



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

February 12, 2026

DIVISION MEMORANDUM

NO. 82 S. 2026

**SCHOOLS DIVISION OF BULACAN'S ADOPTION
OF PERFORMANCE GOVERNANCE SYSTEM (PGS)**

To: Assistant Schools Division Superintendents
Division Chiefs
All Education Program Supervisors
All Division Unit and Subunit Heads
All Elementary and Secondary EDDIS Chairs
All others concerned

1. The Schools Division Office (SDO) of Bulacan has formally agreed to adopt the Performance Governance System (PGS) as its core framework for institutional transformation. This strategic move marks a transition from mere administrative compliance to a sophisticated and results-driven governance model aimed at maximizing local impact. By partnering with the Institute for Solidarity in Asia (ISA) and committing to their rigorous four-stage roadmap, the Division is taking a decisive step to align its strategic objectives with concrete systemic reforms. This initiative ensures that SDO Bulacan remains a stronghold of sustainable excellence, fostering greater accountability and deepening public trust through a clear, vision-aligned execution of educational services.
2. With this, SDO Bulacan will undergo the following initiation stage interventions thru the guidance of ISA.

Intervention	Date	Venue
<i>Clean-Up of Basic Governance Documents</i>	April 2026	TBA
<i>Cascading</i>	April 2026	TBA
<i>Strategic Readiness Test</i>	September 2026	Online Platform via Google Form



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<i>Interview and Focus Group Discussion</i>	September 2026	Online Platform via Zoom
<i>Pre-Revalida</i>	October 2026	Online Platform via Zoom
<i>Revalida</i>	November 2026	DepEd Bulacan Building

3. The above-mentioned activities aims to:

- By April 2026, the PGS Core Team will complete the "clean-up" of all basic governance documents and cascade the refined strategy to all stakeholders to ensure 100% organizational alignment;
- By September 2026, SDO Bulacan will successfully pass the Strategic Readiness Test (SRT) and complete all required Interviews and Focus Group Discussions (FGD) with the ISA; and
- By November 2026, SDO Bulacan will undergo the official Revalida to present its transformation strategy and achieve the formal "Initiated" status in the PGS pathway.

4. As the division forge to the PGS implementation, the following are hereby designated to compose the SDO Bulacan PGS Core Team and the Office for Strategy Management, which are mandated to lead the strategic execution and fulfill their respective roles in driving institutional excellence.

SDO Bulacan PGS Core Group

Name	Position
1. Cecilia E. Valderama, PhD CESO VI	Schools Division Superintendent
2. Maria Celina L. Vega, CESO VI	Assistant Schools Division Superintendent
3. Jaime T. Tugade, PhD, CESE, RGC	Assistant Schools Division Superintendent
4. Rainelda M. Blanco, PhD	Chief Education Supervisor, SGOD
5. Cecilia S. Custodio, PhD	Chief Education Supervisor, CID
6. Virgilio L. Laggui, PhD	Education Program Supervisor
7. Marinella T. Pengson, PhD	Education Program Supervisor
8. Agnes R. Bernardo, PhD	Education Program Supervisor
9. Jay Arr V. Sangoyo, PhD	Education Program Supervisor



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10. Joel I. Vasallo, PhD	Education Program Supervisor
11. Victoria O. Madrigal	Administrative Officer V
12. Lorena P. Bodoso	Administrative Officer IV
13. Mark Joven V. Ramos	Education Program Specialist II
14. Cristian Paul M. De Guzman	Education Program Specialist II
15. Marco Paolo Victoriano	Information Technology Officer I

The PGS Core Team functions as the architects of the SDO's strategy, responsible for defining its direction and ensuring alignment with institutional goals.

- ✓ Strategy Design and Formulation – Crafting the SDO's strategic objectives and initiatives.
- ✓ Unit Leadership – Driving their respective units toward achieving set strategic targets.
- ✓ Advocacy and Engagement – Promoting the SDO's strategy across different levels of the organization.
- ✓ Policy Recommendation – Proposing policies to:
 - (a) enhance the implementation and effectiveness of the PGS;
 - (b) replicate best practices of a certain unit;
 - (c) new guidelines to address gaps related to the SDO's strategy.

SDO Bulacan Office for Strategy Management (OSM)

Name	Position
1. Ma. Lourdes J. Patag	Senior Education Program Specialist
2. Perlita G. Pagdanganan, EdD	Education Program Supervisor
3. Anastacia N. Victorino, EdD	Education Program Supervisor
4. Marilene G. Ramos, EdD	Education Program Supervisor
5. Jay-Arr C. Tayao, DBA, EdD	Education Program Supervisor
6. Francisco B. Macale	Education Program Supervisor
7. Eleseo E. Godoy, PhD	Education Program Supervisor
8. Daniel V. Ortega, EdD	Public Schools District Supervisor
9. Teresita B. Alquiza, PhD	Public Schools District Supervisor
10. Nora G. Manalo, PhD	Public Schools District Supervisor



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The OSM serves as the central coordinating body for the PGS within the organization.

- ✓ Implementation Oversight – Ensuring the effective execution of the PGS across all levels of the organization.
 - ✓ Communication and Awareness – Developing and disseminating communication materials to promote awareness and understanding of the PGS. When there are new hires, sometimes it is also the OSM who conducts the PGS 101 with them.
 - ✓ Monitoring and Reporting – Tracking the progress of strategic deliverables and scorecards, generating reports that synthesize the hospital's strategic progress at both the unit and organizational levels.
 - ✓ Stakeholder Coordination – Engaging with the Multi-Sector Governance Council (MSGC) to align external insights with internal strategy.
 - ✓ Facilitation of Strategic Reviews – Leading key strategic sessions, including Strategy Refresh, Monthly Operations Review (through dashboard/scorecard monitoring), and Quarterly Strategy Review.
5. All expenses incurred in the said activities shall be charged from the DepEd Regional Office III / SDO Bulacan MOOE funds subject to the usual accounting and auditing procedures.
6. Immediate dissemination of and compliance with this Memorandum are earnestly desired.

CECILIA E. VALDERAMA, PhD, CESO VI
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent