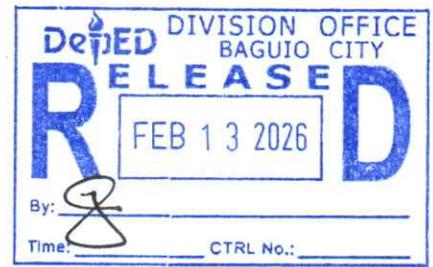




Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY



February 12, 2026

OFFICE MEMORANDUM

No. 017,2026

**ADOPTION OF PERFORMANCE GOVERNANCE SYSTEM (PGS) AND
TIMELINE ON ACCOMPLISHMENT OF BIG BETS**

To : Assistant Schools Division Superintendent
Chief Education Supervisors
Section/Unit Heads
Education Program Supervisors
Public Schools District Supervisors
Others Concerned

1. Relative to DepEd Order No. 39, s. 2010, **“Adoption of the DepEd-Balanced Scorecard under the Performance Governance System (PGS)”** and its core objective to institutionalize good governance practices that drive performance, accountability, and transformational leadership leading to improved public trust and service delivery, this Office formally adopts the PGS as the agency’s governance and performance management framework.
2. As stipulated, the Department of Education (DepEd) is one of the six (6) government agencies identified to pilot and implement the **Balanced Scorecard under the Performance Governance System (PGS)**. This initiative serves as a strategic management tool to calibrate the Department’s thrusts and priorities and to identify the critical paths toward the attainment of its organizational goals.
3. As a large and complex organization mandated to develop the country’s human capital and shape the future of the Filipino people, DepEd operates under the guiding principle of **“One Vision, One Mission, Common Values, Common Goals, Different Strategies.”**, this principle shall remain the centerpiece of all DepEd endeavors and shall guide all levels of governance, including the Schools Division Office of Baguio City.
4. Anchored on this mandate, SDO Baguio City has adopted the following:
 - **Strategic Position 2023:**
*By 2030, SDO Baguio will be the national leader in **learner well-being and resilience**, ensuring that every learner not only learns well but lives well, sustained by schools that are **safe, supportive, and future-ready**.*
5. The **Strategy Map** further identifies priority initiatives and performance measures through which progress can be tracked and regularly monitored. Hence, all SDO functional divisions, units, and sections are enjoined to align their respective plans and programs with these targets.

OSDS/STF/cfm/jea



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DepEd Tayo Baguio City

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6. Consistent with the national direction, **SDO Baguio City** commits to strengthening:
 - a. Learner-centered and inclusive education;
 - b. Data-driven planning and decision-making;
 - c. Accountability and results-based governance; and
 - d. Continuous improvement through stakeholder collaboration.

7. All division initiatives shall therefore be deliberately aligned with the PGS framework to ensure coherence, strategic focus, and measurable impact on learner outcomes.

8. Refer to this link to have access to SDO's Basic Governance Documents:

<https://tinyurl.com/SDOBaguio-BasicGovernanceDocs>

9. To initially start attainment of the big bets, the following shall guide program owners:

CURRICULUM BIG BETS	ACCOMPLISHED BY JUNE 2026	ACCOMPLISHED BY DECEMBER 2026
Integrative Whole-Person Curriculum	Submitted for Review and Endorsement of the RO; from RO to the CO for Approval	Pilot implementation in the 5 schools
Enhanced Future-Skills Framework	Validated enhanced Future-Skills framework; Pilot testing in the 5 schools	Printed Enhanced Future-Skills Framework with validated and approved rubrics for Key stage 4
Enhanced Future-Skills Framework	Operational SDO research-based learning innovation cycle supported by the learning innovation hub; created online landing page linked to SDO website	Post periodic posting of advocacy initiatives through the official social media page of SDO Baguio City
Learning and Well-being and Resilience Indicators	Validated whole-person curriculum indicators integrated into the SDO dashboard and used by schools for instructional decisions	Monitoring and evaluation
Learner Well-being Ecosystem	Finalized and pilot tested SNED assessment tool/ checklist for Transition curriculum package pathway	Finalized and pilot tested digital tracking tool for Transition program



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SGOD BIG BETS	ACCOMPLISHED BY JUNE 2026	ACCOMPLISHED BY DECEMBER 2026
Safe and Supportive Schools	Development of Safe and Supportive Schools Manual	Validation of Manual to schools
Partnerships and Transitions And Social Mobilization Alignment	Well-established and structured needs survey and referral system through the HELPER	Operational HELPER system
SIP Coaching System	SIP review cycle system created	System piloted in 5 schools
Teacher Research and Innovation	Pilot test functionality of the research and innovation review digital platform	Finalization and deployment
Workforce Wellness	Developed internal guidelines on the Workforce Wellness System (monthly sportsfest, tracking of well-being metrics of each employee, dental services)	Operational Employee Wellness Tracking system
Quality Assurance for Well-being and Resilience	Well-being and Resilience indicators finalized	QA tools for well-being and resilience ready for division-wide rollout

OSDS BIG BETS	ACCOMPLISHED BY JUNE 2026	ACCOMPLISHED BY DECEMBER 2026
Organizational Development	PRIME-HRM Level 3 readiness assessed by CSC	PRIME-HRM Level 3 validated and conferred
HR Digitalization	SDO HRIS core module completed	Operational/functional HRIS core modules
Financial Transparency	Finalized FMIS modules for canteen income with automated reporting	Operational FMIS modules

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Internal Collaboration	Established clear guidelines in using the digital platform	Operational digital collaboration platform for communication and knowledge exchange
Digital Governance	Engaged services of consultant for the preparation of digital governance and cybersecurity framework	Finalized digital governance and cybersecurity framework, disseminated through SDO issuance and professional development across SDO functional divisions and 5 pilot schools

10. Immediate dissemination of this Memorandum is desired.


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Schools Division Superintendent
of