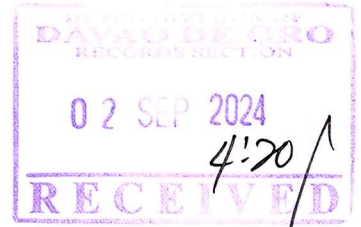




Republic of the Philippines
Department of Education
 REGION XI
SCHOOLS DIVISION OF DAVAO DE ORO

2024-09-07-0697



Office of the Schools Division
 Superintendent

August 30, 2024

DIVISION MEMORANDUM

No. 697, s. 2024

**SCHEDULE OF SCHOOL VISITS FOR THE SPECIAL
 HARDSHIP ALLOWANCE (SHA)**

To: Public Schools District Supervisors/
 District Coordinating Principals
 Elementary and Secondary School Heads
 All Others Concerned

1. Attached is Regional Memorandum No. FTAD-2024-021 dated August 21, 2024 in reference to the DM-OUHROD-2024-1311, entitled "Conduct of Survey on the Special Hardship Allowance (SHA) and other Programs/Policies Implemented at the School Level", and Advisory dated July 16, 2024.
2. The schedule of school visits for Davao de Oro Division will be headed by Mr. Ronnie S. Mercado, Education Program Supervisor, Field Technical Assistance Division (FTAD), is on October 7-11, 2024.
3. Other details of the activity are found in the enclosures.
4. Wide dissemination of this Memorandum is desired.

CRISTY C. EPE, CESO V
 Schools Division Superintendent



Address: Capitol Complex, Brgy. Cabidanan, Nabunturan, Davao de Oro
 Contact No. 0951-387-1728 (TNT); 0915-399-7779 (Globe)
 Email Address: davaodeoro@deped.gov.ph
 Website: www.depeddavaodeoro.ph

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RECORDS



Republic of the Philippines
Department of Education
DAVAO REGION

Office of the Regional Director

REGIONAL MEMORANDUM
FTAD-2024-021

To : Schools Division Superintendents of Davao City, Davao del Norte, Davao del Sur, Davao Occidental, Davao de Oro, Davao Oriental, Mati City, and Panabo City
Chief Education Supervisor, Field Technical Assistance Division

Subject: **SCHEDULE OF SCHOOL VISITS FOR THE SPECIAL HARDSHIP ALLOWANCE (SHA)**

Date : August 21 , 2024

In reference to the **DM-OUHROD-2024-1311**, entitled "Conduct of Survey on the Special Hardship Allowance (SHA) and other Programs/Policies Implemented at the School Level," and Advisory dated July 16, 2024, the schedule will be on **October 7-11, 2024**, for the following Schools Division Offices:

Division	No. of Schools to be Visited	Team	Monitoring Officials from RO and SDOs
Davao City	2	A	Aris B. Juanillo, CES - FTAD Aida P. Placencia, EPS - FTAD Division Composite Teams
Davao del Norte	2		
Davao del Sur	1		
Davao Occidental	1		
Davao de Oro	2	B	Ronnie S. Mercado, EPS - FTAD Division Composite Teams
Davao Oriental	2		
Mati City	1		
Panabo City	1		

Other details of the activity are contained in the aforementioned memorandum and are self-explanatory.

Pursuant to DO 9, s. 2005, classes should not be disrupted during the survey. There shall also be no lavish preparations, tokens, leis and whatever that add cost to the activity. Meals shall be handled by the team.



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147
Email Address: region11@deped.gov.ph
Website: www.depedoxi.ph





Republic of the Philippines
Department of Education
 DAVAO REGION

Office of the Regional Director

Travel expenses of RO personnel shall be charged against the downloaded funds through Sub-Allotment Release Order No. OSEC-11-24-4827 dated July 4, 2024 while that of the SDO personnel shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations.

Immediate dissemination of this Memorandum is desired.

ALLAN G. FARNAZO
 Director IV

ROF2/rsm

RECORDS SECTION
RELEASED
 By: _____
 Date: _____, Time: _____, July 29, 2024
 36717



Address: F. Torres St., Davao City (8000)
 Telephone Nos.: (082) 291-1665; (082) 221-6147
 Email Address: region11@deped.gov.ph
 Website: www.depedroxi.ph





Republic of the Philippines
Department of Education

BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

OFFICE OF THE DIRECTOR

ADVISORY

FOR: ALLAN G. FARNAZO
Regional Director, Region XI

**CONCERNED SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM: ATTY. RESTY C. OSIAS, LL.M., CESO IV
*Director IV, Bureau of Human Resource and Organizational
Development*

**SUBJECT: REGION XI SCHEDULE re CONDUCT OF SURVEY ON THE
MONITORING AND EVALUATION FOR THE SPECIAL
HARDSHIP ALLOWANCE (SHA) AND OTHER
PROGRAMS/POLICIES IMPLEMENTED AT THE SCHOOL
LEVEL**

DATE: 16 July 2024

This refers to the **DM-OUHROD-2024-1311** with subject "**Conduct of Survey on the Monitoring and Evaluation for the Special Hardship Allowance (SHA) and Other Programs/Policies Implemented at the School Level**" dated 08 July 2024 in **select SDOs in Region XI**. Please be informed that the said activity will be conducted on **October 7-11, 2024**.

For further details, your assigned Regional Focal may contact **Ms. Noverose B. Dadole** of the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) through telephone number (02) 8633-5387 or email at bhrod.sed@deped.gov.ph copy furnished support.sha@deped.gov.ph.





Republika ng Pilipinas
Department of Education

**OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT**

**MEMORANDUM
DM-OUHROD-2024-1311**

**TO : CONCERNED REGIONAL DIRECTORS
CONCERNED SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : WILFREDO E. CABRAL
*Regional Director
Officer-In-Charge, Office of the Undersecretary for
Human Resource and Organizational Development*

**SUBJECT : CONDUCT OF SURVEY ON THE MONITORING AND
EVALUATION FOR THE SPECIAL HARDSHIP ALLOWANCE
(SHA) AND OTHER PROGRAMS/POLICIES IMPLEMENTED AT
THE SCHOOL LEVEL**

DATE : 08 July 2024

The Joint Circular No. 1, s. 2021 of the Department of Education (DepEd) and Department of Budget and Management (DBM) have established the use of hardship index (HI) as an objective criterion in determining hardship posts. All schools were computed with an individual HI score, using the latest available data. Pursuant to this, the issuance of DepEd Order No. 039 s. 2021 entitled "Guidelines of Special Hardship Allowance (SHA) for Public School Teachers" has outlined the use of HI which identified schools with 0.37 and above HI score as hardship posts. The HI is computed using eight (8) variables, namely, time and cost of transportation, human violence, presence of temporary learning spaces (as proxy indicator for disaster), poverty incidence, and availability of basic amenities and services (e.g. telecommunication, water, and electricity services).

In line with DepEd's mission to provide support mechanisms to teachers, DepEd Order No. 017 s. 2023 was issued to lower the HI cut-off from 0.37 to 0.33, increasing the number of teachers qualified to receive the SHA.

Consistent with the aim to establish a systematic and evidence-based policy formulation, the Bureau of Human Resource and Organization Development – School Effectiveness Division (BHROD-SED) has conducted a baseline study/monitoring last 2019 (fourth quarter) to 2020 (first quarter) which establish a baseline data on the implementation of SHA prior to the issuance of DO 039, s. 2021.



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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Moreover, the long-term implementation plan of the SHA policy includes an evaluation of the policy outcomes. This aims to provide us with a data-driven approach in evaluating the policy after its three (3) years of implementation. With this, a monitoring survey shall be conducted by BHROD-SED in select Regions and Divisions.

The survey will be primarily focused on SHA and other BHROD-SED programs/policies implemented at the school level such as but not limited to School-based Management (SBM), School Governance Council (SGC), Teacher Workload, deployment of teaching and school-based non-teaching positions, electronic school form 7 (eSF7). The data that will be collected from the monitoring survey shall provide information relative to how schools are implementing the programs and policies, the areas needing support and technical assistance, as well as innovative implementation practices. More importantly, the SHA data shall serve as primary input in the development of the monitoring and evaluation (M&E) report for the SHA policy implementation.

In this connection, teams from the DepEd Central Office (CO) to be led by the BHROD-SED shall visit **400 randomly selected schools** with varying numbers per Region (see Annex A), from August 2024 to December 2024. Kindly note that as part of the evaluation process, some of the schools that were visited last 2019-2020 for the SHA baseline study shall also be included in the schools to be visited for this monitoring survey. **The Regional Directors are hereby requested to assign a Regional Focal** (may it be the Regional SBM Coordinator, Finance Officer, or Planning Officer) **who shall assist BHROD-SED in managing and facilitating the school visits for the monitoring survey.**

Specific dates of school visits shall be arranged by BHROD-SED staff with the Regional Focal, with due consideration of their common availability. Assistance is further requested from the RO in the facilitation of the rental of van (or other available mode of transport) and arrangement of meals of the team (CO, RO, SDO team members as well as school participants) during school visits. Funds for this purpose have already been downloaded to the Regions through the *Program Support Funds (PSF) for Special Hardship Allowance (SHA) Monitoring and Evaluation.*

Furthermore, the list of schools per Region shall be provided prior to the actual conduct of the visits for the itinerary arrangements.

Travel expenses of CO personnel shall be charged against FY 2024 funds of SED under GMS through Activity Request (AR) No. 2024-CO-01396 with activity code AC-24-BHROD-SED-GASS-005, while that of RO and SDO personnel shall be charged against local funds, subject to existing budgeting, accounting, and auditing rules and regulations. In case of funding deficiency, the travel expenses of personnel from other CO Offices shall be charged against local funds.

Assigned Regional Focal is hereby requested to accomplish the form through this link: bit.ly/SED2024Monitoring on or before July 12, 2024.

For further details and information, you may contact **Ms. Noverose B. Dadole** of BHROD-SED through office landline number (02) 8633-5397 or email address at support.sha@deped.gov.ph copy furnished bhrod.sed@deped.gov.ph.

For your immediate and appropriate action.



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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MONITORING AND EVALUATION FOR THE SPECIAL HARDSHIP ALLOWANCE (SHA) AND OTHER PROGRAMS/POLICIES IMPLEMENTED AT THE SCHOOL LEVEL

LIST OF REGIONS AND DIVISIONS

Region	Division	Count
CAR	Abita	4
	Apayao	4
	Benguet	4
	Iligan	6
	Kalinga	6
	Mt. Province	1
Region I	Ilocos Sur	5
	La Union	4
	Pangasinan I, Lingayen	4
	Pangasinan II, Binalonan	2
Region II	Bataan	4
	Agawan	4
	City of Ilogan	1
	Iscabela	4
Region III	Nueva Vizcaya	1
	Quirino	1
Region IV	Aurora	1
	Bataan	1
	Suluacan	5
	Capitan City	1
	Nueva Ecija	2
Region V	Pampanga	2
	Science City of Muñoz	1
	Tadac	1
	Zambales	2
Region IV-A	Batangas City	1
	Quezon	10
Region IV-B	Rizal	1
	Occidental Mindoro	6
Region IV-C	Oriental Mindoro	4
	Marikina	3
Region IV-D	Palawan	12
	Romblon	4
Region V	Albay	4
	Comarinas Norte	1
	Comarinas Sur	18
	Calanduanes	4
	Maabate	18
	Marbale City	1
	Sorsogon	7

Region	Division	Count	
Region VI	Aklan	1	
	Antique	3	
	Capiz	3	
	Bacalarate City	1	
	Guimaras	3	
	Iloilo	4	
	Negros Occidental	2	
	Region VII	Bohol	10
	Region VIII	Cebu	17
	Region IX	Guinaluppan City	1
Region X	Negros Oriental	13	
	Region XI	Calbayog City	1
	Region XII	Calabugan City	1
	Region XIII	Zamboanga City	8
	Region XIV	Eastern Samar	1
	Region XV	Leyte	20
	Region XVI	Northern Samar	3
	Region XVII	Grasse City	1
	Region XVIII	Samar (Western Samar)	11
	Region XIX	Southern Leyte	2

Region	Division	Count	
Region X	Zamboanga City	3	
	Zamboanga del Norte	13	
	Zamboanga del Sur	7	
	Zamboanga Sibugay	4	
	Region XI	Antique	16
	Region XII	Camiguin	3
	Region XIII	Iligan City	1
	Region XIV	Lanao del Norte	4
	Region XV	Misamis Occidental	2
	Region XVI	Misamis Oriental	6
Region XVII	Davao City	2	
	Davao De Oro	2	
	Davao del Norte	2	
	Davao del Sur	1	
	Davao Occidental	1	
	Davao Oriental	2	
	Mal City	1	
	Panaba City	1	
	Region XVIII	North Cotabato	11
	Region XIX	Sarangani	2
Region XX	South Cotabato	1	
	Sultan Kudarat	7	
CARAGA	Agusan del Norte	1	
	Agusan del Sur	16	
	Dinagat Island	2	
	Surigao	2	
	Surigao City	1	
	Surigao del Norte	1	
	Surigao del Sur	10	

TOTAL	
Regions	15
EDOs	89
Schools	400