

## Republic of the Philippines

# Department of Education

REGION VIII - EASTERN VISAYAS

June 25, 2025

REGIONAL MEMORANDUM HRRD-2025- 718

# CONFIRMED NOMINEES FOR THE AIM POSTGRADUATE CERTIFICATE IN MANAGEMENT FOR EDUCATION LEADERS TRAINING PROGRAM

To: Schools Division Superintendents

Calbayog City

) Northern Samar

} Southern Leyte

Regional Office Division Chiefs All Others Concerned

1. In reference to Memorandum DM-OUHROD-2025-0317 and Regional Memorandum No. 218, s. 2025, dated February 5 and February 28, 2025, respectively, regarding the nomination of participants to the **Asian Institute of Management's (AIM) Postgraduate Certificate in Management for Education Leaders Training Program**, this Office, through the Human Resource Development Division (HRDD), announces the confirmed nominees to the aforementioned training program, as listed below.

Office/Division	Name	Position	
Region	Clark Dave P. Arante	SEPS	
Region	Ted Juan C, Peleño	EPS II	
Calbayog City	Galina V. Panela	SEPS	
Calbayog City	Oscar D. Billate Jr.	SEPS/EPS-Designate	
Northern Samar	Peter R. Bobiles	SEPS	
Northern Samar	Roberto T. Orías Jr.	SEPS	
Southern Leyte	Zedrick G. Malbas	SEPS	

- 2. As indicated in the Human Resource and Organizational Development (HROD) Advisory dated May 9, 2025, the training program is scheduled to commence in July 2025. Please note the corrected modality wherein Modules 1 and 3 will be conducted through face-to-face sessions while Module 2 will be delivered via an online platform.
- 3. Additional details regarding board and lodging, meals, transportation, and other related arrangements shall be communicated through a separate issuance.
- 4. Immediate dissemination of this Memorandum is desired.

EVELYN R. FETALVERO, CESO III
Regional Director

Address: Government Center, Candahug, Palo, Leyte

Telephone No.: (053) 832-5738
Email Address: region8@deped.gov.ph
Website: region8.deped.gov.ph



### DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

Enclosures: As stated References: As stated

To be indicated in the Perpetual Index under the following subjects:

CONFIRMED NOMINEES

TRAINING PROGRAM

HRDD-TJCP



Address: Government Center, Candahug, Palo, Leyte

Telephone No.: (053) 832-5738 Email Address: region8@deped.gov.ph

Website: region8.deped.gov.ph





February 28, 2025

REGIONAL MEMORANDUM No. 2 1 8 s. 2025

# EXTENDED APPLICATION DEADLINE FOR THE ASIAN INSTITUTE OF MANAGEMENT'S POST GRADUATE CERTIFICATE IN MANAGEMENT FOR EDUCATION LEADERS TRAINING PROGRAM

To:

Schools Division Superintendents Regional Office Division Chiefs

All Others Concerned

- 1. Attached is an Advisory, dated February 26, 2025, from Undersecretary Wilfredo E. Cabral of the Human Resource and Organizational Development, announcing the extended application deadline and the final schedules and venue for the Asian Institute of Management's Post Graduate Certificate in Management for Education Leaders Training Program.
- 2. For inquiries or concerns, contact Dr. Harvie D. Villamor, Chief of HRDD, through **hrdd.region8@deped.gov.ph**.

Immediate dissemination of this Memorandum is desired.

EVELYN R. FETALVERO, CESO III

Regional Director

Enclosure: Reference: As stated As stated

To be indicated in the Perpetual Index under the following subject

EDUCATION LEADERS
POST GRADUATE CERTIFICATE IN MANAGEMENT

HRDD-DSS





DEPARTMENT OF EDUCATION



Address: Government Center, Candahug, Palo, Leyte

Telephone No.: (053) 832-5738

Email Address: region8@deped.gov.ph Website: region8.deped.gov.ph We highly encourage all qualified DepEd personnel to apply for the said program by accessing the link or scanning the QR Code below:

# https://tinyurl.com/PGCMELApplication



For any concerns or clarifications, kindly contact the Bureau of Human Resource and Organizational Development -Human Resource Development Division (BHROD-HRDD) at (02) 8470-6630 or through email at <a href="mailto:bhrod.hrdda.deped.gov.ph">bhrod.hrdda.deped.gov.ph</a>:

For Central Office - Ms. Riza May Fortunato
For Regional and Schools Division Office - Mr. Siljohn Rey Salazar

For your information and appropriate action.

WILFREDO E. CABRAL

Undersecretary Human Resource and Organizational Development



Republika ng Bilivinas

# Department of Education

OFFICE OF THE UNDERSECRETARY HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

### ADVISORY

26 February 2025

This is in reference to the Memorandum DM-OUHROD-2025-0317 or the Nomination to the Asian Institute of Management's Post Graduate Certificate in Management for Education Leaders Training Program.

Due to low number of applications received by this Office, please be informed that the conduct of the three batches of the PGCMEL shall be rescheduled to the following final schedules and venue:

Category Target Participants		Batch 1	Batch 2	Batch 3 Mindanao cluster	
		Central Office and Luzon cluster	Visayas cluster		
Schedule	Module 1	March 31 to April 4, 2025 (Face-to-Face   AIM Campus)	May 5 to 9, 2025 (Face-to-Face   AIM Campus)	June 2 to 6, 2025 (Face-to-Face   AIM Campus)	
	Module 2 + 2 ALP Mentoring	April 7, 9, 11, 14, and 16, 2025 (Live Virtual   Zoom)	May 12, 14, 16, 19, and 21, 2025 (Live Virtual   Zoom)	June 9, 11, 13, 16, and 18, 2025 (Live Virtual   Zoom)	
	Module 3 with Graduation	April 21 to 25, 2025 (Face-to-Face   AIM Campus)	May 26 to 30, 2025 (Face-to-Face   AIM Campus)	June 23 to 27, 2025 (Face-to-Face   AIM Campus)	
Extended I Application	Deadline of	March 10, 2025; 5:00 p.m.	April 7, 2025; 5:00 p.m.	May 5, 2025; 5:00 p.m.	

All face-to-face sessions shall be conducted at the AIM Campus, 123 Paseo de Roxas, Legazpi Village, Makati City. Meanwhile, all live virtual sessions shall be conducted via Zoom video conferencing platform. Specific details for this program shall be sent to the DepEd email address of selected participants.

Moreover, to provide wider coverage and further clarification for the program, the nominees qualification below is hereby updated:

1. Permanent/contractual/co-terminus DepEd employees with SG 18 and up position with or without Master's degree\* and is performing as a unit head/officer-in-charge/supervising officer in DepEd for at least one (1) year.

\*Priority shall be given to applicants without Master's degree and/or those who have ongoing or pending completion of post-graduate studies at the time of application



### Republika ng Pilipinas

# Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM DM-OUHROD-2025-0317

FOR:

UNDERSECRETARIES

ASSISTANT SECRETARIES

BUREAU AND SERVICE DIRECTORS

REGIONAL DIRECTORS

SCHOOLS DIVISION SUPERINTENDENTS

ALL OTHERS CONCERNED

FROM:

WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development

SUBJECT:

NOMINATION TO THE ASIAN INSTITUTE OF MANAGEMENT'S POST

GRADUATE CERTIFICATE IN MANAGEMENT FOR EDUCATION

LEADERS TRAINING PROGRAM

DATE:

05 February 2025

The Department of Education (DepEd) is committed to nurturing the skills and competencies of DepEd personnel through various Learning and Development (L&D) interventions. This initiative supports the Department's 5-Point Reform Agenda by strengthening governance structures that promote an efficient and responsive education system, ensuring that DepEd-CO employees continue to have access to relevant and high-impact L&D interventions.

In view of this, the Department is **now opening its nomination** to the training program of the Asian Institute of Management (AIM) for education leaders focusing on various areas that may significantly contribute towards the achievement of the organizational goals and outcomes.

The Post Graduate Certificate in Management for Education Leaders (PGCMEL) aims to:

 Equip future leaders and managers of DepEd with essential skills in critical, futures, and design thinking, as well as project management and effective communication skills to tackle projects, and future challenges:

 Provide opportunity for DepEd personnel in improving their problem-solving skills using the Define, Measure, Analyze, Improve, and Control (DMAIC) framework, enabling them to systematically identify, analyze, and address











framework, enabling them to systematically identify, analyze, and address organizational challenges for sustainable enhancements in efficiency and excellence; and

3. Enhance leadership abilities in managing human capital based on established leadership models and practices within the Department of Education's

structure, systems, processes, and services.

The PGCMEL will be conducted in three (3) batches. Please see details below for the tentative schedule and venue of these batches:

Category Target Participants		Batch 1		Batch 3	
		Central Office and Luzon cluster	Visayas cluster	Mindanao cluster	
Schedule	Module 1	March 3 to 7, 2025 (Face-to-Face   AIM Campus)	March 31 to April 4, 2025 (Face-to-Face   Venue TBA)	May 5 to 9, 2025 (Face-to-Face   Venue TBA)	
	Module 2 + 2 ALP Mentoring	March 10, 12, 14, 17, and 19, 2025 (Live Virtual)	April 7, 9, 11, 14, and 16, 2025 (Live Virtual)	May 12, 14, 16, 19, and 21, 2025 (Live Virtual)	
	Module 3 with Graduation	March 24 to 28, 2025 (Face-to-Face   AIM Campus)	April 21 to 25, 2025 (Face-to-Face   Venue TBA)	May 26 to 30, 2025 (Face-to-Face ) Venue TBA)	

Enclosed in this Memorandum are the following.

Annex A - Nominees Qualifications

Annex B - PGCMEL Application Procedures

Annex C - Evaluation / Assessment Criteria

Annex D - Program Design and Other Relevant Information on PGCMEL

For any concerns or clarifications, kindly contact the following BHROD-HRDD personnel at (02) 8470-6630 or through email at <a href="mailto:bhrod.hrdd@deped.gov.ph">bhrod.hrdd@deped.gov.ph</a>:

For Central Office - Ms. Risa May Fortunato

For Regional and Schools Division Offices - Mr. Siljohn Rey Salazar

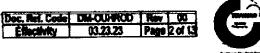
For your information and guidance.

Attached: as stated

Copy Furnished:

Office of the Secretary





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For Central Office - Ms. Risa May Fortunato

For Regional and Schools Division Offices - Mr. Siljohn Rey Salazar

For your information and guidance.

Attached: as stated

Copy Furnished:

Office of the Secretary





### NOMINEES QUALIFICATIONS

- Permanent DepEd employees with SG 18 and up position without Master's Degree and is performing as a unit head/officer-in-charge/supervising officer in DepEd for at least one (1) year.
- 2. Must be in government service for at least two (2) years, the last year being qualified under item 1 of this qualification.
- 3. High performing and high potential (HPHP) employees
- 4. Attained Very Satisfactory or Outstanding performance rating for the past two years
- 5. Must not have any ongoing or pending completion of post-graduate studies at the time of application
- 6. Did not go on habitual leave (maximum of 2 months/year)
- 7. Must be in good health (no debilitating, chronic illnesses, or serious health condition)
- 8. Without pending administrative and/or criminal case
- 9. Has access to a computer with reliable internet and video streaming capabilities.
- 10. Highly motivated to complete the course requirements, including attending face-to-face and virtual live sessions and committing to collaborating with group members in accomplishing the Action Learning Project (ALP).
- 11. Willing to extend a few hours in addition to the live session to timely submit individual and group activities
- 12. Must render at least a year of service in DepEd after completion of the Program through a Service Obligation Contract
- 13. The table below shows the available slots in the Central and Regional Offices for the three (3) batches of the program. Regional Offices may nominate more than the indicated number of available slots provided that the nominees passed the regional screening.

Batch 1	Batch 2	Batch 3
<ul> <li>CO - 10 slots</li> <li>Region I - 5 slots</li> <li>Region II - 5 slots</li> <li>Region III - 5 slots</li> <li>Region IV-A - 5 slots</li> <li>Region IV-B - 5 slots</li> <li>Region V - 5 slots</li> <li>CAR - 5 slots</li> <li>NCR - 5 slots</li> </ul>	<ul> <li>Region VI – 17 slots</li> <li>Region VII – 17 slots</li> <li>Region VIII – 16 slots</li> </ul>	<ul> <li>Region IX - 10 slots</li> <li>Region X - 10 slots</li> <li>Region XI - 10 slots</li> <li>Region XII - 10 slots</li> <li>Region XIII (Caraga) - 10 slots</li> </ul>
50 total slots	50 total slots	50 total slots





# PGCMEL APPLICATION PROCEDURES

To manage the application of participants for the PGCMEL, please be advised of the following details and procedures:

# PART I: PROCEDURES

#### APPLICATION Į.

- 1. All Central and field office nominees must follow these steps:
  - a. Accomplish the online application form through this link: https://tinyurl.com/PGCMELApplication using your DepEd email address;
  - b. Upload the following necessary documents:
    - Approved Nomination signed by the Head of Office;
      - a. For Central Office Division Chief/Office Head
      - b. For Regional and Division Offices Regional Director
    - Application and Critical Essay Form;
    - Individual Performance Commitment and Review Form iii. (IPCRF) in the last two (2) rating periods; and
    - Updated Personal Data Sheet and Work Experience Sheet iv.

Note: All forms and templates can be found through this link: https://tinyurl.com/PGCMELForms

- 2. The deadline of application is scheduled as follows:
  - Batch 1 February 19, 2025, 5:00 p.m.
  - Batch 2 March 3, 2025, 5:00 p.m.
  - Batch 3 April 1, 2025, 5:00 p.m.

Note: the BHROD-HRDD shall strictly adhere to the deadline stated above to ensure timely processing of submitted applications.

#### **EVALUATION** Π.

- 1. All applications for PGCMEL shall be assessed by the BHROD as the Secretariat of the Personnel Development Committee (PDC), through the HRDD. Due to limited slots, an evaluation/assessment criteria listed in Annex C shall be used in determining the most qualified nominees.
- 2. Further evaluation / assessment may be conducted to pre-selected nominees as required by the PDC.

#### NOTIFICATION AND CONFIRMATION III.

- 1. The BHROD-HRDD shall notify, through the official DepEd email address, the DepEd employees who have been selected as the official participants for the PGCMEL. This notification email shall include further details of the program, deadline for confirmation of participation, and additional documentary requirements, if necessary.
- 2. Upon receipt of the email, the concerned DepEd employees must confirm their participation by replying to the notification email and submit the hardcopies of the required documents with wet signature to the





BHROD-HRDD Office, Room 411, 4- Floor, Mabini Building, within the set deadline.

3. In addition to the documentary requirements listed in item 1, the concerned CO employee must also submit a copy of their approved Travel Authority attached to their confirmation email for all face-to-face schedules. Please see table below for required document for each learning modality of the PGCMEL:

LEARNING MODALITY	ATTENDANCE	REQUIRED DOCUMENT	
a. Face-to-Face	Official travel	Approved Travel Authorit	
b. Live Virtual	Official time*	None	

<sup>\*</sup>If the program schedule falls on a workday, CO employees shall spend their official time to attend the live virtual sessions

# IV. WITHDRAWAL OF PARTICIPATION

1. Identified participants who initially confirmed their participation but decided to withdraw their slot from the said program must inform the BHROD-HRDD through the same email thread of the email notification at least two (2) weeks from the scheduled conduct of the participant's batch. Participant must also attach in his/her email a justification letter approved by his/her head of office stating the reason for withdrawal from the program. Failure to comply shall be subject to payment of fees as stated in Part III of this Annex.

# V. PROCESSING OF PAYMENT AND OFFICIAL REGISTRATION

- 1. The registration fees of all participants for the PGCMEL shall be processed by the BHROD-HRDD and to be charged under the Organizational and Professional Development for Non-Teaching Personnel (OPDNTP) Fund, subject to existing budgeting, accounting, and auditing rules and regulations. Meanwhile, travel expenses to be incurred by the participants during the face-to-face sessions shall be charged against local funds of the office under which the participant serves.
- 2. Only those DepEd employees who complied with the above-mentioned procedures and successfully submitted the complete documentary requirements within the set deadline shall be officially registered as PGCMEL participants.
- 3. The BHROD-HRDD shall be responsible for submitting the official list of participants to AIM.

# VI. MONITORING AND COMPLIANCE

The BHROD-HRDD shall be responsible for the following:

- 1. Continuously monitor the progress and attendance of all participants in each batch.
- 2. Coordinate with participants who is failing to meet the 80% attendance and course requirement to provide intervention and ensure 100% completion.







3. Facilitate refund of all expenses incurred from the participants who will fail to complete the course.

# PART II: RESPONSIBILITIES OF THE ACCEPTED PARTICIPANTS

## 1. Attendance

- a. Attendance will be checked all throughout each session.

  Participants who arrive late will be considered tardy. Two tardiness constitute an absence.
- b. The PCCMEL requires each participant to have at least 80% attendance. Failure to reach 80% attendance shall be removed from the training and pay the necessary fees as indicated in Part III of this Annex.

### 2. Class Participation

- a. Class participation is a MUST. Participants are expected to share their insights whenever there are class discussions.
- b. All participants are requested to put on their cameras throughout the duration of the online sessions.
- c. Each participant must timely submit all course outputs and requirements to ensure full participation to the program.

# 3. Work Turnover and Proper Decorum

- a. Identified participants must endorse all pending deliverables to the selected employee who will take over of the tasks/responsibilities while the participant attends the program.
- b. Each participant is expected to maintain lawful and moral conduct so as not to bring disgrace or dishonor to themselves and the DepEd.

### 4. Service Obligation

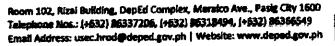
- a. After completion of the PGCMEL program, each participant shall serve the Department under compulsory service obligation of one (1) year, starting the day after the completion of program to ensure return of investment (ROI) and facilitate application of learning.
- b. No employee shall be authorized to apply for any scholarship or external L&D program until after rendering the required service obligation on the previous grant attended.

### PART III: SANCTIONS

- 1. Sanctions shall be imposed on all accepted participants who will commit the following:
  - a. Failure to comply with any of the specified responsibilities outlined above;
  - b. Withdrawing from the program without notifying the BHROD-HRDD at least two (2) weeks in advance; and/or
  - c. Fulfilling less than 50% of the required service obligation due to personal fault, willful neglect, or voluntary resignation.
- 2. Accepted participants who meet any of the above-mentioned conditions shall be subject to the following sanctions:











- a. Refund the full amount of benefits granted, including but not limited to registration fees, travel expenses, other allowable costs, salaries, and any other emoluments received during the program.
- b. Be disqualified from participating in future scholarships or L&D programs for a period of one (1) year.
- 3. Meanwhile, proportionate refund shall be allowed, provided that the applicant has served at least 50% of his/her total service obligation. As such, refund shall be computed as follows:

$$R = (SOR - SOS) \times TCR$$
SOR

Where R = Refund

TCR = Total compensation received (salary, registration fee,

travel and other allowable expenses, etc.)

SOR = Service Obligation Required (in days)
SOS - Service Obligation Served (in days)

- 4. Refund of all expenses may be condoned in case of illness or health reasons, or separation from government due to:
  - a. Abolition of the office;
  - b. Involuntary phase-out of the position being held by the identified participant due to reorganization; or
  - c. Death or permanent disability.
- 5. Mode of payment whether installment basis and/or through salary deduction shall not exceed three (3) years. The applicant must secure an approval to the Chair of the Personnel Development Committee (PDC) by submitting a letter of request for installment/salary deduction before the payment/deduction has been made.





### EVALUATION / ASSESSMENT CRITERIA

Criterion	Weight	Computation		
A. Essay Content and Writing Quality	50%	$\sum \left(\frac{Component\ score}{5} \times Component\ Weight$		
		Please see At	nex C1 for rubrics)	
B. Performance Rating (PR)	15%	(PR)/5 x 15		
C. Frequency of Availment of	15%	Frequency ?	rable:	
previous trainings (in-house or external) and/or scholarships funded by the Department in the last five (5) years		Percentage (%)	No. of Trainings and/or Scholarships attended in the last 5 years	
		15	0	
	•	14	1	
j		13	2	
j		12	3	
1		11	4	
		10	5	
		9	6	
		8	7	
		7	8	
		6	9	
		5	10	
•		4	11	
		3	12	
1		2	13	
+		1	14	
		0	15 or more	
D. Length of service in DepEd	10%	n = no. of years in DepEd N = maximum no. of years of service in the DepEd among nominees 10 = maximum percentage attainable by each nominee n/N x 10		
<ul> <li>E. Other Factors, such as but not limited to:</li> <li>Professional experience and achievements</li> <li>leadership and management skills</li> <li>Good character and commitment to public service</li> <li>Other factors as determined by the screening committee</li> </ul>	10%	N/A		





# RUBRICS FOR CRITERIA A:

Component	%	Excellent (5 points)	Satisfactory (4 points)	Good (3 points)	Moods Improvement (2 points)	Unsatisfactory (1 point)
Content Relevance & Depth	15	The essay demonstrates deep understanding, originality, and strong critical thinking.  Arguments are well-supported with relevant examples or evidence.	The essay presents sound understanding and relevant content, with some critical thinking and adequate support.	Content is comewhat relevant but lacks depth or originality. Limited critical thinking is demonstrated.	The essay lacks substantial content, with weak arguments and minimal critical thinking.	The essay is off-topic, superficial, or lacks substance, with no clear argument or evidence.
Clarity	10	Ideas are clearly and effectively expressed with well-structured sentences and appropriate word choice.	Ideas are mostly clear, with minor wording or sentence construction issues.	Some parts of the essay are unclear or difficult to follow due to awkward phrasing.	Many sentences are confusing or lack clarity, making comprehensi on difficult.	The essay is hard to understand due to poor wording and sentence structure.
Conciseness	10	The essay is highly concise, with every word serving a purpose. No unnecessary repetition or filler content.	The essay is mostly concise, with minimal wordiness or redundancy.	Some wordiness or repetition is present but does not significantly detract from the message.	The essay is overly wordy or repetitive. making it less effective in delivering the message.	The essay is excessively wordy. repetitive, and unfocused, significantly hindering readability.
Consistency & Coherence	10	The essay is well-organized, with logical sequencing and smooth transitions between ideas.	The essay is mostly well-structured, with only minor lapses in organization.	Some inconsistencies in structure and weak or missing transitions affect readability.	The essay lacks a clear structure, making it difficult to follow.	The ideas are disjointed and incoherent, making the essay difficult to understand.
Grammar, Mechanics & Formatting	1	The essay is free from grammatical, spelling, or punctuation errors and adheres perfectly to formatting guidelines.	The essay has a few minor errors but remains clear and mostly well-formatted.	Noticeable grammar and spelling errors are present but do not significantly affect readability.	Frequent essess in grammar, spelling, or punctuation make reading difficult.	Numerous errors in grammar, spelling, and formatting make comprehensio n very difficult.
TOTAL	50				{	

