



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DEL NORTE

DEPED DIVISION OF DAVAO DEL NORTE
RECORDS SECTION
RECEIVED
Date: 05 MAY 2022
By: _____

Office of the Schools Division Superintendent

May 5, 2022

DIVISION MEMORANDUM
No. 575, s. 2022

POSITION OF DEPED CENTRAL OFFICE ON THE REQUEST FOR INCLUSION IN THE LIST OF ELIGIBLE SCHOOLS FOR SPECIAL HARDSHIP ALLOWANCE

To: Assistant Schools Division Superintendent
Chief Education Program Supervisor, Curriculum Implementation Division (CID)
Chief, Education Program Supervisor, School Governance and Operations Division (SGOD)
Education Program Supervisors (EPS)
Public Schools District Supervisors (PSDS)
All concerned School Heads – Elementary, Secondary, and Integrated Schools

1. Herewith is the letter from Wilfredo E. Cabral, Regional Director, DepEd NCR and Officer-In-Charge of the Undersecretary for Human Resource and Organizational Development, in response to the request of schools to be included in the list of eligible schools for the grant of Special Hardship Allowance (SHA) for information and guidance of all concerned.
2. It is also reiterated that all schools and concerned Division Office personnel shall take an active role in strengthening the DepEd's information system, particularly in ensuring data accuracy.
3. Health and safety protocols must be STRICTLY adhered and everyone is enjoined to continually support and recognize the value of equality and diversity in all activities relevant to this undertaking.
4. For immediate dissemination and compliance.


DEE D. SILVA, DPA, CESO V
Schools Division Superintendent





Republic of the Philippines
Department of Education
DAVAO REGION

DEPED DIVISION OF DAVAO DEL NORTE
RECORDS SECTION
RECEIVED
Date: 4/25/2022
By: 75961

Office of the Regional Director

1st Indorsement
April 20, 2022

Respectfully referred to **Dee D. Silva, DPA, CESO V**, Schools Division Superintendent, Division of Davao del Norte, the herein copy of the letter dated April 07, 2022 from Wilfredo E. Cabral, Regional Director, DepEd NCR and Officer-In-Charge, Office of the Undersecretary for Human Resource and Organizational Development, relative to the position of the DepEd Central Office on the request of the said Schools Division Office for the inclusion of some schools in the list of eligible schools for the grant of Special Hardship Allowance, for information and appropriate action.

Mr. **ALLAN G. FARNAZO**
Director IV

Enclosed: As Stated.

ROA3/PS/ljj

DEPARTMENT OF EDUCATION ROA
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RELEASED
By: [Signature]
Date: 04/21/2022 Time: 3:38
0422-2608



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147





Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

Office of the Assistant Regional Director

RECEIVED

Date/Time: 4/19/22
Signature: [Signature]

07 April 2022

11 2 APR 2022

DEE D. SILVA, DPA, CESO V
Schools Division Superintendent
Office of the Schools Division Superintendent
Schools Division of Davao del Norte

✓ 2:28

Dear **SDS Silva**,

A safe and good day to you!

This is in response to your request for the inclusion of some schools in the Schools Division of Davao del Norte in the list of eligible schools for the grant of the Special Hardship Allowance (SHA). To enlighten you on the position of the DepEd Central Office (CO) on this matter, kindly refer to the succeeding background information.

In 2016, the Department of Education (DepEd) undertook the development of a hardship index (HI) that aimed to provide more objective and data-based criteria in determining hardship posts. The HI combines eight (8) hardship factors and has a value from 0 to 1 representing the degree of hardship of a particular school. The closer the value of the HI to 1, the higher the degree of difficulty of the school situation.

The HI uses **school-level data that are based on the Basic Education Information System (BEIS), which are provided and submitted by all schools and are validated by the Schools Division Office (SDO)**. Most of these data are related to access to basic social services such as *time and cost of transportation from school to Schools Division Office (SDO), human violence, availability of temporary learning spaces, and access to basic amenities (e.g., telecommunication, water, and electricity services)* and Philippine Statistics Authority's *poverty index at the municipal level*. The data used in the computation of the HI for FY 2021 is based on the latest available data in the BEIS, which is SY 2019-2020.

To identify the hardship posts with the use of HI, DepEd and DBM have agreed on an HI cut-off score. All schools with HI equal and above the cut-off are eligible to receive the SHA for the hardship post category, while those below the cut-off are not. Starting FY 2021, the HI cut-off is 0.37 and it is valid for three (3) Fiscal Years (FYs).

With regard to the inclusion to the list of hardship post, the official Annex A to DO 39, s. 2021 is considered final from FY 2021 to FY 2023. The requests for inclusion may be addressed once the index is due for updating for the next three-year cycle. It shall again undergo research and analysis to see if the variables are still significant. In this light, schools are highly encouraged to submit accurate data in the BEIS. In turn, SDOs are also expected to validate carefully and diligently the submitted data. The conscious observance to these pre-requisites shall further strengthen DepEd's use of its own data and increase everyone's confidence in the process of data collection and validation.

While the HI provides DepEd a more uniform way of identifying hardship posts, this may lead to significant changes in the determination of qualified schools. We fully understand that there are still many schools which can potentially be classified as "hardship posts". However, DepEd also needs to balance the limited financial resources. In this regard, the HI serves as a tool for DepEd in prioritizing education resources.

Aside from hardship post, there are other DepEd personnel who are eligible for SHA. As per Section 3.0 of the DBM-DepEd Joint Circular (JC) No. 1, s. 2021 entitled "Revised Guidelines on the Grant of Special Hardship Allowance" and Section 5.1 of the DepEd Order (DO) 039, s. 2021 entitled "Guidelines on the Provision of Special Hardship Allowance for Public School Teachers," the following DepEd personnel are qualified to receive the SHA:

1. All teachers in elementary and secondary schools located in hardship posts as determined by the hardship index (HI);
2. Multi-grade teachers in pure multi-grade schools;
3. Mobile teachers, and Alternative Learning System (ALS) coordinators concurrently handling ALS classes; and
4. School heads assigned in hardship posts or pure multi-grade schools.

Moreover, as part of strengthening the DepEd's information system, each governance level must observe and adhere to its role and responsibility on data accuracy. Since data validation is a function of the SDO, it is highly recommended that concerns related to verification of submitted data of the schools be communicated to the SDO.

Rest assured that DepEd is committed to addressing the needs of our teachers and personnel as they continue to provide basic education services to our learners.

We hope that this explanation provides clarification to your request. For a more comprehensive information on SHA, kindly refer to the reference materials that can be accessed from this link: bit.ly/SHAOrientationDOMaterials. Please note that DO 39, s. 2021, Section VII, paragraph 3 provides that the SDO shall address issues on inclusion and exclusion of schools on SHA. In relation to this, the CO has oriented the Planning Officers, Personnel, Finance and CID on this new policy and their respective roles. We hope in the future, concerns on the implementation of the policy can be addressed at the SDO level as the closest governance level to the school.

For your information and reference.

Thank you.

Very truly yours,



WILFREDO E. CABRAL
Regional Director, DepEd NCR and
Officer-In-Charge, Office of the Undersecretary
Human Resource and Organizational Development

Copy furnished:

ALLAN G. FARNAZO, CESO IV
Regional Director
Department of Education - Region XI