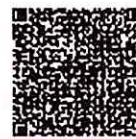




Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



HRDD-RM-2026-537

11 August 2026

Regional Memorandum
No. 537 s. 2026

**CONDUCT OF HRDS ASCEND (HUMAN RESOURCE
DEVELOPMENT SPECIALISTS: ADVANCING
STRATEGIC COMPETENCE, EXCELLENCE,
AND NEXT-LEVEL DEVELOPMENT)**

To: **Schools Division Superintendents**

1. This Office, through the Human Resource Development Division-National Educators Academy of the Philippines in the Region (HRDD-NEAPR), will conduct a professional development (PD) program titled **HRDS ASCEND (Human Resource Development Specialists: Advancing Strategic Competence, Excellence, and Next-Level Development)** on **September 14-18, 2026**, at a venue to be disseminated in a separate issuance.
2. This PD program aims to strengthen the core competencies of Division Human Resource Development Specialists based on the results of the Learning and Development Needs Assessment (LDNA).
3. For **Year 1, Building the HRD Core** focuses on strengthening the **foundational and priority competencies** in succession and employee transition, learning and development, HRD data management, scholarship and professional development, and employee welfare, and rewards and recognition. Through, hands-on workshops, peer learning, and workplace application, participants will develop practical skills and outputs that strengthen their capacity to perform core HRD functions effectively. **Year I Building the HRD Core** serves as the foundation for progressing toward more advanced, evidence-based, strategic, and future-ready HRD practice in the succeeding years.
4. Participants are the **Senior Education Program Specialists** and **Education Program Specialists II** of the Human Resource Development Section. **Attendance is a must. Strictly no replacement is allowed** because this is a targeted PD program. They are requested to bring their laptops, chargers,



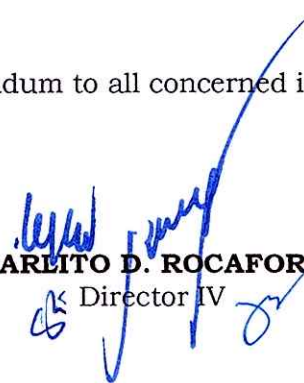
Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.ph



Certificate No. PHP QMS
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and personal medicine kits. Furthermore, they shall register through <https://tinyurl.com/4AHRDSASCENDReg> on or before **August 28, 2026**.

5. Attached is the Program Matrix. Opening Program will start at 8:30 a.m. First meal to be served is breakfast, while the last meal is afternoon snack.
6. Board and lodging and training materials expenses shall be charged to Regional Fund, while the travel and other incidental expenses of participants shall be charged against the Division HRD Fund or local fund, subject to the usual accounting and auditing rules and regulations.
7. For queries and concerns, please contact Ms. Jisela N. Ulpina, HRDD Chief, or Mr. Bryan A. Pobe, Education Program Supervisor, through email at hrd.calabarzon@deped.gov.ph.
8. Immediate dissemination of this Memorandum to all concerned is instructed.


CARLITO D. ROCAFORT
Director IV



Republic of the Philippines
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REGION IV-A CALABARZON

**HRDS ASCEND (HUMAN RESOURCE DEVELOPMENT SPECIALISTS: ADVANCING
STRATEGIC COMPETENCE, EXCELLENCE,
AND NEXT-LEVEL DEVELOPMENT)**

September 14-18, 2026

List of Program Management Team Members

No.	Name	Position	Office
1	Jisela N. Ulpina	Chief	HRDD-NEAPR
2	Nadina G. Gaton	Education Program Supervisor	
3	Donna L. Lago		
4	Bryan A. Pobe		
5	Glenda E. Dela Torre	Senior Education Program Specialist	
6	Jonnalyn B. Pattalitan	Education Program Specialist II	
7	Colleen Marhey Lacuesta		
8	Raginne A. Yanez		
9	Liezel M. Selda		
10	Joseph C. Damian	Administrative Assistant III	
11	<i>To be determined</i>	Education Program Supervisor	QAD
12	<i>To be determined</i>	Nurse II	SDO Rizal
13	<i>To be determined</i>	Nurse II	SDO Rizal



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**HRDS ASCEND (HUMAN RESOURCE DEVELOPMENT SPECIALISTS: ADVANCING
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September 14-18, 2026

Training Matrix

Day	Time	Session / Workshop	Activities	Expected Output
DAY 1	7:00– 8:30	Registration, Opening Program, Pretest	Pre-test	Pre-test results
	8:30– 12:00	SESSION 1: From LDNA to Strategic HRD Priorities	Interactive lecture- discussion, data analysis, case analysis	HRD Competency Gap Analysis
	12:00– 1:00			
	1:00– 4:30	WORKSHOP 1: Developing the HRD Competency and Priority Matrix	Workshop, collaborative analysis, coaching, peer review	HRD Competency Gap and Priority Matrix
	4:30– 5:00	Synthesis and Reflection	Reflection, sharing	Individual reflection

DAY 2	8:00–8:15	Recap and Learning Check	Interactive review	Learning check
	8:15–12:00	SESSION 2: Designing Responsive Learning and Development Interventions	Interactive discussion, examples, short case activities, group discussion	L&D design framework
	12:00–1:00			
	1:00–4:30	WORKSHOP 2: From Competency Gap to L&D Intervention	Design workshop, coaching, peer review	Competency-Based L&D Intervention Design
	4:30–5:00	Synthesis and Reflection	Reflection, sharing	Individual reflection
DAY 3	8:00–8:15	Recap and Learning Check	Interactive review	Learning check
	8:15–12:00	SESSION 3: Strategic Talent, Succession, and Employee Transition Management	Interactive lecture, case study, simulation	Succession planning framework
	12:00–1:00			
	1:00–4:30	WORKSHOP 3: From HRD Data to Actionable Insights	Hands-on data workshop, coaching, presentation	HRD Data Dashboard and Evidence-Based Recommendation
	4:30–5:00	Synthesis and Reflection	Reflection, sharing	Individual reflection

DAY 4	8:00–8:15	Recap and Learning Check	Interactive review	Learning check
	8:15–12:00	SESSION 4: Strategic Employee Welfare, Recognition, and Professional Development Management	Interactive lecture, case analysis, discussion	Employee welfare and recognition framework
	12:00–1:00			
	1:00–4:30	WORKSHOP 4: Designing a Responsive Employee Welfare and Recognition Program	Workshop, coaching, peer review, presentation	Employee Welfare and Recognition Program
	4:30–5:00	Synthesis and Reflection	Reflection, sharing	Individual reflection
DAY 5	8:00–8:15	Recap and Learning Check	Interactive review	Learning check
	8:15–12:00	SESSION 5: HRD Data, TDIS, and Evidence-Based Decision-Making	Interactive lecture, demonstration, data interpretation	HRD data analysis framework
	12:00–1:00	Lunch Break		
	1:00–4:30	WORKSHOP 5: From HRD Data to Actionable Insights	Hands-on data workshop, coaching, presentation	HRD Data Dashboard and Evidence-Based Recommendation

	4:30– 4:50	Post-Test	Post-Assessment	Post-assessment results
	4:50– 5:00	Closing and Commitment	Reflection and commitment- setting	Individual commitment