

Strategic Direction of Camarines Sur Polytechnic Colleges: Awareness and Perception of Bachelor of Science in Office Administration (BSOA) Stakeholders

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ARTICLE INFO	ABSTRACT
Received: 29 Dec 2024	The vision, mission, goals, and objectives (VMGO) that is clearly communicated, widely understood, and collectively shared have been shown to perform better with the caveat that they related to effectiveness only when strategy and goals and objectives were aligned.
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	The mission is the reason for being of an organization. When an organization prepares strategies of makes choices between different alternatives, the mission statement guides the strategies. A well-prepared mission statement needs to identify the specific purpose of the organization and its field of activity in terms of products and markets, and thus differentiate the organization from others. The mission statement is a set of goals that help the organization reach its aims and that express its strategic objectives mission is a long-term goal, a shared value, and belief is unique to the organization and special and is about quality, not quantity. Mission statements should be clear, concise, and intense. They should define the purpose of the organization, identify the people and organizations served, state the field of activity of the organization, mention the needs served by the organization, and express the legal duties of the organization. (Ülgen and Mirze, 2010)
	Keywords: CSPC; BSOA; strategic direction; awareness; perception.

INTRODUCTION

Vision statements are another important element of strategic planning. Vision is defined as "a look towards the unknown to define the future, which combines current facts, hopes, dreams, threats, and opportunities". In business management, a vision statement refers to the long-term objectives of the business. Vision shapes and guides future business practices. Vision also defines what the organization wants to become in the future and which position it desires to acquire and is the expression of a dream concerning a future desired state. When businesses have a strong vision, it helps them predict future events, be prepared for changes and innovations, have the courage to face the future, predict changes in customer demands, and improve employee efficiency (Yalçın, 2005).

Goals and objectives create the bite-size pieces, the road map, and manageable stepping stones to achieve the mission, make the vision a reality. Among all the attributes of a well-written objective, the most important are measurable results and a timeframe for completion. Being able to quantify results and evaluate the timeliness of accomplishing goals allows leaders to assess the performance and progress of the overall organization as well as individuals and teams.

Like any other state university and college in the Philippines, the strategic directions are concrete guides for the future of Camarines Sur Polytechnic Colleges (CSPC), including its academic programs. VMGO statements define collective efforts and align the whole organization towards the accomplishment of programs/projects/activities (Coulter, et al., 2003). The vision statement is a forward-looking statement that defines the ideal state of an organization in the future. (Spalina, et. Al, 2004). Further, a mission statement provides the necessary guidance for developing strategy, defining critical success factors, searching out key opportunities, making resource allocation choices, and pleasing stakeholders. The mission represents the synthesis of what the customers and the employees see as being the core

business, what products and services should be realized, who the customers are, and what values should be delivered to them. (Bratianu, 2005).

The VMGOs serve as anchors/frameworks for the college's strategic and operational planning actions. The VMGOs provide the College's stakeholders the necessary direction and motivation on how they are expected to perform their respective functions and to generate, allocate and use resources.

VMGO statements are the fundamental guides for the future of the institution and its academic programs. They define collective effort and align the whole organization towards the accomplishment of programs and activities. (Coulter, et al., 2003)

The vision and mission are statements on the long-term view of the institution of itself and of the world within which it operates, including the fundamental purpose of its existence, its long-term role and stature, and what it does to achieve this purpose and how it would like to play its role. The goals and objectives are broad statements that discuss the career and professional accomplishments that the college is preparing graduates to achieve within three to five years after graduation. These objectives are based on the needs of the program's constituencies (CMO No. 19, s. 2017).

An educational program in state universities and colleges is recognized by the Accrediting Agency for Chartered Colleges and Universities in the Philippines (AACUP) as possessing certain standards of quality and excellence based on the institution's educational operations concerning its VMGO. A College or University is judged by the degree to which its VMGO are attained, not in comparison to others.

The effectiveness of the VMGO lies in its structure and dissemination. To be attained, students, faculty, and stakeholders of an educational institution must be aware of its VMGOs and fully comprehend the implications of such.

CSPC conceptualized and implemented its VMGOs as a result of the recommendation of industries and stakeholders to address the demand for global competitiveness and ASEAN integration. CSPC trains its student to become productive and self-reliant graduates and citizens. They are provided the stimulus for industrialization and entrepreneurship, training, and technology advancement. Generally, the Bachelor of Science in Office Administration (BSOA) graduates are deemed to provide the necessary manpower requirement of the growing economy not only in the region, of the country but of the world.

The Camarines Sur Polytechnic Colleges (CSPC), being at the forefront of universityhood, anchored its VMGO statements to the Outcome-based education (OBE) framework, to wit:

VISION: Polytechnic Education at its best for the Bicolanos.

MISSION: Transforming lives to be free of poverty by creating a better future through world-class polytechnic education and technological innovation.

GOALS AND OBJECTIVES

1. Produce professionally competent graduates who are responsible Filipino and global citizens by providing a quality teaching and learning environment.
2. Address regional and national science and technology concerns by institutionalizing and integrating research-based programs in all Colleges.
3. Improve the quality of lives through the conduct of demand-driven and research-based extension services.
4. Strive optimal performance by sustaining good governance conditions and sound management of the college's resources.

Guided by its VMGO, CSPC maintains its mandated functions in providing excellent and quality education. Similarly, the establishment of the OBE learning framework helped CSPC synchronize its learning management solutions and expanded opportunities. Thus, CSPC continuously submits its different curricular programs, including the Bachelor

of Science in Office Administration (BSOA) Program. The BSOA program's goals and objectives (GO) statement are as follows:

1. Graduates that are competent office professionals capable of making a positive contribution to the profession and to the society in which they work.
2. Graduates that occupy the various position in general and specialized administrative support, supervisory and managerial positions.
3. Graduates that are equipped with the competencies, skills, knowledge, and work values and continue to develop them through formal and non-formal studies.

Considering the foregoing statements, this study aims to evaluate the extent of the awareness and perception of the different stakeholders of the BSOA program. Results of this study are deemed to be important to the school administrators for policy formulation and implementation.

OBJECTIVES

The study aimed to evaluate the Strategic Direction of Camarines Sur Polytechnic Colleges (CSPC): Awareness and Perception of Bachelor of Science in Office Administration (BSOA) stakeholders. Specifically, the study sought to address the following:

1. Determine the level of awareness of the stakeholders with regards to:
 - a. Vision, Mission, Goals, and Objectives of CSPC
 - b. Goals and Objectives of the BSOA Program
2. Determine the perceptions of the stakeholders on the Vision, Mission, Goals, and Objectives of CSPC, and the Goals and Objectives of the BSOA Program with regards to:
 - a. Clarity and consistency
 - b. Congruency to actual educational practices and activities.
 - c. Attainability
3. Recommend a plan of action to intensify the awareness and attainment of CSPC's Vision, Mission, Goals and Objectives, and the Goals and Objectives of the BSOA Program.

METHODS

This section includes the discussion of the target respondents, research procedure, data gathering tools, and the statistical tools used.

Research Method

The descriptive survey method was used in the study to gather information, present, interpret, analyze, relate and infer prevailing issues confronting the research problem (Calderon, Gonzales 1993). The participants answer questions administered through questionnaires.

Respondents/Participants/Subjects of the Study

The respondents of the survey were the stakeholders broke down as follows: The Internal stakeholders include faculty members, non-teaching staff, and BSOA students. The External stakeholders include parents or guardians, alumni, community, and those from industries, linkages, or cooperating agencies. Their awareness of VMGO dissemination and their perceptions was sought to evaluate clarity, consistency, congruency, and attainability of the strategic direction of Camarines Sur Polytechnic Colleges.

Table 1
Number of Respondents

Respondents	Number	Percent
Students	227	57.47
Faculty	21	5.31
Non-teaching staff	5	1.26
Internal Stakeholders	253	64.04
Parent/Guardian	47	11.90
Alumni	90	22.79
Industry/Linkage/Cooperating Agency	5	1.27
External Stakeholders	142	35.96
TOTAL	395	100.00

Sampling Techniques

For internal stakeholders, given the 550 students officially enrolled in BSOA for S/Y 2019-2020, the sample size was determined through the use of Slovin's technique and got a total of 227 with 95% level of confidence and 5 % margin of error. However, for the faculty members (including the contract of service and part-timers), and the non-teaching staff, total enumeration is most practical given it's a manageable size of 21 and 5, respectively.

For the external stakeholders, the target sample size is at least 100 and between 20-50 samples for each sub-group except for industry/ linkage or cooperating agencies due to communication constraints. The decision on sample size design

is under the studies of Cohen et. al (2007), which suggests criteria in determining sample size based on the research method used, and for this case- survey research.

Research Instruments

The questionnaire contained questions that require selection of predefined responses from respondents typically in form of 4 point Likert scale. The items on the perceptions of VMGO included in the survey instrument were based on the AACUP OBQA Instruments (AACUP Revised Instrument, 2010). The set questionnaire was posted online to be answered by two groups of respondents using a web-based platform.

Data Gathering Procedures

In this study, the online survey questionnaire was used to gather the needed data. After the validation of the questionnaire, the collection of data started. After the data was gathered, analysis and interpretation of data followed immediately.

Statistical Treatment of Data

This study used percentage and weighted mean. The percentage was used to determine the percentage of respondents both of internal and external stakeholders, while the weighted mean was used to measure the responses on the perception of respondents on the level of awareness and perception of the VMGO and BSOA program educational objectives.

The computed mean rating was evaluated based on the scale as shown below

Response	Mean	Awareness	Perception
4	3.26 – 4.00	Highly Aware	Strongly Agree
3	2.51 – 3.25	Aware	Agree
2	1.76 – 2.50	Slightly Aware	Moderately Agree
1	1.00 – 1.75	Not Aware	Not Agree

RESULTS AND DISCUSSION

The data were presented in a tabular form followed by a textual interpretation to provide better insight into the study. The analysis of the data serves as the basis in formulating the conclusion and recommendation of the study.

Table 2 shows the stakeholders' awareness regarding the Vision, Mission, Goals, and Objectives (VMGO) of Camarines Sur Polytechnic Colleges (CSPC). The result exposes that both the internal and external stakeholders were highly aware that the VMGO of the CSPC which implies that the institution was effective in informing the stakeholders of the vision, mission, goals and objectives through effective dissemination and provision of relevant activities and programs.

The result also implies that the media and internet /official website could be the top information conduit for the VMGO of CSPC to be appropriately communicated to its stakeholders. The result also implies that most of the stakeholders are venturing to modern-day media, or simply new media, as a primary source of information since respondents know that the VMGO itself can be found across such platforms. Lenhart (2015), as cited by Edgerly et al. (2018), subtly defined new media as the utilization of digital devices and mobile technology. Further, the study of Poushter, Bishop, and Chwe (2018) found that the use of social media across developing countries tends to escalate and that Filipino penetration on internet use has been increasing observably for the last eleven years. These could have been one of the underlying factors why the study respondents claimed they were aware VMGO of the CSPC could be scoured using new media.

Table 2
Awareness of the Stakeholders with regards to VMGO

Indicators	Internal Stakeholders			External Stakeholders			Weighted Mean	Verbal Interpretation
	Faculty	Non-teaching staff	Students	Parents/Guardians	Alumni	Industries/linkages or cooperating agencies		
I am aware that the VMGO are displayed on bulletin boards	3.75	3.80	3.10	2.56	3.25	2.50	3.16	Aware
I am aware that the VMGO are printed in catalogs, manuals, and other materials	3.85	3.82	3.85	2.52	3.28	3.20	3.42	Highly Aware
I am aware that the	3.86	3.85	3.54	1.90	3.25	2.30	3.12	Aware

VMGO is broadcasted on campus radio.								
I am aware that the VMGO are reflected in other media and internet /official website.	3.90	3.88	4.0	3.0	3.55	3.80	3.69	Highly Aware
I am aware that the VMGO is widely disseminated to different agencies, institutions, industry sectors, and the community.	3.55	3.60	3.76	2.45	3.50	2.50	3.23	Aware
Average Weighted Mean	3.78	3.79	3.65	2.49	3.37	2.86	3.32	Highly Aware

Legend: 3.26 – 4.00 Highly Aware; 2.51 – 3.25 Aware; 1.76 – 2.50 Slightly Aware; 1.00 – 1.75 Not aware

Respondents are less aware, compared to other indicators, that campus radio tends to provide VMGO of CSPC. One factor that might be probable is that the range of the radio frequency of the school itself covers a relatively smaller diameter compared to its radio broadcasting counterparts along the region and that majority of the respondents tend to look at the radio as an obsolete source of information. Ladigohon et al. (2020) suggested that radio has been the least accessible source of information among Filipino college students.

Table 3
Awareness of the Stakeholders with regards to BSOA Goal and Objectives

Indicators	Internal Stakeholders			External Stakeholders			Weighted Mean	Verbal Interpretation
	Faculty	Non-teaching staff	Students	Parents/Guardians	Alumni	Industries/linkages or cooperating agencies		
I am aware that the BSOA Program's Goals and Objectives are displayed on bulletin boards	3.75	3.75	3.80	2.50	3.28	2.49	3.26	Highly Aware
I am aware that the BSOA Program's	3.75	3.80	3.76	2.30	3.50	3.00	2.85	Aware

Goals and Objectives are printed in catalogs, manuals, and other materials								
I am aware that the BSOA Program's Goals and Objectives are broadcasted on campus radio.	3.78	3.82	3.50	1.85	3.45	2.00	3.07	Aware
I am aware that the BSOA Program's Goals and Objectives are reflected in other media and internet /official websites.	3.95	3.90	3.95	2.98	3.50	3.50	3.63	Highly Aware
I am aware that the BSOA Program's Goals and Objectives are widely disseminated to the different agencies, institutions, industry sector, and the community.	3.70	3.65	3.80	2.40	3.58	2.50	3.27	Highly Aware
Average Weighted Mean	3.79	3.78	3.76	2.41	3.46	2.70	3.22	Aware

Legend: 3.26 – 4.00 Highly Aware; 2.51 – 3.25 Aware; 1.76 – 2.50; Slightly Aware; 1.00 – 1.75 Not aware

Table 3 presents the stakeholders' awareness with regards to BSOA goal and objectives (GO). For instance, the average weighted mean of the respondents is 3.22, which is "Aware" when the numeric responses of the respondents were verbally interpreted. Students of the internal stakeholders showed the highest average weighted mean of BSOA GO awareness. The respondents observed that media and internet /official websites provide information related to the GO of BSOA, garnering a weighted mean of 3.63. This may imply that the primary source of awareness among internal students' stakeholders regarding GO of BSOA is attributed to the new media. The same indicator has also rendered the highest weighted mean to faculty and non-teaching staff of CSPC.

Meanwhile, in the external stakeholders, results are pretty similar to that of the internal stakeholders: media and internet /official website have had the highest weighted mean in terms of the respondents' awareness that the GO of the BSOA program is presented in the new media. The utilization of new media plays a crucial role in delivering and relaying the VMGO and GO of the school.

Table 4 Regarding the perception of stakeholders on VMGO and GO of BSOA on its clarity and consistency, the 5th indicator has had the highest weighted mean of 3.60, which was verbally interpreted as strongly agree. The result further suggests that the VMGO and GO of BSOA-CSPC to the respondents are inferentially clear and consistent. Program Objective, the BSOA program, and objectives are the clearest and the most consistent, most properly relayed, to the respondents. The faculty had the highest average weighted mean in scoring out the clarity and consistency of the VMGO and GO of BSOA. In contrast, the parents had the lowest one in scoring out the clarity and texture of the VMGO and GO of BSOA in CSPC.

The industries/linkages or cooperating agencies have also scored relatively low in terms of their level of perception on the consistency and clarity of the VMGO and G&O of BSOA-CSPC. This is quite crucial as it may imply an observably relatively low level of program clarity and consistency of VMGO, and GO is relayed to external stakeholders. This phenomenon could mean that most of the respondents belonging to the parents/guardians and industries/linkages or cooperating agencies categories belong to the higher age group expected to have less acquainted with the new media, which for instance, is the primary source of VMGO and GO among the respondents shown in Table 2. The effort is indeed needed to meet the need in providing a clear and consistent VMGO and GO to the external stakeholders

Table 4
Perceptions of Stakeholders on VMGO and Goals and Objectives of BSOA
with regards to Clarity and Consistency.

Indicators	Internal Stakeholders			External Stakeholders			Weighted Mean	Verbal Interpretation
	Faculty	Non-teaching staff	Students	Parents/Guardians	Alumni	Industries/linkages or cooperating agencies		
The Vision reflects what CSPC hopes to become in the future	3.90	3.55	3.95	2.50	3.27	2.49	3.28	Strongly Agree
The Mission reflects CSPC's legal and educational mandate	4.0	3.60	3.89	2.72	3.57	2.99	3.46	Strongly Agree
The Goals of BSOA are clearly stated and are consistent with the Vision of CSPC	3.88	3.70	3.75	2.49	3.66	2.89	3.40	Strongly Agree
The Objectives of BSOA are clearly stated and are consistent	3.72	3.10	3.85	3.12	3.71	3.11	3.44	Strongly Agree

with the Mission of CSPC								
The BSOA Program Objectives clearly state the expected outcomes in terms of competencies or technical skills of students and graduates	3.88	3.99	3.77	3.25	3.76	2.92	3.60	Strongly Agree
The BSOA Program Objectives clearly state the expected outcomes in terms of research and extension capabilities of students and graduates	3.79	3.88	2.56	3.22	3.13	3.29	3.29	Strongly Agree
The BSOA Program Objectives clearly state the expected outcomes in terms of students' ideas, desirable attitudes, and personal discipline	3.68	3.70	3.82	2.44	3.24	3.21	3.35	Strongly Agree
The BSOA Program Objectives clearly state the expected outcomes in terms of moral character	3.58	3.28	3.77	2.99	3.43	3.05	3.35	Strongly Agree
The BSOA Program Objectives clearly state the expected outcomes in terms of	3.78	3.22	3.86	3.11	3.61	2.78	3.39	Strongly Agree

critical, analytical, problem solving, and other higher-order thinking skills								
The BSOA Program Objectives clearly state the expected outcomes in terms of aesthetic and cultural values	3.90	3.57	3.77	2.87	3.14	2.94	3.37	Strongly Agree
Average Weighted Mean	3.81	3.47	3.83	2.80	3.46	2.95	3.39	Strongly Agree

Legend: 3.26 – 4.00 Strongly Agree; 2.51 – 3.25 Agree; 1.76 – 2.50 Moderately Agree; 1.00 – 1.75 Not Agree

Table 5 provides the necessary descriptive data on stakeholders' perceptions of VMGO and the GO of BSOA regarding congruency to actual educational practices and activities. The average weighted mean is 3.47, which was verbally interpreted to be “Strongly Agree.” which implies that educational practices in the college are in-line with the VMGO.

Table 5
Perceptions of Stakeholders on VMGO and Goals and Objectives of BSOA regarding Congruency to Actual Educational Practices and Activities.

Indicators	Internal Stakeholders			External Stakeholders			Weighted Mean	Verbal Interpretation
	Faculty	Non-teaching staff	Students	Parents/Guardians	Alumni	Industries/linkages or cooperating agencies		
1. There is congruency between actual educational practices and activities and the Vision of CSPC	3.28	3.25	3.77	3.22	3.58	2.50	3.27	Strongly Agree
2. There is congruency between actual educational practices and activities and the	3.93	3.27	3.88	3.31	3.62	2.61	3.44	Strongly Agree

Mission of CSPC								
3. There is congruency between actual educational practices and activities and the Goals and Objectives of CSPC	3.95	3.41	3.76	3.22	3.59	2.99	3.49	Strongly Agree
4. There is congruency between actual educational practices and activities and the Goal and Objectives of the BSOA Program	3.89	3.61	3.89	3.36	3.42	3.1	3.55	Strongly Agree
5. The projects and activities carried out by the faculty and students directly contribute towards the achievement of the program outcomes	3.67	3.45	3.74	3.47	3.50	3.23	3.51	Strongly Agree
6. The VMGO are the bases of all CSPC's educational practices and activities	3.76	3.48	3.79	3.49	3.61	3.12	3.54	Strongly Agree
Average Weighted Mean	3.75	3.41	3.81	3.35	3.55	2.93	3.47	Strongly Agree

Legend: 3.26 – 4.00 Strongly Agree; 2.51 – 3.25 Agree; 1.76 – 2.50 Moderately Agree; 1.00 – 1.75 Not Agree

This suggests that the respondents strongly agree that the VMGO and GO of the BSOA-CSPC are congruent to the school's actual pedagogical practices. In short, the respondents believed that the theory is being practiced, at least in the context of VMGO and GO of BSOA. Internal stakeholders have shown a relatively high level of confirmation,

unlike its external counterpart to the indicators presented by the researchers. Students with an average weighted mean of 3.81 garnered the highest approval of the idea, while industries/ linkages or cooperating agencies had the lowest average weighted mean of 2.93.

Table 6 showed that the respondents of the study agree to the idea that the VMGO and GO of the BSOA-CSPC are attainable. Internal stakeholders outpower external stakeholders in terms of the weighted mean among the six indicators. Further, student respondents have shown a higher level of agreeing compared to other respondents' classification. Meanwhile, industries and other linkages again showed a relatively low level of agreement regarding the attainability of the VMGO and G&O of the BSOA in CSPC.

Table 6
Perceptions of Stakeholders on VMGO and Goals and Objectives of BSOA with regards to Attainability

Indicators	Internal Stakeholders			External Stakeholders			Weighted Mean	Verbal Interpretation
	Faculty	Non-teaching staff	Students	Parents/ Guardians	Alumni	Industries/ linkages or coop agencies		
1. The Vision of CSPC is being attained	3.75	3.65	3.80	3.22	3.45	2.99	3.48	Strongly Agree
2. The Mission of CSPC is being realized	3.11	3.21	3.42	2.99	3.12	2.74	3.10	Agree
3. The Goals and Objectives of CSPC are being achieved	3.26	2.99	3.18	3.11	2.99	2.98	3.09	Agree
4. The Goal of BSOA is being accomplished	3.11	2.98	3.22	2.97	3.42	3.02	3.12	Agree
5. The Objectives of the BSOA Program are being executed.	3.34	3.23	3.32	2.87	3.14	3.12	3.17	Agree
6. The VMGO, in general, is being fulfilled.	3.45	3.25	3.25	3.00	3.10	3.15	3.20	Agree
Average Weighted Mean	3.34	3.22	3.37	3.03	3.20	3.0	3.19	Agree

Legend: 3.26 – 4.00 Strongly Agree; 2.51 – 3.25 Agree; 1.76 – 2.50 Moderately Agree; 1.00 – 1.75 Not Agree

Laurente (2019) reveals that the stakeholders generally perceive that the VMGO are clearly stated, consistent with each other, congruent to educational practices or activities, and attainable. In order to increase the perception level of the stakeholders activities that involved be conducted

Congruent to the study conducted by Compelio, et 2014, that the University and the college concerned should continuously work for the awareness, understanding, and acceptance of its vision, mission, goals, and objectives; opportunities for VMGO orientation be designed to increase awareness, understanding, and acceptance especially among newly enrolled students regardless of the educational program; educational activities of the university be undertaken for the realization of the goals and objectives; assessment on the awareness, understanding, and acceptance of the VMGO by the students be done periodically.

Proposed plan of action to intensify the awareness and attainment of CSPC's Vision, Mission, Goals and Objectives, and the Goals and Objectives of the BSOA Program.

The findings of the study propose a plan of action to intensify the awareness and attainment of CSPC's Vision, Mission, Goals and Objectives and the Goals and Objectives of the BSOA Program. The proposed action plan describes how the activities are implemented to accomplish the objectives. It includes the objectives, strategies, key stakeholders, and office and persons involved.

Findings	Objectives	Strategies	Key Stakeholders	Office/Persons Involved
Parents/ Guardians Industries/ linkages or cooperating agencies are <i>aware</i> that VMGO are displayed in bulletin boards	To intensify the awareness of the stakeholders on the VMGO of the College and the GO of the BSOA Program	Post VMGO and GO of BSOA not only in the bulletin boards but in conspicuous or strategic places in the community like the adopted barangays, extension partners, industry linkages and others make it accessible to all stakeholders to read the content of the VMGO of the College and the GO of the BSOA Program.	Students Parents/ Guardians Industries/ Linkages/ Cooperating Agency	Deans Program chairs, Faculty, Parents, Students Partnered agencies, PTA, and CSC
Parents/ Guardians Industries/ linkages or cooperating agencies are <i>aware</i> that VMGO are broadcasted in campus radio		Ensure full and active participation of the stakeholders in the strategic planning of the college.		
Parents/ Guardians Industries/ linkages or cooperating agencies are <i>aware</i> that VMGO is widely disseminated to the different agencies, institutions, industry sector, and the community.		Work for the widest dissemination of the VMGO through various forms of communication media. The social networking sites might also be properly used for the dissemination of the VMGO of the College and the GO of the BSOA Program.	Students Parents/ Guardians Industries/ Linkages/ Cooperating Agency	Deans Program chairs, Faculty, Parents, Students Partnered agencies, PTA, and CSC
		Present and discuss the VMGO during the orientation program of the college and during the MOA signing with linkages or cooperating agencies which provide an opportunity to understand. Encourage stakeholders to exert best efforts in improving their awareness, acceptance of the VMGO and GO of BSOA, by setting up incentive and reward systems for all stakeholders.	Students Parents/ Guardians Industries/ Linkages/ Cooperating Agency	Deans Program chairs, Faculty, Parents, Students Partnered agencies, PTA, and CSC

Parents/ Guardians Industries/ linkages or cooperating agencies are <i>aware</i> of the BSOA Goals and Objectives	To intensify the awareness of the stakeholders on the VMGO of the College and the GO of the BSOA Program	Present and discuss the GO during the orientation program of the college and during the MOA signing with linkages or cooperating agencies which provides an opportunity to understand.	Students Parents/ Guardians Industries/ Linkages/ Cooperating Agency	Deans Program chairs, Faculty, Parents, Students Partnered agencies, PTA, and CSC
Internal and external stakeholders <i>agree</i> on the attainability of the VMGO ad Goals and Objectives of BSOA		To conduct educational activities where parents/guardians, industries/linkages, or cooperating agencies are invited and understand that such activities are to be undertaken for the realization or attainment of the GO of the BSOA program. To review and assess periodically to determine the need for revision in order to meet innovations and challenges of the changing needs of the times	Students Parents/ Guardians Industries/ Linkages/ Cooperating Agency	Deans Program chairs, Faculty, Parents, Students Partnered agencies, PTA, and CSC

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