

Republic of the Philippines
Department of Education
REGION V - BICOL
SCHOOLS DIVISION OFFICE OF CATANDUANES

UNNUMBERED MEMORANDUM
SGOD-PER-UM-08-19-2024/FPC

TO : **MA. YOLLY T. SEÑA**
Teacher II/TIC, Bocon Elementary School

MARY JANE S. RIMA
Head Teacher III/ OIC, Lourdes Elementary School

JANET M. TONIO
School Principal II, Viga Rural Development High School

BERNARDO F. CONDENO JR.
Teacher III/ TIC, Porot Elementary School

FROM : **ATTY. NORLITO JR. P. AGUNDAY**
[Signature]
Attorney III/ Legal Officer
Officer-in-Charge
Office of the Schools Division Superintendent

DATE : August 19, 2024

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

1. In cognizant to the attached 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 July 8, 2024 and Advisory from Atty. Resty C. Osias, LLM., CESO IV, Director IV of the Bureau of Human Resource and Organizational Development and Alternate Data Protection Officer dated July 12, 2024 with subject "Region V 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", please be informed that the said activity will be conducted on August 19 to 23, 2024 in selected SDOs in Region V.



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Department of Education
REGION V - BICOL
SCHOOLS DIVISION OFFICE OF CATANDUANES

2. This office also informs that SDO-Catanduanes particularly your schools were randomly selected by the DepEd Central Office through the BHROD-SED to be visited for this monitoring survey on the following dates:

Dates	School to be Visited
August 21, 2024 PM	Viga RDHS
August 22, 2024	Bocon ES, Lourdes ES, and Porot ES

3. For information and guidance.



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Republic of the Philippines
Department of Education

BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

OFFICE OF THE DIRECTOR

ADVISORY

TO: GILBERT T. SADSAD
Regional Director, Region V

**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 and Alternate Data Protection Officer*

**SUBJECT: REGION V 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: 12 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 V**. Please be informed that the said activity will be conducted on **August 19-23, 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 (BHRD-SED) through telephone number (02) 8633-5387 or email at bhrod.sed@deped.gov.ph copy furnished support.sha@deped.gov.ph.



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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.



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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.



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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	Number of schools
LUZON		
CAR		
CAR	Aklan	4
CAR	Aplayo	4
CAR	Benguet	4
CAR	Bugao	6
CAR	Kalinga	6
CAR	Mt. Province	1
Region I		
Region I	Ilocos Sur	5
Region I	La Union	1
Region I	Pangasinan I, Lungsod	4
Region I	Pangasinan II, Panayuan	2
Region II		
Region II	Batanes	4
Region II	Cagayan	4
Region II	City of Iligan	1
Region II	Isabela	4
Region II	Nueva Vizcaya	1
Region II	Quirino	1
Region III		
Region III	Aurora	1
Region III	Bataan	1
Region III	Bulacan	5
Region III	Cavite City	1
Region III	Genasan City	2
Region III	Nueva Ecija	2
Region III	Pampanga	2
Region III	San Jose City of Munoz	1
Region III	Tarlac	1
Region III	Zambales	2
Region IV-A		
Region IV-A	Rizal	1
Region IV-A	Quezon	16
Region IV-A	Marikina City	1
Region IV-B		
Region IV-B	Occidental Mindoro	5
Region IV-B	Oriental Mindoro	9
Region IV-B	Marikina City	3
Region IV-B	Palawan	12
Region IV-B	Sorsogon	4
Region V		
Region V	Albay	4
Region V	Comarines Norte	1
Region V	Comarines Sur	18
Region V	Catanduanes	4
Region V	Marikina	18
Region V	Marikina City	1
Region V	Sorsogon	7
		193

Region	Division	Number of schools
VISAYAS		
Region VI		
Region VI	Aklan	1
Region VI	Antique	3
Region VI	Capiz	3
Region VI	Escalante City	1
Region VI	Guimaras	3
Region VI	Ibato	4
Region VI	Negros Occidental	2
Region VII		
Region VII	Bohol	10
Region VII	Cebu	2
Region VII	Cebu	17
Region VII	Cebu Oriental	1
Region VII	Negros Oriental	13
Region VIII		
Region VIII	Calbayog City	1
Region VIII	Catbalogan City	1
Region VIII	Eastern Samar	4
Region VIII	Leyte	20
Region VIII	Northern Samar	6
Region VIII	Ormaqui City	1
Region VIII	Samar (Western Samar)	1
Region VIII	Southern Leyte	2
		53

Region	Division	Number of schools
MINDANAO		
Region IX		
Region IX	Zamboanga City	3
Region IX	Zamboanga del Norte	12
Region IX	Zamboanga del Sur	7
Region IX	Zamboanga Sibugay	4
Region X		
Region X	Davao	16
Region X	Cagayan	3
Region X	Iligan City	1
Region X	Lanas del Norte	4
Region X	Misamis Oriental	2
Region X	Misamis Oriental	6
Region XI		
Region XI	Davao City	2
Region XI	Davao del Oro	2
Region XI	Davao del Norte	2
Region XI	Davao del Sur	1
Region XI	Davao Occidental	1
Region XI	Davao Oriental	2
Region XI	Mati City	1
Region XI	Panabo City	1
Region XII		
Region XII	North Cotabato	11
Region XII	Sarangani	2
Region XII	South Cotabato	1
Region XII	Sultan Kudarat	1
Caraga		
CARAGA	Agusan del Norte	1
CARAGA	Agusan del Sur	16
CARAGA	Dinagat Island	2
CARAGA	Sarangani	2
CARAGA	Sarangani City	1
CARAGA	Sarangani del Norte	1
CARAGA	Sarangani del Sur	10
		125

TOTAL	
Regions	15
Schools	89
Teachers	400

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

LIST OF REGIONS AND DIVISIONS

Region	Division	Number of schools	
LITWON	CAR	162	
	Albay	25	
	Agusan	4	
	Benguet	4	
	Iligan	5	
	Kalinga	6	
	MA Province	1	
	Region I		12
	Bataan	5	
	La Union	1	
Region I	Pangasinan I, Lingayen	1	
	Pangasinan II, Binalonan	2	
	Region II		15
	Bataan	4	
	City of Iloilo	1	
	Ibuhay	4	
	Marina Victoria	1	
	Quirino	1	
	Region III		16
	Aurora	1	
Bataan	1		
Butuan	5		
Davao City	1		
Marina Victoria	2		
Pampanga	2		
Science City of Muñoz	1		
Tarlac	1		
Zambales	2		
Region IV-A		12	
Antarctica	1		
Guam	10		
Marina Victoria	1		
Region IV-B		29	
Occidental Mindoro	6		
Oriental Mindoro	4		
Marikina	3		
Palawan	12		
Bombay	3		
Region V		53	
Albay	4		
Comarinas Norte	1		
Comarinas Sur	18		
Comarinas	4		
Madate	18		
Madate City	1		
Sorsogon	7		

Region	Division	Number of schools
VISAYAS	Region VI	17
	Aklan	1
	Antique	3
	Capiz	1
	Escalante City	1
	Guisanang	1
	Iloilo	4
	Region VII	43
	Bohol	2
	Carleson City	10
Region VII	Cebu	2
	Central Mindanao City	17
	Region VIII	13
	Carabang City	1
	Carabangon City	1
	Eastern Samar	8
	Leyte	20
	North Samar	9
	Region VIII	53
	Ormoc City	1
Samar (Western Samar)	1	
Southern Leyte	2	

Region	Division	Number of schools
MINDANAO	Region IX	27
	Zamboanga City	3
	Zamboanga del Norte	13
	Zamboanga del Sur	7
	Region X	32
	Bukidnon	16
	Davao	1
	Iligan City	3
	Janan del Norte	4
	Misamis Occidental	2
Misamis Oriental	6	
Region XI		12
Davao City	2	
Davao de Oro	2	
Davao del Norte	2	
Davao del Sur	1	
Davao Occidental	1	
Davao Oriental	2	
North Cebu	1	
Pasabon City	1	
Region XII		21
North Cotabato	11	
Sarangani	7	
South Cotabato	2	
Sultan Kudarat	1	
Region XIII		35
Agusan del Norte	1	
Agusan del Sur	16	
Iligan Island	2	
Sarangani	2	
Sarangani City	1	
Sarangani del Norte	1	
Sarangani del Sur	10	

TOTAL	
Regions	15
Schools	400

REGION V - LIST OF SCHOOLS FOR THE SPECIAL HARDSHIP ALLOWANCE (SHA) AND OTHER SED PPAS MONITORING AND EVALUATION (M&E)

No	Region	Division	District	Municipality	School ID (SY 2019-2020)	School ID (SY 2021-2024)	School Name	2019 baseline	Index Score	Hardship Post
1	Region V	Abuy	Barangay West	BACACAY	111613	111613	Mendez Elementary School	No	0.16	No
2	Region V	Abuy	Liber West	LIBON	111783	111783	Alayong Elementary School	No	0.23	No
3	Region V	Abuy	Prodan East (Prodan South)	PODUBAN	111959	111959	Laramon Elementary School	Yes	0.31	No
4	Region V	Abuy	Prodan West (Prodan North)	PODUBAN	111947	111947	Bunad Elementary School	No	0.28	No
5	Region V	Camarines Norte	Jone Pangasinan West	JOSE PANGASINAN	112161	112161	Danicar Elementary School	Yes	0.32	No
6	Region V	Camarines Sur	Raino	BAJO	301928	301926	Agarigan National High School	No	0.19	No
7	Region V	Camarines Sur	Balayan	BALAYAN	112348	112349	Carpocog ES	Yes	0.46	Yes
8	Region V	Camarines Sur	Balayan	BALAYAN	112382	112352	Magallon ES	Yes	0.43	Yes
9	Region V	Camarines Sur	Bali	BALI	112418	112418	Beth Soudanist Central School (formerly Sta. Isidra East ES)	No	0.16	No
10	Region V	Camarines Sur	Calabanga	CALABANGA	112465	112465	Balabon ES	Yes	0.2	No
11	Region V	Camarines Sur	Caramoran	CARAMORAN	112546	112546	Unad Elementary School	Yes	0.34	Yes
12	Region V	Camarines Sur	Caramoran	CARAMORAN	112555	112555	Meralda ES	Yes	0.36	Yes
13	Region V	Camarines Sur	Caramoran	CARAMORAN	112569	112569	Sta. Cruz ES	Yes	0.35	Yes
14	Region V	Camarines Sur	Caramoran	CARAMORAN	301978	301978	Guilio National High School	Yes	0.36	Yes
15	Region V	Camarines Sur	Del Gallego	DEL GALLEGO	112585	112585	San Pablo Central Sch	Yes	0.31	No
16	Region V	Camarines Sur	Lagonoy North	LAGONOY	112646	112646	Paganstaban Community School	Yes	0.47	Yes
17	Region V	Camarines Sur	Lagonoy North	LAGONOY	301939	301939	Balaban National High School	No	0.25	Yes
18	Region V	Camarines Sur	Libmanan North	LIBMANAN	112680	112680	Libano ES	No	0.4	Yes
19	Region V	Camarines Sur	Libmanan South	LIBMANAN	112701	112701	Bahilo ES	Yes	0.28	No
20	Region V	Camarines Sur	Maguindao Bombon	BOHEON	309707	309707	Sandee High School	No	0.15	No
21	Region V	Camarines Sur	Paracan-Prentacion	PARACAN (PARUBCAN)	112881	112881	Asyado Elementary School	Yes	0.32	No
22	Region V	Camarines Sur	Sipocot South	SIPOCOT	112990	112990	Mabilang PS	Yes	0.42	Yes
23	Region V	Camarines Sur	Trinidad North	TRINIDAD	113119	113119	Dadigan ES	No	0.43	Yes
24	Region V	Catanduanes	Catanduanan South	CATANDUANAN	113206	113206	Bacona ES	Yes	0.27	No
25	Region V	Catanduanes	Paradise East	PANDAN	113228	113228	Laurdes ES	Yes	0.3	No
26	Region V	Catanduanes	Paradise East	PANDAN	113230	113230	Roon ES	Yes	0.36	Yes
27	Region V	Catanduanes	Vista West	VIGA	302107	302107	Vista Rural DHS	Yes	0.26	No
28	Region V	Catanduanes	Vista East	VIGA	309901	309901	Delaiza-Riba High School	Yes	0.23	No
29	Region V	Marikina	Atsya East	ATSYA	113406	113406	Placido ES	No	0.42	Yes
30	Region V	Marikina	Atsya West	ATSYA	501543	501543	Eastern Capay Integrated School	Yes	0.36	Yes
31	Region V	Marikina	Baleno	BALENO	113536	113536	Dalipe ES	No	0.37	Yes
32	Region V	Marikina	Campogan East (Campogan)	CAMPAGAN	113538	113538	f. Amunias ES	Yes	0.3	No
33	Region V	Marikina	Campogan East (Campogan)	CAMPAGAN	113538	113538	R M Magallon ES	Yes	0.33	Yes
34	Region V	Marikina	Campogan West	CAMPAGAN	113534	113534	Chico Elementary School	No	0.35	Yes
35	Region V	Marikina	Claveria South	CLAVERIA	113692	113692	San Isidro ES	Yes	0.31	No
36	Region V	Marikina	Claveria South	CLAVERIA	113695	113695	Taguila ES	Yes	0.43	Yes
37	Region V	Marikina	Manatnan South	MANANDAN	113648	113648	Guendapan ES	Yes	0.3	No
38	Region V	Marikina	Malagos West	MALAGROS	113725	113725	Luisan Elementary School	No	0.34	Yes
39	Region V	Marikina	Moho North	MOGO	113742	113742	Hologon ES	Yes	0.3	No
40	Region V	Marikina	Palanan North	PALANAN	113779	113779	Jose A. Alvarez Sr. ES	Yes	0.29	No
41	Region V	Marikina	Palanan North	PALANAN	113808	113808	Lathog Elementary School	Yes	0.36	Yes
42	Region V	Marikina	San Jacinto	SAN JACINTO	113897	113897	Adelina P. Latoro National High School	Yes	0.12	No
43	Region V	Marikina	San Jacinto	SAN JACINTO	302108	302108	Palanas National High School	No	0.6	Yes
44	Region V	Marikina	San Pascual North	SAN PASCUAL	302155	302155	Genito Integrated School	No	0.52	Yes
45	Region V	Marikina	San Pascual North	SAN PASCUAL	501640	501640	Magena Elementary School	No	0.24	Yes
46	Region V	Marikina	Ulan North	USON	113681	113681	Danza National High School	No	0.17	No
47	Region V	Marikina	Nasibato North District 2	CITY OF NASIBATO (Central)	302203	302203	Sta. Cruz National High School	Yes	0.41	Yes
48	Region V	Sorsogon	Bulan North	BULAN	302206	302206	Donas Olimpia, Dr. Castro Melba ES	No	0.33	Yes
49	Region V	Sorsogon	Magallanes North	MAGALLANES	114276	114276		No	0.17	No

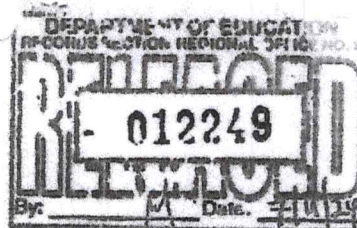
REGION V - LIST OF SCHOOLS FOR THE SPECIAL HARDSHIP ALLOWANCE (SHA) AND OTHER SED PPAS MONITORING AND EVALUATION (M&E)

No	Region	Division	District	Municipality	School ID (SY 2019-2020)	School ID (SY 2023-2024)	School Name	2019 baseline	Index Score	Hardship Post
50	Region V	Sorsogon	Magallanes North	MAGALLANES	114285	114288	Tugas ES	Yes	0.18	No
51	Region V	Sorsogon	Magallanes South	MAGALLANES	114288	114288	Bikon ES	Yes	0.35	Yes
52	Region V	Sorsogon	Milpoig	MATNOC	114327	114327	Sarang-Aran Elementary School	Yes	0.26	No
53	Region V	Sorsogon	Sta. Magdalena	SANTA MAGDALENA	114415	114415	Sta. Magdalena CS	Yes	0.22	No

560D



Republic of the Philippines
Department of Education
REGION V - BICOL



11 June 2024

REGIONAL MEMORANDUM
FTAD-2024-001

To : Schools Division Superintendents of Albay, Camarines Norte,
Camarines Sur, Catanduanes, Masbate, Masbate City, and
Sorsogon Province Divisions

DISSEMINATION OF THE MEMORANDUM DM-OUHROD-2024-1271 CONDUCT OF
SURVEY ON THE MONITORING AND EVALUATION FOR THE SPECIAL HARDSHIP
ALLOWANCE (SHA) AND OTHER PROGRAMS/POLICIES IMPLEMENTATION
AT THE SCHOOL LEVEL

1. Enclosed is the **Memorandum DM-OUHROD-2024-1271, re: Conduct of Survey on the Monitoring and Evaluation for the Special Hardship Allowance (SHA) and other Programs/Policies Implementation at the School Level, dated July 08, 2024**, which focuses on Special Hardship Allowance (SHA), and other BHROD-SED programs/policies implemented at the school level but not limited to School-Based Management (SBM) School Governance Council (SGC), Teacher Workload, Deployment of Teaching and School-based Non-teaching Positions and Electronic School Form (ESF7).
2. The survey shall be done from August 2024- December 2024. The schedule of school visits shall be arranged by BHROD-SED staff with the Regional Focal, with due consideration of their common availability. Likewise, the list of schools to be visited and specific dates of visits will be given before the conduct of the activity.
3. Expenses relative to the said activity shall be charged against the downloaded Program Support Fund (PSF) in the Regional Office.
4. For inquiries, please contact Dr. Evangeline A. Saculo, Chief FTAD via email at evangelina.saculo@deped.gov.ph
5. For dissemination, guidance, and compliance.

SGOD OFFICE
RECEIVED

for Sadsad
GILBERT T. SADSAD
Regional Director

Date: 7/12/2024
Time: 8:53

FTAD/cbp
07/11/2024



Address: Regional Center Site, Rawis, Legazpi City, 4500
Telephone Nos.: 0969 516 9555
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Website: <https://region5.deped.gov.ph/>

