



Republic of the Philippines
Department of Education
SOCCSKSARGEN REGION

03 Aug 2026

REGIONAL MEMORANDUM
PPRD-2026-049

**ORGANIZATIONAL CULTURE OF EXCELLENCE FRAMEWORK (OCEF)
TOWARDS FOSTERING SUCCESS AND SUSTAINABILITY**

To: Schools Division Superintendents
Division Planning Officers & SEPS for Planning and Research

1. This Memorandum refers to the major output of the Policy, Planning, and Research Division (PPRD) during its 2nd Quarter Regional Professional Learning Community (RPLC) Session and Midyear Performance Evaluation for FY 2026, held on June 17-19, 2026, with the theme, *"Family Solidarity @ PPRD - Creating Organizational Culture that Fosters Success & Sustainability."*
2. As an offshoot of the activity, the PPRD formulated its **Organizational Culture of Excellence Framework (OCEF)**, which serves as a blueprint for driving high performance, innovation, and long-term workplace sustainability.
3. Generally, the OCEF aims to enhance overall organizational performance by aligning administrative practices with strategic goals. Through strong leadership, continuous learning, and structured accountability, the framework provides actionable guidance for both the Regional Office and its field counterparts—specifically Division Planning Officers (DPOs) and Special Education Program Specialists (SEPS) for Planning and Research—to achieve operational efficiency and sustained growth.
4. Specifically, it aims to achieve the following objectives:
 - a. To uphold core values on professionalism, productivity, reliability, and dedication towards achieving the organization's goal,
 - b. To assimilate principles that would cohesively revitalize synergy and collaboration between and among personnel as well as with its partners and stakeholders,
 - c. To institutionalize communication strategies and protocols to establish cohesive partnership with its clientele,
 - d. To enforce strategies that would eradicate culture of disintegration so unity and cooperation would become major catalysts to advance strategic directions efficiently and effectively,
 - e. To strengthen personnel's capacity to achieve the organization's vision through its unified purpose of operationalizing its KRAs and QMS processes by realizing its major deliverables, and
 - f. To serve as agent of change and development for the entire organization by advocating and implementing data-driven interventions and research-enabled mechanisms.



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5. To fully integrate OCEF in its operations, PPRD has developed a "Contextualized Quality Standard Rubrics for PPRD's Performance Monitoring and Evaluation System (PMES)." The said rubrics set quality standards, which serve to guarantee that the performance evaluation procedure is carried out objectively. The purpose of the rubrics is to offer a precise, equitable, and quantifiable benchmark for assessing performance. The rubrics provide specific indicators for the quality requirements needed for each KRA's objective.

6. For more information, refer to the following enclosures:

Enclosure 1: PPRD's Organizational Culture of Excellence Framework (OCEF) towards Fostering Success & Sustainability

Enclosure 2: Contextualized Quality Standard Rubrics for PPRD's Performance Monitoring and Evaluation System (PMES).

7. Immediate dissemination of this Memorandum is desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director 

Enclosure: As stated

References: ADR of 2nd Quarter Regional Professional Learning community (RPLC) Session cum PIR & Midyear Performance Evaluation for FY 2026

Allotment: none

To be included in the Perpetual Index
under the following Subject:

FRAMEWORK

GAB/PPRD/RM – PPRD'S ORGANIZATIONAL CULTURE OF EXCELLENCE FRAMEWORK (OCEF) TOWARDS FOSTERING SUCCESS AND SUSTAINABILITY
049/August 3, 2026

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Enclosure 1 to Regional Memorandum PPRD-2026-049

PPRD's Organizational Culture of Excellence Framework (OCEF)
towards Fostering Success & Sustainability

PPRD'S ORGANIZATIONAL CULTURE OF EXCELLENCE FRAMEWORK (OCEF)
towards Fostering Success & Sustainability





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Enclosure 2 to Regional Memorandum PPRD-2026-049

**CONTEXTUALIZED QUALITY STANDARD RUBRICS FOR PPRD'S
 PERFORMANCE MONITORING AND EVALUATION SYSTEM (PMES)**

Key Result Areas (KRAs) Major Outputs	Outstanding (O) (91-100%)	Very Satisfactory (VS) (81-90%)	Satisfactory (S) (71-80%)	Unsatisfactory (U) (61-70%)	Poor (P) (51-60%)
KRA 1: Regional Education Planning					
Objective 1: Led in the development of REDP-MTP, RDIP & 3-year Rolling Plan as basis of operational plans - BED 2 & PPRD WFPs vis-à-vis the following indicators: • Observes vertical alignment • Follows standard template • Consolidates strategic needs of SDOs/PPRD Office • Contains needs-based PPAs	All the 4 indicators are Excellent.	The 3 indicators are Excellent, while 1 is either Very Good or Good.	The 2 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 1 indicator is Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 3 indicators are either Fair or Poor.
Objective 2: Ensured alignment of DEDP to REDP with compliance to policy and planning standards as basis in the formulation of AIP vis-à-vis the following indicators: • Observes vertical alignment • Follows standard template • Consolidates strategic needs of SDOs • Contains needs-based PPAs	All the 4 indicators are Excellent.	The 3 indicators are Excellent, while 1 is either Very Good or Good.	The 2 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 1 indicator is Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 3 indicators are either Fair or Poor.
Objective 3: Ensured alignment of DEDP to REDP with compliance to policy and planning standards as basis in the formulation of FY 2026 Budget Proposal vis-à-vis the following indicators: • Observes vertical alignment • Follows standard template • Consolidates strategic needs of SDOs • Contains needs-based PPAs	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.



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Has been consulted with the CSOs					
KRA 2: Policy Review & Monitoring					
Objective 1: Led in the review of existing policies and issued regional implementation guidelines vis-à-vis the following indicators: - Observes standard writing mechanics - Provides clear policy research goal and objectives - Indicates Research Study Timeline - Presents Mechanics of the Online Research Survey - Elucidates Terms of Reference (ToR) for RO & SDO research partners	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
Objective 2: Led in the gathering and analysis of feedback for policy recommendation vis-à-vis the following indicators: - Provision of Mechanics of the Online Survey for the Respondents of the Study - Accessibility of the Google Link of the Online Survey - Utilization of appropriate Quantitative Data Analysis tools/techniques - Utilization of appropriate Qualitative Data Analysis tools/techniques - Utilization of appropriate template for Data Presentation	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
Objective 3: Conducted policy dissemination of PPRD's Policy Research Review outputs through the following mechanisms: - Standardized Template for the dissemination of PPRD's policy research review outputs - Firmed up Mechanisms for the dissemination of PPRD's policy research review outputs	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.



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• Conduct of Policy Research Review Agenda • Issuance of Regional Memorandum for the issuance of policy research review outputs • Dissemination of policy research outputs through Kapehan sa DepEd/RMANCOM and Innovare Research Journal (IRJ)					
KRA 3: Research Management					
Objective 1: Led in the evaluation of BERF Research Proposals for policy development and planning through the following mechanisms: • Regional Issuance of Call for Submission of BERF Research Proposals • Compilation of SDO's BERF Research Proposals • Compilation of SDO's Summary of Scores of Submitted Research Proposals • Finalization of BERF Recipients based on the SDO submitted proposals • Regional Issuance of Official List of BERF Recipients	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
Objective 2: Provided TA in the conduct of BERF research studies geared towards completion of research outputs in compliance with the following: • Completion of BERF research study within the six-month period • Plagiarism Software Rate of at least 90% • Submission of required documents relevant • Utilization of Standard Template of BERF research output • Submission of hardbound copy of the completed BERF research output	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.



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Objective 3: Conducted the following Research Management Activities (RMAs): • Program Implementation Review (PIR) • Kumustahan: M&E cum TA • Online Research Colloquium (ORC) • Regional Research Congress (RRC) • Research Abstract compilation through Innovare Research Journal (IRJ)	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
KRA 4: Data Management					
Objective 1: Provision of complete, valid, timely, and accurate Basic Education Data as inputs for data dissemination & planning and budgeting in conformance with quality standards vis-à-vis the following deliverables: • Quality assured Region Profile • Distribution List of Region Profile disseminated to DBM, DEPDev, PSA, CHED • Submission of quality assured BED 2 to DBM • Submission of quality assured AIP & Budget Proposal to DEPDev • Submission of quality assured Data Request to PSA	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
Objective 2: Provided technical assistance on data management vis-à-vis PMIS implementation in conformance with quality standards of the following deliverables: • Provision of TA based on SDO requests • Provision of TA to all RFDs via workshop • RFDs' WFPs approved by CO	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.



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• Uploading of RFDs' WFPs in the PMIS • Provision of status of utilization via Semestral PIR					
Objective 3: Monitored the updating of regional data in the Management Information Systems of Central Office (LIS, EBEIS, NSBI) vis-à-vis the following quality standards: • Monitoring as basis to provide TA for SDOs' compliance of data inputs in the LIS within the set timeline both for BOSY & EOSY • Monitoring as basis to provide TA for SDOs' compliance of data inputs in the EBEIS within the set timeline both for BOSY & EOSY • Monitoring as basis to provide TA for SDOs' compliance of data inputs in the NSBI within the set timeline both for BOSY & EOSY	All the 3 indicators are Excellent.	The 2 indicators are Excellent, while 1 is either Very Good or Good.	The 2 indicators are either Excellent or Very Good, while 2 indicators are either Good/Fair.	Only 1 indicator is Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 3 indicators are either Fair or Poor.
KRA 5: Office Administration & Performance Management					
Objective 1: Established and maintained systems and processes geared towards administrative effectiveness and efficiency vis-à-vis the following quality standards: • QMS PPRD OM regularly updated • Fully compliant to DTS as office tracking system • PPRD's WFPs submitted within the set deadline • PPRD's PPMP submitted within the set deadline • PPRD's APP submitted within the set deadline	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
Objective 2: Promoted a culture of excellence, innovation, and collaboration vis-à-vis the following quality standards:	All the 3 indicators are Excellent.	The 2 indicators are Excellent, while 1 is either Very Good or Good.	The 2 indicators are either Excellent or Very Good, while 2 indicators	Only 1 indicator is Very Good/Good, while 3 indicators	Only 1 indicator is Good, while 3 indicators are either



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- Full institutionalization of PPRD's Recognition Initiative: SIGAY KA 2.0 - Conformance to QMS implementation – Issued RFA and/or RFC being complied within the set timeline - Commendable CSM results – Complaint through 8888 (if any) being addressed within the standard timeline			are either Good/Fair.	are either Fair or Poor	Fair or Poor.
Objective 3: Conducted periodic monitoring and evaluation of office/staff performance for the provision of relevant learning and development programs vis-à-vis the following quality standards: - Conduct of Year-End Performance Monitoring & Evaluation System (PMES) as basis in the development of SIDP - Conduct of RPLC based on the SIDP - Conduct of Quarterly PMES as basis in the provision of enhanced L&D Program - Firmed up Mid-year /Year-end Performance Evaluation Results: 1 OPCRf / 6 IPCRFs	All the 4 indicators are Excellent.	The 3 indicators are Excellent, while 1 is either Very Good or Good.	The 2 indicators are either Excellent or Very Good, while 2 indicators are either Good / Fair.	Only 1 indicator is Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 3 indicators are either Fair or Poor.

PART I-B: INNOVATING AND INTERVENING ACCOMPLISHMENTS (20%)

Objective: Led in the conduct of research-based innovation project vis-à-vis compliance with the following quality standards: Phase 1-Drafting of Policy Research Review Framework	All the 5 indicators are Excellent.	The 4 indicators are Excellent, while 1 is either Very Good or Good.	The 3 indicators are either Excellent or Very Good, while 2 indicators are either	Only 2 indicators are either Very Good/Good, while 3 indicators are either Fair or Poor	Only 1 indicator is Good, while 4 indicators are either Fair or Poor.
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• Phase 2: Issuance of Policy Research Review Framework as Basis for Developing the FY 2026 Innovation Agenda • Phase 3: Issuance in the Conduct of Policy Research Review Agendum • Phase 4: Firming up of Policy Research Review Agendum • Phase 5: Firming up of Innovation Agenda 1 based on the completed Policy Research Review Agendum			Good / Fair.		
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