Doc Leilani T. Senires
3			Doc Rowena Magdayao
4			Doc Elizabeth Quinones
5			Doc Ivy F. Solano
6	Lack of policy guiding the implementation of ALS Senior High School		Doc Gervasio R. Salinas, Jr.
7	Incomplete learning resources for Kindergarten, Grades 1, 4, and 7 for the revised curriculum		Doc Leilani T. Senires
8	School readiness maybe inaccurate as some schools are not trained in administering the ECCD assessment		Ma'am Zandria M. Sy
9	Limited teachers are specializing the Araling Panlipunan and Values Education		Atty. Rodel Pagayon
10			Ma'am Inda Nacua
11	Difficulty in implementing DO 2 s. 2024 as some schools have no non-teaching personnel who will take the administrative task		Sir Francis Jude Alcomendras

12	Lack of personnel and funding to conduct regular assessments and validations, especially in remote areas		Sir Eleser D. Mateo
13	The teaching overload pay guidelines may overlap with the existing Special Hardship Allowance granted to Purely Multi-grade schools.		Ma'am Maria Florinel G. Gallardo
14	Without proper replacement personnel, teachers may still be handling admin tasks, defeating the purpose of the policy.		Sir Francis Jude Alcomendras
15	Fragmented policy and implementation of coaching and performance monitoring across levels.		PSDSs
16			Chief Beverly S. Daugdaug
17			Chief Sollie B. Oliver
18	Non-teaching and related-teaching personnel lack differentiated objectives and performance indicators		Ma'am Myhrra Faye L. Balingit
19	Outdated and unclear provisions in DO 88 s. 2010		Sir Reyzen O. Monserate
20	No joint guidelines between DepEd and PEAC addressing data mismatch and system discrepancies		Doc Jem Boy B. Cabrella

21	<p>DO 8, s. 2007</p> <p>Amendment of the provisions for teacher managed as canteens as the requirements are becoming barriers to the establishment of teacher managed canteens.</p> <p>No proper channel of funding to start a "school managed canteen"</p>		Nurse Joel Gomito
22	<p>DO 28, s. 2018</p> <p>Lack of funding for other programs under the OKD, programs like NDEP, ARH, WinS, MN, and Mental Health are underfunded</p> <p>Limited manpower for the implementation of program.</p>		Doc Micah Fuentes
23	<p>DO 13, s. 2017</p> <p>Canteen managers are using the Sangkap pinoy seals to include food items in the green category although its nutrient contents are not qualified citing that its DOH Certified.</p>		Nurse Joel Gomito
24	Limited M&E mechanism		Sir Reyzen O. Monserate
25	Lack of guidelines on the strategic planning process		Sir Airon M. Alejandro
26	Lack of guidelines on the implementation of SMEA and DMEA processes (i.e., data collection and data management)		Sir Reyzen O. Monserate
27	<p>There is an outdated policy for administrative cases.</p> <p>Considering that the CSC has issued the 2017 RRACCS, the Supreme Court has issued guidelines on online hearings.</p>		Atty. Clarisse Arnaez-Llaban

Challenges faced by teachers in the implementation of the DCP vary in terms of security and safety, laboratory activity monitoring, learning environment, and computer functionality.

Sir Stephen Pascual



Republic of the Philippines
Department of Education
DAVAO REGION



July 14, 2025

REGIONAL MEMORANDUM
PPRD-2025-074

SUBMISSION OF INPUTS ON POLICY GAPS AND ISSUES

To: Schools Division Superintendents
RO Functional Division Chiefs

1. In line with the Department of Education's commitment to continuous improvement and evidence-based policy development, this Office shall conduct a Policy Inventory and Gap Analysis to assess the completeness, relevance, and alignment of existing policies with current educational goals, legal mandates, and operational needs.
2. Provide recommendations on the policy gaps, problems, and issues identified (Enclosure 1), and submit on or before July 30, 2025, at 5:00 PM through pprd.region11@deped.gov.ph. Ensure that all recommendations are consolidated at the region and division office level, reviewed and approved by the Functional Division Chiefs or the Schools Division Superintendent.
3. For further inquiries and clarifications on this matter, contact Cherry Ann D. Into, Education Program Supervisor of Policy Planning and Research Division, at (082) 224-0750 or at pprd.region11@deped.gov.ph.
4. Immediate dissemination of this Memorandum is highly desired.

ALLAN G. FARNAZO
Director IV

Enclosed: As Stated

ROP2/cadi

DEPARTMENT OF EDUCATION
RECORDS SECTION
RELEASED

12/3/28



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph





Republic of the Philippines
Department of Education
DAVAO REGION

Enclosure 1

POLICY PROBLEMS/ISSUES	RECOMMENDATIONS
No policies governing the implementation of special curricular programs (i.e., Special Program for the Arts, Special Program for Journalism, etc.)	
Lack of policy guiding the implementation of ALS Senior High School	
Incomplete learning resources for Kindergarten, Grades 1, 4, and 7 for the revised curriculum	
School readiness maybe inaccurate as some schools are not trained in administering the ECCD assessment	
Limited teachers are specializing the Araling Panlipunan and Values Education	
Difficulty in implementing DO 2 s. 2024 as some schools have no non-teaching personnel who will take the administrative task	
Lack of personnel and funding to conduct regular assessments and validations, especially in remote areas	
The teaching overload pay guidelines may overlap with the existing Special Hardship Allowance granted to Purely Multi-grade schools.	
Without proper replacement personnel, teachers may still be handling admin tasks, defeating the purpose of the policy.	
Fragmented policy and implementation of coaching and performance monitoring across levels.	
Non-teaching and related-teaching personnel lack differentiated objectives and performance indicators	



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@depd.gov.ph
Website: www.depedroxi.ph





Republic of the Philippines
Department of Education
DAVAO REGION

POLICY PROBLEMS/ISSUES	RECOMMENDATIONS
Outdated and unclear provisions in DO 88 s. 2010	
No joint guidelines between DepEd and PEAC addressing data mismatch and system discrepancies	
DO 8, s. 2007	
Amendment of the provisions for teacher managed as canteens as the requirements are becoming barriers to the establishment of teacher managed canteens.	
No proper channel of funding to start a "school managed canteen"	
DO 28, s. 2018	
Lack of funding for other programs under the OKD, programs like NDEP, ARH, WinS, MN, and Mental Health are underfunded	
Limited manpower for the implementation of program.	
DO 13, s. 2017	
Canteen managers are using the Sangkap pinoy seals to include food items in the green category although its nutrient contents are not qualified citing that its DOH Certified.	
Limited M&E mechanism	
Lack of guidelines on the strategic planning process	
Lack of guidelines on the implementation of SMEA and DMEA processes (i.e., data collection and data management)	
There is an outdated policy for administrative cases.	
Considering that the CSC has issued the 2017 RRACCS, the Supreme Court has issued guidelines on online hearings.	



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@depd.gov.ph
Website: www.depedroxi.ph





Republic of the Philippines
Department of Education
DAVAO REGION

POLICY PROBLEMS/ISSUES	RECOMMENDATIONS
Challenges faced by teachers in the implementation of the DCP vary in terms of security and safety, laboratory activity monitoring, learning environment, and computer functionality.	



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph

