



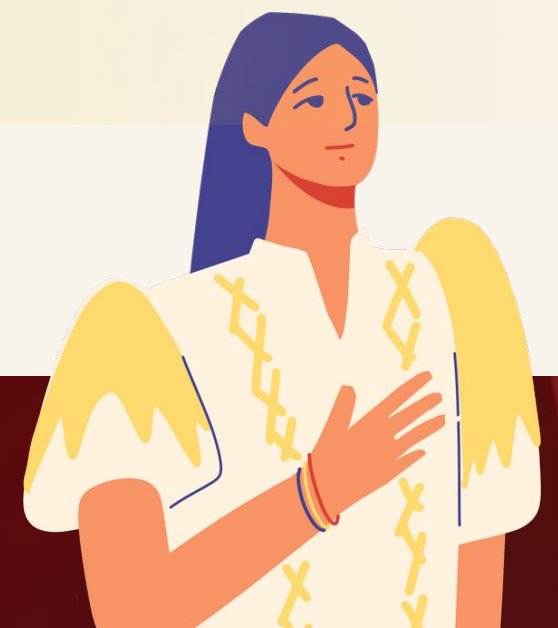
COUNTRY REPORT PHILIPPINES





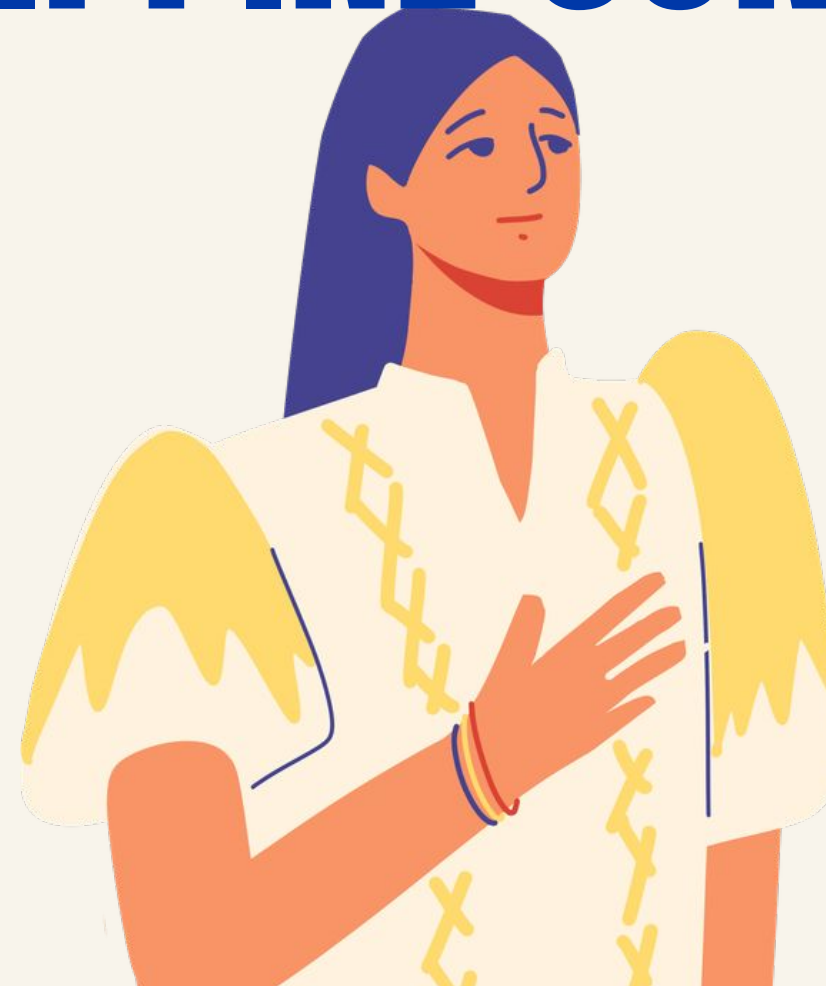
THE COMPASS: VALUES, ETHICS, GOVERNANCE, AND ASSESSMENT INTEGRITY IN THE PHILIPPINE CONTEXT

DR. MANUEL P. ALBAÑO, CESO V
SCHOOLS DIVISION SUPERINTENDENT
NATIONAL PRESIDENT, PPSTA





THE COMPASS: VALUES, ETHICS, GOVERNANCE, AND ASSESSMENT INTEGRITY IN THE PHILIPPINE CONTEXT



THE BIG PICTURE

Integrity forms the cornerstone of institutional excellence, public confidence, and sustainable national development.



THE BIG PICTURE

Ethical governance is shaped by both formal legal/regulatory requirements and deeply rooted cultural values.





THE BIG PICTURE

Proposes a
comprehensive
framework grounded in
Filipino values,
constitutional
principles, and
international best
practices.

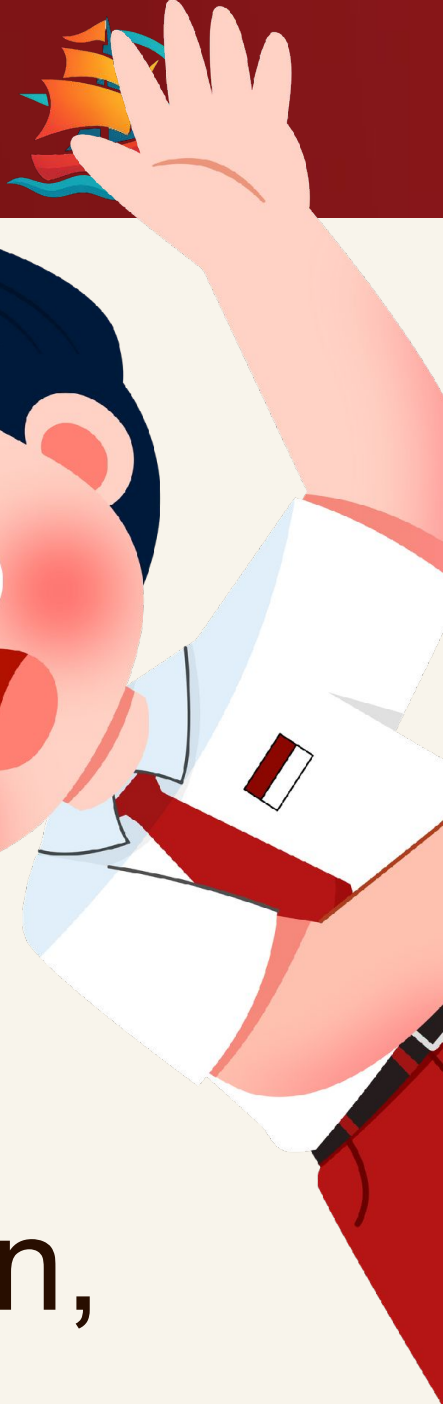




THE BIG PICTURE

Serves as a practical compass to cultivate trust, uphold accountability, and build resilient, credible assessment systems.





INTRODUCTION: WHY INTEGRITY MATTERS

Foundation of Governance

Integrity drives quality education,
public trust, and high organizational
performance.



INTRODUCTION: WHY INTEGRITY MATTERS

Interpersonal vs. Institutional
Governance operates within a unique
socio-cultural setting where
interpersonal ties intersect with official
duties.



INTRODUCTION: WHY INTEGRITY MATTERS

Evolving Environment:

Rapid adoption of AI, digital tools,
and flexible learning modalities
increases complexity.



INTRODUCTION: WHY INTEGRITY MATTERS

Goal

Provide a values-based, actionable framework for ethical leadership and credible assessment systems.





THE SOCIO-CULTURAL CONTEXT Meets Governance

Dual Nature of Cultural Values

Cultural traits enhance service and collaboration, but can pose ethical dilemmas if unmonitored.



THE SOCIO-CULTURAL CONTEXT Meets

Positive Synergy Governance

Values like **Bayanihan** (collective effort) and **Malasakit** (compassion) strengthen institutional unity.

THE SOCIO-CULTURAL CONTEXT Meets

Potential Dilemmas Governance

Practices such as **Pakikisama** and **Utang na Loob** can lead to conflicts of interest or reluctance to enforce rules.





THE SOCIO-CULTURAL CONTEXT Meets

Governance

Objective
Balance cultural affinity with sound governance mechanisms.



CORE FILIPINO VALUES

Cultural
Foundations of
Ethical Governance
Malasakit (Compassionate
Service)

Places the welfare of
learners, employees, and
communities above
self-interest.





CORE FILIPINO VALUES

Cultural
Foundations of
Ethical Governance
Bayaninang
(Collective Responsibility):

Drives community
participation, teamwork, and
shared institutional goals.





CORE FILIPINO VALUES

Cultural
Foundations of
Ethical Governance
Respeto (Respect)

Fosters civility,
professionalism, and
recognition of stakeholder
rights.



CORE FILIPINO VALUES 2.0

**Cultural
Foundations of
Ethical
Governance**



CORE FILIPINO VALUES 2.0

HIYA

(Sense of Honor)

Positive: Encourages ethical conduct to protect individual and institutional reputation.

Risk: Fear of social embarrassment may prevent whistleblowing or reporting misconduct.



CORE FILIPINO VALUES 2.0

PAKIKISAMA

(Social Harmony)

Positive: Strengthens organizational cohesion.

Risk: May lead to favoritism, tolerance of unethical acts, or reluctance to challenge authority.



CORE FILIPINO VALUES 2.0

UTANG NA LOOB (Debt of Gratitude)

Positive: Nurtures loyalty and mutual support.

Risk: Can cause conflicts of interest, nepotism, and undue political influence.





UNIVERSAL ETHICAL PRINCIPLES





UNIVERSAL ETHICAL PRINCIPLES IN INSTITUTIONS

- Integrity and honesty in all transactions
- Objectivity and impartiality in decision-making
- Transparency and absolute accountability
- Respect for human dignity, equity, and inclusion
- Professional competence and conscientious stewardship of public resources





CONTEMPORARY ETHICAL CHALLENGES

INSTITUTIONAL VULNERABILITIES & RISKS

- Patronage politics, political interference, and nepotism
- Unmanaged conflicts of interest and weak enforcement of ethical rules
- Fear of retaliation suppressing whistleblowers
- Disparities in policy enforcement across decentralized units
- Emerging digital misconduct, cyber fraud, and AI misuse
- Distrust arising from perceived opacity in institutional processes





GOVERNANCE FRAMEWORKS - PUBLIC SECTOR

Public Sector
Governance &
Compliance

- Constitutional

Foundation:

- 1987 Philippine
Constitution



GOVERNANCE FRAMEWORKS - PUBLIC SECTOR

Public Sector Governance & Compliance

- Key Legal Statutes:
 - RA 6713: Code of Conduct and Ethical Standards for Public Officials and Employees
 - RA 10173: Data Privacy Act of 2012
 - Anti-Red Tape Act & Ease of Doing Business Act



GOVERNANCE FRAMEWORKS - PUBLIC SECTOR

Public Sector Governance & Compliance

- Oversight Bodies
 - Civil Service Commission (CSC), Commission on Audit (COA), and Office of the Ombudsman





GOVERNANCE FRAMEWORKS - HIGHER EDUCATION & CORPORATE



GOVERNANCE FRAMEWORKS - HIGHER EDUCATION & CORPORATE

Institutional & Sectoral Governance Structure

- **Educational Sector Bodies:**
 - Governing Boards / Boards of Regents or Trustees
 - Academic Councils & Internal Quality Assurance (IQA) Offices
 - Student Affairs & Research Ethics Committees



GOVERNANCE FRAMEWORKS - HIGHER EDUCATION & CORPORATE

Institutional & Sectoral Governance Structure

- **Private / Corporate Sector:**
 - Boards of Directors & Audit / Risk Management Committees
 - Internal/External Auditors & Ethics Compliance Officers





PILLARS OF EFFECTIVE GOVERNANCE

Key Attributes of Good Governance

- **Transparency:** Clear, open communication and access to information.
- **Accountability:** Definite ownership of institutional decisions.
- **Participation & Rule of Law:** Inclusive engagement governed by fair regulations.
- **Responsiveness & Equity:** Treating all stakeholders justly and promptly.
- **Strategic & Evidence-Based:** Leadership guided by objective data and vision.



ASSESSMENT INTEGRITY: CORE PRINCIPLES

Foundations of

Assessment

Integrity

- **Validity & Reliability:** Measuring actual learning outcomes accurately and consistently.
- **Fairness & Inclusivity:** Designing assessments free from bias and accessible to all.
- **Transparency & Authenticity:** Setting clear criteria that mirror real-world tasks.
- **Confidentiality:** Safeguarding student records and assessment data.





ASSESSMENT INTEGRITY: CORE PRINCIPLES

Foundations of

Assessment

Integrity

- **Validity & Reliability:** Measuring actual learning outcomes accurately and consistently.
- **Fairness & Inclusivity:** Designing assessments free from bias and accessible to all.
- **Transparency & Authenticity:** Setting clear criteria that mirror real-world tasks.
- **Confidentiality:** Safeguarding student records and assessment data.





THREATS TO ASSESSMENT INTEGRITY

Traditional vs. Emerging Digital

Threats

○ Traditional Misconduct:

- Examination leaks, grade manipulation, plagiarism, contract cheating, ghostwriting, and collusion.

○ Emerging Digital Risks:

- Unauthorized generative AI assignment generation
- Deepfake identity fraud & online impersonation during exams
- Cybersecurity breaches and digital record tampering



ASSESSMENT INTEGRITY STRATEGY: DESIGN

Strategy 1: Authentic Assessment

Design



- Shift focus from rote memorization to authentic, performance-based evaluation.
- Key modalities:
 - Project-Based Learning (PBL) & Capstone Projects
 - Portfolios & Reflective Journals
 - Scenario-based problem solving
 - Viva voce / Oral examinations



ASSESSMENT INTEGRITY STRATEGY: SECURE SYSTEMS

Strategy 2: System Infrastructure & Security



- Utilization of secure Learning Management Systems (LMS)
- Implementation of dynamic question banks and randomized item pools
- Provision of multiple exam versions to curb cheating
- Secure digital storage with strict access control protocols
- Identity verification checks prior to high-stakes assessments



ASSESSMENT INTEGRITY STRATEGY: RESPONSIBLE TECH USE

Strategy 3: Technology & Privacy Safeguards

- **Supporting Professional Judgment:** Tech complements—rather than replaces—faculty oversight.
- **Tools:** Plagiarism detection, AI-assisted integrity monitoring, and learning analytics.
- **Remote Monitoring:** Proportionate, privacy-conscious online proctoring.
- **Data Privacy:** Full adherence to RA 10173 (Privacy-by-Design).



ASSESSMENT INTEGRITY STRATEGY: EDUCATION & CULTURE

Strategy 4: Integrity Education & Capacity Building

- Development and signing of Student Honor Codes
- Regular faculty training on academic ethics and digital assessment tools
- Orientation programs and case-study ethics seminars
- Adoption of restorative justice approaches to address minor academic violations



BRIDGING CULTURAL VALUES AND GOVERNANCE

Leveraging Culture for Ethical

Governance

- Transforming Culture into Strength:
 - Channel Bayanihan into collective responsibility for institutional integrity.
 - Use Malasakit to foster compassionate, student-centered leadership.



BRIDGING CULTURAL VALUES AND GOVERNANCE

Leveraging Culture for Ethical Governance

- **Mitigating Cultural Risks:**
 - Use anonymous reporting platforms to overcome Hiya.
 - Deploy independent review panels to insulate decisions from Pakikisama and Utang na Loob.



STRATEGIC RECOMMENDATIONS: NATIONAL LEVEL

National Policy Recommendations

- Establish a unified national framework for ethics and assessment integrity.
- Enhance inter-agency coordination (DepEd, CHED, TESDA, CSC).
- Increase public investment in digital assessment security infrastructure.
- Strengthen legal protections for whistleblowers.
- Fund empirical research on institutional governance and integrity.



STRATEGIC RECOMMENDATIONS: INSTITUTIONAL LEVEL

Action Plan

- Establish dedicated Integrity and Ethics Offices.
- Periodically update institutional Codes of Conduct.
- Institutionalize mandatory conflict-of-interest disclosures.
- Conduct regular governance and academic integrity audits.
- Publish annual integrity reports for public transparency.



STRATEGIC RECOMMENDATIONS: EDUCATORS & LEARNERS

Recommendations

- For Educators:

- Deploy authentic assessments and transparent grading rubrics.
- Provide constructive formative feedback and guide responsible AI usage.



STRATEGIC RECOMMENDATIONS: EDUCATORS & LEARNERS

Recommendations

- **For Learners:**

- Uphold honor pledges and practice responsible digital citizenship.
- Engage in peer-led integrity programs and report violations responsibly.



MONITORING, EVALUATION & METRICS

Measuring Institutional Success

- **Key Performance Indicators (KPIs):**
 - Incident resolution timelines and incident frequency rates
 - Stakeholder Trust Index scores
 - Audit compliance and external review findings
 - Faculty and staff ethics training participation rates
 - Student perception metrics on assessment fairness



MONITORING, EVALUATION & METRICS

Measuring Institutional Success

- **Integration:**
 - Embed M&E within existing Internal Quality Assurance (IQA) platforms.



THE WAY FORWARD: BUILDING A SUSTAINABLE CULTURE OF INTEGRITY



- Integrity is a shared, continuous commitment—not just regulatory compliance.
- Fusing universal ethical standards with positive Filipino cultural values creates lasting trust.
- Authentic assessments, strong governance, and ethical leadership safeguard educational credibility.
- "Integrity is ultimately doing what is right, even when no one is watching."



COUNTRY REPORT

THANK YOU





THE COMPASS: VALUES, ETHICS, GOVERNANCE, AND ASSESSMENT INTEGRITY IN THE PHILIPPINE CONTEXT

DR. MANUEL P. ALBAÑO, CESO V
SCHOOLS DIVISION SUPERINTENDENT
NATIONAL PRESIDENT, PPSTA

