



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

February 3, 2026

**REGIONAL MEMORANDUM**

No. **143** s. 2026

**PARTICIPANTS FOR THE FOCUS GROUP DISCUSSION (FGD) ON THE  
DEVELOPMENT OF THE INDUCTION PROGRAM  
FOR SUPERVISORS**

To: Schools Division Superintendents  
All Others Concerned

1. In reference to **DM-OULS-2026-025** dated **January 29, 2026**, titled "**Focus Group Discussion on the Development of the Induction Program for Supervisors**," this Office, through the National Educators Academy of the Philippines – Region VIII, endorses participants from the selected Schools Division Offices to attend an **online Focus Group Discussion (FGD)** on **February 5, 2026 at 9:00 AM** using the link: [tinyurl.com/IPS-FGD-VISAYAS](https://tinyurl.com/IPS-FGD-VISAYAS). The National Educators Academy of the Philippines (NEAP) is currently developing a standards-based and competency-aligned induction program for new supervisors.
2. The program aims to deepen the understanding of supervisory roles through performance-based learning experiences, coaching, and mentoring aligned with the PPSS.
3. To ensure regional representation and provide field-level insights, this Office hereby endorses the following participants to attend the online Focus Group Discussion:

No.	Name (Last, First, Middle Initial)	Position	Email Address	Schools Division Office
1	VILLANUEVA, GRACE G.	Chief Education Supervisor - CID	grace.villanueva016@deped.gov.ph	LEYTE DIVISION
2	GUIRA, ROBERT C.	EPS-Math	robert.guira@deped.gov.ph	EASTERN SAMAR
3	DAPULAG, ELNA T.	EPS-SGOD	elna_enano@deped.gov.ph (DepEd has access problem) / Personal email: neyafreston@gmail.com	NORTHERN SAMAR

4. The identified participants are expected to contribute to the discussion regarding critical components for transitioning new supervisors, ethical leadership, and data-driven decision-making.

5. For inquiries, contact **Mr. Israel Gilvani D. Malaca, EPS II, NEAP R-8** through **neap.region8@deped.gov.ph**.

6. Immediate dissemination of and strict compliance with this Memorandum are desired.

**RONELO AL K. FIRMO CESO IV**

Assistant Regional Director

Officer-in-Charge

Office of the Regional Director

Enclosures: None

References: As stated

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

INDUCTION PROGRAM

SUPERVISORS

FOCUSED GROUP DISCUSSION

HRDD-NEAPRVIII-IGDM





Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

**MEMORANDUM**  
**DM-OULS-2026- 025**

**TO :** Regional Directors  
Schools Division Superintendents  
Human Resource Development Division Chiefs  
NEAP-R Focal Persons  
All Others Concerned  
*Carmela C. Oracion*

**FROM :** **CARMELA C. ORACION**  
Assistant Secretary  
Officer-in-Charge  
Undersecretary for Learning Systems

**SUBJECT :** **FOCUS GROUP DISCUSSION ON THE DEVELOPMENT OF THE  
INDUCTION PROGRAM FOR SUPERVISORS**

**DATE :** January 29, 2026

1. Pursuant to the mandate of the National Educators Academy of the Philippines (NEAP) to provide standards-based, needs-driven, and competency-aligned professional development for teachers, school leaders, and teaching-related personnel, NEAP is currently in the development phase of the professional development program titled **Induction Program for Supervisors**.
2. This program aims to provide structured, contextualized, and performance-based learning experiences, including coaching, mentoring, blended learning modules, and work-embedded tasks. It is designed to deepen the understanding of supervisory roles and promote the application of PPSS-aligned competencies. It will also reinforce systems thinking, data-driven decision-making, ethical leadership, and responsiveness to the diverse needs of schools and teachers.
3. In view of this, NEAP, through the Professional Development Division (PDD), will conduct a series of **Focus Group Discussions (FGD)** on the Induction Program for Supervisors via **Microsoft Teams** from **February 4 to 6, 2026**.
4. In support of this initiative, the conduct of the FGD shall provide NEAP with a structured platform to capture qualitative insights on professional development needs, program implementation experiences, and emerging challenges in the field. These insights are essential for validating existing data and ensuring that NEAP's interventions remain responsive and relevant at the school, division, and regional levels.

5. Furthermore, the FGD promotes stakeholder engagement and collaboration, reinforcing NEAP's role in evidence-based planning, continuous improvement, and policy support. The outputs will serve as critical inputs for the design, enhancement, and evaluation of sustainable, high-quality capacity-building initiatives.
6. Identified Regional Offices are requested to select supervisors to attend these aforementioned activities and submit a consolidated endorsement of qualified participants from the participating Schools Division Offices. The **List of Target Participants** is outlined in **Enclosure 1**. For the endorsement process, kindly use the **Endorsement Letter** template outlined in **Enclosure 3**.
7. Endorsed participants are requested to answer a pre-discussion questionnaire through [tinyurl.com/IPS-FGD-PreQ](https://tinyurl.com/IPS-FGD-PreQ) which must be submitted by **02 February 2026**.
8. For clarifications and concerns, you may contact NEAP-PDD through email at [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph).
9. For immediate dissemination and appropriate action. cer

**Enclosures:**

Enclosure 1: List of Target Participants

Enclosure 2: Guide Questions

Enclosure 3: Endorsement Letter

Enclosure I.

**LIST OF TARGET PARTICIPANTS**

CLUSTER	REGION	TARGET PARTICIPANTS	DATE & TIME	MS TEAMS LINK
Luzon Cluster (18 participants)	National Capital Region (NCR)	1 CID Chief (Medium SDO) 1 English - EPS, CID	February 4, 2026 9am onwards	<a href="http://tinyurl.com/IPS-FGD-LUZON">tinyurl.com/IPS-FGD-LUZON</a>
	Cordillera Administrative Region (CAR)	1 SGOD Chief (Very large SDO) 1 AP - EPS, CID		
	Region I	1 CLMD Chief 1 Filipino- EPS, CID		
	Region II	1 PPRD Chief or EPS 1 EPP / TLE - EPS, CID		
	Region III	1 CLMD (EPS) 1 Science - EPS CLMD 1 EPS - SGOD		
	Region IV-A	1 HRDD Chief 1 VE / ESP - EPS, CLMD 1 PSDS (Very large SDO)		
	Region IV-B	1 FTAD Chief or EPS 1 PSDS (Medium SDO)		
	Region V	1 ESSD Chief or EPS 1 EPS - LRMS, CID		
	Negros Island Regions	1 CLMD Chief 1 English - EPS, CLMD 1 VE / ESP - EPS, CID		
	Region VI	1 HRDD Chief or EPS 1 MAPEH-EPS, CLMD 1 PSDS (Large SDO)		
Visayas Cluster (12 participants)	Region VII	1 CID Chief (Very large SDO) 1 PSDS (Medium SDO) 1 EPP / TLE - EPS, CLMD	February 5, 2026 9am onwards	<a href="http://tinyurl.com/IPS-FGD-VISAYAS">tinyurl.com/IPS-FGD-VISAYAS</a>
	Region VIII	1 CID Chief (Large SDO) 1 Math - EPS, CID		

		1 EPS - SGOD		
Mindanao Cluster (12 participants)	<b>Region IX</b>	1 CID Chief (Large SDO) 1 AP - EPS, CLM 1 PSDS (Very large SDO)	<b>February 6, 2026</b> 9am onwards  <a href="http://tinyurl.com/IPS-FGD-MINDANAO">tinyurl.com/IPS-FGD-MINDANAO</a>	
	<b>Region X</b>	1 SGOD Chief (Very Large) 1 Filipino - EPS, CLMD 1 EPS- LRMS, CID		
	<b>Region XI</b>	1 CID Chief (Very large SDO) 1 Science - EPS, CID		
	<b>Region XII</b>	1 Mathematics - EPS, CLMD 1 MAPEH - EPS, CID		
	<b>Region XIII</b>	1 QAD Chief or EPS 1 PSDS (Large SDO)		

Enclosure 2.

### **Focus Questions for the Focus Group Discussion on the Induction Program for Supervisors**

#### **DOMAIN 1: Supporting Curriculum Management and Implementation**

- What specific training modules or technical assistance should be included in an induction program to strengthen a supervisor's ability to monitor curriculum standards and support effective classroom implementation?

#### **DOMAIN 2: Strengthening Shared Accountability**

- What specific accountability frameworks, monitoring tools, or data-driven competencies should be prioritized in an induction program to ensure shared responsibility across schools?

#### **DOMAIN 3: Fostering a Culture of Continuous Improvement**

- What systemic or cultural barriers do new supervisors typically encounter when driving innovation, and how can an induction program prepare them to lead change management?

#### **DOMAIN 4: Developing Self and Others**

- What core leadership qualities and interpersonal behaviors are most critical for supervisors to master, and how can an induction program effectively cultivate these attributes?

#### **Overall Assessment**

1. Is there any existing induction, orientation, or onboarding program for supervisors in your SDO or Region
  - If yes, how is this induction / orientation / onboarding program implemented? Describe the process, content, and activities being implemented.
  - In the absence of a formal induction program, how does your immediate supervisor provide coaching or guidance?
2. How did your transition from your previous role and what challenges or adjustments you have to overcome as you transition in your role as a supervisor?
3. Why is there a great need for an induction program to facilitate the transition of new supervisors to their new role?
4. What features or components should be prioritized in designing a PPSS-aligned Induction Program for Supervisors?
5. How can the success of the induction program be measured to ensure it accurately addresses the real-world demands and professional gaps experienced by supervisors in the field?

Enclosure 3.

**List of Endorsed Participants Template**

**[DATE]**

**CARMELA C. ORACION**

Assistant Secretary  
Officer-in-Charge  
Undersecretary for Learning Systems

Attention:

**MICHAEL JOSEPH P. CABAUTAN**

Director III  
National Educators Academy of the Philippines

Dear Sir:

Respectfully submitting the list of qualified supervisors to attend the online Focus Group Discussion in pursuance of the development of the professional development program titled:  
**Induction Program for Supervisors.**

No.	Name (Last, First, Middle Initial)	Position	Email Address	Schools Division Office
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

*\*Add rows as needed*

For your consideration.

Sincerely yours,

<Name & Signature>  
Regional Director