



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF EL SALVADOR CITY**

October 17, 2022

DIVISION MEMORANDUM  
NO. 468, s. 2022

**PARTICIPATION IN THE ORGANIZATIONAL DEVELOPMENT  
COMMUNICATION ASSESSMENT SURVEY**

To: **Asst. Schools Division Superintendent**  
**Chief Education Supervisors, CID and SGOD**  
**Education Program Supervisors**  
**Section Heads**  
**Public Elementary and Secondary School Heads**  
**All Others Concerned**  
*This Division*

1. In connection to Regional Memorandum No. 635, s. 2022, this Office directs all school-based and division-based employees to participate in the **Organizational Development Communication Assessment Survey**.
2. This survey seeks to develop and identify the most efficient and effective channels for understanding of the Performance-Based Bonus (PBB) communications across all governance levels.
3. Hence, everyone is enjoined to participate through this link: **bit.ly/PBBOrgCommsAudit** on or before October 20, 2022.
4. It is further stressed that all responses shall be treated with utmost confidentiality in compliance with the Data Privacy Act of 2012. These shall be used for Organizational Development (OD) communication purposes and will not be used for any other purposes that may compromise the integrity of the data gathered.
5. Moreover, all are reminded that this Office adheres to Equal Opportunity Principle (EOP). Hence, all decisions and actions are based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
6. For immediate compliance.

  
**OLGA C. ALONSABE, PhD, CESO V**  
Schools Division Superintendent

Reference: RM 635, s. 2022  
OASDS/DLL



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## Communications Audit for the Creation of Organizational Communication Plan

Dear Sir/Madam,

Thank you for your interest in taking this survey. We would like to seek your feedback to help us in our efforts to understand and analyze the communication processes within DepEd. Also, to develop and identify efficient and effective communication channel in understanding PBB at all governance levels (Central Office, Regional Office, School Division Office, School).

This survey will take about less than 5 minutes to complete. Results of this survey will be aggregated and provided in the form of statistical information only. Your participation in this survey, together with your individual responses to the questions, will be kept strictly confidential.

If you have any questions about this survey, please contact Ms. Maricarl Fabian or Ms. Arly Jane Alcantara through [bhrod.oed@deped.gov.ph](mailto:bhrod.oed@deped.gov.ph) or 8633-5375.

### DATA PRIVACY

**CONSENT:** The participation in this survey is VOLUNTARY. You may refuse to participate or stop answering the survey at anytime. Deciding to not participate or stop answering the survey will not result in any penalty or loss of benefits to which you are entitled. Agreeing in the statement below shall mean that you are giving your consent to participate and use the results of the survey in preparing an assessment tool and criteria for Workforce Management. Your information will remain confidential in accordance with the Data Privacy Act.

- I agree to participate in the survey
- I don't agree to participate in the survey

### RESPONDENT PROFILE

Name (Optional):

Email:

Sex by Birth:  Male  Female

Age group:  18-34  35-54  55 and older

Highest Educational Background:  Elementary and below  
 High school or vocational  
 Collège/University and above

Bureau and Service:

Region:

- National Capital Region
- Cordillera Administrative Region
- Region 1 – Ilocos
- Region 2 – Cagayan Valley
- Region 3 – Central Luzon
- Region 4A – Calabarzon

- Region 4B – Mimaropa                       Region 5 – Bicol  
 Region 6 – Western Visayas               Region 7 – Central Visayas  
 Region 8 – Eastern Visayas               Region 9 – Zamboanga Peninsula  
 Region 10 – Northern Mindanao         Region 11 – Davao  
 Region 12 – SOCCSKSARGen             Region 13 – Caraga  
 Bangsamoro Autonomous Region in Muslim Mindanao

**School Division:**

**School:**

**Work Classification:**  Teaching                       Non-teaching                       Teaching-related

**Employment Status:**  Permanent                       Contract of Service     Job order  
 Coterminous                       Others

Please check the box that corresponds your answer:

**1. How much are you aware of the PBB FY 2021 prior to this survey?**

- Extremely Aware     Very Aware  
 Slightly aware         Not at all aware

**2. What is your most preferred source of information regarding PBB FY 2021?**

- DepEd Issuances  
 DepEd messaging services (Workplace, Google Meet, Viber, Ms 365 Teams, etc.)  
 Facebook: DepEd Philippines  
 Instagram: depedphilippines  
 Twitter: @DepEd\_PH  
 Regional Social Media Account  
 DepEd Regional Website  
 SDOs Social Media Account  
 SDO DepEd Website  
 School's Social Media Account  
 School's Website  
 Landline/mobile numbers  
 DepEd website: deped.gov.ph  
 School Bulletin

**3. How often do you visit the following sources of information regarding PBB FY 2021?**

Sources	Daily	Weekly	Monthly	Annually	Never
DepEd Issuances					

DepEd messaging services (Workplace, Google Meet, Viber, Ms 365 Teams, etc.)					
Facebook: DepEd Philippines					
Instagram: depedphilippines					
Twitter: @DepEd_PH					
Regional Social Media Account					
DepEd Regional Website					
SDOs Social Media Account					
SDO DepEd Website					
School's Social Media Account					
School's Website					
DepEd website: deped.gov.ph					
School Bulletin					
Walk-in-visit to DepEd offices/schools					
Others, please specify:					

4. What is the most accessible tool/channel for you to understand PBB? (Check only one)

- Radio
  Television
  Print newspaper  
 Online news media
  Social media
  Family and friends  
 Forums and townhall meetings
  Other, please specify: \_\_\_\_\_

5. What is the most effective tool/channel for you to understand PBB? (Check only one)

- Radio
  Television
  Print newspaper  
 Online news media
  Social media
  Family and friends  
 Forums and townhall meetings
  Other, please specify: \_\_\_\_\_

6. Which PBB related concepts are you aware of? (You may check more than one)

- Eligibility criteria (Performance Results, Process Results, Financial Results, Citizen/Client Satisfaction Results)  
 PBB requirements  
 PBB Scoring System  
 PBB Pay-out  
 Results – Based Performance Management System (RPMS)  
 DBM Memorandum Circular 2021 (PBB Guidelines)  
 DepEd Order  
 PBB focal person  
 Performance management team  
 Other, please specify: \_\_\_\_\_

7. On a scale of 1 to 4 with 4 being the highest, please rate the information you received regarding the PBB FY 2021 based on the following factors:

	1	2	3	4
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