



Republic of the Philippines
Department of Education
 REGION IV-A CALABARZON

SWOT MATRIX

Effective as of January 30, 2023

	STRENGTHS	WEAKNESS
Internal	<ol style="list-style-type: none"> 1. In place focal person for specific concerns 2. Collaborative effort is evident 3. Supportive Top Management 4. Opportunities for continuous improvement of policy 5. Improved performance of the office 6. Hiring of five (5) technical support team (2 Contract of Service and 3 Job Order) 7. Presence of Monitoring/Tracking tools (TEA-Doc; Google Sheet). 8. Partnership Linkages/ Sharing of Innovations with DepEd CAR on Legal Services Information System (LSIS). 9. Localized/Streamlined DepEd issuances on Guidelines on Child Protection, Certificate of No Pending Case, Correction of Entries in the School Records, Data Privacy Manual, Correction of Entries in the School Records, Measures to Enhance Teacher's Welfare, Safety and Security of Learners/School Personnel in Using Motorcycles going to School. 	<ol style="list-style-type: none"> 1. Overlook communication by focal person leads to non-attendance 2. Prioritization in the implementation/conduct of program, project, and activities will cause major changes in RO calendar of activities 3. Diverse interpretation of policy results in multiple revisions of issuance. 4. Unavailability and weaknesses of Committee Members to perform duties 5. Misaligned individual versus office performance targets 6. Absence of top management and committee members due to overlapping of activities. 7. Not enough regular or plantilla positions for Legal Unit. 8. Increased percentage of administrative cases filed against teaching personnel in DepEd CALABARZON. 9. Increased percentage of administrative cases filed against erring private schools in DepEd CALABARZON. 10. Voluminous administrative cases, complaints, and related concerns.



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Doc. Ref. Code	PAWIM-F-005	Rev	00
Effectivity	09.20.21	Page	1 of 4

10. Embrace new technologies and new trends such as conduct of online investigations and clarificatory videoconferences.
11. Crafting of the Guidelines on Express System of Reporting and Intervention of Child Abuse and Bullying Incidents (multi-disciplinary, inter-agency, and stakeholders'/partners' collaboration).
12. Knowledgeable and competent staff that can assist and support other personnel in processes
13. Established Public Assistance Action Center Process that continuous to undergo continuous improvement
14. Strong relationship and coordination with other functional divisions allow adjustments in workload
15. Strengthen social media presence provides another communication platform for dissemination
16. Competent, knowledgeable, and skilled personnel (TESDA National Competency for Computer Hardware Servicing, Visual Graphic, and design)
17. Presence of developed, outsourced, and adopted system
18. Presence of OS and office application, designing, and other tools
19. Presence of Data Firewall appliance
20. Established wired and wireless network that can access both local and wide area.
21. Presence of Network layout and design
22. Presence of Server Room
23. Presence of an In-house server
24. Provide 100mbps and 10 mbps internet connection
25. Presence of two ISP
26. Provide 100mbps and 10 mbps internet connection

11. ARTA timeline of 3-7-20 days (loophole if Quasi-Judicial functions are covered by said timeframe to investigate and resolve administrative cases and other concerns).
12. No exclusive and secured private room for legal conferences/hearings in order to comply with Data Privacy Act.
13. Overload of tasks due to multiple assignments in various RO committees, TWG, and technical groups causes
14. Failure to address concern may result in negative feedback or complaint
15. Failure to address negative feedback causing a negative Customer Satisfaction Score
16. Some staff of PAU may not be trained in media or graphic creation which can delay the release of content
17. Upgrading web programming techniques
18. Upgrading knowledge and skills in server, network, and security management
19. Work overlapping
20. Lack of manpower service
21. Restrictions of enhancement
22. Familiarity of programming used by the developer
23. Expiration of license and reinstallation of software
24. Lack of knowledge transfer, Digital Divide
25. Expired license of data firewall
26. Distribution of bandwidth due to lack of hardware support
27. Absence of approved ISSP provided by Central office for the procurement of desktop, laptop, and other ICT equipment under capital outlay
28. Lack of policy implementation in the condemnation of ICT equipment's
29. Lack of fail-over equipment to back up the server



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Doc. Ref. Code	PAWIM-F-003	Rev	00
Effectivity	09.20.21	Page	2 of 4

	27. Presence of two ISP	30. Low speed in 75% personnel accessing voice and video simultaneously 31. Network Failure 32. Lack of license tools to be used in video editing, layouting, and designing 33. Lack of Manpower 34. Short notice of coordination among requested party 35. Lack of formal training 36. Fast phasing changing of technologies
	OPPORTUNITIES	THREATS
External	<ol style="list-style-type: none"> 1. Strengthen partnership with line agencies and NGOs 2. Improved implementation of the policy by delivery units. 3. Grant of PBB 4. Clear policy direction 5. Partnership linkages to stakeholders such as NGOs, civic or religious organizations in Sites Titling/Donations (MOA/MOU/DODA). 6. Strengthen relationship with media through conduct of regular broadcast programs and release of newsletters 7. Distribution of the hard copies of the Client/Citizen Satisfaction Survey Form 8. Career Opportunity 9. Privilege to go abroad for international training 10. Team Collaboration with other developers 11. Awards/Rewards and Recognitions 12. Benchmarking by other regions and other line agency 13. New technologies available 14. Skills and experience of personnel 15. Client-oriented personnel 16. Provide better ICT services and communication 	<ol style="list-style-type: none"> 1. Differences in priorities and goals 2. Failure to address requests on time results in negative feedback from CO/ line agencies/NGOs. 3. Policy recommendation may be inapplicable to all 4. Policy may no longer be responsive due to delayed implementation of the policy recommendation 5. Changing criteria in assessing organizational performance will result in re-adjustment and delay 6. Consultative process takes time to reach a consensus. 7. Unexpected movement of legal personnel due to promotion/resignation. 8. Current salary grade of legal personnel is not competitive (need to update Position Classification Plan or Rationalization Plan). 9. Vexatious litigants or clients. 10. Low turnout of media in Regional Press Conference due to close proximity of NCR. 11. Division Information Officers are only assigned by the SDS thus he or she may not be able to handle the functions of an Information Officer. 12. Higher Salary offered by other agency or private company 13. Copyright



- 17. Provide smooth processing of employees' work assignments.
- 18. Provide better ICT Services
- 19. Promote quality, accountable, and transparent service.
- 20. Promote agency projects and programs aligned with regional strategic plans.

- 14. Safety and network security
- 15. Malicious software
- 16. Internet downtime
- 17. Change Management
- 18. Improper turnover of documents and data of third-party upon the end of the contract
- 19. Absence of updated data firewall appliances and license
- 20. Cybersafety and Security layer
- 21. Procurement policy to fast track to replacement of defective ICT equipment's
- 22. Absence of approved ISSP provided by Central office for the procurement of desktop, laptop, and other ICT equipment under capital outlay
- 23. Natural Calamities and human error
- 24. ISP Emergency Maintenance
- 25. Electricity shortage
- 26. Equipment failure
- 27. Absence of tool to be used
- 28. Absence of skilled personnel related to certain issue

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Doc. Ref. Code	PAWIM-F-003	Rev	00
Effectivity	09.20.21	Page	4 of 4