

USEC Rivera spearheads organizational change workshop

Hon. Rizalino D. Rivera, Undersecretary for Regional Operations of the Department of Education, led the Regional Directors (RDs) and Schools Division Superintendents (SDSs) from the Visayas and Mindanao regions during the Workshop on Developing a Communication Plan for Organizational Change, which was conducted at the Executive Dining Hall, DepED ECOTECH Center, Sudlon, Lahug, Cebu City on November 21-25, 2011.

USEC Rivera spelled out three (3) major reforms that DepEd is embarking on: a) Basic Education Sector Reform Agenda (BESRA), b) RAT Plan, and c) Enhanced K to 12 Basic Education Curriculum. These are the major changes that DepED has to put in place, to achieve Education for All (EFA) goals in 2015. "DepED is facing an explosion of change", he said.

Rivera further articulated the leader's role in change management and the strategy to communicate it to subordinates and other stakeholders. Participants have been engaged to formulate recommendations to address the identified problems/deficiencies on organizational change in their regions and divisions. They have been required to craft a Communication Plan to ensure that the information they will give about the organizational change is appropriate, timely, accurate, and accessible in the regional and division levels.

DepED Region VII Regional Director Recaredo G. Borgonia has challenged the participants, particularly the SDSs in the 19 Schools Divisions of Region VII, to create the climate for change in their respective divisions and schools.

Dir. Borgonia has been passionate about "change". In fact, he has painstakingly pushed for the Restructuring of the Regional Office into the following divisions: Curriculum Learning Management Division (CLMD), covering Preschool, Elementary, Secondary, Special Education (SPED), and Alternative Learning System (ALS); Training and Development Division (T&DD); Quality Assurance and Accountability Division (QAAD); Policy, Planning and Research Division (PPRD); Resource Management and Special Programs and Projects Division (RMSPPD); and Field Effectiveness Division (FED).

Other changes include the establishment of the Document Tracking System, Biometrics, Learning Resource Development System, and the renovation of the Regional Office building.

The Regional Field Technical Assistance Teams (RFTATs) have been created to monitor, evaluate, and provide technical assistance to the Division personnel in performing their tasks.

All these reforms are needed in responding to the diverse challenges brought about by local as well as the global community. They are the vehicles to improve the learning outcomes of the children in public elementary and secondary schools, more specifically in Region VII, and the country, in general.