



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

February 10, 2026

**REGIONAL MEMORANDUM**

No. **168** s. 2026

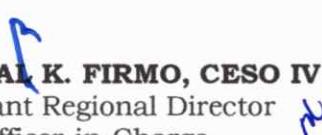
**DISSEMINATION OF INFORMATION AND PARTICIPATION IN  
THE ONLINE FOCUS GROUP DISCUSSION (FGD)**

To: Schools Division Superintendents  
Regional Functional Division Chiefs  
All Others Concerned

1. In reference to the approved conduct of the research study entitled “Appreciative Inquiry Approach in Addressing Organizational Culture Dilemmas in Learning-Focused School Leadership (LFSL) in DepEd Public Schools,” conducted by the Assistant Regional Director of DepEd MIMAROPA, this Office is forwarding the details of the study and the scheduled Online Focus Group Discussion (FGD) for the guidance of the identified school heads in Region VIII.
2. Please be informed that the Online Focus Group Discussion (FGD), originally scheduled on February 10, 2026, is moved to February 16, 2026, via MS Teams, with the following time slots:

<b>Schools Division Office</b>	<b>School Heads of:</b>	<b>FGD Time Slot on February 16, 2026</b>
Biliran	Caibiran CS SPED Center Mapuyo Elementary School	
Calbayog City	Cag-olango Elementary School Palanogan Oriental Elementary School	8:30 to 10:00 in the morning <i>(excluding preliminaries)</i> via MS Teams
Leyte	Fatima Elementary School Malaguicay Elementary School	
Calbayog City	Tarabucan National High School Carayman National High School	
Leyte	Tinago National High School Polaongan National High School	1:00 to 2:30 in the afternoon <i>(excluding preliminaries)</i> via MS Teams
Southern Leyte	Divisoria National High School New Guinsaugon National High School	

3. For guidance and compliance, the following documents are attached:
  - a. Research Brief
  - b. Informed Consent Form (for signature)
  - c. List of FGD Participants (Region VIII)
4. All participants are respectfully requested to read the attached Research Brief prior to the scheduled Online FGD and accomplish and sign the Informed Consent Form.
5. All information shared during the discussion shall be treated with confidentiality and shall be used solely for research purposes, in accordance with the data protection plan of the study.
6. Immediate dissemination of and compliance with this Memorandum are desired.

**RONELO A. 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 By:  
OPCRF      PERFORMANCE      PLANNING



PPRD-MSM

February 4, 2026

**Dr. RONELO AL K. FIRMO, CESO IV**

Regional Director

Department of Education Region VIII

Tacloban City, Leyte

(053)832-4625

[region8@deped.gov.ph](mailto:region8@deped.gov.ph)

Dear Sir:

Blessings!

I extend my sincerest gratitude for the approval of the conduct of my study "**Appreciative Inquiry Approach In Addressing Organizational Culture Dilemmas In Learning-Focused School Leadership In DepEd Public Schools**" in the region. The undersigned who is a practitioner of Appreciative Inquiry Approach pursues the study as critical step in her passion project of developing Appreciative Inquiry-based Mentoring and Coaching Model in support of professional development and performance management.

It is in this view that the researcher respectfully requests your permission to allow selected school heads under your care to participate in the study as respondents through participation in **Online Focus Group Discussion** on February 10, 2026 for the selected elementary and secondary heads as respondents via MS Teams on the following time slots:

- Elementary School Heads - 8:30 to 10:00 in the morning excluding preliminaries
- Secondary School Heads – 1:00 to 2:30 in the afternoon excluding preliminaries

The meeting link shall be shared a day before the conduct of the FGD.

Attached is the Research Brief and the List of the Target Schools in which their school heads shall serve as respondents requesting that this be communicated to them through your official channels. In addition, may I request that attached Informed Consent Form be provided to them for their accomplishment of the form, signature and email to [cdrepia@up.edu.ph](mailto:cdrepia@up.edu.ph) before February 10, 2026.

Rest assured that this study will strictly ensure compliance with Data Privacy Law. All data that will be gathered shall be treated with utmost confidentiality. Should you have any clarification, I may also be reached through mobile phone number 09176576084/Viber number 09985841703 (Happy Che). My contact details may be shared with the target FGD participants.

It is with utmost optimism that the result of this study will provide knowledge that will be helpful and will contribute to our agency's thrust for learning-focused school leadership through appreciative inquiry approach.

Again, thank you very much to the full support to complete this research endeavor.

Very truly yours,

  
**CHEERYLOU D. REPIA**  
Researcher

## **INFORMED CONSENT FORM**

Study on "Appreciative Inquiry Approach in Addressing Organizational Culture Dilemmas in Learning-Focused School Leadership in DepEd Public Schools"

I have read and understood the Participant Information Sheet provided to me. I have had the opportunity to ask questions and have received satisfactory answers.

I voluntarily agree to participate in the research project conducted by Ms. Cherrylou D. Repia. I understand that I may withdraw and discontinue my participation at any time and will not be penalized for doing so.

I understand that the information I provide will be kept confidential and used only for the purposes of this research. The data protection plan was also explained to me, and I understand that the data will be stored in encrypted file storage and recordings will be deleted after transcription. I am aware of my right to review transcripts of my responses before finalization.

I consent to participate in this study and agree to the use of my anonymized data in research publications and presentations.

I agree to (please put the check mark:

- audio-recording
- taking photos
- video-recording during the interview

Name and Signature of Participant

Date

## RESEARCH BRIEF

### APPRECIATIVE INQUIRY APPROACH IN ADDRESSING ORGANIZATIONAL CULTURE DILEMMAS IN LEARNING-FOCUSED SCHOOL LEADERSHIP IN DEPED PUBLIC SCHOOLS

by Cherrylou D. Repia

#### About the study:

This study is a critical step to the passion project of the researcher to develop a framework for AI-based coaching and mentoring aligned with RPMS-PPST and centered on LFSL. It aims to offer a practical, context-sensitive solution to the school leadership challenges facing Philippine public schools today with the end in view of transforming school culture, empowering school heads, and ultimately improving educational outcomes.

Appreciative Inquiry approach is a process to help people focus upon what is working well, the positive core, and identifying strengths. This strategy helps individuals and systems shift their paradigm from a deficit-based perspective to a growth or strength-based perspective. On the other hand, learning-focused school leadership pays more attention to learning processes, contextual disparities between communities and schools, and the effects of historical disparity in educational results.

The exploratory sequential design, a mixed method in research, will be used in this study, which will first qualitatively explore the AI practices of a small sample size of school heads while they perform their LFSL tasks and then determine whether these qualitative findings were evident to a larger sample of participants through the quantitative phase.

#### Research Objectives:

This research aims to ascertain the practices of Appreciative Inquiry (AI) approach in addressing organizational culture dilemmas in learning-focused school leadership (LFSL) in select DepEd public schools as well as to seek an explanation of how organizational culture and norms facilitate AI in LFSL.

Specifically, it intends to:

1. determine LFSL practices implemented in DepEd public schools;
2. describe the organizational culture dilemmas in the implementation of LFSL;
3. assess the level of understanding of the participants about AI approach;
4. evaluate the extent to which AI approach address the organizational culture dilemmas;
5. analyze how AI approach and LFSL impact organizational culture dilemmas;
6. identify the mediating effects of appreciative coaching; and
7. develop a framework on AI-based coaching and mentoring in accordance with Results-based Performance Management System-Philippine Professional Standards for Teachers (RPMS-PPST).

#### Target Participants:

The research participants in this study will be school heads from pre-determined schools in the country coming from six regions – Regions I, IV-A, VI, VIII, IX and XII which were chosen based on the performance in the 2024 National Achievement Test.

Contact details of the researcher:

Email: [cdrepia@up.edu.ph](mailto:cdrepia@up.edu.ph); mobile phone number 09176576084  
Viber number 09985841703 (Happy Che); Facebook: Happiest Che