

Republic of the Philippines

Department of Education

REGION VIII - EASTERN VISAYAS

July 02, 2025

REGIONAL MEMORANDUM

HRRD-2025- 76 0

UPDATES ON THE CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM: KADAKLAN

To: Schools Division Superintendents

} Levte

Maasin City

All Others Concerned

1. In reference to Memorandum DM-OUHROD-2025-1337 dated May 27, 2025, regarding the conduct of the professional development program titled 'KADAKLAN (Keeping Accountability at the Core: Driving Action, Knowledge, and Leadership to Accelerate and Nurture),' this Office, through the Human Resource Development Division (HRDD), announces the following updates on the changes in regional office participants for Batch 1 scheduled on July 14–18, 2025, due to conflicting official activities on the date in which the said program falls.

Original Participants	Replacement Participant	Position	Division
CLMD Chief	Gil R. Esplanada Jr.	SGOD, Chief	Leyte
FTAD Chief	Josefina L. Matibag	SGOD, Chief	Maasin City

- 2. Furthermore, pursuant to the HROD-NEAP Advisory dated June 10, 2025, the venue of the activity has been changed from NEAP Baguio, Baguio City to **DepEd EcoTech Center**, **Cebu City**.
- 3. For additional details and information, please refer to the attached Memorandum and Advisory.
- 4. Immediate dissemination of this Memorandum is desired.

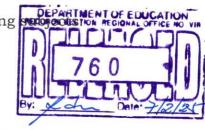
EVELYN R. FETALVERO, CESO III
Regional Director

Enclosures: As stated References: As stated

To be indicated in the Perpetual Index under the following

PROFESSIONAL DEVELOPMENT PROGRAM

HRDD-TJCP





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Department of Education

OFFICE OF THE UNDERSECRETARY **HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT**

MEMORANDUM DM-OUHROD-2025-1337

TO

: Regional Directors

Regional Office Chiefs

Schools Division Office Chiefs

All Others Congerned

FROM

: WILFREDO E. CABRAL

Undersecretary

Human Resource and Organizational Development

Carmela Carsum CARMELA C. ORACION

Assistant Secretary

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

SUBJECT

: CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM "KADAKLAN (KEEPING ACCOUNTABILITY AT THE CORE: DRIVING ACTION, KNOWLEDGE, AND LEADERSHIP TO ACCELERATE AND NURTURE)"

DATE

: 27 May 2025

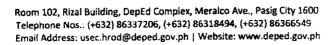
1. In line with initiatives to enhance the quality of school leaders, the National Educators Academy of the Philippines (NEAP) will conduct the professional development program titled KADAKLAN (Keeping Accountability at the Core: Driving Action, Knowledge, and Leadership to Accelerate and Nurture), with schedule as follows:

Activity	Date	Venue/Modality
KADAKLAN Batch 1	14-18 July 2025	NEAP Baguio
KADAKLAN Batch 2	28 July – 01 August 2025	(face-to-face)

2. The program aims to enhance the instructional leadership skills of the Regional Office (RO) and the Schools Division Office (SDO) Chiefs to bring about improved teaching and learning outcomes, strengthen their governance strategies for a more effective school leadership, and develop a culture of accountability and ethical leadership.







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3. In this regard, we would like to request the participation of RO and SDO Chiefs in the program, based on the following allocation per functional division:

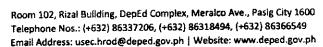
Activity	Participants	Allocation
	Curriculum Implementation Division (CID) Chiefs	219
KADAKLAN Batch 1	Curriculum and Learning Management Division (CLMD) Chiefs	17
(14-18 July 2025)	Field Technical Assistance Division (FTAD) Chiefs	17
(= 1 = 1 1 3)	Education Support Services Division (ESSD) Chiefs	17
	Administrative Division Chiefs	17
Total		287
	School Governance and Operations Division (SGOD) Chiefs	219
KADAKLAN Batch 2	Policy, Planning, and Research Division (PPRD) Chiefs	17
	Quality Assurance Division (QAD) Chiefs	17
(28 July – 01 August 2025)	Human Resource Development Division (HRDD) Chiefs	17
	Finance Division Chiefs	17
	Total	287

- 4. The identified participants are advised to confirm their attendance through the registration link https://tinyurl.com/REGISTRATION-KADAKLAN-2025 (alternate link: https://forms.office.com/r/bNA5eA76iy) on or before 04 July 2025.
- 5. The ROs are also requested to endorse Senior Education Program Specialists (SEPS) and/or Education Program Specialists (EPS) II from the RO or any SDOs within their jurisdiction to serve as Classroom Managers for the whole duration of the program. The endorsement shall be accomplished by the designated RO personnel through the link https://tinyurl.com/KADAKLAN-EndorsementForm (alternate link: https://forms.office.com/r/UidzQX4XRB). The regional allocation of RO/SDO SEPS/EPS II is as follows:

Activity	Region	Allocation
	CAR	2
	NCR	2
KADAKLAN Batch 1	I	2
(1.10.1.)	II	2
(14-18 July 2025)	III	2
	IV-A	2
Total		12
	IV-B	2
	V	1
	VI	1
	VII	1
KADAKLAN Batch 2	VIII	1
	IX	1
(28 July – 01 August 2025)	Х	1
(XI	1
	XII	1
	XIII	1
	NIR	1
Total		12







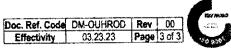
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- 6. Enclosed are the following documents, for reference:
 - a. Enclosure 1 Program of Activities
 - b. Enclosure 2 Meal Provision Guide
 - c. Enclosure 3 NEAP Program Management Team Members
- 7. The participants are reminded to bring their own laptops, 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 their transportation, per diem, and other incidental expenses will be charged to Central Office/RO/SDO HRD/local funds subject to the usual accounting and auditing rules and regulations.
- 9. Should you have questions and concerns, please contact **NEAP Professional Development Division** through email <u>neap.pdd@deped.gov.ph</u> 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:

PROGRAM OF ACTIVITIES

Conduct of Keeping Accountability at the Core: Driving with Action, Knowledge,

and Leadership to Accelerate and Nurture (KADAKLAN)

Batches 1 (July 14 – 18, 2025) & 2 (July 28 – August 1, 2025)

NEAP Baguio

Day 1 TIME	ACTIVITY		
1:00 - 2:00 p.m.	Registration		
2:01 - 3:30 p.m.		Opening Program	
•	Nationalistic Song		
	Prayer	AVP	
	Quality Policy		
	Message of Support	WILFREDO E. CABRAL Undersecretary Human Resource and Organizational Development	
	Inspirational Message	CARMELA C. ORACION Assistant Secretary Human Resource and Organizational Development (National Educators Academy of the Philippines)	
	Welcome Remarks	JENNIFER E. LOPEZ Director IV National Educators Academy of the Philippines	
	Overview	MARIFE T. MORCILLA Project Development Officer V National Educators Academy of the Philippines	
	Acknowledgement of Participants	ALEXANDER SIMAGALA Project Development Officer IV National Educators Academy of the Philippines	
3:3 – 4:30 p.m.		Pre-Assessment	
4:31 – 5:00 p.m.	End of Day Evaluation		

Day 2 (Hearts th	TOPICS	OBJECTIVES At the end of the session, the School Heads will be able to do the following:
8:00 - 8:30 a.m. 8:31 - 10:30 a.m.	MANAGEMEN Leading with Purpose – The Role of Supervisors in Shaping Educational Culture	understand the influence of leadership behavior on organizational culture in
10:31 – 10:45 a.m. 10:46 a.m. – 12:00 p.m.	HEALTH BREAK Leading with Purpose – The Role of Supervisors in Shaping Educational Culture	educational settings analyze and reflect on current leadership practices that shape workplace culture value the importance of leading by example in fostering a positive, inclusive, and learner-centered environment
12:01 – 1:00 p.m.	LUNC	H BREAK



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1:01 – 3:00 p.m.	Values-Based Leadership in Curriculum and Change Management	recognize principles of values- based leadership in curriculum implementation and change
3:01 - 3:15 p.m.	HEALTH BREAK	processes
3:16 – 4:30 p.m.	Values-Based Leadership in Curriculum and Change Management	 apply ethical frameworks in making curriculum-related decisions advocate for fairness, inclusivity, and respect in leading curricular and systemic changes
4:31 - 5:00 p.m.	END-OF-L	AY EVALUATION

Day 3 (Hands the		OBJECTIVES
TIME	TOPICS	At the end of the session, the School Heads will be able to do the following:
8:00 - 8:30 a.m.		T OF LEARNING
8:31 - 10:30 a.m. 10:31 - 10:45 a.m. 10:46 a.m 12:00 p.m.	Technology for Curriculum Monitoring and Instructional Support HEALTH BREAK Technology for Curriculum Monitoring and Instructional Support	 identify key new technological and AI tools and their application in curriculum monitoring and instructional support use new technological and AI platforms to analyze data on curriculum implementation and learning outcomes appreciate the role of innovation and technology in improving educational supervision
12:01 – 1:00 p.m.		H BREAK
1:01 – 3:00 p.m.	Leading Continuous Improvement and Innovation	recognize the principles and tools of continuous improvement in
3:01 - 3:15 p.m.	HEALTH BREAK	education
3:16 – 4:30 p.m.	Leading Continuous Improvement and Innovation	 facilitate data-informed reflection and innovation initiatives; and embrace a mindset of learning, adaptability, and growth
4:31 – 5:00 p.m.	END-OF-DA	Y EVALUATION

Day 4 (Minds that Illuminate)

Day 4 (Minds tha	TOPICS	OBJECTIVES At the end of the session, the School Heads will be able to do the following:
8:00 - 8:30 a.m.	MANAGEMEN	T OF LEARNING
8:31 – 10:30 a.m.	Building Shared Accountability Frameworks HEALTH BREAK	understand the elements and processes of an effective shared accountability framework
10:31 - 10:45 a.m.		design a system that tracks
10:46 a.m. – 12:00 p.m.	Frameworks	progress and clarifies stakeholder roles in achieving educational goals promote collaboration and trust among education stakeholders
12:01 - 1:00 p.m.	LUNC	H BREAK



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1:01 – 3:00 p.m.	Mentoring and Coaching for Leadership Development	understand effective mentoring and coaching principles aligned
3:01 - 3:15 p.m.	HEALTH BREAK	with leadership development
3:16 - 4:30 p.m.	Mentoring and Coaching for Leadership Development	 design mentoring strategies supported by data and AI tools commit to empowering others through supportive professional relationships
4:31 - 5:00 p.m.	END-OF-D	AY EVALUATION

Day 5			
TIME	ACTIVITY MANAGEMENT OF LEARNING		
7:30 - 8:00 a.m.			
8:01 – 10:00 a.m.	Workshop on Action Planning		
	The Chiefs will be able to do the following:		
	 recall and integrate key concepts from the training as foundation for their Work Action Plan; 		
	 apply what they have learned in the training to draft a well-structured and context-specific Work Action Plan; and 		
	 demonstrate commitment to transforming training learnings into actionable plans. 		
10:01 - 11:00 a.m.	Post-Assessment		
11:01 a.m 12:00 p.m.	Closing Program		
12:01 p.m. onwards	Egress		



Department of Education National Educators academy of the Philippines

Enclosure 2:

MEAL PROVISION GUIDE

Conduct of Keeping Accountability at the core: Driving with Action, Knowledge, and Leadership to Accelerate and Nurture (KADAKLAN)

Batch 1

NEAP Baguio - July 14 - 18, 2025

Meals	July 14, 2025	July 15, 2025	July 16, 2025	July 17, 2025	July 18, 2025
	Monday	Tuesday	Wednesda V	Thursday	Friday
Breakfast		1	1	✓	✓
AM Snack		√	1	✓	1
Lunch		4	1	✓	✓
PM Snack	1	1	V	*	
Dinner	√	1	1	<	

Batch 2 NEAP Baguio – July 28 – August 1, 2025

Meals	July 28, 2025	July 29, 2025	July 30, 2025	July 31, 2025	August 1, 2025
	Monday	Tuesday	Wednesday	Thursday	Friday
Breakfast		1	1	1	✓
AM Snack		V	✓	✓	✓
Lunch		√	1	√	1
PM Snack	√	1	√	✓	
Dinner		1	1	✓	



Department of Education NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 3:

NEAP PROGRAM MANAGEMENT TEAM Conduct of Keeping Accountability at the core: Driving with Action, Knowledge, and Leadership to Accelerate and Nurture (KADAKLAN)

NAME	POSITION	OFFICE/ STATION	
Jennifer E. Lopez	Director IV	NEAP -DepEd	
	Director 17	Central Office	
Margarita C. Ballesteros	Director IV	NEAP -DepEd	
	Director 17	Central Office	
Leah B. Apao	Director III	NEAP -DepEd	
	Director in	Central Office	
Marife T. Morcilla	Project Development Officer V	NEAP-PDD, DepEd	
	Troject Bevelopment Omcer v	Central Office	
Alexander Simagala	Project Development Officer IV	NEAP-PDD, DepEd	
	1 Toject Bevelopment Omeel 14	Central Office	
Billy Rei M. Pagba	Senior Education Program	NEAP-PDD, DepEd	
- Lagua	Specialist	Central Office	
Mathew M. Bofete	Project Development Officer II	NEAP-PDD, DepEd	
Matrica M. Dolete	rioject bevelopment Officer if	Central Office	
Aizyl Ann E. Natanauan	Technical Assistant II	NEAP-PDD, DepEd	
They I fall E. Hatallaudli	recinical Assistant II	Central Office	
Eric T. Sarmiento	Administrative Officer V	NEAP-PDD, DepEd	
Die i. Saimento	Administrative Officer v	Central Office	