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# DEPED DAVAO DISPATCH

The Official Publication of the Department of Education Region XI

*Life is Education. Education is life.*

Vol. 1 No. 3 | October - December 2023 issue



# DavNor plans for excellence

by Neil Edward D. Diaz and Grace Santa T. Daclan

In pursuit of advancing the MATATAG Agenda, DepEd Davao del Norte set out a comprehensive roadmap for 2024.

It will invest in producing a different breed of learners by equipping school heads and teachers with an intensive upskilling program. This initiative, focusing on Higher-Order Thinking Skills (HOTS) and the Structure of the Observed Learning Outcome (SOLO) Taxonomy will undergo training sessions in January and February.

The training will equip educators with innovative teaching methods that promote critical thinking and

advanced cognitive skills among students.

Recognizing the need for a standardized assessment approach, DavNor also plans to continue the implementation of the Division Unified Test across subject areas. This initiative is poised to elevate the assessment domain, ensuring a comprehensive evaluation of student understanding and mastery across various subjects.

It is in a multiple-choice format where students shade the circle of their answers, preparing them for similar standardized tests like the National Achievement Test. This move reflects the commitment to refining and optimizing academic measurement practices.

To bridge learning gaps and provide targeted support to students needing assistance, the Division

introduces “empowered” Catch-Up Fridays, a transformative initiative that enhances reading and activities patterned after the National Learning Camp.

For campus journalism, the Division gives opportunities to hone students’ communication and media skills

by partnering with the Davao del Norte Provincial Information, Communication, and Knowledge Management Office (PICKMO). This is to empower future media practitioners through hands-on training and mentorship, starting the district level of the competitions as early as January.

Planned to be held in February, the annual Academic Festival promises to celebrate excellence, featuring competitions in various learning areas. This event recognizes outstanding achievements and fosters a culture of academic excellence, encouraging healthy competition among students and educators.

The Division fosters the implementation of CID GIYA (Care, Inspire, Develop - Guide for Instruction, Yes to Action) and SGOD GREATS (Governance towards Resilience, Equity Accessibility and Transformation Schools).

These groundbreaking programs monitor and assist school heads and teachers. These initiatives offer the schools continuous support and guidance, ensuring the implementation of effective policy and best practices. It will also refine the Monitoring and Evaluation (M&E) tools to strengthen project management processes and optimize resource allocation.

Moreover, the Division introduces the CID Program

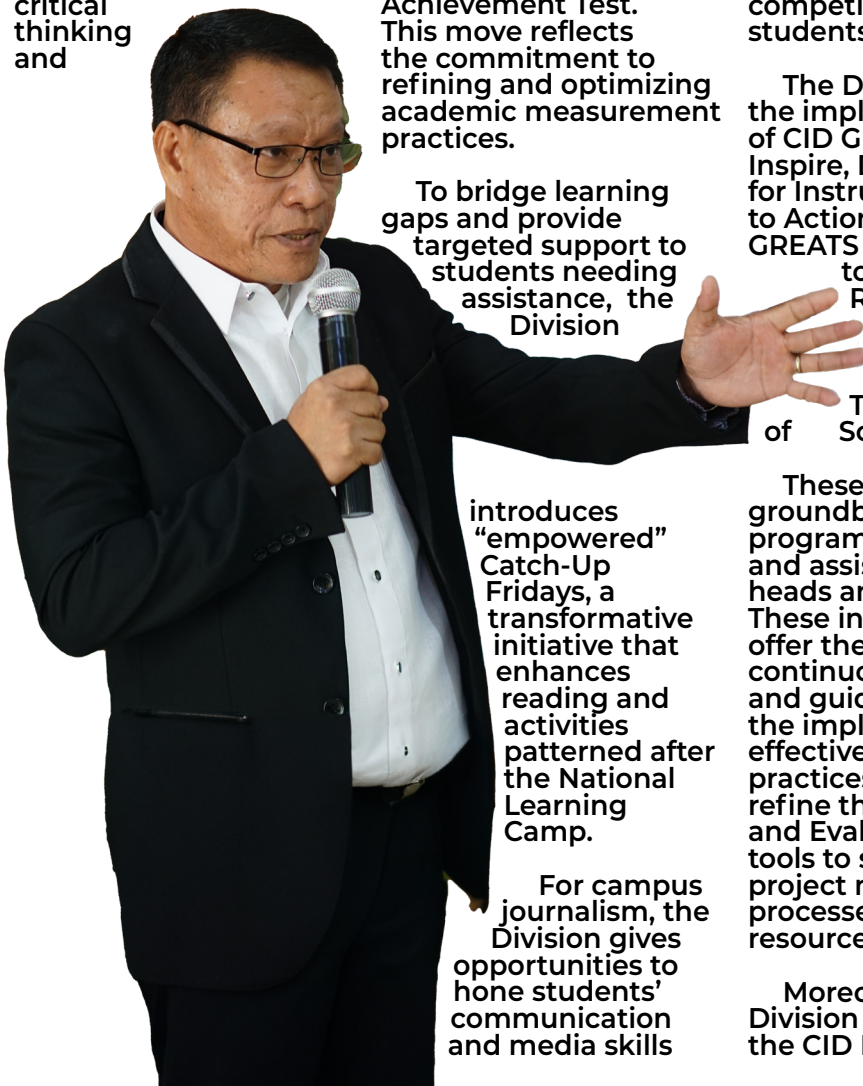
Implementation Awards, an initiative to recognize and reward the best implementers from schools. This accolade celebrates the dedication and innovation teachers and school heads demonstrated in effectively implementing the Curriculum and Instructional Delivery (CID) program.

The Division is focused on strengthening the opening and application processes for Senior High School (SHS). Education Program Supervisors utilize a tool to assess the readiness of a school to open SHS track or strand offerings to provide a seamless and enhanced theoretical and practical experience for students.

A system is established to recognize and certify what qualifies as an “innovation.” This is for the teachers to have proper and valid documents for their claims, ensuring their projects and programs have been impactful.

DepEd DavNor is set to mark the submission of innovations through a concrete process flow for approval and implementation. This strategic move aims to streamline and accelerate the integration of novel educational ideas, nurturing a culture of problem-solvers and out-of-the-box thinkers within the academic community.

As these initiatives unfold, the Division envisions a future where education is about imparting knowledge and fostering critical thinking, innovation, and inclusivity.



# Director's message



**ALLAN G. FARNAZO**  
DIRECTOR IV

2023 was a mixed bag of positive and negative events. But since the good always triumphs over the bad, we won't focus on it.

Vice President and Education Secretary Sara Z. Duterte's Basic Education Report marked a notable beginning to the year. She focused on the MATATAG agenda, focusing mainly on enriching the curriculum,

improving learners' competencies and values, enhancing teachers' capabilities and strategies, and upgrading services.

All these became the focus of the Department's programs, projects, and activities.

Despite numerous earthquakes, floods, landslides, and other natural disasters that

the Davao Region has experienced, the workforce has come together to support and assist one another.

These are the times when compassion and leadership are put to the test. But despite everything, the desire to finish what we started has always motivated us to keep going.

We continued with our mission to fulfil the MATATAG agenda. We monitored the impact of the various reading programs in all schools. We also soared high in national competitions, showing significant improvement among our learners.

We achieved the best ranking in the Davao Region's history, coming in first runner-up among the Top Performing Regions at the National Schools Press Conference.

Additionally, we made great strides in the Palarong Pambansa, placing sixth there after finishing eleventh in the previous national tournament.

We will never forget the

victory of DepEd Davao Region when Dr June Elias Patalinghug was hailed as Metrobank Foundation's Most Outstanding Filipino 2023. After over a decade, the region has again shown its prowess.

I am confident that many teachers out there also deserve the same award. We need to find them. We need to recognize them.

Of course, we ended the year by showing our love for our children and the next generation. We planted more or less 50,000 trees for the project "A Christmas Gift for the Children."

If properly taken care of, the trees are one of the legacies we leave behind for the next group of learners.

There was so much fun and admiration in 2023. I could not put them all in words. But as your Regional Director, I can proudly say that I am proud of you all. No words describe how grateful and honored I am to have served you all.

**Basta DepEd Onse, kanunay'ng abante!**

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#### Contributors:

Armando Jr. O. Aguilon  
Grace Santa T. Daclan  
Neil Edward D. Diaz  
Roy R. Banias  
Raymond S. Aquino  
Anne Palmero Manapol

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# FoodTech for job-ready education

by Raymond S. Aquino



Spotting the dynamism of the job market's landscape, today's educational institutions are progressively embracing a curriculum that goes beyond traditional subjects.

At present, some schools are beginning to reshape their curriculum as a groundbreaking approach to education to harness and produce graduates who are not just academically prepared but also job-ready, active, and responsible citizens.

ASDS Antonio Delos Reyes, the brain behind the founding of the Davao Occidental Food Technology and Processing Center (FTPC), held the belief that the merging of scientific principles with practical skills extends far beyond the classroom.

Believing that the integration of food technology offers a multifaceted approach, and with one direction with SDS Rommel Jandayan, he navigated this FTPC as an innovative curriculum heightened as a training venue for actual demonstration of skills for Food Processing NC II

qualification.

It is directed to provide training programs and forge linkages with partners to develop skills in food production for the Senior High School and Alternative Learning System's students for competence in the entrepreneurial world and employment for quality life.

With the provision of a state-of-the-art facility and the implementation of Food Processing Skills Training under Mariano Peralta National High School (MPNHS) as the implementing school, the students are guaranteed to understand the science behind food as well as gain hands-on experience in areas such as food processing, quality control, and culinary arts. By doing so, they develop a comprehensive skill set that aligns with the demands of the ever-evolving food industry.

Going to this food production skills partnership, the MPNHS advances part of its mission to create a positive impact on the community, especially the young people as the emphasis is on cultivating

critical thinking and problem-solving skills.

Moreover, with this customized SHS curriculum at the local level, the needs of local institutions, industries, and labor markets are taken into consideration as the students are encouraged to explore sustainable practices, food safety measures, and ethical considerations, instilling in them a sense of responsibility towards the environment and society. This approach creates a generation of individuals who are not just technically adept but also socially conscious.

To realize this noble aspiration, the signing of the Memorandum of Agreement between DepEd Davao Occidental and MPNHS on December 20, 2023 was formalized. Such program realization spells out the MATATAG Agenda; making the curriculum relevant to produce job-ready, active, and responsible citizens, taking steps to accelerate the delivery of basic education services and provision facilities, taking good care of learners by promoting learner well-being,

inclusiveness learning, and positive learning environment, and giving support for teachers to teach better.

As MPNHS continues to champion this progressive curriculum, they shall be witnessing a transformative impact on their students.

Graduates shall then emerge not only with academic achievements but also with a profound understanding of their role in society. They shall be equipped with the skills and mindset necessary to contribute meaningfully to the workforce, promoting a brighter and more sustainable future.

With the major objective of ensuring that graduates of basic education are ready for employment, entrepreneurship, and higher education, the integration of food technology into education is proving to be a visionary approach to shaping well-rounded individuals. By producing job-ready, active, and responsible citizens, this curriculum is setting the stage for a new era of education that meets the demands of a rapidly changing world.



# Uy and De Asis

by Roy R. Banias

**C**an an institution go farther up by getting nearer to its roots?

The answer is a resounding yes for the freshly minted leadership duo of Alona C. Uy and Neil Michael De Asis, underscoring that this is their management brand in shepherding the Schools Division of Tagum City. This style champions collective development by becoming closer to the people they serve.

Schools Division

Superintendent (SDS) Uy and Assistant SDS De Asis envision 2024 as the year of symbiosis where the management, stakeholders and clientele are all giving a say and taking a share in the programs and agendas of the Division.

As the proverbial parents of DepEd Tagum City, they believe that to build a conducive home (school) for their children (learners), they must ensure that the walls are strong (resilient facilities), the lights are bright (effective curriculum), the sustenance is enough (learning materials), there is a loving household (safe learning

environment), and they can depend on the support of the village (stakeholders).

“We want to know their situation and needs, provide immediate assistance, and at the same time recognize their best practices and interact with their partners and stakeholders,” SDS Uy said.

She also highlighted that the learner-centered ambitions of the SDO can only go to fruition if the foundation of fiscal administration is cemented with integrity and accountability.

“That being the case, everyone can rely on DepEd Tagum that the government funds allotted to our Division for 2024 will be used accordingly to address the current needs of our schools and learners,

down to the last peso,” SDS Uy vowed, noting on the efficient financial management that DepEd Tagum City is known for.

For ASDS De Asis, who is taking his maiden assignment in the City of Palms, one key to bringing the Division closer to the public is by making transactions more manageable and more accessible to their part.

“I plan to introduce enhancements like automation of some processes in the office to hasten transactions. We will also bring the services closer to the schools, teachers and learners to lessen their burden and strengthen the relationships between the SDO and its clients,” he said.

Both SDS Uy and ASDS De Asis have great hopes that the year 2024 will usher in achievements for Tagum City in the aspects of increased literacy, improved public services and more avenues for both learners and personnel to showcase their brilliance.

Now that Tagum is aptly branded the City of Harmony, the leadership duo is optimistic that the same shall also reflect the status quo of the Division.

“We will continue the culture of excellence here in SDO Tagum while fostering another important culture that is good collegiality,” SDS Uy said.



# It's not just another

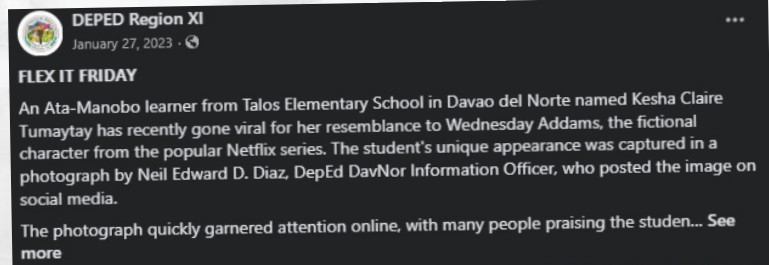
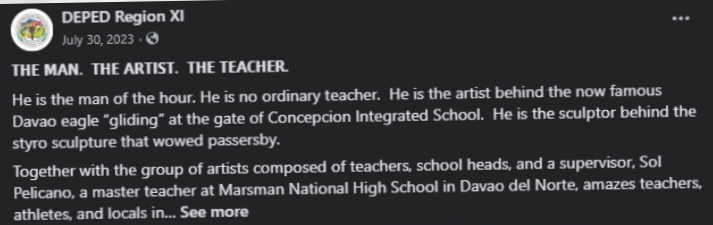


**B**y the end of the year, the social media posts on DEPED Region XI, the official page of the DepEd Davao Region, had 9.4 million reach and almost 850,000 content engagements. It has gathered more than 150,000 followers.

Apart from the broadcasts of *Diri sa DepEd Onse*, which have been a big hit since its launching in March 2021, many have

been drawn to all the contents of our social media page.

Meme Monday featured visuals or pictures with lighthearted content relevant to students, educators, or the Department; Marites Martes featured infographic-style posts with trivia, answers to commonly asked questions, and any other educational information that the



# social media page



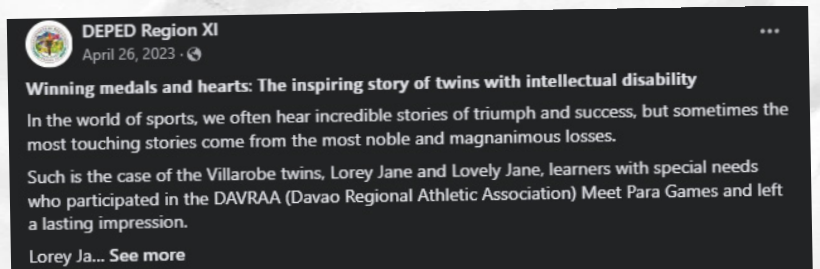
general public should be aware of.

There was Dear Wednesday, which were inspiring articles featuring unique stories of learners, teachers, or employees and HuweBEST, which were articles or essays written by students.

The content also featured Flex it Friday, flexing or showing off achievements of learners, teachers,

employees, or the schools division offices; Saturday Reels, featuring students, teachers, or employees; and LinggoHIT, containing verses, inspirational words, or Filipino values.

DEPED Region XI goes beyond being a standard social networking platform. It's our service and us. It's not just another social media page.



# Mati City's vision for 2024

**T**he School Division Office (SDO), under the visionary leadership of School Division Superintendent (SDS) Winnie E. Batoon, is setting a lofty course for 2024 in an effort to raise educational standards in Mati City.

With a firm commitment to data-driven decision-making, SDS Batoon has directed division personnel to utilize research findings as the cornerstone for implementing targeted strategies aimed at improving instructional quality.

“We believe that by harnessing the power of research data, we can identify specific areas that require attention and implement effective measures for improvement,” noted SDS Batoon during a recent address to division personnel.

A focal point of the upcoming year's plan is a concerted effort to enhance students' proficiency in critical subjects such as reading, mathematics, and science.

SDS Batoon emphasized the value of developing creative teaching strategies that accommodate a range of learning preferences and give students the tools they need to succeed in these core subjects.

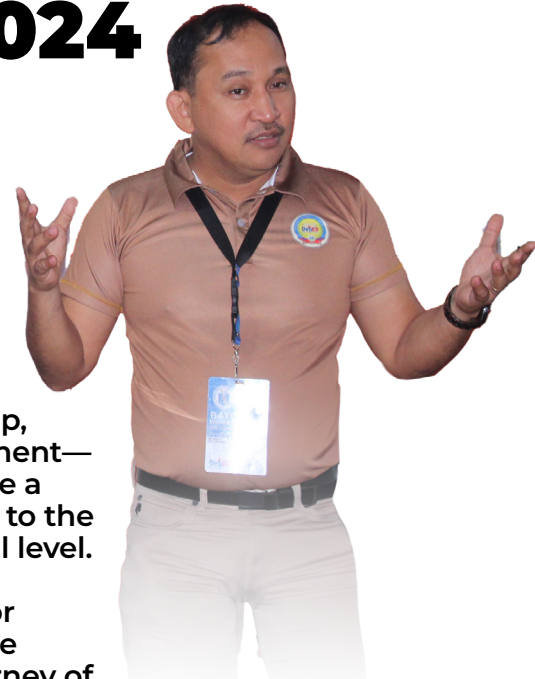
“Our goal is to provide students with a well-rounded education that equips them for success in key subjects vital for their academic journey,” SDS Batoon emphasized.

In recent Management Committee and Division Executive Committee meetings, SDS Batoon underscored the necessity of tracking the progress of grade 6 and 12 graduates.

The objective is to monitor if grade 12 graduates choose to follow one of the four exits—higher education, job, entrepreneurship, or skill development—and to guarantee a smooth transfer to the next educational level.

“It is crucial for us to monitor the educational journey of our students to ensure that government resources are utilized efficiently and that our efforts contribute to the broader goals of the Department of Education,” SDS Batoon highlighted.

Additionally, SDS Batoon emphasized the need for the division to enhance its assessment of learners, aiming to accurately identify their learning needs promptly and address

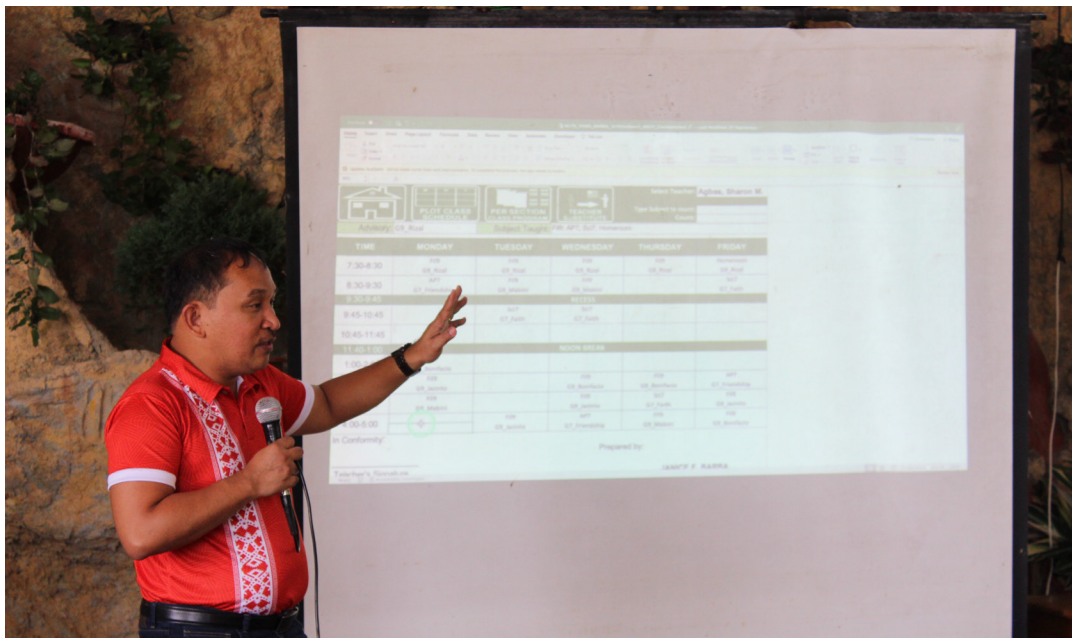


them immediately.

“We want to ensure that our assessment methods are finely tuned to capture the individual learning needs of our students so that we can provide timely and targeted interventions,” SDS Batoon remarked.

As Mati City sets its sights on achieving educational excellence, this comprehensive plan reflects a commitment to both data-driven decision-making and the holistic development of students in the region.

SDS Batoon's leadership signals a proactive approach to addressing the evolving needs of the educational landscape in Mati City and underscores the division's dedication to providing a quality education for all students.





# Spring of Magnanimity

by Anne Palmero Manapol

**N**obody knew every detail of her life, though. They had no idea how she would relate to each other's hardships while she valiantly battled and prevailed. They had no idea how hard she worked to maintain the devoted life she so much valued every day.

While exercising her power and influence, Dr. Melanie P. Estacio is adaptable and strives to strike a balance between her interests and those of the organization, as well as its vision, mission, and goals.

She has been the superintendent of the schools division for eight months in SDO Digos City, and during that time she has led by example by fostering a culture of trust, teamwork, a strong work ethic, and a healthy work-life balance.

Empowering the work force of SDO Digos City is her way of motivating colleagues to improve productivity. SDS Estacio believed that employees should know their roles and

understand how those roles evolve in a more flexible and purpose-driven manner, making one's abilities better each day.

SDS Estacio envisioned Digos City learners to be readers. She planned to put more innovation in literacy, where a technology-based approach will be used to fix the identified gaps in reading and comprehension.

She also shared that scarcity of materials might create possible hindrances in this initiative, but ingenuity in using available resources around the locality may yield far-reaching results; thus, she encouraged teachers to try probing unconventional ways of teaching literacy.

"Teachers are tired, and this is probably because they have not been satisfied with the way things have turned out. They are losing the chance of finding value in the initiatives that they have invested in. We are not improving anymore. So, we will set our energy to

do something different, especially in the curriculum, she shared.

She reiterated that if teachers are doing things that they are accustomed to without so much thought about it, then SDO Digos will generate the same results.

Estacio will be pushing for less training in the Division of Digos City and calling for a collaborative discussion among all educators in the division to sit down, think, and ponder what went wrong and come up with ways forward.

She visualized that all facilitators of learning shall be in the lead on a reflective journey of remembering and analyzing previous strategies, assimilating accustomed techniques, finding their flaws, and implementing what is found to be best.

SDS Estacio wanted to see teachers spending worthwhile time planning what to teach and how to do it in the most selfless way possible, for she sought relevance

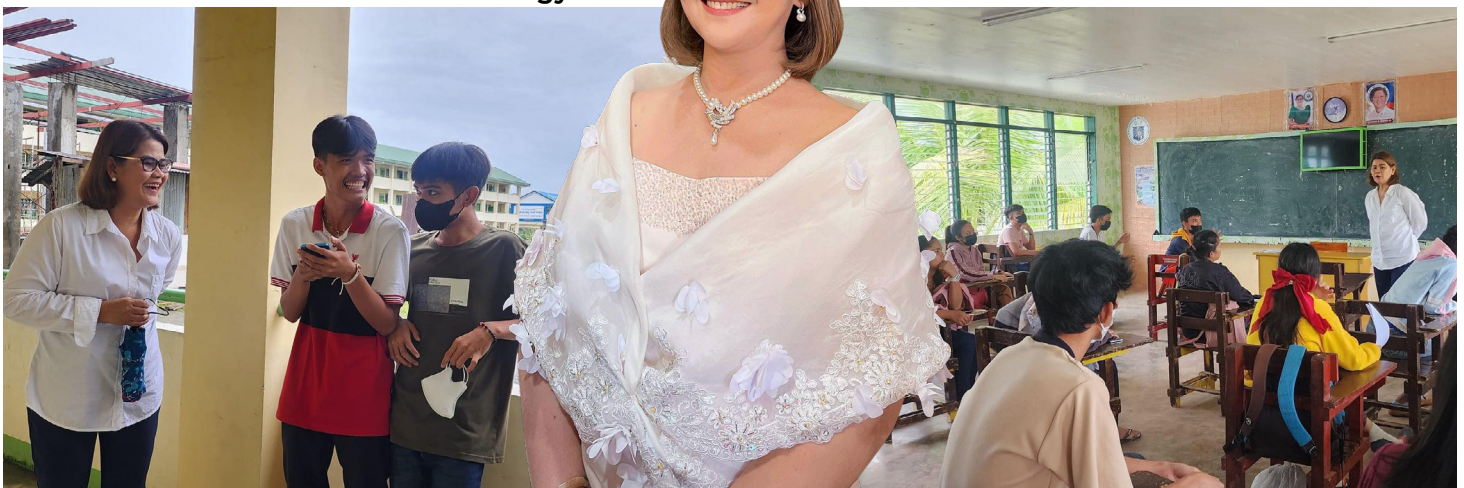
that was far more comprehensive than teaching content.

And in everything that a teacher does for a learner, integrity comes in handy.

"I would like to see integrity seen in the field of work because integrity encompasses all traits. No matter how hard the challenges a teacher may face, so long as the beauty of selflessness and generosity emanates from that heart, every little thing she does will become magical no matter what." SDS Estacio reiterated.

Additionally, SDO Digos City launched in December 2023 the Human Resource Management System for Simplifying HR Tasks, whose primary goal is to transition to a paperless system, streamlining the handling of HR requests, and providing teachers and staff with an easy-to-use platform for quicker and simpler tasks.

These are the experiences she has led. These are the beliefs she desperately wishes to flourish.



# EMPOWERING EDUCATION

## A Dynamic Duo at the Helm of DepEd Panabo City

by Armando Jr. O. Aguilon

In education, leadership plays a pivotal role in shaping the future of students and communities. Schools Division Superintendent (SDS) Jinky B. Firman and Assistant SDS Phoebe Gay L. Refamonte stand at the forefront of DepEd Panabo City, embodying a dynamic partnership that brings a holistic approach to educational excellence.

### **SDS Firman: The Architect of Educational Excellence**

Dr. Firman's unwavering commitment to educational enrichment is evident in her focused leadership on Curriculum and Instruction. She emphasizes the reading program and champions initiatives that propel literacy to the forefront of the educational agenda.

Under Dr. Firman's guidance, the reading program has witnessed a renaissance, with innovative strategies and interventions tailored to meet the diverse needs of students. Recognizing the critical role of literacy in shaping future leaders, she has spearheaded collaborations with educators, parents, and community stakeholders to create a comprehensive framework for literacy enhancement.

Moreover, Dr. Firman is a staunch advocate for building partnerships beyond the traditional boundaries of education. She envisions a network where schools are not isolated entities but interconnected hubs of learning and support.

This vision has materialized through collaborative ventures with local businesses, NGOs, and government agencies, fostering an ecosystem that nurtures holistic development.

In her pursuit of excellence, Dr. Firman has infused a sense of enthusiasm into the teaching fraternity, motivating educators to embrace innovative pedagogies. As a result, classrooms have become vibrant hubs of learning, where students are not just recipients of knowledge but active participants in their educational journey.

### **ASDS Refamonte: Pioneer of Human Capital and Innovation**

Complementing Dr. Firman's curriculum-centric approach is the astute management of human resources by ASDS Refamonte. A seasoned leader, Refamonte brings her financial expertise to



the forefront of human resource innovation, ensuring that DepEd Panabo City operates efficiently for public service convenience.

Refamonte's innovative spirit is transforming how the division approaches public service. Recognizing that the heart of any institution is its people, she has instituted progressive HR practices that nurture talent and foster a sense of belonging. From mentorship programs to skill development initiatives, every effort is geared towards unlocking the full potential of the division's human capital.

Furthermore, ASDS Refamonte has harnessed the power of technology to streamline administrative processes, ensuring public service convenience. From digitizing records to implementing user-friendly platforms, she is at the forefront of creating an efficient and

responsive educational system. This enhances the convenience for stakeholders and paves the way for a more agile and resilient education sector.

### **Collaboration for Comprehensive Change**

Dr. Firman and ASDS Refamonte form a dynamic duo steering DepEd Panabo City toward a future where education is not just a process but a transformative experience. Their combined focus on curriculum, instruction, human resource management, partnership and innovation ensures that every student receives a quality education and a holistic foundation for life beyond the classroom.

As they continue to lead with passion and purpose, the educational landscape in Panabo City is destined for unparalleled growth and success.



# VP Sara: “Nasa pagbasa ang pagasa”

Vice President (VP) and Education Secretary Sara Z. Duterte graced the launching of the National Reading Month at Kapitan Tomas Monteverde Sr. Central Elementary School on November 10, 2023.

She read a book to the Kindergarten learners whose excitement and joy were painted all over their faces.

In her speech, VP Sara underscored the importance of reading to gain more knowledge and wisdom.

She encouraged learners who already know how to read to help their classmates who have a hard time learning how to read.

“Nasa pagbasa ang pagasa,” she said while learners, in their favorite character costumes, were cheering.

Regional Director (RD) Allan G. Farnazo, in his welcome message, also underscored the positive impact of reading.

“Nagiging matibay

ang pundasyon kapag tayo ay nagbabasa,” he said.

Together with VP Sara and RD Farnazo

were Schools Division Superintendent (SDS) Reynante Solitario, Assistant SDS Marilyn Deduyo, and other DepEd officials.



# DEPED DAVAO DISPATCH

## Learning from eagles



**D**o we represent the eagle, or does the eagle represent us?

The eagle, as the ubiquitous symbol of the Davao Region, has unique characteristics. It flies alone at high altitudes. It doesn't fly with sparrows, ravens, and other small birds.

So, stay away from narrow-minded people, those who put you down. An eagle flies with eagles. So, keeping good company for you is a summary of the five people you often interact with.

Eagles have accurate vision. They have the

ability to focus on something as far as five kilometers away. No matter the obstacles, the eagle will not move his focus from the prey until he grabs it.

So, like an eagle, have a vision and remain focused no matter the obstacles, and you will succeed. The wishlist for well-being, spirituality, achievements, and what have you require constant concentration.

Eagles do not eat dead things. They feed only on fresh prey.

To be like an eagle, do not rely on your past success; keep looking for new frontiers to conquer. Leave your past where it belongs. You may not be able to move on from a bad relationship.

That is so fine. But please, move forward. Moving on is different from moving forward.

Eagles love the storm. When clouds gather, the eagle gets excited and uses the storm wind to lift itself higher. Once it finds the wind of the storm,

the eagle uses the raging wind to raise itself above the clouds. This gives the eagle an opportunity to glide and rest its wings. In the meantime, all the other birds hide in phobia on the branches and leaves of the trees.

Face your challenges ahead, knowing that these will make you emerge stronger and better than you were. We can use the storms of life to rise to greater heights. Achievers are more than brave to rise above crossroads. Achievers are not fearful of challenges, instead, they relish them and use them profitably.

Eagles prepare for training. They remove the feathers and soft grass in the nest so that the young ones get uncomfortable in preparation for flying and eventually fly when it becomes unbearable to stay in the nest.

To prepare yourself, leave your comfort zone. There is no growth there. If your circle of friends has not brought out the best in you, get out. It is not a circle but a prison.

When the eagle grows old, his feathers become weak and cannot take him as fast and high as they

should. This makes him frail and could make him die. So, he retires to a place far away in the mountains.

While there, he plucks out the weak feathers on his body and breaks its beaks and claws against the rocks until he is completely bare - a very bloody and painful process. He stays in this hiding place until he has grown new feathers, new beaks, and claws, and then he comes out flying higher than before.

We occasionally need to shed off old habits no matter how difficult, and let go of the things that burden us or add no value to our lives,

Together, in the years that will unfold for the Davao Region, let us continue weaving and collecting heartwarming, spectacular, and iconic stories of excellence because the foundation

of leadership is love, the bedrock of our career is love, and our existence builds around love.

The days, the hours, the minutes, and the seconds rolled into moments and passing seasons are amplified in the hearts of the communities we serve and in the very souls of Davaoeno learners we meet along the way.

**REBONFAMIL R. BAGUIO**

Director III

