



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO DEL NORTE

Office of the Schools Division Superintendent

DIVISION MEMORANDUM
CID-2025-0587

To: Janette G. Veloso, CESO VI Assistant Schools Division Superintendent
Eduard C. Amoguis, Chief Education Supervisor

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

Date: July 2, 2025

1. This has referenace to DM-OUHROD-2025-1337 and RM HRDD-2025-139 regarding the conduct of **KADAKLAN** (KEEPING ACCOUNTABILITY AT THE CORE: DRIVING ACTION, KNOWLEDGE, LEADERSHIP TO ACCELERATE AND NURTURE) as Professional Development Program of the National Educators Academy of the Philippines (NEAP) for School leaders dated May 20, 2025 and June 9, 2025 respectively.
2. This program intensifies strong collaboration among instructional leaders in the Regional Office and SDOs toward effective learning outcomes and good governance of accountability and ethical leadership.
3. The conduct of this program is divided into 2 batches:

Activity	Dates	Participant	Venue
KADAKLAN Batch 1	July 14-18, 2025	Chief of the CID	DepEd Ecotech Cebu City
KADAKLAN Batch 2	July 28-Aug. 1, 2025	Chief of the SGOD	NEAP Baguio City

4. Participants are advised to confirm their attendance on or before July 4, 2025 through <http://tinyurl.com/REGISTRATION-KADAKLAN-2025>.
5. The expenses for the board and lodging be charged against NEAP Human Resource Development HRD funds while transportation, per diem, and other incidental expenses will be charged to SDO HRD Local funds subject to its availability and the usual accounting and auditing rules.
6. Immediate and wide dissemination of this memorandum is desired.

REYNALDO B. MELORIDA, CESO V
Schools Division Superintendent

eca/cid
FN: KADAKLAN_2025



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Republic of the Philippines
Department of Education
 DAVAO REGION

June 9, 2025

REGIONAL MEMORANDUM
 HRDD-2025-139

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

To: Assistant Regional Director
 Schools Division Superintendents
 RO Functional Division Chiefs

1. This has reference to DM- OUHROD-2025-1337 for the conduct of **KADAKLAN** as Professional Development Program of the National Educators Academy of the Philippines (NEAP) for school leaders, dated May 30, 2025.
2. This program intensifies strong collaboration among instructional leaders in the Regional Office and SDOs toward effective learning outcomes and good governance of accountability and ethical leadership.
3. The conduct of this program is divided into 2 phases:

Activity	Dates	Participants	Venue
KADAKLAN Batch 1	July 14-18, 2025	Chiefs of the CID, CLMD, FTAD, ESSD and AD	NEAP Baguio City
KADAKLAN Batch 2	July 28-August 01, 2025	Chiefs of the SGOD, PPRD, QAD, HRDD and FD SEPS to serve as Classroom Manager	

4. The confirmation of attendance is open on or before July 4, 2025 through <https://tinyurl.com/REGISTRATION-KADAKLAN-2025> or through <https://forms.office.com/r/bNA5eA76iy> and <https://tinyurl.com/KADAKLAN-EndorsementForm> or <https://forms.office.com/r/UidzQX4XRB> for SEPS.
5. The expenses for the board and lodging be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO HRD/Local Funds subject to the usual accounting and auditing rules and regulations.
6. Further details are explained in the enclosure.



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Department of Education
DAVAO REGION

7. Immediate dissemination of this Memorandum is desired.

ALLAN G. FARNAZO
Director IV
[Signature]

Encl.: As stated
ROH77/jb

DEPARTMENT OF EDUCATION RD.
RECORDS SECTION
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Republika ng Pilipinas
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 Concerned

FROM : WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development

Carmela C. Oracion
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 (face-to-face)
KADAKLAN Batch 2	28 July – 01 August 2025	

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
KADAKLAN Batch 1 (14-18 July 2025)	Curriculum Implementation Division (CID) Chiefs	219
	Curriculum and Learning Management Division (CLMD) Chiefs	17
	Field Technical Assistance Division (FTAD) Chiefs	17
	Education Support Services Division (ESSD) Chiefs	17
	Administrative Division Chiefs	17
Total		287
KADAKLAN Batch 2 (28 July – 01 August 2025)	School Governance and Operations Division (SGOD) Chiefs	219
	Policy, Planning, and Research Division (PPRD) Chiefs	17
	Quality Assurance Division (QAD) Chiefs	17
	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/bNA5eA76jy>) **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
KADAKLAN Batch 1 (14-18 July 2025)	CAR	2
	NCR	2
	I	2
	II	2
	III	2
	IV-A	2
Total		12
KADAKLAN Batch 2 (28 July – 01 August 2025)	IV-B	2
	V	1
	VI	1
	VII	1
	VIII	1
	IX	1
	X	1
	XI	1
	XII	1
	XIII	1
Total		12

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 neap.pdd@deped.gov.ph or landline (02) 8715-9919.
10. For immediate dissemination and appropriate action.

Copy furnished:

OFFICE OF THE SECRETARY

OFFICE OF THE UNDERSECRETARY FOR OPERATIONS



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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														
	<table><tr><td>Nationalistic Song</td><td rowspan="3">AVP</td></tr><tr><td>Prayer</td></tr><tr><td>Quality Policy</td></tr><tr><td>Message of Support</td><td>WILFREDO E. CABRAL Undersecretary Human Resource and Organizational Development</td></tr><tr><td>Inspirational Message</td><td>CARMELA C. ORACION Assistant Secretary Human Resource and Organizational Development (National Educators Academy of the Philippines)</td></tr><tr><td>Welcome Remarks</td><td>JENNIFER E. LOPEZ Director IV National Educators Academy of the Philippines</td></tr><tr><td>Overview</td><td>MARIFE T. MORCILLA Project Development Officer V National Educators Academy of the Philippines</td></tr><tr><td>Acknowledgement of Participants</td><td>ALEXANDER SIMAGALA Project Development Officer IV National Educators Academy of the Philippines</td></tr></table>	Nationalistic Song	AVP	Prayer	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
Nationalistic Song	AVP														
Prayer															
Quality Policy															
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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 that Lead)

TIME	TOPICS	OBJECTIVES
		At the end of the session, the School Heads will be able to do the following:
8:00 – 8:30 a.m.	MANAGEMENT OF LEARNING	
8:31 – 10:30 a.m.	Leading with Purpose – The Role of Supervisors in Shaping Educational Culture	<ul style="list-style-type: none">understand the influence of leadership behavior on organizational culture in educational settingsanalyze and reflect on current leadership practices that shape workplace culturevalue the importance of leading by example in fostering a positive, inclusive, and learner-centered environment
10:31 – 10:45 a.m.	HEALTH BREAK	
10:46 a.m. – 12:00 p.m.	Leading with Purpose – The Role of Supervisors in Shaping Educational Culture	
12:01 – 1:00 p.m.	LUNCH BREAK	



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1:01 – 3:00 p.m.	Values-Based Leadership in Curriculum and Change Management	<ul style="list-style-type: none">recognize principles of values-based leadership in curriculum implementation and change processesapply ethical frameworks in making curriculum-related decisionsadvocate for fairness, inclusivity, and respect in leading curricular and systemic changes
3:01 – 3:15 p.m.	HEALTH BREAK	
3:16 – 4:30 p.m.	Values-Based Leadership in Curriculum and Change Management	
4:31 – 5:00 p.m.	END-OF-DAY EVALUATION	

Day 3 (Hands that Build)

Day 3 (Hands that Build)

TIME	TOPICS	OBJECTIVES At the end of the session, the School Heads will be able to do the following:
8:00 – 8:30 a.m.	MANAGEMENT OF LEARNING	
8:31 – 10:30 a.m.	Technology for Curriculum Monitoring and Instructional Support	<ul style="list-style-type: none">• 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
10:31 – 10:45 a.m.	HEALTH BREAK	
10:46 a.m. – 12:00 p.m.	Technology for Curriculum Monitoring and Instructional Support	
12:01 – 1:00 p.m.	LUNCH BREAK	
1:01 – 3:00 p.m.	Leading Continuous Improvement and Innovation	<ul style="list-style-type: none">• recognize the principles and tools of continuous improvement in education• facilitate data-informed reflection and innovation initiatives; and• embrace a mindset of learning, adaptability, and growth
3:01 – 3:15 p.m.	HEALTH BREAK	
3:16 – 4:30 p.m.	Leading Continuous Improvement and Innovation	
4:31 – 5:00 p.m.	END-OF-DAY EVALUATION	

Day 4 (Minds that Illuminate)

		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.	MANAGEMENT OF LEARNING	
8:31 – 10:30 a.m.	Building Shared Accountability Frameworks	<ul style="list-style-type: none">• understand the elements and processes of an effective shared accountability framework• design a system that tracks progress and clarifies stakeholder roles in achieving educational goals• promote collaboration and trust among education stakeholders
10:31 – 10:45 a.m.	HEALTH BREAK	
10:46 a.m. – 12:00 p.m.	Building Shared Accountability Frameworks	
12:01 – 1:00 p.m.	LUNCH BREAK	



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1:01 – 3:00 p.m.	Mentoring and Coaching for Leadership Development	<ul style="list-style-type: none">• understand effective mentoring and coaching principles aligned with leadership development• design mentoring strategies supported by data and AI tools• commit to empowering others through supportive professional relationships
3:01 – 3:15 p.m.	HEALTH BREAK	
3:16 – 4:30 p.m.	Mentoring and Coaching for Leadership Development	
4:31 – 5:00 p.m.	END-OF-DAY EVALUATION	

Day 5

TIME	ACTIVITY
7:30 – 8:00 a.m.	MANAGEMENT OF LEARNING
8:01 – 10:00 a.m.	Workshop on Action Planning The Chiefs will be able to do the following: <ul style="list-style-type: none">• 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



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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	Wednesday	Thursday	Friday
Breakfast		✓	✓	✓	✓
AM Snack		✓	✓	✓	✓
Lunch		✓	✓	✓	✓
PM Snack	✓	✓	✓	✓	
Dinner	✓	✓	✓	✓	

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		✓	✓	✓	✓
AM Snack		✓	✓	✓	✓
Lunch		✓	✓	✓	✓
PM Snack	✓	✓	✓	✓	
Dinner	✓	✓	✓	✓	



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 Republic of the Philippines
Department of Education
 DAVAO REGION

June 19, 2025

REGIONAL MEMORANDUM
HRDD-2025-144

**CORRIGENDUM ON THE CONDUCT OF THE PROFESSIONAL
DEVELOPMENT PROGRAM: KADAKLAN**


To: Assistant Regional Director
Schools Division Superintendents
RO Functional Division Chiefs

1. This has reference to Advisory dated June 10, 2025, on the conduct of KADAKLAN as Professional Development Program of the National Educators Academy of the Philippines (NEAP) for school leaders. Refer to the changes below.

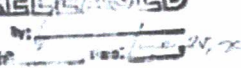

Activity	Dates	Participants	Original Venue	New Venue
KADAKLAN Batch-T	July 14-18, 2025	CES and CAO of CID, CLMD, FTAD, ESSD and AD	NEAP Baguio City	DepEd Ecotech, Cebu City




2. All other provisions stated in the previous Memorandum HRDD-2025-139, shall remain in effect. Further details are found in the enclosure.

3. Immediate dissemination of this Memorandum is desired.



ALLAN G. FARNAZO
 Director IV

Encl: As stated
Respectfully,

DEPARTMENT OF EDUCATION - DAVAO REGION
 RECORDS SECTION
RELEASED
 By: 
 Date: 

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Department of Education

OFFICE OF THE ASSISTANT SECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

June 10, 2025

ADVISORY

In reference to DepEd Memorandum DM-OUHROD-2025-1337, titled "**Conduct of the Professional Development Program: KADAKLAN (Keeping Accountability at the Core: Driving Action, Knowledge, and Leadership to Accelerate and Nurture)**," dated May 27, 2025, this is to inform all participating chiefs and classroom managers from the various Regional and Schools Division Offices that there is a change in venue for KADAKLAN Batch 1, as detailed below:

ACTIVITY	PARTICIPANTS	CLASSROOM MANAGER/S	ORIGINAL VENUE	NEW VENUE
KADAKLAN Batch 1 (14-18 July 2025)	<ul style="list-style-type: none">Curriculum Implementation Division (CID) ChiefsCurriculum and Learning Management Division (CLMD) ChiefsField Technical Assistance Division (FTAD) ChiefsEducation Support Services Division (ESSD) ChiefsAdministrative Division Chiefs	<ul style="list-style-type: none">CARNCRRegion IRegion IIRegion IIIRegion IV-A CALABARZON	NEAP Baguio, Baguio City	DepEd Ecotech Center, Cebu City

Classroom managers are expected to arrive at the venue on the evening of Sunday, July 13, 2025. Dinner will be the first meal served for the members of the Program Management Team.

Participants are advised to strictly follow the training schedule and are required to complete all assigned outputs in order to earn 15 Continuing Professional Development (CPD) credit units from the professional development program.



Any rebooking expenses incurred due to this change of venue may be charged to Central Office (CO), Regional Office (RO), or Schools Division Office (SDO) local and HRD funds, subject to the usual accounting and auditing rules and regulations.

For further inquiries or clarifications, you may contact the NEAP – Professional Development Division via email at neap.pdd@deped.gov.ph or landline at (02) 8715-9919.

Thank you for your continued understanding and cooperation.

Carmela C. Oracion

CARMELA C. ORACION

Assistant Secretary

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

[NEAP-PDD/Pagba]



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