

Key Reform Thrust 5: DepED changes its own institutional culture to support and sustain the key reform thrusts of BESRA.



What is BESRA?

Basic Education Sector Reform Agenda (BESRA) for 2006 to 2010 is a program of the Department of Education (DepED). It aims to attain and sustain better performance in basic education of public schools.

What are the Objectives of BESRA?

The main objective of BESRA is to help attain the following Education For All (EFA) objectives:

1. Universal Coverage of Out-of-School Youth and Adults in the Provision of Basic Learning Needs
2. Universal School Participation and Elimination of Drop-outs and Repetition in First Three Grades;
3. Universal Completion of the Full Cycle of Basic Education Schooling with Satisfactory Achievement Levels by All at Every Grade or Year; and,
4. Total Community Commitment to Attainment of Basic Education Competencies for All.

How to Achieve the BESRA Objectives?

The BESRA objectives can be achieved through the five key reform thrusts (KRT) geared toward:

- schools,
- teachers,
- social support to learning,
- complementary interventions, and
- institutional culture of DepED.

What is Key Reform Thrust 5 (KRT5)

DepED changes its own institutional culture to support and sustain the key reform thrusts of BESRA.

Why is KRT5 Important?

The success of the reforms advocated under BESRA will depend on DepED's change within its organizational culture, financial systems, technological capabilities, and accountability environment.

What are the Main Policy Actions of KRT5?

1. A strategy for institutional culture change integrated into organizational modernization plans for central, regional, and divisional offices:
 - Develop a strategy for changing the institutional culture of DepED towards becoming more supportive of the directions of the reforms comprising BESRA.
 - Implement the culture change strategy in the improvement of the operational capacity of central DepED, 17 DepED regional offices, and 184 DepED division offices through the modernization of its staff and facilities, as well as through increasing the transparency, accountability and integrity of its units, based on:
 - the newly rationalized structure and operations;
 - development and formulation of specific regional basic education support plans; and
 - development and formulation of specific local basic education plans.

2. A new national budget framework for basic education:

- Seek approval for a new national budget format for basic education that is based on Department of Budget Coordinating Committee (DBCC)-approved multi-year baseline allocations sufficient to meet the basic resource needs of schools.
- Increase annual budget outlays to meet enrollment and cost increases.
- Increase the level of LGU spending for basic education at school through direct mandates and cost-sharing schemes.
- Integrate all other international and local project initiatives in basic education within the overall basic education reform and operations framework.
- Integrate performance and internal audit mechanisms in the routine functions of the public schools system.



- Identify measures to increase revenues from education sector assets and administrative rules to enable DepEd to use these revenues to finance policy reform initiatives, including teachers' compensation and benefits.

3. An information and communication technologies (ICT) strategy for basic education:

- Develop and adopt a strategy for cost-effective use of ICT in basic education for classroom instruction and teachers' training in schools, as well as for use by DepED offices.

Expand and mainstream those already tested cost-saving educational technologies.

What are the Progress Indicators for KRT5?

- Understanding and agreement among incumbent DepED managers at central, regional and divisional offices of DepED's strategy for culture change and its integration into the modernization plans of DepED offices.
- A new national budget framework established featuring multi-year, goal-based funding levels with equitable allocations to localities linked to LGU contributions and allocations to schools specified according to a transparent formula.
- Increased levels of favorable public perceptions of honesty, integrity and professional excellence of DepEd offices.
- ICT strategy adopted and implemented according to targets.



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