



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
SCHOOLS DIVISION OF MISAMIS ORIENTAL

Office of the Schools Division Superintendent

13 October 2022

DIVISION MEMORANDUM

No. **591** s. 2022

ORGANIZATIONAL DEVELOPMENT COMMUNICATION SURVEY

To: **All Teaching and Non-Teaching Personnel
Others Concerned**
This Division

1. Pursuant to OUHROD No. 2022-0135 re: Organizational Development Communication Survey and Regional Memorandum No. 635, s. 2022 of the same title, the Office of the Undersecretary of the Human Resource and Organizational Development announces the conduct of the Organizational Development Communication Survey.
2. Hence, all teaching and non-teaching personnel is enjoined to participate in an online survey which can be accessed from October 6, 2022- October 14, 2022 via <https://bit.ly/PBBOrgCommsAudit>.
3. For queries and clarification, please coordinate with the Human Resource Development Unit, Irish Karylle D. Monte- SEPS (irishkarylle.monte@deped.gov.ph) or Eman A. Lachica - EPS II (eman.lachica@deped.gov.ph).
5. Wide dissemination of this Memorandum is hereby enjoined.

JONATHAN S. DELA PEÑA, PhD, CESO V
Schools Division Superintendent *JP*

Encls.: As stated
References: None
To be indicated in the Perpetual Index
under the following subjects:

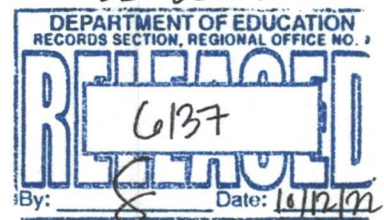


SURVEY
HRD-imonte





Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



October 10, 2022

REGIONAL MEMORANDUM
No. 635, s. 2022

ORGANIZATIONAL DEVELOPMENT COMMUNICATION
ASSESSMENT SURVEY

To: Schools Division Superintendents
All Others Concerned

1. Regarding the attached **Memorandum DM-OUHROD-2022-0135** dated October 5, 2022, the Bureau of Human Resource and Organizational Development - Organization Effectiveness Division (BHROD-OED), will be conducting an Organizational Development (OD) Communication Assessment Survey to develop and identify the most efficient and effective channels for understanding PBB communications across all governance levels.
2. Hence, everyone is enjoined to participate in an online survey, which can be accessed from October 6, 2022, to October 14, 2022, via bit.ly/PBBOrgCommsAudit.
3. Please refer to the attached Memorandum for the complete details.
4. This Office directs the immediate and wide dissemination of this Memorandum.

DR. ARTURO B. BAYOCOT, CESO III
Regional Director

[Signature]
ATTY. SHIRLEY O. CHATTO
Chief Administrative Officer
Officer-in-Charge
Office of the Regional Director

ATCH: As stated
To be indicated in the Perpetual Index
under the following subject:

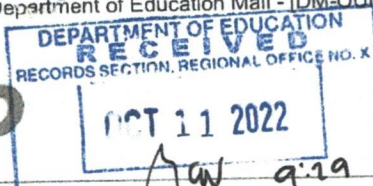
SURVEY

HRDD/rga/shelly



DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
(088) 856-3932 | (088) 881-3137 | (088) 881-3031
Department of Education Region 10
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22-85190

Department of Education Region 10 <region10@deped.gov.ph>

[DM-OUHROD-2022-0135] ORGANIZATIONAL DEVELOPMENT COMMUNICATION ASSESSMENT SURVEY

1 message

Office of the Undersecretary for Human Resource and Organizational Development (OUHROD) <usec.hrod@deped.gov.ph>

Mon, Oct 10, 2022 at 10:47 AM

To: Internal Audit Service Office of the Director <ias.od@deped.gov.ph>, "Joel S. Erestayn" <joel.erestayn@deped.gov.ph>, External Partnerships Service Office of the Director <eps.od@deped.gov.ph>, Bureau of Curriculum Development Office of the Director <bcd.od@deped.gov.ph>, Bureau of Learning Delivery Office of the Director <bld.od@deped.gov.ph>, Bureau of Education Assessment Office of the Director <bea.od@deped.gov.ph>, Bureau of Learning Resources Office of the Director <blr.od@deped.gov.ph>, "ALS Task Force (Alternative Learning System)" <als.taskforce@deped.gov.ph>, Bureau of Learner Support Services Office of the Director <blss.od@deped.gov.ph>, National Educators Academy of the Philippines Office of the Director <neap.od@deped.gov.ph>, Project Management Service Office of the Director <pms.od@deped.gov.ph>, Legal Service Office of the Director <ls.od@deped.gov.ph>, Administrative Service Office of the Director <as.od@deped.gov.ph>, Procurement Management Service <procms.od@deped.gov.ph>, Disaster Risk Reduction and Management Service Office of the Director <drms.od@deped.gov.ph>, Information and Communication Technology Office of the Director <icts.od@deped.gov.ph>, Planning Service <ps.od@deped.gov.ph>, DepEd Philippines <pas.od@deped.gov.ph>, Finance Service Office of the Director <fs.od@deped.gov.ph>, DepEd I Ilocos Region <region1@deped.gov.ph>, DepEd II Cagayan Valley Region <region2@deped.gov.ph>, DepEd III Central Luzon <region3@deped.gov.ph>, DepEd IVA CALABARZON <region4a@deped.gov.ph>, DepEd IVB MIMAROPA <mimaropa.region@deped.gov.ph>, DepEd V Bicol Region <region5@deped.gov.ph>, DepEd VI Western Visayas <region6@deped.gov.ph>, DepEd VII Central Visayas <region7@deped.gov.ph>, DepEd VIII Eastern Visayas <region8@deped.gov.ph>, DepEd IX Zamboanga Peninsula <region9@deped.gov.ph>, DepEd X Northern Mindanao <region10@deped.gov.ph>, DepEd XI Davao Region <region11@deped.gov.ph>, DepEd XII Soccsksargen <region12@deped.gov.ph>, DepEd Region XIII- CARAGA <caraga@deped.gov.ph>, DepEd Cordillera Administrative Region <car@deped.gov.ph>, DepEd NCR <ncr@deped.gov.ph>, Office of the Undersecretary and Chief of Staff <oucos@deped.gov.ph>, Undersecretary for Finance - Budget and Performance Monitoring <usec.financebpm@deped.gov.ph>, "Office of the Assistant Secretary for Finance (Budget and Performance Monitoring)" <asec.financebpm@deped.gov.ph>, Undersecretary for Administration <usec.admin@deped.gov.ph>, "Office of the Undersecretary for Curriculum and Instruction (OUCI)" <ouci@deped.gov.ph>, Office of the Assistant Secretary for Curriculum & Instruction <oasci@deped.gov.ph>, "Tionisto MC. Umali" <tonisito.umali@deped.gov.ph>, DepEd Office of the Undersecretary for Legal Affairs <oula@deped.gov.ph>, Office of the Assistant Secretary for Legal Affairs <oasla@deped.gov.ph>, usec.legal@deped.gov.ph, asecc.legal@deped.gov.ph, "cc: Legal Affairs Help desk" <leahd@deped.gov.ph>, Legislative Liaison Office <legis@deped.gov.ph>, Regional Operations <usec.regops@deped.gov.ph>, Assistant Secretary - National Academy of Sports and Field Operations <asec.nasfo@deped.gov.ph>, Office of the Assistant Secretary for Procurement and Administration <asec.pa@deped.gov.ph>, "Office of ASec G.H. Ambat" <asec.pas.als@deped.gov.ph>, Assistant Secretary for Alternative Learning System <asec.als@deped.gov.ph>, "Office of the Assistant Secretary for Project Management, BHROD and Field Operations" <oure@deped.gov.ph>

Cc: Joergette Razielle Regadio <joergette.regadio@deped.gov.ph>, Dorothy Aireen Lipit <dorothy.lipit@deped.gov.ph>, Jennifer Lopez <jennifer.lopez006@deped.gov.ph>, Bea Franchezka Yumang <bea.yumang@deped.gov.ph>, Organization Effectiveness Division <bhrod.oed@deped.gov.ph>, "to: Bureau of Human Resource and Organizational Development Office of the Director" <bhrod.od@deped.gov.ph>, Sharon Ayala <sharon.ayala@deped.gov.ph>, SONIA SOBREMISANA <sonia.sobremisana@deped.gov.ph>, Ralph Escamis <ralph.escamis@deped.gov.ph>, "Office of the Undersecretary for Human Resource and Organizational Development (OUHROD)" <usec.hrod@deped.gov.ph>, rachel.malate001@deped.gov.ph

Dear Undersecretaries, Assistant Secretaries, Bureau and Service directors, Regional Directors, School Heads and All Others Concerned:

The Bureau of Human Resource and Organizational Development- Organization Effectiveness Division (BHROD-OED) shall be conducting an Organizational Development (OD) Communication Assessment Survey for DepEd to develop and identify the most efficient and effective channels for understanding PBB communications across all governance levels.

In view thereof, everyone is enjoined to participate in an online survey which can be accessed **starting October 6, 2022, (Thursday) until October 14, 2022 (Friday)** through this link: [_bit.ly/PBBOrgCommsAudit](https://bit.ly/PBBOrgCommsAudit)

All responses shall be treated with utmost confidentiality in compliance with the Data Privacy Act of 2012. These shall be used for OD communication purposes and will not be used for any

other purposes that may compromise the integrity of the data gathered.

For questions and/or clarification, please contact **Ms. Maricarl Fabian or Ms. Arly Jane Alcantara** of the BHROD-OED through email at **bhrod.oed@deped.gov.ph** or at telephone number **8633-5375**. Thank you.



Office of the Undersecretary for Human Resource and Organizational Development,
National Educators Academy of the Philippines,
Teacher Education Council Secretariat, and
DepEd Employees' Associations Coordinating Office
Tel. No.: (02) 8633-7206 Telefax No.: (02) 8631-8494
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Ave., Pasig City 1600

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**DM-OUHROD-2022-0135 ORGANIZATIONAL DEVELOPMENT COMMUNICATION ASSESSMENT
SURVEY.pdf**
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Republika ng Pilipinas

Department of Education


OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT,
NATIONAL EDUCATORS' ACADEMY OF THE PHILIPPINES,
TEACHER EDUCATION COUNCIL SECRETARIAT, AND
DEPED EMPLOYEES' ASSOCIATIONS COORDINATING OFFICE

MEMORANDUM

DM-OUHROD-2022-0195

TO : **UNDERSECRETARIES
ASSISTANT SECRETARIES
BUREAU AND SERVICE DIRECTORS
REGIONAL DIRECTORS
SCHOOL DIVISION SUPERINTENDENTS
SCHOOL HEADS
ALL OTHERS CONCERNED**

FROM :  **GLORIA JUMAMIL-MERCADO**
*Undersecretary for Human Resource and Organizational
Development, National Educators' Academy of the Philippines,
Teachers Education Council Secretariat, and DepEd Employees'
Associations Coordinating Office*

SUBJECT : **ORGANIZATIONAL DEVELOPMENT COMMUNICATION
ASSESSMENT SURVEY**

DATE : October 5, 2022

The Bureau of Human Resource and Organizational Development- Organization Effectiveness Division (BHROD-OED) shall be conducting an Organizational Development (OD) Communication Assessment Survey for DepEd to develop and identify the most efficient and effective channels for understanding PBB communications across all governance levels.

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For questions and/or clarification, please contact **Ms. Maricarl Fabian or Ms. Arly Jane Alcantara** of the BHROD-OED through email at bhrod.oed@deped.gov.ph at telephone number 8633-5375. Thank you.

[BHROD-OED/ Alcantara]

Communications Audit for the Creation of Organizational Communication Plan

Dear Sir/Madam,

Thank you for your interest in taking this survey. We would like to seek your feedback to help us in our efforts to understand and analyze the communication processes within DepEd. Also, to develop and identify efficient and effective communication channel in understanding PBB at all governance levels (Central Office, Regional Office, School Division Office, School).

This survey will take about less than 5 minutes to complete. Results of this survey will be aggregated and provided in the form of statistical information only. Your participation in this survey, together with your individual responses to the questions, will be kept strictly confidential.

If you have any questions about this survey, please contact Ms. Maricarl Fabian or Ms. Arly Jane Alcantara through bhrod.oed@deped.gov.ph or 8633-5375.

DATA PRIVACY

CONSENT: The participation in this survey is VOLUNTARY. You may refuse to participate or stop answering the survey at anytime. Deciding to not participate or stop answering the survey will not result in any penalty or loss of benefits to which you are entitled. Agreeing in the statement below shall mean that you are giving your consent to participate and use the results of the survey in preparing an assessment tool and criteria for Workforce Management. Your information will remain confidential in accordance with the Data Privacy Act.

- I agree to participate in the survey
- I don't agree to participate in the survey

RESPONDENT PROFILE

Name (Optional):

Email:

Sex by Birth: Male Female

Age group: 18-34 35-54 55 and older

Highest Educational Background: Elementary and below
 High school or vocational
 College/University and above

Bureau and Service:

Region:

- National Capital Region Cordillera Administrative Region
- Region 1 – Ilocos Region 2 – Cagayan Valley
- Region 3 – Central Luzon Region 4A – Calabarzon

- Region 4B – Mimaropa
- Region 5 – Bicol
- Region 6 – Western Visayas
- Region 7 – Central Visayas
- Region 8 – Eastern Visayas
- Region 9 – Zamboanga Peninsula
- Region 10 – Northern Mindanao
- Region 11 – Davao
- Region 12 – SOCCSKSARGen
- Region 13 – Caraga
- Bangsamoro Autonomous Region in Muslim Mindanao

School Division:

School:

Work Classification: Teaching Non-teaching Teaching-related

Employment Status: Permanent Contract of Service Job order
 Coterminous Others

Please check the box that corresponds your answer:

1. How much are you aware of the PBB FY 2021 prior to this survey?

- Extremely Aware Very Aware
- Slightly aware Not at all aware

2. What is your most preferred source of information regarding PBB FY 2021?

- DepEd Issuances
- DepEd messaging services (Workplace, Google Meet, Viber, Ms 365 Teams, etc.)
- Facebook: DepEd Philippines
- Instagram: depedphilippines
- Twitter: @DepEd_PH
- Regional Social Media Account
- DepEd Regional Website
- SDOs Social Media Account
- SDO DepEd Website
- School's Social Media Account
- School's Website
- Landline/mobile numbers
- DepEd website: deped.gov.ph
- School Bulletin

3. How often do you visit the following sources of information regarding PBB FY 2021?

Sources	Daily	Weekly	Monthly	Annually	Never
DepEd Issuances					

DepEd messaging services (Workplace, Google Meet, Viber, Ms 365 Teams, etc.)					
Facebook: DepEd Philippines					
Instagram: depedphilippines					
Twitter: @DepEd_PH					
Regional Social Media Account					
DepEd Regional Website					
SDOs Social Media Account					
SDO DepEd Website					
School's Social Media Account					
School's Website					
DepEd website: deped.gov.ph					
School Bulletin					
Walk-in-visit to DepEd offices/schools					
Others, please specify:					

4. What is the most accessible tool/channel for you to understand PBB? (Check only one)

- Radio
 Television
 Print newspaper
 Online news media
 Social media
 Family and friends
 Forums and townhall meetings
 Other, please specify: _____

5. What is the most effective tool/channel for you to understand PBB? (Check only one)

- Radio
 Television
 Print newspaper
 Online news media
 Social media
 Family and friends
 Forums and townhall meetings
 Other, please specify: _____

6. Which PBB related concepts are you aware of? (You may check more than one)

- Eligibility criteria (Performance Results, Process Results, Financial Results, Citizen/Client Satisfaction Results)
 PBB requirements
 PBB Scoring System
 PBB Pay-out
 Results – Based Performance Management System (RPMS)
 DBM Memorandum Circular 2021 (PBB Guidelines)
 DepEd Order
 PBB focal person
 Performance management team
 Other, please specify: _____

7. On a scale of 1 to 4 with 4 being the highest, please rate the information you received regarding the PBB FY 2021 based on the following factors:

	1	2	3	4
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Timelines				
Relevant				
Accuracy				
Clarity				
Completeness				

8. Have you seen and/or heard any information related to DepEd's compliance to PBB?

- Yes No

8.1 If yes: What can you recall about the information you have seen and/or heard related to DepEd's compliance to PBB? _____

9. What is your preferred type of material when you read information about PBB?

- Audio (podcast, broadcast) Video
 Image (infographic) Print
 Others, please specify

10. How likely will share/recommend the information you received about PBB?

- Very Likely Likely
 Unlikely Very unlikely

11. How can you improve the dissemination of information regarding PBB?