



REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
KAGAWARAN NG EDUKASYON  
DEPARTMENT OF EDUCATION  
DECS Complex, Meralco Avenue, Pasig City, Philippines

*Tanggapan ng Pangalawang Kalihim*  
*Office of the Undersecretary*

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2006

DepEd Order 36  
Series of 2002

**AUG 22 2002**

**TO :** All Undersecretaries  
All Assistant Secretaries  
All Regional and Bureau Directors  
All Heads of Services, Centers and Units  
All School Superintendents  
All Others Concerned

**SUBJECT :** Education For All (EFA) 2015 Plan Preparation

1. In consonance with our international commitment to ensure Education For All (EFA), the DepEd will undertake the preparation of the Philippine EFA 2015 Plan of Action. It will be in collaboration with various stakeholders at the national and field levels, including relevant government agencies and civil society groups.

2. The EFA 2015 Plan will put into long-term perspective the DepEd goals, strategies, programs and projects. It will take into consideration the directions set out during the Department's Management Planning Workshop held last 3-5 January 2002 in Baguio, and must ensure continuity of the reforms put in place to improve teacher welfare, enhance access to quality education, improve equity and promote good governance.

3. In view of the critical role of DepEd as coordinator of the EFA 2015 Plan preparation, a National EFA Planning Task Force (NEPTF) is hereby created by virtue of this Order. It will be headed by Assistant Secretary Ma. Lourdes G. De Vera. The NEPTF will be comprised of four Technical Working Groups (TWGs) as shown below:

- (i) Early Childhood Care and Development or ECCD (for pre-school population);
- (ii) Formal Basic Education (for in-school population);
- (iii) Non-Formal Education/Alternative Learning System (for out-of-school children, youth and adult population); and
- (iv) Governance, Management and Financing of Basic Education.

4. Enclosed as integral parts of this Order are the following:

- **Inclosure 1** – Executive Summary of the DepEd Management Planning Workshop in Baguio held last 3-5 January 2002;
- **Inclosure 2** - Organizational Structure for the EFA Plan 2015 Preparation;
- **Inclosure 3** - Composition/Terms of Reference of the NEPTF; and
- **Inclosure 4** - Work Plan.

5. Urgent Tasks

- i) The NEPTF Coordinator will launch the organizational pre-planning meeting soon;
- ii) The heads of the four NEPTF TWGs are advised to identify and organize the members of their respective working groups and to prepare work plans in accordance with Inclosure 3 hereof; and
- iii) The Regional Directors are advised to designate an EFA Regional Coordinator and to begin updating their EFA databases disaggregated by division, gender, urban/rural classification.

6. The NEPTF Secretariat shall hold office at PPD-OPS, 2F Rizal Bldg. II, and with the following contact numbers:

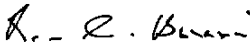
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7. Wide dissemination of this Order is enjoined.

  
RAMON C. BACANI  
Undersecretary

End: As stated

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Encls.:

As stated

Reference:

DepEd Bulletin: No. 1, s. 2002

Allotment: 1—(D.O. 50-97)

To be indicated in the Perpetual Index  
under the following subjects:

COMMITTEES  
OFFICIALS  
PROGRAMS  
PROJECTS



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**JAN 07 2002**

**EXECUTIVE SUMMARY**  
**OF THE PROCEEDINGS OF THE**  
**DepEd MANAGEMENT PLANNING WORKSHOP**  
**3 - 5 January 2002**

*(This Bulletin is for the information of the organization and serves as a resource material for the echo seminars being undertaken by the regional offices. It is encouraged that regional offices distribute this to their employees in their offices and in the schools.)*

For the first time, the Department of Education (DepEd) conducted a Strategic Management Planning Workshop which was participated in by senior management officials, central office personnel, regional directors, superintendents, supervisors, principals and teachers. The workshop held at Teacher's Camp in Baguio City set the directions for 2002 so that the DepEd can build on its accomplishments in the past year.

Officials and employees of the bureaus, centers, services and foreign-assisted project implementation units of the Central Office, the regional directors, superintendents, other field officials, principals and teachers interacted with one another to come up with an integrated workplan for the year. The workshop allowed information to be shared to all participants even if it did not concern their particular office so that the organization can work as one.

**FOCUS and PERSPECTIVES**

Secretary Raul S. Roco opened the session by sharing his perspectives on education and on the Department. This provided the context and focal points that guided the break-out sessions and plenary discussions throughout the planning session.

As a social service organization tasked with the constitutional mandate to educate the Filipino children and youth, Secretary Roco stressed the value of commitment to service that DepEd must be oriented to. Hence, DepEd must be:

- (1) **People-Oriented** - People are our wealth and DepEd must strengthen their character, intelligence and wisdom. Concern for the students and teachers must be the basic focus of the Philippine educational system. It is a focus on people and not money that will strengthen the DepEd.
- (2) **Pro-Active** - It is ideas that make progress. Translating these into reality and possessing the right attitude to act will turn dreams and plans into tangible results. The DepEd must therefore initiate ideas and convert these

to action. The character that is required of social service workers is to be pro-active and not reactive.

- (3) **Plan on the Mainstream** -- Because of the huge organization that is the DepEd, it must ensure that the planning for the majority of its constituents -- the mainstream of the students and teachers -- are feasible and practicable. The special cases, the gifted or the students with learning disabilities must be served with special attention but is not dependent on mainstream plans. One does not preclude the other and both needs should be addressed.
- (4) **Innovative and Imaginative** -- The way to grow is to be creative and to innovate on current practices and programs. The E-Revolution -- the computers and the internet -- enable people to share, communicate and replicate but it is the I-Revolution -- innovation and imagination -- that will make the Department and the Filipino grow and excel.

### CONTEMPORARY PARADOXES AS CONTEXT FOR PLANNING

Secretary Roco discussed paradoxes in the world today that put context to the directions the DepEd must take. These paradoxes are:

1. **The Global Village** -- The Globe has become a small village. Events around Asia, in Europe or the Americas, affect the Philippines. Outside stimulus creates development pressure.  
  
As the different people and nations have more in common, there is greater value for the unique, for diversity, for culture, for the human person. Thus to be competitive globally, the DepEd must ensure that the "value added" of the Filipino identity is enhanced.
2. **Change is the only constant** -- The only thing that is permanent is change. This requires an open mind and continuous learning which must be pursued by each individual in the DepEd family.
3. **Decentralization** -- The DepEd can be most effective when it is able to decentralize successfully. For example, when a teacher in a school is empowered enough to innovate successfully, then the organization is working at its peak.
4. **Knowledge and Technology** -- Knowledge applied to technology and technology applied to knowledge creates the greatest value.
5. **Self-reliance** -- It is of concern that the intellectual source -- the educational system -- is dependent fully on government subsidy. The DepEd must strive to eventually contribute to its own upkeep.

The Workshop's main output is an integrated Department-wide workplan for 2002. This will map out the programs, activities and projects of the offices and the regions. The workplans resulted from discussions from the break-out sessions composed of central office and field officials, principals and teachers. Break-out sessions triggered a free exchange of ideas and created new ones.

During the presentations, Secretary Roco asked the offices and regional directors to:

- identify three problems and how they will solve it this year;
- show how their programs promote principal and school empowerment;
- to recommend policy options on schools having difficulty; on students who have reading problems; how to get the drop-outs back into the mainstream
- reduce the cost of school buildings;
- decentralize school health services and implement the out-patient benefits for teaching and non-teaching personnel

The Group agreed that in the implementation of foreign-assisted projects, DepEd must reduce costs as much as possible because these are loans that our children will have to pay for.

The importance of Management Information Systems -- of data gathering by the field and analysis by the central office -- is crucial for planning, for operations and budgetary purposes. It was agreed that the information infrastructure, in terms of equipment and planning officers, will be made available this year. The integrity of data was emphasized. School heads and the superintendents will certify to the accuracy of the data submitted and will be accountable for it.

The development of talent within the organization is important not only for the DepEd employees themselves but also for the students as it is they who benefit from human resource development.

Secretary Roco stressed that the sharing of information and informed opinion is important for DepEd. Feedback, disagreements and the conflict of ideas are essential to planning as this generates better output. During the Planning Workshop, break-out sessions were held to ensure active discussion between central and field officials; including principals and teachers.

Throughout the three-day session, new ideas were encouraged, a problem-solving approach was advocated and measurable targets were defined. The process was marked with transparency, dialogue and open communications which should all improve efficiencies down the line. The challenge rests on replicating the same process in the regional, division and district levels.

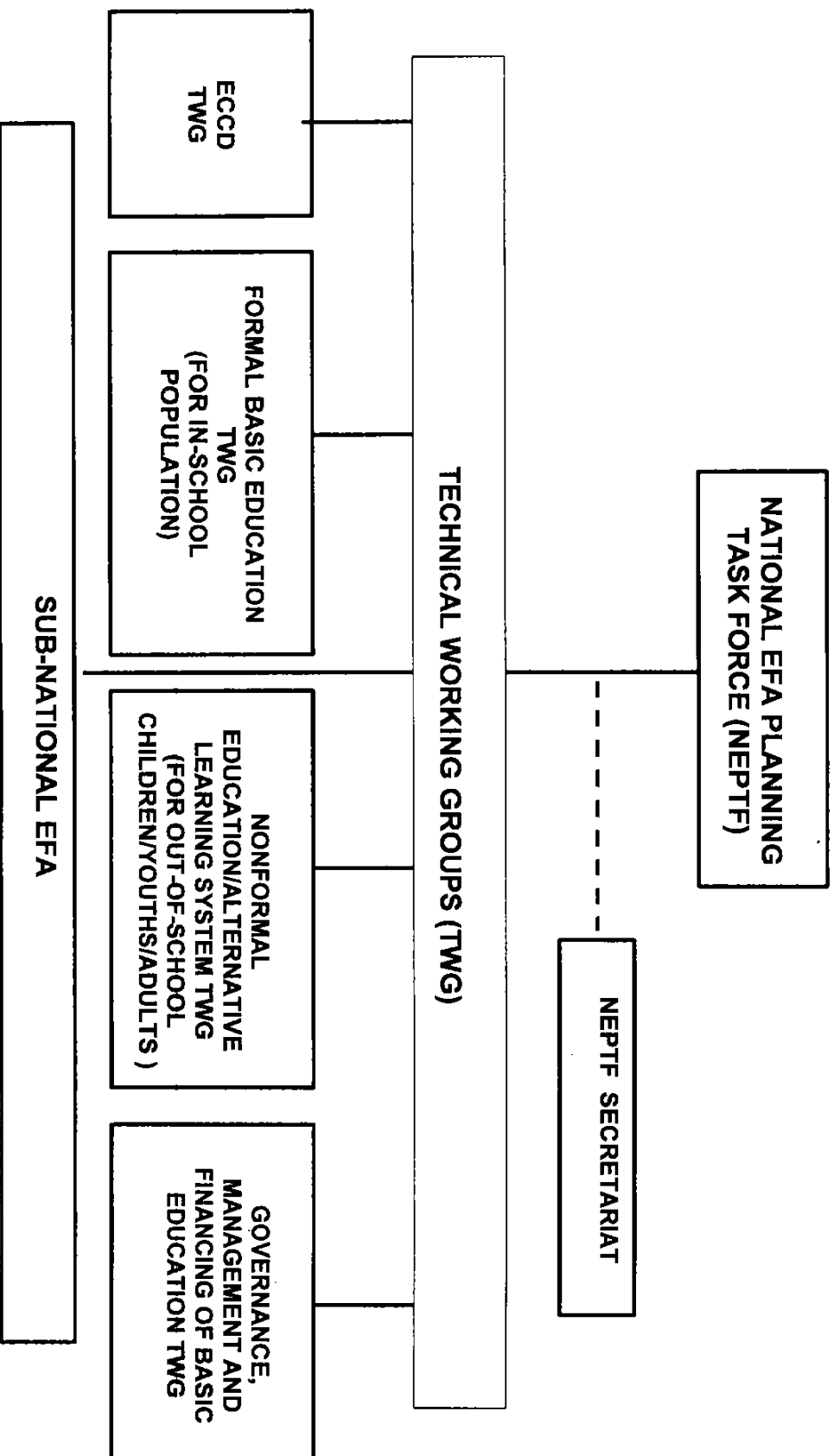
Good governance requires planning, implementation and evaluation. The DepEd hit the ground running in 2002 by doing the first. The DepEd accomplished a lot last year. The DepEd will build on this and more in 2002.

*R. C. Bacani*  
USEC. RAMON C. BACANI  
Facilitator, Strategic Planning Mgt.  
Workshop

Prepared by:

*Hilda C. Villadolid*  
HILDA C. VILLADOLID  
Director III, Chief of Staff  
Office of the Secretary

## EDUCATION FOR ALL 2015 PLAN FORMULATION



**TERMS OF REFERENCE (TOR) AND COMPOSITION OF THE  
NATIONAL EFA PLANNING TASK FORCE (NEPTF)  
AND ITS SECRETARIAT**

**I. TOR**

**A. General**

1. Provide overall technical and administrative support in the preparation of the Philippine EFA 2015 Plan; and
2. Coordinate the preparation, validation and dissemination of the EFA 2015 Plan;

**B. Specific to Each Technical Working Group**

1. Organize and mobilize the relevant groups and agencies at the national and field levels for the planning process.
2. Formulate the work plan for their specific area to be synchronized with the overall EFA Work Plan (see Inclosure 3), covering the following:
  - Situational analysis (e.g., finding the facts and analyzing how the sub-sector functions at present and identifying issues);
  - Setting the policy goals and strategic objectives, setting priorities and formulating implementation programs;
  - Setting targets and determining the resources requirements
  - Determining the management arrangements, including monitoring and evaluation system
3. Ensure proper documentation of all discussions and submission of outputs within the EFA Plan timetable.

**C. Specific to the Secretariat**

1. Ensure that all activities related to Phil-EFA 2015 Plan formulation as advised by the NEPTF are carried out;
2. Consolidate and maintain all documents/outputs; and
3. Monitor resource utilization and prepare required financial reports.



## II. COMPOSITION

1. The NEPTF will be headed by a Coordinator in the person of **Assistant Secretary Ma. Lourdes G. De Vera**.
2. The composition of the Technical Working Groups (TWGs) is as follows:
  - A. Early Childhood Care and Development (ECCD) TWG**  
Lead Person/ Unit : Director, Bureau of Elementary Education, DepEd
  - B. Formal Basic Education TWG**  
Lead Person/ Unit : Director, Bureau of Secondary Education, DepEd
  - C. Non-Formal Education/Alternative Learning System TWG**  
Lead Person/ Unit : Director, Bureau of Non-formal Education, DepEd
  - D. Governance, Management and Financing of Basic Education TWG**  
Lead : Assistant Secretary for Financial Management, DepEd  
Co-Lead : Assistant Secretary for Planning and Development, DepEd
3. The NEPTF Secretariat will be headed by Ms. Milagros T. Talinio, OIC, OPS-Planning and Programming Division. It will be manned by staff from various OPS divisions and other service offices.

