

Department of Education

REGION IV-A CALABARZON



25 June 2025



No. 471 s. 2025

PARTICIPANTS AND PROGRAM TEAM MANAGEMENT MEMBERS IN THE SCHOOL HEADS DEVELOPMENT PROGRAM ADVANCED COURSE "ELEVATING SCHOOL PERFORMANCE: ADVANCED LEADERSHIP AND MANAGEMENT FOR SCHOOL LEADERS"

To: Schools Division Superintendents

- 1. Relative to DM-OUHROD-2025-1515, Advisory dated June 20, 225, and Regional Memorandum No. 441 s. 2025 regarding the conduct of School Heads Development Program (SHDP) Advanced Course "Elevating School Performance: Advanced Leadership and Management for School Leader", this Office, through the Human Resource Development Division-National Educators Academy of the Philippines in the Region (HRDD-NEAPR), releases the lists of participants and program management team (PMT) members in the abovementioned program scheduled on June 29-July 4, 2025 (Batch 1) and August 24-29, 2025 (Batch 2), inclusive of travel time, at NEAP Baguio, Baguio City.
- Attached are the lists of participants and PMT members. They are requested
 to register through tinyurl.com/SHDPCS4 on or before July 27, 2025. They
 are also reminded to bring their own laptops, chargers, extension cords, and
 other sources of internet connectivity.
- 3. Opening Program will be held on June 29, 2025 (Batch 1) and August 24, 2025 (Batch 2) at 3:00 p.m. All participants are advised to arrive at the venue by 12:00 noon on these dates.
- 4. Board and lodging expenses will be charged against the NEAP Human Resource Development (HRD) Fund, while transportation, per diem, and other incidental expenses shall be charged against local funds, subject to the usual accounting and auditing rules and regulations.





Address: Gate 2, Karangalan Village, Cainta, Rizal

Telephone No.: 02-8682-2114

Email Address: region4a@deped.gov.ph

Website: depedcalabarzon.ph



6. Immediate dissemination of this Memorandum to all concerned is instructed.

ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

06/ROH5/ROH1



Republic of the Philippines

Department of Education

REGION IV-A CALABARZON

Attachment: List of Participants and Program Management Team Members

SCHOOL HEADS DEVELOPMENT PROGRAM ADVANCED COURSE "ELEVATING SCHOOL PERFORMANCE: ADVANCED LEADERSHIP AND MANAGEMENT FOR SCHOOL LEADERS"

Resource Persons

No.	Name	Sex	Position	Office/SDO
1	Luz E. Osmeña	F	Chief Education	Regional Office – Quality Assurance
			Supervisor	Division
2	Evelyn P. Navia	F	Principal IV	Laguna –
				Dayap National High School
3	Lorna Medrano	F	Chief Education	Lipa City – Curriculum
			Supervisor	Implementation Division

Program Management Team Batch 1 (June 29-July 4, 2025)

No.	Name	Sex	Position		Office/SDO
1	Ronalyn Salazar	F	Senior	Education	Cavite Province – SGOD HRDS
			Program	Specialist	

Participants Batch 1 (June 29-July 4, 2025)

No.	Last Name, First Name, Middle Initial	Position	SDO	School Category	School Size
1	Rumbaoa, Martin L.	Principal III	Antipolo City	Elementary	Very Large
2	Dayao, Cherrylyn H.	Principal IV	Bacoor City	Elementary	Mega
3	Pasigpasigan, Rianita S.	Principal IV	Batangas Province	Elementary	Medium
4	Evangelista, Arnel C.	Principal IV	Batangas Province	Secondary	Very Large
5	Nakpil, Irene B.	Principal IV	Batangas Province	Elementary	Large
6	Villalobos, Czarina Portia M.	Principal IV	Batangas City	Secondary	Large
7	Lacuarin, Nenette M.	Principal III	Biñan City	Elementary	Mega
8	Mecija, Dezerie B.	Principal III	Cabuyao City	Elementary	Very Large
9	Carmona, Virgilio D.	Principal IV	Calamba City	Elementary	Large



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No.	Last Name, First Name, Middle Initial	Position	SDO	School Category	School Size
10	Loyola, Belinda C.	Principal IV	Cavite Province	Secondary	Mega
11	Diquit, Emelita G.	Principal III	Cavite Province	Elementary	Large
12	Marquez, Cherry Leen C.	Principal II	Cavite City	Secondary	Large
13	Pacatang, Rochelle	Principal IV	Dasmariñas City	Elementary	Very Large
14	Creus, Mark Airon P.	Principal IV	General Trias City	Secondary	Large
15	Chiquillo, Wilma J.	Principal IV	Imus City	Elementary	Large

Participants Batch 2 (August 24-29, 2025)

No.	Last Name, First Name, Middle Initial	Position	SDO	School Category	School Size
1	Sotomayor, Maribeth H.	Principal IV	Laguna	Elementary	Large
2	Perez, Kristine P.	Principal III	Laguna	Secondary	Very Large
3	Calibara, Liza O.	Principal IV	Lipa City	Integrated School	Very Large
4	Villaester, Carlos V.	Principal II	Lucena City	Elementary	Very Large
5	Racelis, Gregorio I.	Principal IV	Quezon	Secondary	Large
6	Rivera, Rhienald	Principal II	Quezon	Elementary	Large
7	Rodrigo, Margarita	Principal II	Quezon	Elementary	Large
8	Ancheta, Dennis Niño A.	Principal IV	Rizal	Secondary	Very Large
9	Averion, Rebecca F.	Principal IV	Rizal	Secondary	Very Large
10	Pacia, Denward R.	Principal IV	San Pablo City	Secondary	Very Large
11	Malimata, Enrique R.	Principal IV	San Pedro City	Secondary	Mega
12	Carpena, Cheryl C.	Principal II	Sta Rosa City	Elementary	Very Large
13	Malolos, Emelda H.	Principal IV	Sto. Tomas City	Elementary	Mega
14	Malabanan, Maricel A.	Principal IV	Tanauan City	Elementary	Very Large
15	Go, Joy B.	Principal IV	Tayabas City	Secondary	Large





DEPARTMENT OF EDUCATION RECORDS SECTION RECORDS OFFICE NO. IV-A JUN 21 2025

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

BY: MARY GRACE TIME: 3:21

MEMORANDUM

DM-OUHROD-2025-1515

TO

: Regional Directors

Schools Division Superintendents HRDD Chiefs / NEAP R Focal Persons

All Others Concerned

FROM

: WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development

CARMELA C. ORACION

Assistant Secretary

Human Resource and Organizational Development (National Educators Academy of the Philippines)

SUBJECT

: CONDUCT OF THE SCHOOL HEADS DEVELOPMENT PROGRAM ADVANCED COURSE "ELEVATING SCHOOL PERFORMANCE: ADVANCED LEADERSHIP AND MANAGEMENT FOR SCHOOL

LEADERS"

DATE

: 11 June 2025

1. The National Educators Academy of the Philippines (NEAP) will conduct the School Heads Development Program (SHDP) Advanced Course "Elevating School Performance: Advanced Leadership and Management for School Leaders," with the following schedule and details:

Activity	Date	Venue
SHDP Advanced Course: "Elevating School Performance: Advanced Leadership and Management for School Leaders – Batch 1	30 June – 04 July 2025	NEAP Baguio
SHDP Advanced Course: "Elevating School Performance: Advanced Leadership and Management for School Leaders – Batch 2	25-29 August 2025	NEAP Baguio











- 2. Targeting current and aspiring Career Stage (CS) 4 school heads, this program has the following objectives:
 - Ensure that CS 4 school heads model the highest standards of practice in performing their functions as instructional leaders and administrative managers;
 - b. Capacitate CS 4 school heads to empower the wider school community in the school-level implementation of policies, programs, and projects towards transformation; and
 - c. Enable CS 4 school heads to inspire fellow school leaders and school personnel to continuously pursue excellence and create lifelong impact on the school community.
- 3. The Regional Offices (ROs) are requested to endorse fifteen (15) school heads per batch to participate in the program, based on the following criteria:
 - a. Currently occupying Principal IV position with at least Very Satisfactory performance rating;
 - b. Currently holding Principal II position for at least five (5) years or Principal III position for at least three (3) years, with the following considerations:
 - Has received Outstanding performance rating for the past three (3) consecutive years; and
 - Has demonstrated high potential for Principal IV position, as evidenced by leadership accomplishments, innovative practices, and endorsements from supervisors.
 - c. Has no pending administrative cases; and
 - d. Of good moral character.
- 4. Furthermore, the ROs must ensure equitable distribution of slots across Schools Division Offices (SDOs), considering all school types and categories.
- 5. Enclosed are the following documents, for reference:

a.	Enclosure 1	List of Resource Persons and Program
		Management Team (PMT) Members
b.	Enclosure 2	Regional Allocation of Participants and RO/SDO
		PMT Members per Batch
C.	Enclosure 3	Indicative Program of Activities and Training
		Details
d.	Enclosure 4	Template for the List of Endorsed Participants and
		PMT Members (tinyurl.com/SHDP-EndorsedList)
e.	Enclosure 5	Meal Provision and Accommodation Details

- 6. The List of Endorsed School Heads and PMT Members must be submitted to NEAP through the link <u>tinyurl.com/SHDP-CS4-Submission</u> on or before 27 June 2025. The endorsed school heads and PMT members are enjoined to register through the link <u>tinyurl.com/SHDPCS4</u> to confirm their participation in the program on or before the same date.
- 7. The participants are reminded to bring their own laptops, chargers, extension cords, and other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.).











- 8. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to local funds subject to the usual accounting and auditing rules and regulations.
- 9. Should you have questions and concerns, please coordinate with **Ms. Ailene Duterte** or **Mr. Dustin Troy Joson**, Senior Education Program Specialists, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph or landline (02) 8715-9919.
- 10. For immediate dissemination and appropriate action.

Copy furnished:
OFFICE OF THE SECRETARY
OFFICE OF THE UNDERSECRETARY FOR OPERATIONS









Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

$Enclosure \ 1$ - List of Resource Persons for Batches 1 and 2 and NEAP Program Management Team

No.	Name	Position	Station
		Resource Persons	3
1	Christian Giron	Principal I	SDO Ilocos Sur, Region I
2	Ma. Criselda G. Ocang	ASDS	SDO Urdaneta City, Region I
3	Rosalie Cabarios	Principal III	SDO Tarlac City, Region III
4	Adonis Ceperez	OIC-ASDS	SDO Nueva Ecija, Region III
5	Mauricio Angeles	PSDS	SDO Nueva Ecija, Region III
6	Roderick Tadeo	Principal IV	SDO Olongapo City, Region III
7	Melanie An Carandang	Principal II	SDO Lipa City, Region IV-A
8	Luz Osmena	CES	QAD, Region IV-A
9	Lorna Medrano	CES	SDO Lipa City, Region IV-A
10	Marylou Argamosa	Principal I	SDO Ligao, Region V
11	Irene Dayandante	PSDS	SDO Camarines Sur, Region V
12	Joy Cabrera	ASDS	SDO Masbate City, Region V
13	Elnor Luna	Principal I	SDO Aklan, Region VI











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14	Roshen Batan	Principal II	SDO Roxas City, Region VI
15	Sarah Ganancial	Principal IV	SDO Guimaras, Region VI
16	Roger Z. Rochar	OIC-ASDS SDO Victorias City, Reg	
17	Samuel Malayo	ASDS	SDO Roxas City, Region VI
18	Lyna Basri	Principal IV	SDO Isabela City, Region IX
19	Jeryl Casilao	Principal IV	SDO Pagadian City, Region IX
20	Raymond Salvador	ASDS	SDO Zamboanga City, Region IX
21	Enerio Ebisa	CES	HRDD, Region X
22	Wendy Lynn Conejar	Principal	SDO Davao del Sur, Region XI
23	Jurgenne Dicdican	Principal III	SDO Agusan del Sur, CARAGA
24	Rexan Bolotaolo	Principal IV	SDO Agusan del Norte, CARAGA
25	Cristy Jabonillo	Principal IV	SDO Bais City, NIR
26	Renato Felipe Jr	PSDS	SDO Manila City. NCR
27	Lilibeth Gozo	Principal IV	SDO Valenzuela City, NCR
28	Filmore Caballero	CES	SDO Valenzuela City, NCR
29	Felicia Yeban	Faculty	Philippine Normal University









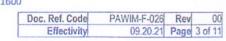


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30	Gilbert Arrieta	Faculty	Philippine Normal University
	NEAP P	ogram Managem	nent Team
31	Marife T. Morcilla	PDO V	
32	Alexander T. Simagala	PDO IV	
33	Ailene F. Duterte	SEPS	
34	Dustin Troy R. Joson	SEPS	NEAP- PDD
35	Hanifa T. Hadji Abas	EPS II	NDM - 1 DD
36	Jufeel P. Pulvosa	PDO II	
37	Chelsea Sagun	TA II	
38	Bradley Aninon	TA II	











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Enclosure 2- Number of Allocated Participants and RO/SDO PMT per Activity

Region	Advanced Le Managemen Lea	ol Performance: adership and it for School ders ch 1)	Elevating School Performance: Advanced Leadership and Management for School Leaders (Batch 2)		
	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4	
NCR	1	15		15	
CAR	1	15		15	
I	1	15		15	
II	1	15		15	
III	1	15		15	
IV-A	1	15		15	
IV-B		15	1	15	
V		15	1	15	
VI		15	1	15	
NIR		15	1	15	
VII		15	1	15	
VIII		15	1	15	
IX		15		15	
X		15		15	
XI		15		15	
XII		15		15	
CARAG A		15		15	
TOTAL	6	255	6	255	







Email Address: neap.od@deped.gov.ph







Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 3- Indicative Program of Activities and Training Details

A. Program Matrix

Elevating School Performance: Advanced Leadership and Management Course for Career Stage 4 School Heads

BATCH 1 June 30 – July 4, 2025 **BATCH 2** August 25 – 29, 2025

Venue: To be announced through an Advisory

Time	Day 0	Day 1
7:30 - 8:00 AM		Registration
8:00 – 8:30 AM		Opening Program
8:30 – 9:00 AM		Pre-Test
		Session 1: Strategic School Leadership: Weaving Meaning and Purpose
9:00 – 12:30 PM	Arrival of Participa nts at the Venue	Session 2: Reflective Practice: Strengthening School Planning, Implementation, and Monitoring Through Data-Driven Leadership
12:30 - 1:30 PM	venue	Lunch Break
	Registrati on	Session 3: Leading with Evidence: Advancing Research-Driven Innovation and Strategic Program Implementation
1:30 – 4:30 PM		Session 4: From Echo to Equity: Institutionalizing Learner Voice in Strategic Leadership
4:30 - 5:00 PM		Reminders and End-of-Day Evaluation

Time	Day 2	Day 3	Day 4	Day 5
8:00 - 8:30 AM		Prelii	minaries	
8:30 - 12:00 PM	Session 5: Transforming Data into Impact: Leading Excellence in	Session 9: Leading Innovative Curriculum and Career Pathways:	Session 12: Systems Leadership for Safe, Inclusive, and Supportive Learning	Session 16: Excelling the Management of Diverse Relationships











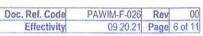
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	School Records Management	Strategizing Contextualizat ion and Opportunities for Learners	Environments and Discipline Frameworks		nd School ganizations
	Session 6: Financial Stewardship for Strategic Impact: Leading with Integrity and Innovation	Session 10: Leading with Excellence: Strengthening Teaching Through Feedback and Mentorship	Session 13: Leadership Excellence in High Standards of Practice	E: Pr M Inc	ession 17: exemplified ractices in Managing clusivity in Schools
12:00 - 1:00 PM		Luncl	n Break		
1.00	Session 7: Beyond Compliance: Innovating School Facilities and Safety for Resilience and Excellence	Continuation of Session 10	Session 14: Exemplary Leadership and Professional Development Initiatives	Fos Pr C	ession 18: stering Best ractices in community ngagement
1:00 – 4:00 P M	Session 8: Empowering Human Capital: Advanced Leadership in Staff Management and Navigating Emerging Challenges	Session 11: Leading with Fostering Accountability and Innovation in Learning	Session 15: Unwavering Commitment to the Welfare of the School Community	2:30 PM	Post- Assessment End-of-Day Evaluation Closing Program
4:00 - 5:00 PM	Reminders	and End-of-Day PMT Debriefing	Evaluation	3:00 PM	Departure from Venue













Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

B. Orientation of Program Management Team

Activity	Expected Attendees	Date	Modality
Orientation of Program Management Team	RO Endorsed PMT	June 27, 2025	Online (MS Teams link will be sent directly to the registered DepEd email of the endorsed personnel

C. Orientation of the Resource Persons

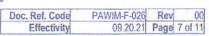
Activity	Expected Attendees	Date	Modality
Orientation of Resource Persons	Resource Person	June 19, 2025	Online (MS Teams link will be sent directly to the registered DepEd email of the endorsed personnel







Email Address: neap.od@deped.gov.ph







Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 4- Template for the List of Endorsed Participants and PMT Member

[DATE]

WILFREDO E. CABRAL

Undersecretary Human Resource and Organizational Development

CARMELA C. ORACION

Assistant Secretary Human Resource and Organizational Development (National Educators Academy of the Philippines)

Attention:

JENNIFER E. LOPEZ

Director IV National Educators Academy of the Philippines

Dear Sir:

Respectfully submitting the list of qualified school heads to attend the School Heads Development Program (SHDP) for Career Stage 4 titled: Elevating School Performance: Advanced Leadership and Management for School Leaders

BATCH 1 (June 30-July 4, 2025)							
No.	Name (Last, First, Middle Initial)	Position	Schools Division Office	School Name	School Category	School Size	Average Performance Rating (3 years)
1							
2							
3							
4							
5							
6							
7							







Telefax No.: (+632) 8638-8638 Email Address: neap.od@deped.gov.ph
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9							
10							
11							
12							
13							
14							
15							
		Program	Managen	ent Tear	n Member		
			Bat	ch 1			
No.	Name (Last, F	irst, Middl	e Initial)	Pos	sition		Office
1							
		BATC	CH 2 (Augu	ıst 25-29	2025)		
No.	Name (Last,	Position	Schools Division	School	School	School	Average Performance
	First, Middle Initial)	Position	Office	Name	Category	Size	Rating (3 years)
1		Position		Name	Category	Size	
1 2		Position		Name	Category	Size	
		Position		Name	Category	Size	
2		Position		Name	Category	Size	
2		Position		Name	Category	Size	
2 3 4		Position		Name	Category	Size	
2 3 4 5		Position		Name	Category	Size	
2 3 4 5 6		Position		Name	Category	Size	
2 3 4 5 6 7		Position		Name	Category	Size	
2 3 4 5 6 7 8		Position		Name	Category	Size	
2 3 4 5 6 7 8		Position		Name	Category	Size	







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No.	Name (Last, First, Middle Initial)	Position	Office
	Program Management Te	am Member – Batcl	12
15			
14			
13			

For your consideration.

Sincerely yours,

<Name and Signature> Regional Director







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Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 5- Meal Provision and Accommodation Details

BATCH 1 June 30 – July 4, 2025 **BATCH 2** | August 25 – 29, 2025

n	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
Provisions	Sun	Mon	Tue	Wed	Thu	Fri
Breakfast		1	1	√	1	√
AM Snack		√	1	1	1	√
Lunch		1	1	✓	1	√
PM Snack		1	1	√	√	1
Dinner	√	1	1	✓	1	
Room	√	√	1	✓	1	

Check-in: Day 0 - 2:00 p.m.

Check-out: Day 5 - 2:00 p.m.







Email Address: neap.od@deped.gov.ph







Department of Education

OFFICE OF THE ASSISTANT SECRETARY HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

June 20, 2025

ADVISORY

This refers to Memorandum DM-OUHROD-2025-1515, titled Conduct of the School Heads Development Program Advanced Course "Elevating School Performance Advanced Leadership and Management for School Leaders."

In line with this, the travel expenses of Resource Persons and PMT members from the regions will be charged to the HRD/HRTD Funds or other Local Funds of the Regional Offices (ROs), School Division Offices (SDOs), or schools subject to the usual accounting and auditing rules and regulations.

Please be informed that the Opening Program will now be held on June 29, 2025, at 3:00 p.m., instead of June 30, 2025, at NEAP Baguio. Venue arrangements and logistical matters will be facilitated on-site.

All participants are advised to arrive at the venue by 12:00 noon on June 29, 2025, and check out by 1:00 p.m. on July 4, 2025. Strict adherence to this schedule is requested.

Please see the attached List of Updated Resource Persons for Batches 1 and 2 and NEAP Program Management Team (Enclosure 1), Number of Allocated RO/SDO PMT per Activity (Enclosure 2), corrected Indicative Program of Activities (Enclosure 3), and the Meal Schedule (Enclosure 4) for reference.

For further information, please coordinate with Ms. Ailene F. Duterte, Senior Education Program Specialist of NEAP, through email at neap.pdd@deped.gov.ph or landline at (02) 8715-9919.

For immediate dissemination and appropriate action.

Carmela Chrauon CARMELA C. ORACION

Assistant Secretary Human Resource and Organizational Development (National Educators Academy of the Philippines)











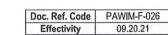
Department of Education national educators academy of the philippines

$Enclosure \ 1$ - List of Resource Persons for Batches 1 and 2 and NEAP Program Management Team

No.	Name	Position	Station
		Resource Person	ıs
1	Christian Giron	Principal I	SDO Ilocos Sur, Region I
2	Ma. Criselda G. Ocang	ASDS	SDO Urdaneta City, Region I
3	Adonis Ceperez	OIC-ASDS	SDO Nueva Vizcaya, Region II
4	Rosalie Cabarios	Principal III	SDO Tarlac City, Region III
5	Mauricio Angeles	PSDS	SDO Nueva Ecija, Region III
6	Roderick Tadeo	Principal IV	SDO Olongapo City, Region III
7	Melanie An Carandang	Principal II	SDO Lipa City, Region IV-A
8	Luz Osmena	CES	QAD, Region IV-A
9	Lorna Medrano	CES	SDO Lipa City, Region IV-A
10	Evelyn P. Navia	Principal IV	SDO Laguna Region IV-A
11	Irene Dayandante	PSDS	SDO Camarines Sur, Region V
12	Joy Cabrera	ASDS	SDO Masbate City, Region V
13	Elnor Luna	Principal I	SDO Aklan, Region VI
14	Roshen Batan	Principal II	SDO Roxas City, Region VI
15	Sarah Ganancial	Principal IV	SDO Guimaras, Region VI
16	Samuel Malayo	ASDS	SDO Roxas City, Region VI
17	Roger Z. Rochar	ASDS	SDO Victorias City, NIR
18	Aura O. Agular	Principal III	SDO Southern Leyte, Region VIII
19	Diana Flor D. Eco	Principal III	SDO Northern Samar, Region VIII
20	Lyna Basri	Principal IV	SDO Isabela City, Region IX
21	Jeryl Casilao	Principal IV	SDO Pagadian City, Region IX









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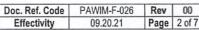
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22	Raymond Salvador	ASDS	SDO Zamboanga City, Region IX
23	Enerio Ebisa	CES	HRDD, Region X
24	Jurgenne Dicdican	Principal III	SDO Agusan del Sur, CARAGA
25	Rexan Bolotaolo	Principal IV	SDO Agusan del Norte, CARAGA
26	Renato Felipe Jr.	PSDS	SDO Manila City. NCR
27	Lilibeth Gozo	Principal IV	SDO Valenzuela City, NCR
28	Filmore Caballero	CES	SDO Valenzuela City, NCR
29	Felicia Yeban	Faculty	Philippine Normal University
30	Gilbert Arrieta	Faculty	Philippine Normal University
	NEAP P	rogram Managem	ent Team
31	Marife T. Morcilla	PDO V	
32	Alexander T. Simagala	PDO IV	
33	Ailene F. Duterte	SEPS	
34	Dustin Troy R. Joson	SEPS	
35	Hanifa T. Hadji Abas	EPS II	NEAP- PDD
36	Jufeel P. Pulvosa	PDO II	
37	Chelsea Sagun	TA II	
38	Bradley Aniñon	TA II	













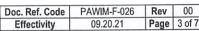
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Enclosure 2- Number of Allocated Participants and RO/SDO PMT per Activity

Region	Performance Leadership and for School	g School e: Advanced d Management ol Leaders ch 1)	anced Advanced Leadershi		
	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4	
NCR	1	15		15	
CAR	1	15		15	
I	1	15		15	
II	1	15		15	
III	1	15		15	
IV-A	1	15		15	
IV-B		15	1	15	
V		15	1	15	
VI		15	1	15	
NIR		15	1	15	
VII		15	1	15	
VIII		15	1	15	
IX		15		15	
Х		15		15	
XI		15		15	
XII		15		15	
CARAGA		15		15	
TOTAL	6	255	6	255	









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Enclosure 3- Indicative Program of Activities and Training Details

A. Program Matrix

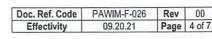
"Elevating School Performance: Advanced Leadership and Management Course for Career Stage 4 School Heads"

BATCH 1 | June 30- July 4, 2025 **BATCH 2** | August 25-29, 2025 NEAP Baguio City

Time	Activity
	June 29, 2025 - Day 0
1:00 - 3:00 PM	Arrival of Participants at the Venue
3:00 - 5:00 PM	Opening Program
6:00 - 8:00 PM	Dinner
	June 30, 2025 - Day 1
7:30 - 8:30 AM	Preliminaries and Pretest
8:30 – 10:00 AM	Session 1: Strategic School Leadership: Weaving Meaning and Purpose
10:00 - 10:15 AM	Health Break
10:15 - 12:00 PM	Session 2: Reflective Practice: Strengthening School Planning, Implementation, and Monitoring Through Data-Driven Leadership
12:00 – 1:00 PM	Lunch Break
1:00 - 3:00 PM	Session 3: Leading with Evidence: Advancing Research-Driven Innovation and Strategic Program Implementation
3:00 - 3:15 PM	Health Break
3:15 - 4:15 PM	Session 4: From Echo to Equity: Institutionalizing Learner Voice in Strategic Leadership
4:15 – 4:30 PM	Reminders and End-of-Day Evaluation
	July 1, 2025 - Day 2
8:00 - 8:30 AM	Preliminaries









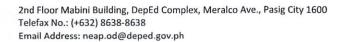


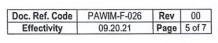
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8:30 – 10:00 AM	Session 5 : Transforming Data into Impact: Leading Excellence in School Records Management			
10:00 - 10:15 AM	Health Break			
10:15 - 12:00 PM	Session 6 : Financial Stewardship for Strategic Impact: Leading with Integrity and Innovation			
12:00 - 1:00 PM	Lunch Break			
1:00 - 2:30 PM	Session 7 : Beyond Compliance: Innovating School Facilities and Safety for Resilience and Excellence			
2:30 - 3:00 PM	Session 8: Empowering Human Capital: Advanced Leadership in Staff Management and Navigating Emerging Challenges			
3:00 - 3:15 PM	Health Break			
3:15 - 4:15 PM	Continuation of Session 8			
4:15 - 4:30 PM	Reminders and End-of-Day Evaluation			
	July 2, 2025 - Day 3			
8:00 - 8:30 AM	Preliminaries			
8:30 – 10:00 AM	Session 9: Leading Innovative Curriculum and Career Pathways: Strategizing Contextualization and Opportunities for Learners			
10:00 - 10:15 AM	Health Break			
10:15 – 11:15 AM	Continuation of Session 9			
11:15- 12:00 PM	Session 10: Leading with Excellence: Strengthening Teaching Through Feedback and Mentorship			
12:00 - 1:00 PM	Lunch Break			
1:00 - 2:15 PM	Continuation of Session 10			
2:15 – 3:00 PM	Session 11: Leading with Fostering Accountability and Innovation in Learning			
3:00 - 3:15 PM	Health Break			
3:15 - 4:30 PM	Continuation of Session 11			











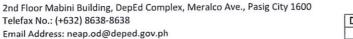


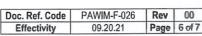
Department of Education national educators academy of the philippines

4:30- 4:45 PM	Reminders and End-of-Day Evaluation				
July 3, 2025 - Day 4					
8:00 - 8:30 AM	Preliminaries				
8:30 – 10:00 AM	Session 12: Systems Leadership for Safe, Inclusive, and Supportive Learning Environments and Discipline Frameworks				
10:00 - 10:15 AM	Health Break				
10:15 - 12:00 PM	Session 13: Leadership Excellence in High Standards of Practice				
12:00 - 1:00 PM	Lunch Break				
1:00 - 2:30 PM	Session 14: Exemplary Leadership and Professional Development Initiatives				
2:30 - 3:00 PM	Session 15: Unwavering Commitment to the Welfare of the School Community				
3:00 - 3:15 PM	Health Break				
3:15 - 4:15 PM	Continuation of Session 15				
4:15 - 4:30 PM	Reminders and End-of-Day Evaluation				
	July 4, 2025 - Day 5				
8:00 - 8:30 AM	Preliminaries				
8:30 – 10:00 AM	Session 16: Excelling in the Management of Diverse Relationships and School Organizations				
10:00 - 10:15 AM	Health Break				
10:15 - 12:00 PM	Session 17: Exemplified Practices in Managing Inclusivity in Schools				
12:00 - 1:00 PM	Lunch Break				
1:00 - 2:30 PM	Session 18: Fostering Best Practices in Community Engagement				
2:30 - 3:00 PM	Posttest				
3:00 - 4:00 PM	End-of-Day Evaluation and Closing Program				













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Enclosure 4- Meal Provision and Accommodation Details

BATCH 1 | June 30 - July 4, 2025

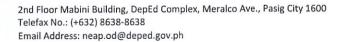
Provisions	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
	Sun	Mon	Tue	Wed	Thu	Fri
Breakfast		√	✓	√	✓	✓
AM Snack		√	✓	√	✓	✓
Lunch		√	✓	/	✓	√
PM Snack		✓	✓	1	✓	✓
Dinner	/	✓	✓	√	√	
Room	✓	✓	√	√	√	

Check-in: Day 0 - 12:00 nn

Check-out: Day 5 - 2:00 p.m.







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