



Republic of the Philippines  
**Department of Education**  
REGION VIII - EASTERN VISAYAS

August 22, 2025

**REGIONAL MEMORANDUM**

No. **1044** s. 2025

**UPDATES ON THE CONFIRMED PARTICIPANTS TO THE SCHOOL HEADS  
DEVELOPMENT PROGRAM INTERMEDIATE COURSE "ELEVATING  
SCHOOL LEADERSHIP: AN INTERMEDIATE GUIDE  
TO EFFECTIVE MANAGEMENT" (BATCH 2)**

To: Schools Division Superintendents  
All Others Concerned

1. In reference to **Memorandum DM-OUHROD-2025-1699** and **Advisory** dated **July 29, 2025**, and **Regional Memorandum No. 945, s. 2025**, this Office, through the Human Resource Development Division (HRDD) and National Educators Academy of the Philippines – Region VIII (NEAP-RVIII), announces the conduct of the **School Heads Development Program Intermediate Course "Elevating School Leadership: An Intermediate Guide to Effective Management"** on **September 1-5, 2025** at **NEAP Baguio, Baguio City**.

2. This program is designed for both current and aspiring Career Stage (CS) 3 school heads, with the following objectives:

- a. To enhance the advanced skills of CS 3 school heads in their roles as instructional leaders and administrative managers.
- b. To empower CS 3 school heads to foster shared governance within the wider school community when implementing policies, programs, and projects at the school level.
- c. To encourage CS 3 school heads to engage in continuous self-reflection, pursue personal and professional growth, and advocate for the well-being of both students and school staff.

3. The program will follow the schedule below:

Activity	Date & Venue	Target Participants	Registration Link
Training of School Heads on "Elevating School Leadership: An Intermediate Guide to Effective Management" - Batch 1	06-10 October 2025 Venue: NEAP Baguio	Principal III/Principal I-II with high potential to be Principal III	tinyurl.com/SHDPCS3REG Deadline: 02 July 2025
Training of School Heads on "Elevating School Leadership: An Intermediate Guide to Effective Management" - Batch 2	01-05 September 2025 Venue: NEAP Baguio	Principal III/Principal I-II with high potential to be Principal III	tinyurl.com/SHDPCS3REG Deadline: 15 August 2025

DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

<p>Training of Coaches and Mentors on "Elevating School Leadership: An Intermediate Guide to Effective Management</p>	<p>22-25 September 2025 Venue: TBD</p>	<p>Public Schools District Supervisors (PSDS)/Assistant Schools Division Superintendents (ASDS)/ Education Program Supervisors (EPS)</p>	<p>tinyurl.com/SHDPCS3NTO REG Deadline: 12 September 2025</p>
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4. 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. On the other hand, the travel expenses of the regional PMT shall be charged against HRTD funds, subject to the usual accounting and auditing rules and regulations.
5. Please refer to the attached enclosure for the list of participants who have confirmed their attendance.
6. For additional details and information, please refer to the attached Memorandum and Advisory, or contact **Mr. Israel Gilvani D. Malaca, EPS II, NEAP R-8** through **neap.region8@deped.gov.ph**.
7. Immediate dissemination of this Memorandum is desired.



**RONALO K. FIRMO, CESO IV**  
Assistant Regional Director  
Officer-in-Charge  
Office of the Regional Director

Enclosures: As stated  
References: As stated  
To be indicated in the Perpetual Index under the following subjects:

ENDORSED PARTICIPANTS  
PROFESSIONAL DEVELOPMENT  
TRAINING PROGRAM

HRDD-NEAPRVIII-IGDM

Enclosure No. 1 to Regional Memorandum No. \_\_\_\_\_ s. 2025

<b>PARTICIPANTS TO THE SCHOOL HEADS DEVELOPMENT PROGRAM (SHDP) INTERMEDIATE COURSE "ELEVATING SCHOOL LEADERSHIP: AN INTERMEDIATE GUIDE TO EFFECTIVE MANAGEMENT" - BATCH 2</b>								
<b>DATE: SEPTEMBER 1-5, 2025</b>					<b>VENUE: NEAP BAGUIO</b>			
<b>No.</b>	<b>Name (First, Middle Initial, Lastname)</b>	<b>Position</b>	<b>Gender (Male or Female)</b>	<b>Schools Division Office</b>	<b>School Name</b>	<b>School Category</b>	<b>School Size</b>	<b>Average Performance Rating (3 years)</b>
1	Sarah B. Macawili	Principal III	Female	SDO Baybay City	Caridad National High School	Secondary (JHS & SHS)	Large	Outstanding
2	Elen P. Canonoy	Principal III	Female	SDO Biliran	Bool NHS	Secondary	Small	Outstanding
3	Maria Nickita J. Eusebio	Principal I	Female	SDO Borongan City	FEASNHS	Jr and SHS	Medium	Outstanding
4	Maria Luz C. Murillo	Principal II	Female	SDO Calbayog City	Oquendo National High School	JHS & SHS	Medium	Outstanding
5	Cristanto T. Pachon	Principal II	Male	SDO Calbayog	Nijaga ES	Elementary	Small	Outstanding
6	Archimedes N. Fabillar	Principal III	Male	SDO Catbalogan City	Catbalogan City Agro-Industrial School	Secondary (JHS & SHS)	Medium	Outstanding
7	Emil Adena	Principal II	Male	SDO Eastern Samar	Taft National HS	Secondary with SHS	Large	Outstanding
8	Jennifer A. Avila	Principal III	Female	SDO Leyte	Matalom South Dist	District In Charge		Outstanding
9	Ma. Elsa L. Verano	Principal I	Female	SDO Maasin City	Canyuom Integrated School	Integrated	Small	4.7
10	Ginalyn H. De Guia	Principal III	Female	SDO Northern Samar	Catarman SPED Center	Elementary	Medium	4.89
11	Merlina P. Ceniza	Principal III	Female	SDO Ormoc City	CURVA ELEM SCHOOL	Elementary	LARGE	Outstanding
12	Angelo Velarde	Principal I	Male	SDO Samar	Curry National HS	Secondary	Small	Outstanding
13	Airen L. Teves	Principal III	Female	SDO Southern Leyte	New Guinsaunon NHS	JHS & SHS	Large	4.78
14	Nelita C. Lotiaco	Principal III	Female	SDO Southern Leyte	Sogod Central School	Elementary	Mega	4.78
15	Fructuoso Baliton	Principal III	Male	SDO Tacloban City	Northern Tacloban City NHS	JHS & SHS	Medium	Outstanding