



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

Office of the Schools Division Superintendent

January 30, 2026

DIVISION MEMORANDUM
No. 0044, s. 2026

IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE CONDUCT OF THE SBM LEADERSHIP TRAINING NEEDS SURVEY

To: Assistant Schools Division Superintendent
Chief Education Supervisor, Curriculum Implementation Division
Chief Education Supervisor, Schools Governance and Operation Division
All Public Schools District Supervisors
School Heads of Elementary, Secondary, and Integrated Schools
Administrative Officers II, Administrative Assistants II and III
All Other Concerned

1. This Office disseminates Regional Memorandum FTAD-2026-003, transmitting DepEd Memorandum DM-OUHROD-2026-0149 dated January 23, 2026, titled "Implementation of School Organizational Diagnosis through the Conduct of the SBM Leadership Training Needs Survey."
2. The Department of Education recognizes the critical role of school heads in fostering effective school governance and supports the strengthened implementation of the revised School-Based Management (SBM) system as outlined in DepEd Order No. 007, s. 2024. The survey aims to gather grassroots-level information on leadership training needs to guide capacity-building interventions.
3. All School Heads are required to accomplish the SBM Leadership Training Needs Survey through the Google Form accessible at:
tinyurl.com/SBMFY26-SurveyForm
Deadline: February 9, 2026
4. To ensure the orderly conduct of the survey, the following guidelines shall be observed:
 - a. Only one survey form must be submitted by each school head, even if overseeing more than one school.
 - b. Respondents must ensure that all required school information is accurate and complete.
 - c. Multiple submissions are strictly prohibited; answers must be reviewed before final submission.
 - d. Use of DepEd email accounts (personal or school) is encouraged.
5. The results of the survey shall serve as the basis for planning and implementing future SBM-related capacity-building activities of the Division.
6. Immediate dissemination of and strict compliance with this Memorandum is directed.

REYNALDO B. MELLORIDA, CESO V
Schools Division Superintendent

For the Schools Division Superintendent:

JANETTE G. VELOSO, CESO VI
Assistant Schools Division Superintendent



Enclosure: As Stated
SCOD- CBG
FN: IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE CONDUCT OF THE SBM LEADERSHIP TRAINING NEEDS SURVEY



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Republic of the Philippines
Department of Education
 DAVAO REGION

January 26, 2026

REGIONAL MEMORANDUM
 FTAD-2026-003

DISSEMINATION OF DM-OUHROD-2026-0149 ON THE IMPLEMENTATION OF
 SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE CONDUCT
 OF THE SBM LEADERSHIP TRAINING NEEDS SURVEY

To: Schools Division Superintendents
 Chief ES, FTAD

1. Enclosed is a copy of DepEd Memorandum DM-OUHROD-2026-0149 dated January 23, 2026, entitled "*Implementation of School Organizational Diagnosis through the Conduct of the SBM Leadership Training Needs Survey*," for reference and guidance.
2. All School Heads are hereby required to accomplish the survey through tinyurl.com/SBMFY26-SurveyForm on or before February 9, 2026. The results shall serve as basis for planning future capacity-building initiatives. Further details are provided in the attached memorandum.
3. Immediate dissemination and compliance with this Memorandum are directed.

ALLAN G. FARNAZO
 Director IV

Encl.: As stated

ROF2/RSM

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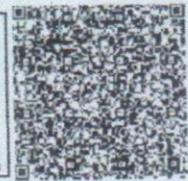


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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

DEPARTMENT OF EDUCATION ROX
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MEMORANDUM
DM-OUHROD-2026-0149

**TO : REGIONAL DIRECTORS
 SCHOOLS DIVISION SUPERINTENDENTS
 FIELD TECHNICAL ASSISTANCE DIVISION, CHIEFS
 SCHOOL GOVERNANCE AND OPERATIONS DIVISION, CHIEFS
 REGIONAL AND DIVISION SBM COORDINATORS
 ALL OTHERS CONCERNED**

ATTENTION : ALL PUBLIC SCHOOL HEADS

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

E-signed by
 Wilfredo Cabral
 1/23/2026 4:36:20 PM

**SUBJECT : IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS
 THROUGH THE CONDUCT OF THE SBM LEADERSHIP
 TRAINING NEEDS SURVEY**

DATE : January 23, 2026

The Department of Education (DepEd) recognizes the critical role of competent school heads in fostering effective and high-performing public schools. As primary leaders of their respective institutions, school heads are entrusted with various responsibilities that require continuous enhancement and development of their leadership competencies.

With the official issuance of **DepEd Order No. 007, s. 2024**, or the *Policy Guidelines on the Implementation of the Revised School-based Management (SBM) System*, the Department has provided an opportunity for a simplified and strengthened understanding and application of SBM. The abovementioned policy emphasizes foundational principles designed to guide and support the daily operations of public schools, ensuring alignment with the intended framework for school governance and management.

Through the lens of organizational development, the Office of the Undersecretary for Human Resource and Organizational Development and Infrastructure (OUHRODI)

Handwritten signature



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|----------------|-------------|------|--------|
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| Effectivity | 09.20.21 | Page | 1 of 2 |



aims to gather grassroots-level information on the leadership training needs of school heads as part of its organizational diagnosis. This initiative shall allow the Department to comprehensively identify the scope of needs, prioritize training interventions, and establish a structured framework for capacity-building programs tailored to SBM leadership.

To advance this objective, the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) shall conduct the SBM Leadership Training Needs Survey effective upon issuance of this Memorandum until February 9, 2026.

The guidelines to ensure the proper and orderly administration of the survey are as follows:

1. The FTAD and SGOD shall ensure the proper dissemination of this Memorandum.
2. The Google Survey Form can be accessed at tinyurl.com/SBMFY26-SurveyForm.
3. The school head is tasked to complete the survey. In cases where a school head oversees more than one public school, only one survey form must be submitted.
4. The respondent must ensure that all basic school information provided in the survey is accurate and complete.
5. Multiple submissions are not allowed. Respondents are expected to carefully review their answers before submitting the survey form.
6. If possible, only DepEd email addresses (personal and school accounts) should be used and declared for this purpose.

For clarifications and inquiries, you may contact BHROD-SED via email at bhrod.sed@deped.gov.ph or by telephone at (02) 8633-5397.

For guidance and compliance.

Copy furnished:
Office of the Secretary, Department of Education

