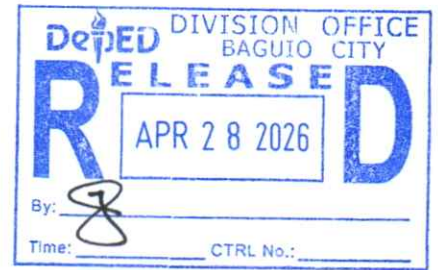




Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY



28 April 2026

DIVISION MEMORANDUM

No. **292-2026**

Performance Governance System Organizational Assessment

To : Assistant Schools Division Superintendent
CID and SGOD Chief Education Supervisors
Division Office Personnel
Public Elementary and Secondary School Heads
All Others Concerned

1. Relative to the Performance Governance System (PGS) journey of the Schools Division Office, this Office has tapped the Institute for Solidarity in Asia to conduct an Organizational Assessment and evaluate the organization's current status of governance mechanism and processes vis-à-vis the requirements for the PGS Initiation Stage.
2. All Division Office Personnel and School Heads are instructed to prepare for the upcoming activities that will be held by the Institute of Solidarity in Asia (ISA). Attached in this Memorandum is the Organization Assessment Program Design and the target personnel.
3. Immediate and wide dissemination of this Memorandum is required.

SORAYA T. FACULO PhD, CESO V
Schools Division Superintendent



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Enclosure 1: Organizational Assessment Program Design

| Schedule | Activity | In-charge/ Participants |
|---|---|--|
| May 11-15, 2025 (Monday to Friday) 5 days | SRT Online Survey The online survey will be accessible for one week after the initial release. SDO Baguio City may assure the respondents of the survey that all information and answers will remain confidential, thus they are expected to accomplish this as honestly as possible. | 66% of SDO Baguio employees (different ranks across the whole SDO and schools) *Online Survey to be sent via email |
| May 19, 2026 (10:00 AM - 11:00 AM) | Interview 1 The interview with the SDO Superintendent produces deeper insights on the progress of the organization for the PGS. It also gives an indication of the level of understanding and commitment of the leadership to their strategy. | Soraya T. Faculo PhD, CESO V Schools Division Superintendent |
| May 20, 2026 (1:30 PM - 2:45 PM) | FGD 1 The interview with the OSM head and members looks into the progress of the organization in terms of its PGS and the functionality of the OSM in performing its strategy monitoring and process coaching units. | SDO Baguio City OSM Jimmy S. Santos Harris G. Dizon Asuncion C. Saguid Arian C. Bangse-il |
| May 20, 2026 (3:00 PM - 4:15 PM) | FGD 2 The focus group discussion with the representatives from the PGS Core Team provides in-depth opinions on the current state of the organization in terms of its implementation of strategic plans and governance | SDO Baguio City PGS Core Team Samuel T. Egsaen Nino M. Tibangay Juliet C. Sannad Nieves D. Ebanio Lilibeth G. Degsi Belen Tomim Juliet D. Piok Loida Mangangey Arlene Awing Cliftone Bangse-il |



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| | programs. | |
| June 10, 2026 (1:30 PM - 2:45 PM) | Organizational Assessment Exit Meeting (ISA-led) | SDO Baguio City Leadership Team, OSM, and PGS Core Team |