



Strategic Development Plan 2026 – 2032

DAVAO DE ORO STATE COLLEGE



A Trailblazer of Learned Individuals that Values the Culture of Excellence, Integrity and Solidarity



Approved per DDOSC Board of Trustees Resolution No. 69, series of 2025 during its 51st meeting held on 10 December 2025 via zoom.

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MESSAGE FROM THE PRESIDENT

It is with a deep sense of purpose and shared responsibility that I present the Strategic Development Plan of Davao de Oro State College for 2026–2032.

This Plan goes beyond a roadmap—it captures our collective direction as an institution and how we move forward together. It speaks not only of our vision of becoming an academic pillar of development, but also of our determination to respond with relevance to the evolving needs of our students, communities, and the broader society we serve.

Anchored on our core values and guided by national and global frameworks, this Strategic Development Plan reinforces our pursuit of excellence in instruction, research, extension, governance, and revenue-generating initiatives. It builds on our gains in licensure performance, regulatory compliance, strengthened systems, and sound fiscal management—while advancing innovation, inclusivity, and sustainability.

As we position DdOSC as an academic pillar of development, this Plan strengthens our commitment to expanding our innovation ecosystem, advancing research and extension, and delivering transformative, future-ready education—anchored on CRADLE and aligned with the CHED ACHIEVE Agenda—guided by our collective drive for collaboration, integrity, and responsiveness.

At its core, this document embodies our shared sense of purpose—as faculty, staff, students, partners, and stakeholders—to work together with integrity and remain responsive to the demands of our time.

As we move forward, I invite every DDOSCian to take ownership of this Plan—moving with clarity, resilience, and a shared sense of purpose to create a lasting impact in the lives of our learners and the communities we serve.

Together, let us continue shaping a stronger, more responsive, and future-ready DdOSC—proudly advancing as the cradle of golden opportunities.
Hooray DdOSC!




LILYBETH M. MATUNHAY
SUC President I



Legal Mandates

Davao de Oro State College, or DDOSC, is a public state college located in Compostela, Davao de Oro, providing golden opportunities to its stakeholders within the province and beyond.

Formally established in 2013 through Republic Act No. 10598, the College has its Main Campus in Compostela, with an extension class in Laak, and three branches situated in Maragusan, Montevista, and New Bataan.

In line with the official renaming of the province, the institution was renamed from Compostela Valley State College to Davao de Oro State College through Republic Act No. 11575 in 2021.





Introduction

Davao de Oro State College, or DDOSC, is a public state college located in Compostela, Davao de Oro, providing golden opportunities to its stakeholders within the province and beyond.

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The formulation of this Plan was guided by a deliberate, participatory process rooted in the hex helix model of engagement. By synthesizing insights from faculty, staff, students, alumni, industry partners, local government units, and community stakeholders, we have co-created strategies that are responsive to the unique realities of our environment.

To ensure agility, the Plan adopts a multi-horizon perspective, designing strategies that address short-term priorities (2026–2028) for immediate improvement, medium-term goals (2029–2030) for institutional strengthening, and long-term transformative outcomes (2031–2032). This tiered approach, supported by adaptive review mechanisms, allows the College to recalibrate priorities in real-time, ensuring resilience against emerging risks and global trends.

Our strategic direction is firmly aligned with national and global development frameworks, including the CHED ACHIEVE agenda, AmBisyon Natin 2040, and the Sustainable Development Goals (SDGs). Locally, we are guided by our institutional CRADLE Framework—Cultivate Academic Excellence, Research, Development and Extension (RDE), Advancement in Governance, Diversify Production, Leadership Excellence, and Empowerment of Stakeholders.

This framework operationalizes our core values and establishes the foundation for responsive, future-ready strategies that enable DDOSC to deliver on its core mandates effectively.

The Plan is structured into five thematic pillars: Administration and Resource Management, Curriculum and Instruction, Research, Development and Innovation, Extension Services, and Production Services. Each pillar articulates specific aspirations and development targets that guide our pursuit of quality education, knowledge creation, meaningful community engagement, and sustainable enterprise.

As we look toward 2032, we envision DDOSC not only as the higher education institution of choice in the Davao Region but as a catalyst for inclusive growth and transformative leadership across Mindanao.

PLANNING ENVIRONMENT

CHAPTER I

ASSESSMENTS
CHALLENGES

The Strategic Development Plan (SDP) 2019–2025 provided Davao de Oro State College (DDOSC) with its first consolidated roadmap for institutional development. Over the past six years, the College registered significant accomplishments in academic program expansion, accreditation, infrastructure development, and stakeholder engagement. At the same time, the experience revealed persistent gaps and emerging challenges that inform the development of the new SDP 2026–2032.

Assessments

Implementation of the 2019–2025 Strategic Development Plan

DDOSC successfully executed several initiatives under its first SDP, including expansion of program offerings, infrastructure upgrades, and quality assurance reforms. **However, not all strategic actions were fully realized due to funding limitations, administrative bottlenecks, and the COVID-19 pandemic's disruptions. This underscores the need for a more adaptive, resilient, and evidence-based planning framework going forward.**

Institutional Growth and Program Expansion

Enrollment across the five campuses has consistently increased, reflecting community trust and the effectiveness of the Free Higher Education Act (RA 10931). New programs such as the BS Criminology and expanded teacher education offerings responded to local labor demands and improved student access to higher education. **Yet, the absence of graduate-level programs constrains DDOSC's ability to achieve vertical expansion and eventual university status.**



Quality Assurance and Accreditation Achievements

The College has sustained ISO 9001:2015 certification and secured Level II PRIME-HRM recognition in 2022, proving its commitment to quality systems. Several programs also advanced in accreditation through AACUP, though others remain at lower levels, creating uneven quality assurance outcomes. These successes highlight institutional progress but also show that **more systematic, campus-wide efforts are needed.**



Faculty and Staff Development

Faculty development remains a work in progress, with some faculty pursuing graduate and doctoral degrees supported by scholarships and partnerships. However, **the proportion of PhD holders is still limited, and international exposure for faculty is minimal.** These factors constrain research leadership, curriculum innovation, and DDOSC's competitiveness in the ASEAN higher education space.

Assessments

Research, Development, and Innovation Performance

Research output has increased steadily, with more faculty and students presenting in regional and national fora. However, the number of Scopus-indexed publications and technology commercialization remains low, limiting DDOSC's impact on knowledge creation. The current research system requires strengthening through incentives, capacity building, and industry collaboration to align with PDP 2023–2028 and SDG-driven priorities.

NUMBER OF SCOPUS-INDEXED PUBLICATIONS AND TECHNOLOGY COMMERCIALIZATION REMAINS LOW,

OFTEN FRAGMENTED AND PROJECT-BASED RATHER THAN FULLY INTEGRATED INTO ACADEMIC FUNCTIONS.

Extension Services and Community Engagement

DDOSC has made strides in outreach, particularly in agriculture, livelihood, and capacity-building programs in partnership with LGUs. These initiatives have benefited local communities but are often fragmented and project-based rather than fully integrated into academic functions.

Stronger monitoring and evaluation mechanisms are needed to ensure sustainable, transformative impacts in line with the Davao Regional Development Plan (RDP) 2023–2028.



Production Services and Income-Generating Projects (IGPs)

The College initiated IGPs to support scholarships, training, and research, contributing to financial diversification. However, most remain at a pilot scale with limited profitability and sustainability.

Without stronger business models, market studies, and innovation ecosystems, the full potential of IGPs cannot be realized.

MOST REMAIN AT A PILOT SCALE WITH LIMITED PROFITABILITY AND SUSTAINABILITY.

Governance and Administrative Support Systems

ADMINISTRATIVE WORKFLOWS REMAIN HAMPERED BY PROCEDURAL DELAYS AND INCONSISTENT DIGITALIZATION.

Governance structures have become more institutionalized, with mechanisms for compliance, transparency, and participatory decision-making. Yet, Administrative workflows remain hampered by procedural delays and inconsistent digitalization. This reduces responsiveness, efficiency, and the ability to implement data-driven decisions.



ENHANCED MARKETING, COMMUNICATION, AND ALUMNI ENGAGEMENT STRATEGIES ARE NEEDED TO STRENGTHEN INSTITUTIONAL IDENTITY.

Institutional Branding and Recognition

DDOSC gained national recognition through licensure topnotchers, sports and cultural competition wins, and academic achievements. Despite this, a comprehensive branding and visibility strategy is lacking, which affects the College's positioning among SUCs and in ASEAN higher education. Enhanced marketing, communication, and alumni engagement strategies are needed to strengthen institutional identity.

Financial Resources and Fiscal Management Partnerships and Linkages

The College built partnerships with LGUs, SUCs, and industries, enabling collaborative projects in research, extension, and student training. However, international partnerships remain minimal, limiting global exposure and knowledge exchange. Scaling up these networks is critical for institutional growth and global competitiveness.

Governance and Administrative Support Systems

Infrastructure and ICT Modernization. Significant improvements have been made in campus infrastructure, including classrooms, laboratories, and administrative facilities. ICT upgrades were introduced but remain uneven across campuses, limiting full digital transformation. Achieving a "smart campus" remains a strategic gap that must be addressed in the new SDP.

Student Affairs and Services

Scholarships, wellness programs, and mentorship services expanded under the 2019–2025 SDP, directly benefiting many students. However, areas such as mental health, guidance and counseling, and career services require further strengthening. These are essential for producing future-ready graduates who can adapt to both local and global employment landscapes.

External Partnerships and Linkages

The College built partnerships with LGUs, SUCs, and industries, enabling collaborative projects in research, extension, and student training. However, international partnerships remain minimal, limiting global exposure and knowledge exchange. Scaling up these networks is critical for institutional growth and global competitiveness.

EXPANDING IGPS, GRANTS, AND PARTNERSHIPS WILL BE VITAL TO ENSURE FINANCIAL RESILIENCE.



Challenges

Limited Graduate Programs and Academic Differentiation.

The absence of graduate offerings constrains academic growth and DDOSC's trajectory toward universityhood. Graduate programs are essential to advancing research, fostering innovation, and producing highly specialized professionals. Without these, DDOSC risks being limited to undergraduate-level operations, despite growing community demand.

Low Research Commercialization and Limited High-Impact Publications.

Despite improvements, DDOSC has yet to fully establish technology transfer, patents, and industry partnerships for commercialization. Scopus- or Web of Science-indexed publications remain scarce, limiting visibility in global academia. Addressing these issues is crucial for DDOSC's contribution to the innovation ecosystem envisioned in Pagtanaw 2050.

Governance Bottlenecks and Digitalization Gaps.

Cumbersome administrative procedures and uneven ICT integration slow down institutional responsiveness. These inefficiencies undermine efficiency in service delivery and data-driven decision-making. Full e-governance and digitalization are key priorities moving forward.

Weak Internationalization and Transnational Partnerships.

DDOSC's collaborations are largely localized, with minimal participation in ASEAN or global consortia. This limits faculty and student mobility, joint research, and international visibility. Expanding global networks will be vital for long-term competitiveness.

Uneven Accreditation Levels and Quality Assurance Gaps.

Some academic programs remain at early stages of accreditation, creating inconsistencies in quality. This affects compliance with CHED standards and SUC leveling requirements, delaying institutional progression. Ensuring all programs reach at least Level III accreditation is critical for institutional credibility.

Insufficient Community-Based Extension Integration.

While many extension projects are implemented, they remain fragmented and are not systematically aligned with research and academic programs. This diminishes their long-term impact and sustainability. Building integrated, community-driven models will ensure deeper and lasting contributions to local development.

Infrastructure Backlogs and Limited Smart Campus Features.

Although facilities have improved, gaps remain in modern laboratories, dormitories, and ICT-enabled classrooms. Campus-wide connectivity is incomplete, limiting access to digital resources. Achieving smart campus readiness must be a central goal in the next SDP.

Institutional Branding and Visibility Gaps.

Despite producing topnotchers and excelling in competitions, the College lacks a coherent branding strategy. This limits national and international recognition and affects graduate employability. A stronger identity-building and communication framework is needed.

Faculty Development Constraints and HR Capacity Needs.

The low number of faculty with doctorates and minimal exposure to global training opportunities remains a challenge. This weakens DDOSC's ability to deliver advanced instruction, pursue high-level research, and engage in internationalization. Targeted investments in scholarships, capacity-building, and faculty exchanges are necessary.

Underdeveloped IGPs and Weak Financial Diversification.

IGPs currently generate only modest income, insufficient to reduce reliance on government funding. Many projects lack market research and innovation-driven models. Strategic planning and scaling are needed to turn IGPs into sustainable revenue streams.

Student Services Limitations in Guidance, Health, and Mobility.

Comprehensive student support in mental health, career services, and global mobility is still underdeveloped. This reduces students' preparedness for future challenges in a rapidly changing labor market. Enhancing these services will be critical to achieving SDG 4 (quality education) and SDG 8 (decent work).

Heavy Reliance on Government Funding and Financial Risks.

The College's fiscal health remains largely tied to government appropriations, leaving it vulnerable to budget shifts. Limited alternative funding sources pose risks to sustainability. Diversification through IGPs, partnerships, and grants will be essential for resilience.

STRATEGIC DEVELOPMENT FRAMEWORK

CHAPTER II



Strategic Development Framework

This framework translates national visions into institutional action, defining how DDOSC positions itself as a transformative higher education institution that contributes to inclusive growth, innovation, and human capital development in Mindanao and the ASEAN region.

Strategic Logic and Direction

National Alignment

Guided by AmBisyon Natin 2040, the Philippine Development Plan (PDP) 2023–2028, and the Davao Regional Development Plan (RDP) 2023–2028, the College aligns its thrusts with national priorities on human capital development, innovation, digital transformation, and sustainable communities.

CHED's ACHIEVE Agenda

The College localizes CHED's seven key result areas into academic, research, and governance priorities that promote accessibility, innovation, and internationalization.

DDOSC's CRADLE Framework

The CRADLE Framework encapsulates DDOSC's six institutional thrusts, which serve as the organizing logic of Parts III–VII of this Strategic Development Plan. Each pillar represents a core strategic goal with specific outcomes and aligned strategies.





**Davao de Oro State College Strategic Development Framework
(2026-2032)**

Vision



A proactive academic pillar of development in the ASEAN region

Davao de Oro State College envisions itself as a proactive academic pillar of development — an institution that does not merely respond to change but anticipates, shapes, and drives it. This vision affirms the College enduring identity as a center of higher education excellence rooted in the province of Davao de Oro and its aspiration to contribute meaningfully to the ASEAN one open economy, where academic mobility, professional competitiveness, and cross-border collaboration define the landscape of opportunity for its graduates, researchers, and communities.

The College identity as a proactive academic pillar rests on the full breadth of its institutional mandate. Instruction, research, and extension constitute the trifocal academic mandate through which the College fulfills its role in human capital development, knowledge generation, and community empowerment. Production services extends this mandate into enterprise and sustainable livelihood, generating the resources that amplify the College reach and deepen its contribution to provincial development. Undergirding all of these is the institutional foundation of quality governance, accountability, and resource stewardship — the bedrock without which no pillar can stand and no mandate can be fulfilled. These five dimensions are not a sequence nor a hierarchy among peers. They are the architecture of a state college public purpose: co-constitutive, interdependent, and mutually sustaining.

As an institution committed to achieving excellence through optimized administration, quality assurance systems, and capable human resource and financial stewardship, DDOSC understands that the vision of becoming a proactive academic pillar in the ASEAN region is not declared — it is built. It is built through ISO-certified management systems, AACCU-accredited programs, PRIME-HRM-recognized human resource practices, and fiscal stewardship that maximizes public resources for public benefit. This foundation does not follow the academic mandate — it precedes and enables it, establishing the conditions of quality, integrity, and institutional resilience within which all other work becomes possible. Aligned with AmBisyon Natin 2040, the Philippine Development Plan 2023–2028, the CHED ACHIEVE Agenda, and the Sustainable Development Goals, DDOSC pursues its vision for 2026–2032 with the resolve of an institution that knows excellence is a practice, not a destination.



Mission Statement

DDOSC shall provide golden opportunities to its stakeholders toward producing globally competent graduates, relevant and responsive research, extension, and production services anchored on good governance.

Competitively deliver and demonstrate impact in the areas of instruction, research, extension, production, and good governance

Pursued through outcomes-based education, thematic research, community-embedded extension, innovation-driven enterprise, and quality-assured institutional systems that meet and exceed national and international standards

Anchor to the research, extension, and production agenda of stakeholders to develop, transfer, and adopt knowledge and technology towards the socio-economic development of Davao de Oro, Mindanao, and the ASEAN region

Guided by the national research agendas of CHED and DOST, the Davao Regional Development Plan 2023-2028, and the Sustainable Development Goals; and

Generate, allocate, and utilize resources with optimum participation, accountability, transparency, and adherence to the rule of law

Expressed through ISO 9001:2015 quality management, PRIME-HRM human resource excellence, and evidence-based fiscal stewardship that make all other commitments possible.

Through these opportunities, DDOSC produces competent, well-rounded global citizens equipped with the intrapersonal, interpersonal, social, and cognitive competencies to lead, excel, and compete — individuals who carry not only the credentials of a higher education institution but the values of one that takes public service seriously.



Davao de Oro State College Strategic Development Framework (2026-2032)

The Vision and Mission of Davao de Oro State College describe an institution of five interdependent dimensions, resting on a single institutional foundation. That foundation — optimized administration, quality governance, and sustainable resource management — is the precondition for everything that follows.

Rising from it are the four strategic directions through which the College fulfills its public mandate: the delivery of regionally relevant and industry-aligned academic programs; the strengthening of research, development, and innovation capacity in service of regional knowledge needs; the institutionalization of sustainable, community-driven extension programs that transform lives beyond the classroom; and the development of production services into a dynamic hub of enterprise and institutional sustainability.

Together, these five strategic directions constitute the DDOSC Strategic Development Plan 2026-2032 — an integrated institutional architecture designed to make the Cradle of Golden Opportunities a proactive academic pillar of development for the people of Davao de Oro, Mindanao, and the ASEAN region.

Strategic Goals



ACHIEVE INSTITUTIONAL EXCELLENCE AND SUSTAINABILITY THROUGH OPTIMIZED ADMINISTRATION, RESOURCE MANAGEMENT, AND QUALITY SYSTEMS

DDOSC will strengthen its institutional foundations to ensure long-term sustainability and organizational resilience. This includes modernizing its management systems, advancing digital transformation, enhancing quality assurance mechanisms, and institutionalizing evidence-based governance. The College will also prioritize the development of a Green and Smart Campus, expand resource mobilization, and improve its disaster preparedness and resilience.

By 2032, DDOSC envisions an institution that is efficient, transparent, and adaptive, achieving sustained accreditation status, PRIME-HRM and ISO certifications, and readiness for SUC Level III evaluation as a precursor to universityhood.

DELIVER REGIONALLY RELEVANT AND INDUSTRY-ALIGNED PROGRAMS

DDOSC will deliver academic programs that are responsive to labor market demands and future skills needs, integrating 21st-century competencies, digital literacy, and global citizenship values. The College will strengthen faculty capability through continuous professional development, graduate studies, and pedagogical innovation using blended, adaptive, and technology-enhanced learning.

Curriculum design will be informed by stakeholder engagement, tracer studies, and regional workforce analytics. By 2032, all programs will be outcomes-based, industry-aligned, and quality-assured, producing graduates who are employable, ethical, and prepared for lifelong learning.



STRENGTHEN RESEARCH, DEVELOPMENT, AND INNOVATION (RDI) CAPACITY

DDOSC will build an enabling environment for research and innovation by developing faculty and student research capabilities, improving facilities, and institutionalizing policies that support publication, collaboration, and technology transfer. The College will focus on development-oriented research that addresses regional needs in agriculture, education, entrepreneurship, and criminology—its key academic areas.

Through partnerships with local government units (LGUs), state universities and colleges (SUCs), industries, and research institutions, DDOSC will evolve into a recognized hub of applied research and innovation in Davao de Oro, contributing to the national innovation ecosystem.



Strategic Goals



INSTITUTIONALIZE SUSTAINABLE AND COMMUNITY-DRIVEN EXTENSION PROGRAMS THAT LEVERAGE CO-CREATION, FUTURES THINKING, AND STRATEGIC PARTNERSHIPS

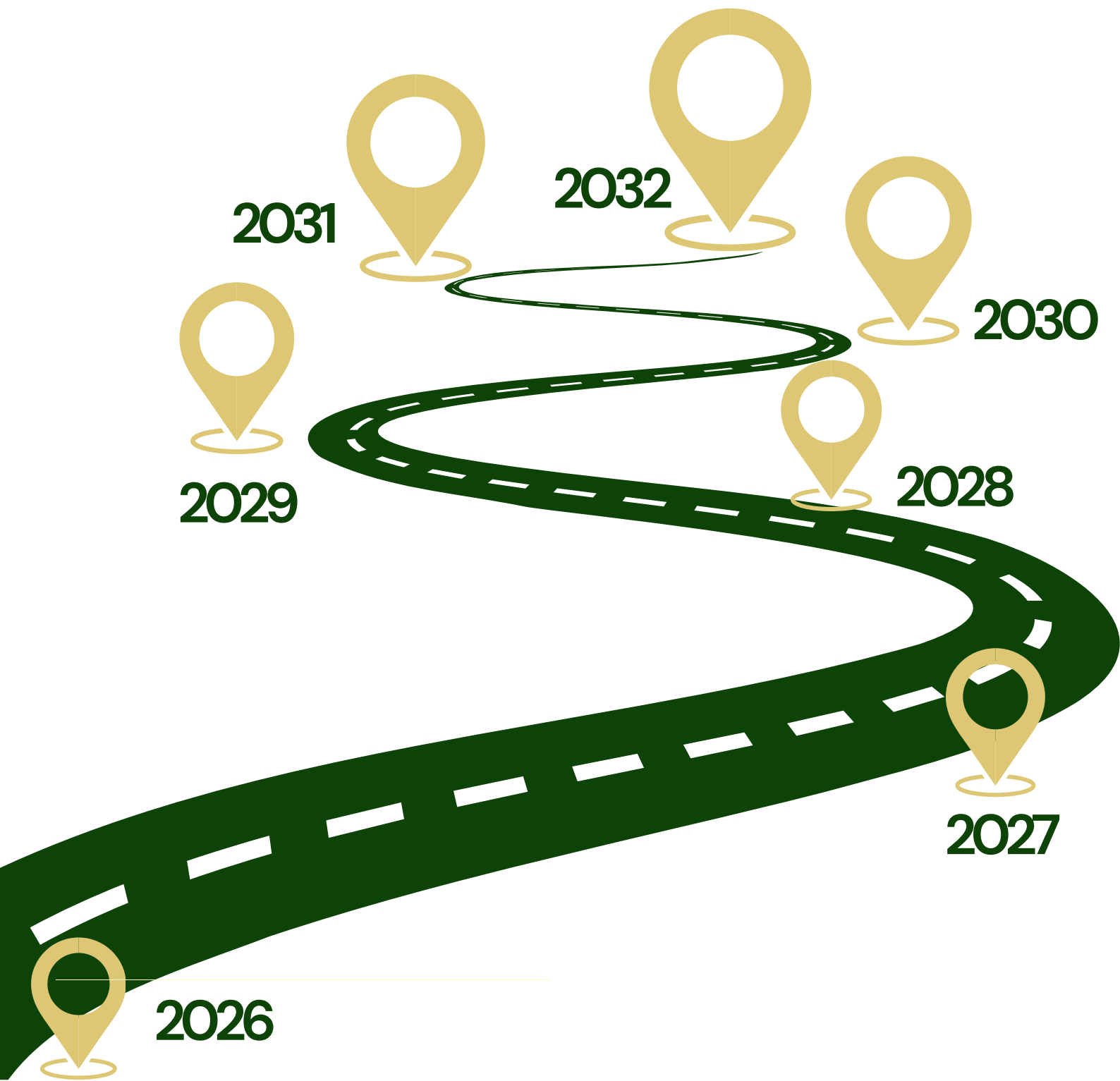
DDOSC will institutionalize a holistic extension ecosystem that bridges academic expertise with community needs. Its programs will focus on co-created, evidence-based, and sustainable community initiatives that empower local sectors and improve quality of life. The College will also establish a Transformative Extension Framework that ensures the integration of research outputs, student participation, and local partnerships. By 2032, DDOSC will be recognized for its impact-driven, community-embedded extension programs that directly contribute to inclusive regional development.

TRANSFORM THE PRODUCTION SERVICES DIVISION INTO A DYNAMIC AND SUSTAINABLE HUB

DDOSC will institutionalize innovation-driven production systems and income-generating projects (IGPs) to support financial sustainability and institutional growth. These ventures will focus on agriculture-based enterprises, technology-enabled services, and value-added local products.

Through public-private partnerships (PPP), external grants, and research-based IGPs, the Production Services Division will evolve into a dynamic innovation and enterprise hub, contributing at least 5% of the College's MOOE by 2032. This transformation will not only enhance institutional sustainability but also foster entrepreneurship and livelihood opportunities in the province.





2026

2027

2028

2029

2030

2032

2031

CHAPTER III

Strategic Implementation Roadmap 2026-2032

To ensure the realization of the Strategic Goals, DDOSC adopts a phased implementation roadmap. This framework translates the five institutional pillars into actionable milestones, ensuring progressive improvement from Foundation (2026-2027), to Integration & Expansion (2028-2030), and finally to Institutional Excellence (2031-2032).



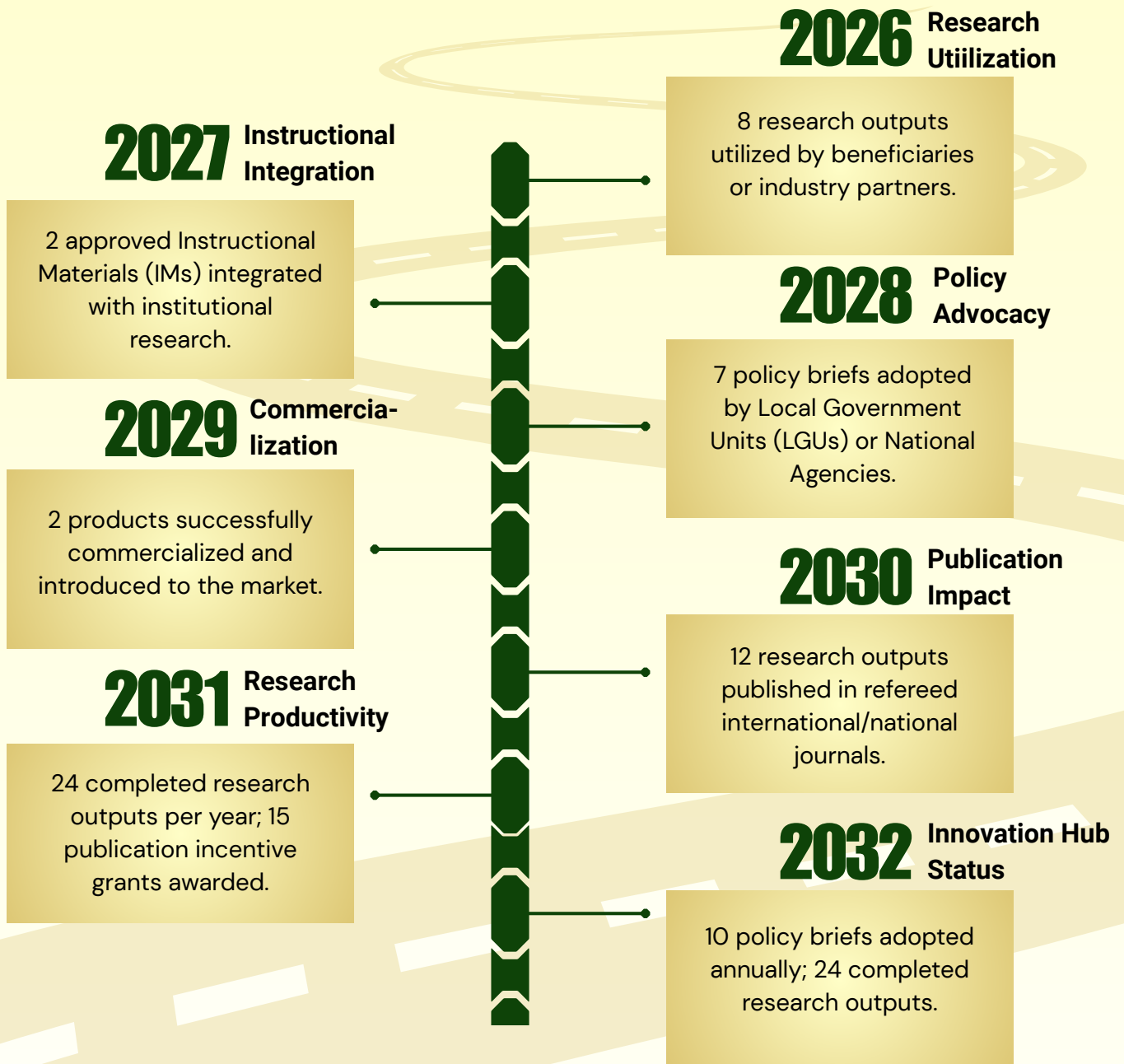
Administrative & Resource Management



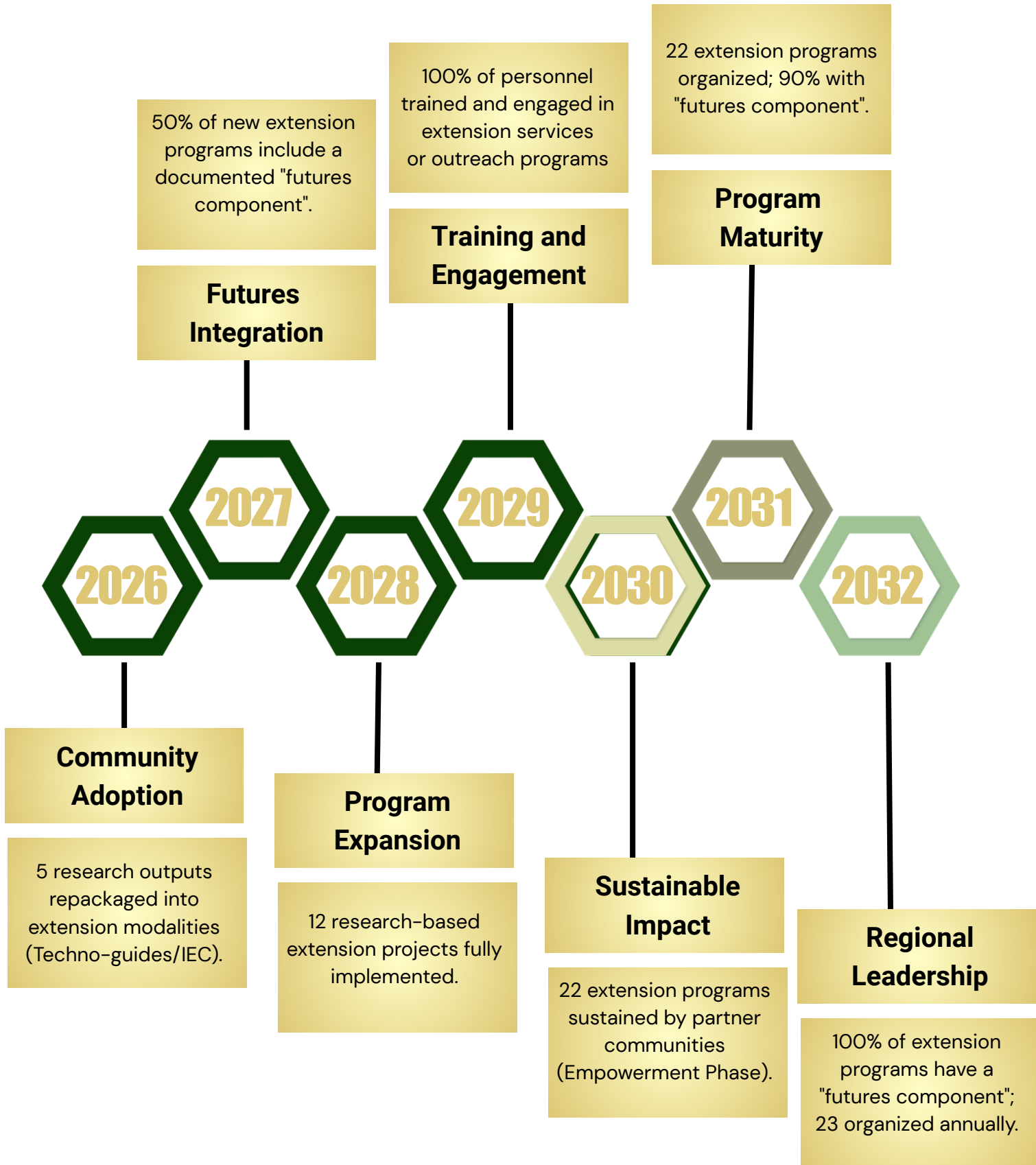
Curriculum and Instruction

YEAR	MILESTONE	TARGETS
2026	Licensure Competitiveness	Achieve a 70% passing rate for first-time licensure exam takers.
2027	Program Compliance	Secure 100% Certificate of Program Compliance (COPC) for all active programs.
2028	Graduate Employability	70% of graduates (tracked from 2 years prior) are employed.
2029	Curriculum Innovation	Offer 1 new micro-credential program aligned with industry needs.
2030	Global Linkages	Maintain 1 active international academic linkage per program.
2031	Academic Standardization	Achieve 76% passing rate for first-time licensure exam takers.
2032	Academic Leadership	Achieve a 77% Board Exam Passing Rate; 100% enrollment in priority programs.

Research, Development and Innovation (RDI)



Extension Services



Production Services

MILESTONE TARGETS



Strategic Implementation Roadmap 2026 – 2032

Consolidated

- Accredited Institutional Status
- Compliant Program Standards
- Research-Integrated Instruction
- Futures-Oriented Extension
- Scalable Enterprise Launch

2027

- Standardized Quality Systems
- Innovative Curriculum Delivery
- Market-ready Commercialization
- Training and Engagement

2029

- Exemplary Quality Excellence
- Standardized Academic Excellence
- Prolific Research Productivity
- Matured Extension Programs
- Stabilized Financial Performance

2031

2026

- Robust Quality Assurance Foundation
- Competitive Licensure Performance
- Applied Research Utilization
- Initial Community Adoption
- Optimized IGP Utilization

2028

- Expanded Infrastructure Capacity
- High Graduate Employability
- Influential Policy Advocacy
- Broadened Extension Coverage
- Accelerated Revenue Growth

2030

- Advanced Program Accreditation
- Global Academic Linkages
- High-Impact Research Publication
- Sustained Community Empowerment
- Tech-integrated Production

2032

- Distinctive Institutional Recognition
- Dominant Academic Leadership
- Established Innovation Hub
- Premier Regional Leadership
- Secured Financial Sustainability

PLAN IMPLEMENTATION

CHAPTER IV

1 UNIFIED LEADERSHIP AND INSTITUTIONAL ALIGNMENT

The SUC President will lead the implementation of the Strategic Development Plan, ensuring that all four college branches operate as a single, unified entity. Policies and operational decisions will directly align with the plan's strategic goals and projects.

3 CONDUCT OF ANNUAL PLANNING AND BUDGETING

To ensure that all Programs, Activities, and Projects (PAPs) are implementation-ready, the College will conduct annual planning and budgeting forums, budget reviews, consultations, and coaching sessions.



IMPLEMENTATION STRATEGIES



The following key mechanisms and strategic approaches will be employed to translate the Strategic Development Plan 2026–2032 into tangible results, fostering a culture of accountability, collaboration, and continuous improvement across the institution:

2 FORMULATION OF THE ANNUAL OPERATIONAL PLAN

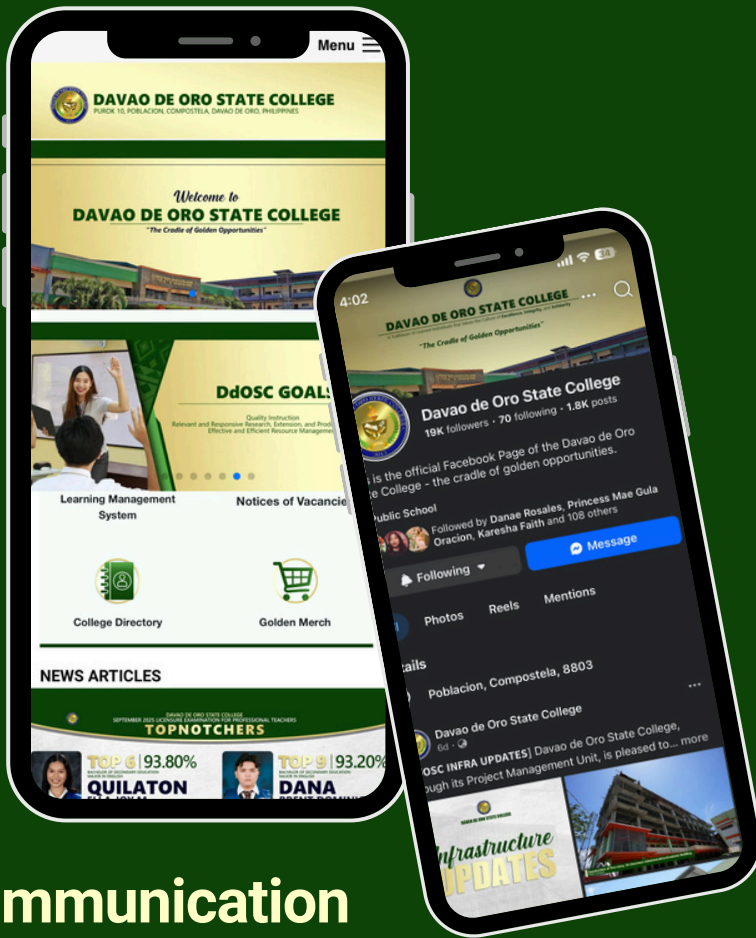
Accountable offices, divisions, units, and sections will collaboratively design the annual operational plan through workshops and consultations with stakeholders. This ensures that strategies are executable and cost projections accurate.

4 EXPAND COLLABORATIVE NETWORKS

Using the Hexa-Helix model of innovation, the College will strengthen partnerships with academia, industry, government, civil society, environmental advocates, and cultural stakeholders to enhance employability, innovation, and internationalization.



STRATEGIC COMMUNICATION AND ENGAGEMENT



COMMUNICATION PLAN

This section lays out the communication plan that will enable Davao de Oro State College to ensure all stakeholders are informed, engaged, and empowered in the cohesive and well-aligned implementation of its Strategic Development Plan 2026–2032.

OBJECTIVES

1. To inform stakeholders about the College's strategic direction by making details on its programs, policies, and activities available through the official website, Transparency Seal, KASIKAS newsletter, and social media platforms.
2. To promote meaningful stakeholder involvement by inviting students, faculty, staff, community and industry partners, and government agencies to participate in annual planning and budgeting, the midterm strategy review, and other College initiatives.

Communication Channels

SOCIAL MEDIA AND OFFICIAL WEBSITE

With the majority of stakeholders engaging with the College through its social media and official website, activities related to the College's SDP will be conveyed through strategic, timely, and well-curated content released on all official DdOSC social media channels and website to ensure transparency, reinforce institutional visibility, and foster active community engagement.

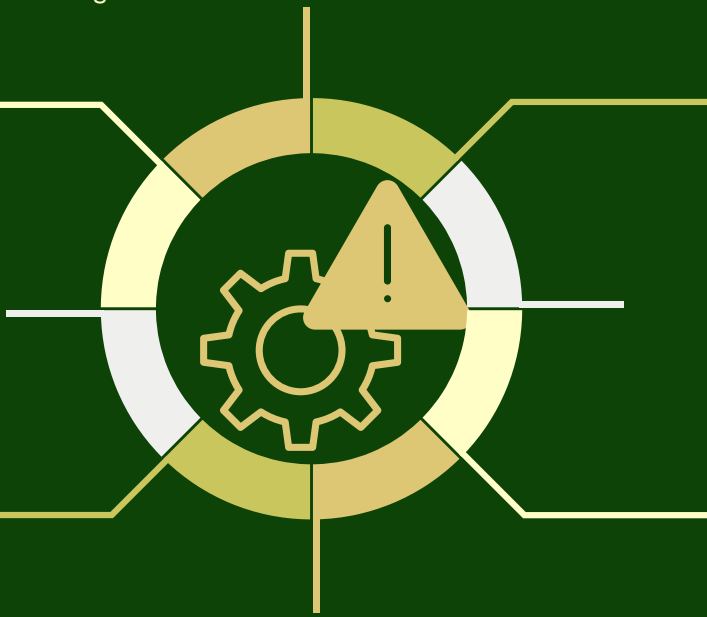
INTERNAL STAKEHOLDER AWARENESS AND ENGAGEMENT

Through institutional activities, the College will convey essential and updated information to faculty, staff, and students to build awareness, promote institutional alignment, and encourage active participation in College programs and initiatives.

OFFICIAL PUBLICATION

Work collaboratively with Official Publication "KASIKAS" and online platforms to amplify the visibility of DdOSC's initiatives, accomplishments, and ongoing institutional activities.





RISK MANAGEMENT

Risk Category	Specific Risks	Mitigation Strategies	Contingency Plan	Responsible Office/Unit
Enrollment Fluctuations	Decline or uneven growth in student enrollment	Targeted recruitment campaigns; program diversification; flexible online/blended learning	Adjust program offerings; implement scholarship or retention programs	VP for Academic Affairs; Planning Unit; Marketing & Outreach Office
Regulatory Changes	Policy shifts from CHED, DepEd, or other agencies	Continuous policy monitoring; periodic review of programs for compliance; staff capacity building	Rapid curriculum and policy adjustments; stakeholder consultation	Planning Unit; Academic Affairs; Legal/Compliance Office
Limited Fiscal Space	Budget constraints; reduced internal or external funding	Financial sustainability planning; alternative funding sources; prioritization of strategic initiatives	Temporary scaling down of non-critical projects; grant applications	Finance Unit; Budget Office; Planning Unit
Operational Risks	Staff turnover, resource misallocation, delays in project implementation	Succession planning; capacity building; SOP development; project monitoring	Reallocation of staff/resources; hiring temporary or contract personnel	Human Resources; Project Leads; QMS Risk Committee

RISK MANAGEMENT PROCESS FLOW

1 Identify and Plan

Potential risks and opportunities are systematically identified and analyzed, with detailed mitigation or pursuit plans developed.

2 Implement and Act

Mitigation measures and opportunity pursuit plans are executed to proactively manage strategic risks and leverage opportunities.

3 Monitor and Reassess

Continuous monitoring evaluates the effectiveness of actions taken, with findings reported to top management. Plans are updated to reflect evolving internal and external conditions.



01

Identify Risk and Opportunity

02

Identify Risk and Beneficial Factors

03

Prepare Control Action Plan/Method/Mitigation/Beneficial Pursuit Plan

04

Implement and Take Action

05

Action

06

Monitor Actions Taken

07

Report to the Top Management

08

Conduct re-assessment

PLAN IMPLEMENTATION AND IMPROVEMENT TEAM



SUC President
Head

Administration and Resource Management

Chief for Administration and Finance
Administrative Services Division Director
Finance Services Division Director
Branch Directors
Planning Unit Head
Quality Assurance Unit Head
Human Resource Management Unit Head
Project Management Unit Head
Public Information Unit Head
Internal Audit Unit Head
Internationalization Unit Head
Information and Communications Technology
Unit Head
Units under Administrative Services Division
Units under Finance Services Division
College Nurse

Curriculum and Instruction

Vice President for Academic Affairs
Academic Services Division Director
Program Heads
College Librarian
College Registrar
Student Affairs and Services Division
Director
Laboratory In-charge

Research, Development and Innovation

Research and Development Division Director
Research and Development Unit Head
Research and Development Section Heads
Innovation Unit Head
Intellectual Property Management Unit Head
Research Publication Unit Head

Extension Services

Extension Services Division Director
Extension Services Unit Head
Extension Services Section Heads
Techno-Demo Services Unit
Capacity Building and Employment
Generating Unit
Project Monitoring and Evaluation Unit

Production Services

Production Services Division Director
Production Services Unit Head
Production Services Section Heads
Business Affairs and Auxiliary Services Unit

Other / Cross-Cutting

Communication and Engagement
Public Information Unit
Records Unit
ISO Risk Management
Delivery Unit Heads/All proponents
ISO Risk Management Committee



GOVERNANCE STRUCTURE AND RESPONSIBILITIES



Oversight and Policy Level: The Board of Trustees (BOT)

As the ultimate policy-making body, the BOT provides the legislative support required to legitimize the plan.

POLICY & RESOURCE APPROVAL INSTITUTIONAL REVIEW

Strategic Direction Level: The Executive Committee (ExeCom)

Led by the SUC President and composed of the Vice Presidents, the ExeCom acts as the steering committee responsible for the plan's success.

**STRATEGIC ALIGNMENT
PARTNERSHIP BUILDING
RECALIBRATION**

Operational Execution Level: The Technical Working Group (TWG)

The TWG acts as the operational engine, composed of the Planning Unit and Sectoral Heads.

**SECTORAL COMMITTEES: PILLAR HEADS
SECRETARIAT: PLANNING AND QUALITY
ASSURANCE UNIT**

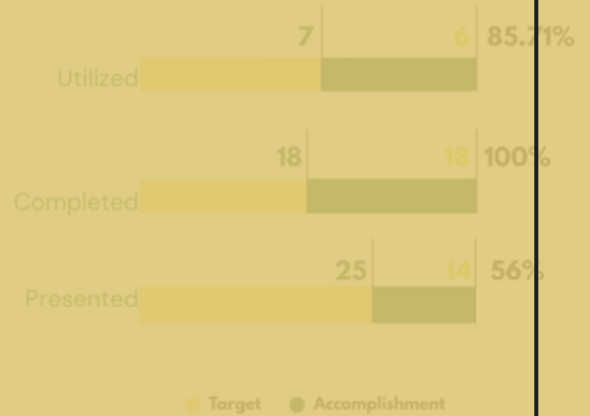


GRAPHICAL Summary

Academics and Instruction



Research and Development



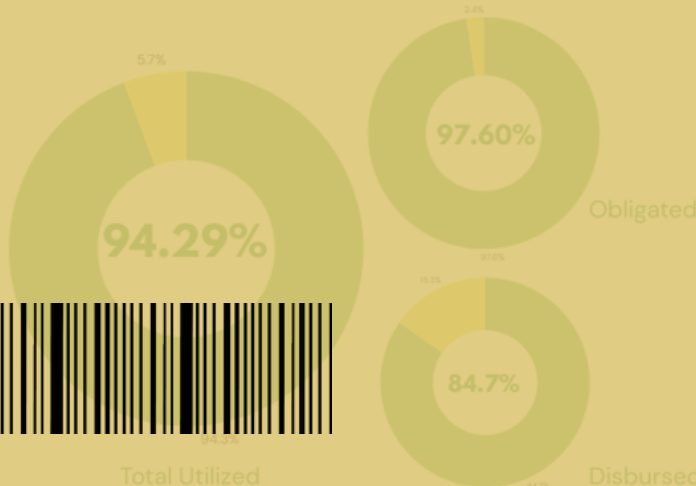
Extension Services

Production Services

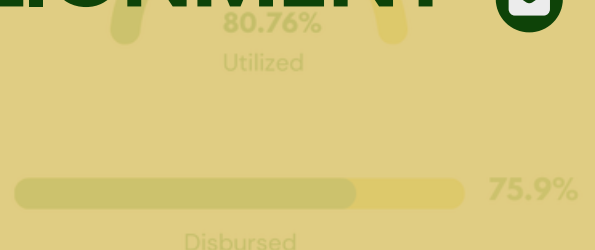
MONITORING AND EVALUATION

CHAPTER V

Fund Utilization GAA



REPORTING ACCOUNTABILITY ALIGNMENT



Total Utilized

Disbursed

THE M&E SYSTEM IS ANCHORED ON THE RESULTS-BASED MANAGEMENT (RBM) APPROACH, FOCUSING NOT JUST ON ACTIVITIES AND OUTPUTS, BUT ON THE TANGIBLE OUTCOMES AND IMPACTS OF THE COLLEGE'S PROGRAMS.

The successful realization of the Davao de Oro State College (DDOSC) Strategic Development Plan (SDP) 2026–2032 requires a robust, transparent, and results-based Monitoring and Evaluation (M&E) mechanism. This section outlines the system for tracking progress, measuring performance against targets, and facilitating evidence-based decision-making.

M&E Objectives

ACCOUNTABILITY

To ensure resources are utilized efficiently and targets committed in the Results Matrix are met.

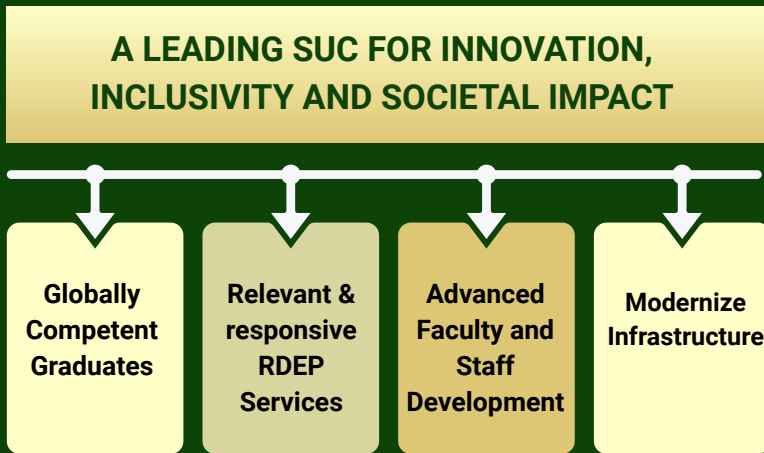
LEARNING AND ADAPTATION

To identify implementation gaps early and facilitate corrective actions.

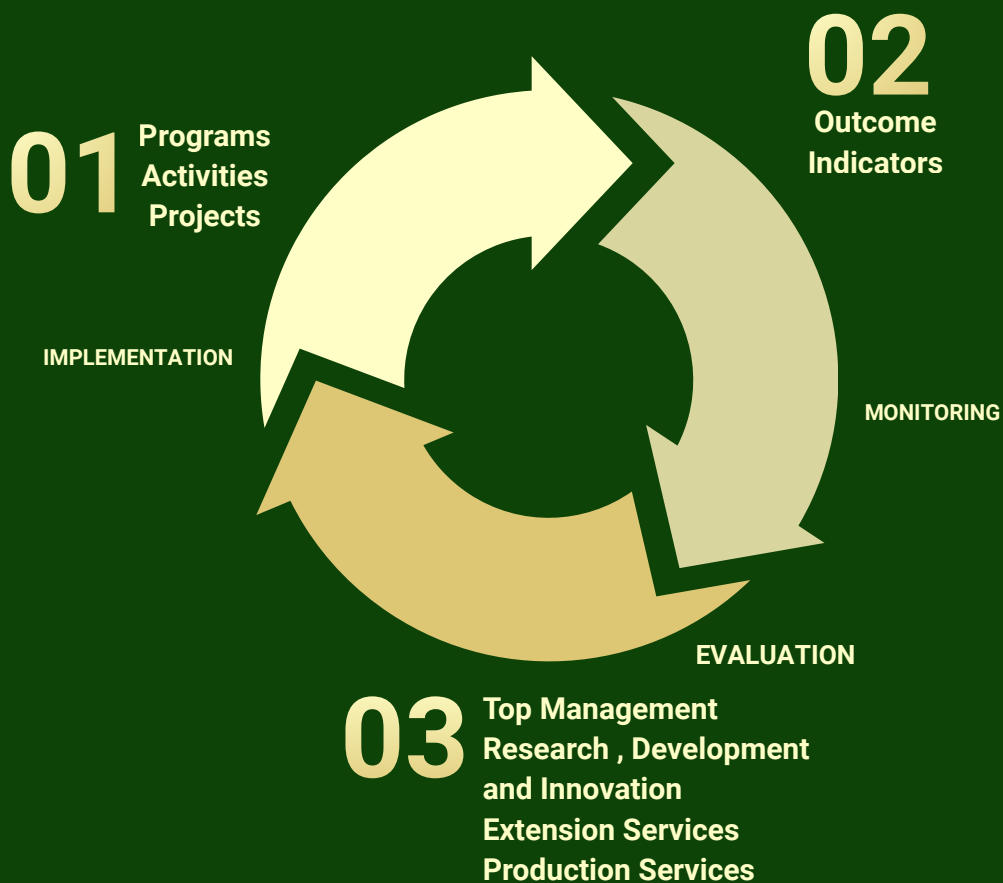
STRATEGIC ALIGNMENT

To guarantee that all Office Performance Commitments (OPCR) are directly linked to the institutional vision and the CRADLE framework.

M&E Framework and Process Flow



The M&E framework ensures that the College remains accountable to its stakeholders—students, faculty, oversight agencies (CHED, DBM, NEDA), and the community—while maintaining the agility to adapt to emerging challenges.



M&E Approach and Calendar

Quarterly Monitoring (AOP Components)

- Focuses on ongoing programs, projects, and activities linked to the SDP goals.
- Enables early identification of gaps, resource needs, and corrective actions.
- Ensures that operational activities directly contribute to strategic outcomes.

Mid-year Evaluation

- Assesses cumulative progress toward annual targets for all five strategic goals.
- Reviews effectiveness of interventions, updates operational plans, and recommends adjustments.

Year-end Evaluation

- Conducts a comprehensive assessment of outputs, outcomes, and overall achievement of strategic goals.
- Provides evidence for annual reporting, policy decisions, and the preparation of the next year's operational plans.

Activity

Period

01	Submission of 1st Quarter Results Matrix (AOP components)	10th day of April
02	Preparation and submission of Action Plan for 2nd Semester	May
03	Submission of 2nd Quarter Results Matrix (AOP components)	10th day of July
04	Mid-Year Evaluation and Submission of Proposed PAPs for Next Year	July
05	Submission of 3rd Quarter Results Matrix (AOP components)	10th day of October
06	Preparation and submission of Action Plan for 1st Semester of Succeeding Year	November
07	Year-End Evaluation	2nd week of December
08	Submission of 4th Quarter Results Matrix (AOP components)	10th day of January (following year)

ACCOUNTABILITY AND REPORTING



- Each performance target is assigned to the responsible office, division, unit, or section.
- Offices submit quarterly Results Matrices to the Planning Unit, which consolidates and analyzes data for evaluation.
- Reports and findings are presented during Joint Administrative and Academic Council meetings, with special attention to areas needing intervention.

This approach ensures that all M&E activities are goal-oriented, that quarterly monitoring focuses on actionable operational components, and that annual evaluation measures progressive improvement across all five SDP strategic goals. It guarantees alignment with national and regional development priorities while supporting evidence-based decision-making and continuous institutional improvement

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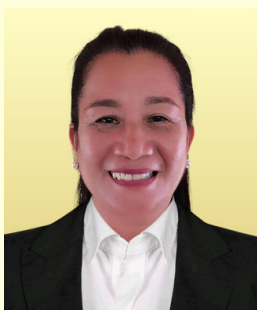
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Davao de Oro State College

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JAY-R R. TAYABAN, MEd-LT

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Secretariat, DDOSC EXECOM

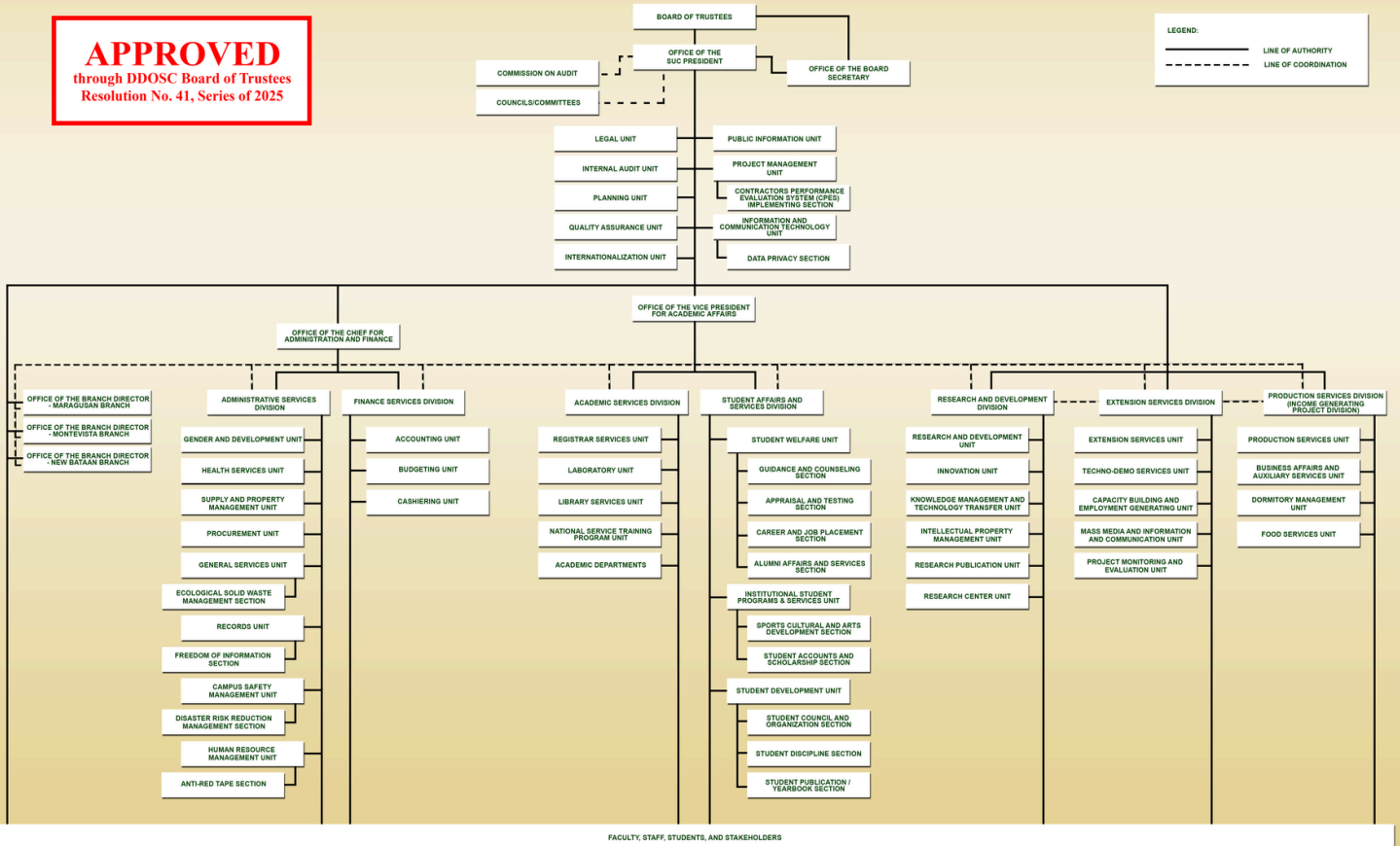
Davao de Oro State College ORGANIZATIONAL STRUCTURE



REPUBLIC OF THE PHILIPPINES
DAVAO DE ORO STATE COLLEGE
COMPOSTELA | MARAGUSAN | MONTEVISTA | NEW BATAAN

ORGANIZATIONAL CHART

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Resolution No. 41, Series of 2025



Davao de Oro State College ORGANIZATIONAL STRUCTURE



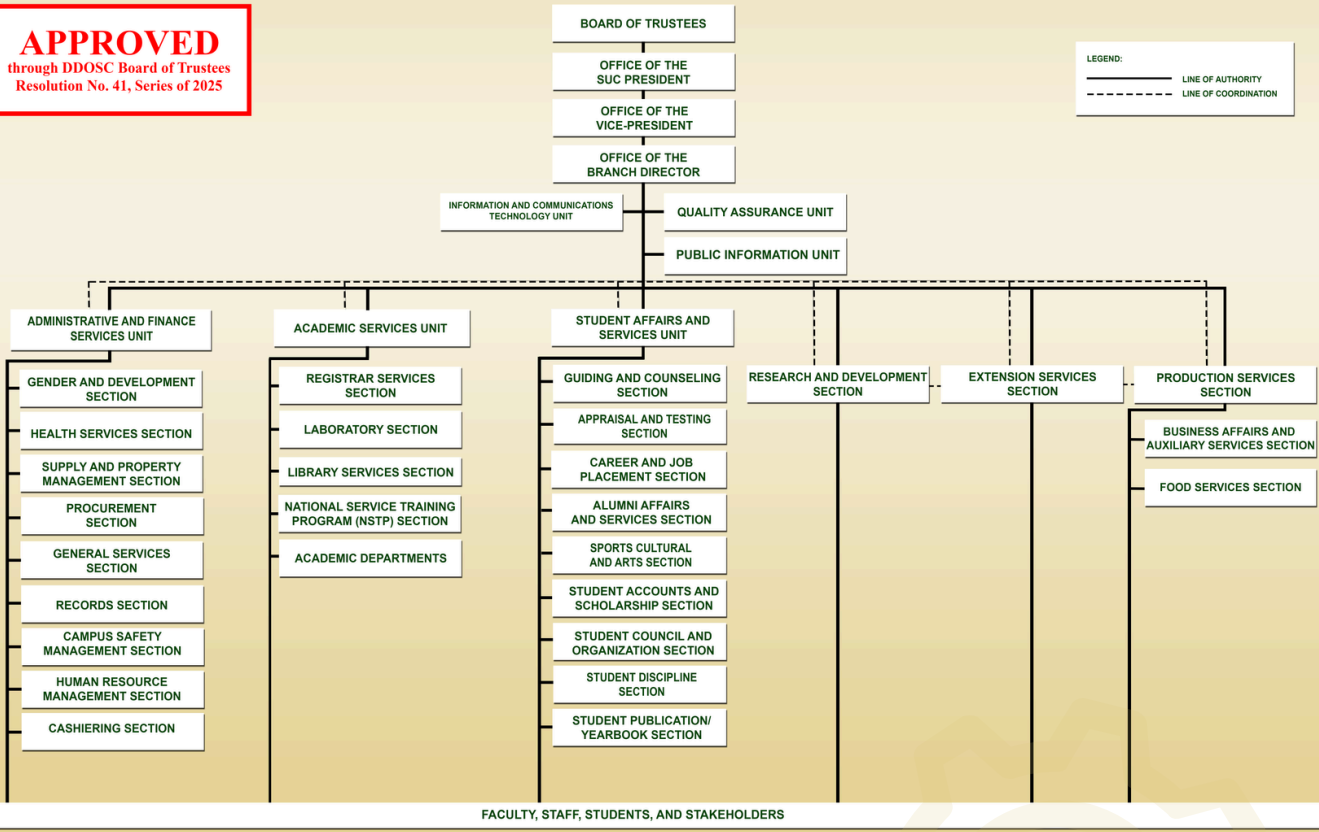
REPUBLIC OF THE PHILIPPINES
DAVAO DE ORO STATE COLLEGE

BRANCH ORGANIZATIONAL CHART

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Resolution No. 41, Series of 2025

LEGEND:
 — LINE OF AUTHORITY
 - - - LINE OF COORDINATION



OFFICE OF THE COLLEGE PRESIDENT

Office of the Branch Directors
Office of the Board Secretary
Legal Unit
Planning Unit
Quality Assurance Unit
Internal Audit Unit
Project Management Unit
Contractors Performance Evaluation System (CPES)
Implementing Section
Public Information Unit
Information and Communication Technology Unit
Data Privacy Section
Internationalization Unit

OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Academic Services Division

Registrar Services Unit
Laboratory Unit
Library Services Unit
National Service Training Program Unit
Academic Departments
Entrepreneurship Department
Teacher Education Department (BSED/BEED)
Criminology Department
Agriculture Department

Student Affairs and Services Division

Student Welfare Unit
Guidance and Counseling Section
Appraisal and Testing Section
Career and Job Placement Section
Alumni Affairs and Services Section
Institutional Student Programs and Services Unit
Sports Cultural and Arts Development Section
Student Accounts and Scholarship Section
Student Development Unit
Student Council and Organization Section
Student Discipline Section
Student Publication/Yearbook Section

OFFICE OF THE CHIEF FOR ADMINISTRATION AND FINANCE

Administrative Services Division

Gender and Development Unit
Health Services Unit
Supply and Property Management Unit
Procurement Unit
General Services Unit
Ecological Solid Waste Management Section
Records Unit
Freedom of Information Section
Campus Safety Management Unit
Disaster Risk Reduction Management Section
Human Resource Management Unit
Anti-Red Tape Section

Finance Services Division

Accounting Unit
Budgeting Unit
Cashiering Unit

Administrative and Finance Services Section (Branches)

RESEARCH AND DEVELOPMENT DIVISION

Research and Development Unit/Section
Innovation Unit
Knowledge Management and Technology Transfer
Unit
Intellectual Property Management Unit
Research Publication Unit

EXTENSION SERVICES DIVISION

Extension Services Unit/Section

PRODUCTION SERVICES DIVISION

Production Services Unit/Section

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