

A Professional Reminder Through DepEd Order No. 49, s.2022
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DepEd Order No. 49, s. 2022 entitled **Promotion of Professionalism in the Implementation and Delivery of Basic Education Programs and Services**, promotes effective and efficient policy programs. It is issued “to further strengthen professionalism within the Department and integrate it in all areas of work and practice in the Department”.

Moreover, it amended the recently issued DepEd Order No. 47, s. 2022 which it lacks the “provisions on employment and personnel relations, as well as the responsible use of social media.”

Every kind of relationship has its boundary. According to Vice President Sara Duterte, there has to be a line between the teacher and his or her students. Moreover, she said that the friendly relationship of educators with their learners outside the school setting is highly discouraged. Unnecessary interaction and communication, including social media following, can help to avoid the development of any biases or favoritism.

However, this does not inhibit the learning institution to maintain a positive teacher-student relationship that helps to increase the academic performance of the learners and to improve their school engagement. No significant learning will occur if there is no significant relationship between the learners and the teachers. From improved self-esteem to increased engagement, there are a number of benefits of establishing positive teacher-learner relationships. A positive relationship between the teacher and the student in efforts to gain trust and respect from each other. This relationship may consist of getting to know your students to become stronger learners everyday. By doing this teacher are showing respect to their students valuing their individuality and being polite. Having a positive relationship with your students helps them become more successful in the classroom as well as makes your classroom a safe and welcoming environment.

According to Boyton and Boyton (2016), these benefits with the use of methods that include communicating positive expectations, demonstrating caring, and developing classroom pride. Moreover, a long-lasting effects benefit not only the students and teachers but parents and administrators as well. This order is needed to maintain respect and restrict any personal involvement of the personnel in the lives of students, and vice versa unless they are relatives.

Sometimes the schools become the ground of political campaigns especially when the election is approaching. Thus, this order aims to depoliticize the Department which promotes the independence of their staff to do their jobs as professionals without any intervention from any politicians or political parties that can affect their decision makings.

Solicitation from politicians for the school’s projects, programs, and activities are also prohibited except for those which are initiated by the Local Government Unit (LGU) or other partnership that is allowed by the law. Also, fairness is being highlighted in this policy since no third party is allowed to give endorsement or support for the renewal, promotion, hiring, and transfer of any DepEd personnel. Thus, the staff will be equally judged and evaluated based on their performance and qualifications.

When this policy was made, some groups of teachers did not like this idea. According to them this order threatens, dehumanizes, and prevents them and other education support personnel to exercise their freedom of speech and expression. However, this order does not trigger any issues or violations of human rights. This is just a mere reminder to them to act professionally, especially on the responsible use of social media.

According to the guidelines imposed by this policy, personnel must be cautious and not share or post or participate in spreading rumors and fake news.

In any workplace or organization, unity and respect are very important. A positive relationship with a co-worker can provide a significant effect on the quality of work. When people appreciate the ambiance of their workplace, they tend to appreciate their jobs more. Hence, this DepEd Order reminds their personnel not to post any attacks on their colleagues but to resolve issues by utilizing legal and human resource mediation procedures. It also inspires them to treat their co-workers, as well as the students, with the highest degree of professionalism and excellence.

Social media is one of the online platforms where one can put and cry their heart out. However, this order is not encouraging and tolerating DepEd employees to use any social media to post any hateful and offensive assaults against their government institution. This does not mean that they are being stopped from giving opinions, concerns, suggestions, and constructive criticisms regarding basic education but encourages them to do it formally by using appropriate DepEd channels or raising them directly at the Office of the Secretary.

Orders, laws, or norms are created to make and promote safety, fair justice in society, and to protect every citizen's right. However, no orders will be efficient if not implemented and followed properly. The DepEd Order No. 49 was constructed to be a big reminder that the teachers are the second parents of the students. Teachers are also role models to our youth, so as such, they must be very professional and mindful in everything that they do to uphold the integrity of the institution that they belong to.

In Maragol Integrated School, the relationship between teachers and students is like any other educational institution in the country. The school has promoted academic success with a positive teacher-learner relationship with zero drop-out rates since 2017 and has achieved a few commendable awards in the past years.

The school also has avoided behavior problems. It has no report on any kind of bullying that exists rampant in other schools. The school, with the help of the Schools Division Office, has helped develop self-worth and improved student mental health with the conduct of division-wide trainings on mental health in the previous months. Lastly, it has some assistance to teachers for their professional growth. Teachers have developed quite a few significant learning materials with distinguished remarks from higher offices.

Finally, this DepEd Order is merely a "reiteration" of what the Department has been doing for the past decades – providing the future leaders of the country with the quality education it has on its mandates. It has maintained professionalism within.

