



23-24864

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

Office of the Schools Division Superintendent

DIVISION MEMORANDUM
SGOD-2023-0159

To: Assistant Schools Division Superintendent
Chief Education Program Supervisor, CID
Chief, Education Program Supervisor, SGOD
Education Program Supervisors, CID
Education Program Supervisor, SGOD
Public Schools District Supervisors
Concerned Public School Heads, Integrated, Elementary, Secondary Schools
Private Schools
All others concerned

Subject: **INFORMATION ON THE LEARNING PATHWAYS FOR NON-TEACHING PERSONNEL TRAINING SERIES**

Date: May 30, 2023

1. Attached is memorandum HRDD-2023-118 dated May 29, 2023 and letter of Invitation of Jeffrey Mayor, LPT, Career for Human Research & Development Foundation, Inc. (CHRDFI) Program Director, relative to the **Information on the Learning Pathways for Non-Teaching Personnel Training Series**. Details of the program, date of conduct, venue, and the platform are provided in the enclosures.
2. Other important details are stipulated in the attachments.
3. Participation to the said activity shall be voluntary and subject to the policy on “No Disruption of Classes” per DepEd order No. 9, s. 2005 titled “Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith”, and on D.O. 030, s.2021, on the Multi-Year Implementing Guidelines on the Allocation and Utilization of the Human Resource Development Fund for Teachers and School Leaders shall be strictly observed.
4. In participating in the different activities, the **Equal Opportunities Principle (EOP)** shall be observed at all times where all individuals are fully recognized regardless of gender, religion, ethnicity, and political affiliations.
5. Immediate dissemination of this memorandum is desired.

Enclosed: As stated
SGOD/jam



REYNALDO B. MELLORIDA, CESO V
Schools Division Superintendent

DR. EDUARD C. AMOGUIS
Chief Education Supervisor
Curriculum Implementation Division





Republic of the Philippines
Department of Education
 DAVAO REGION

Office of the Regional Director

REGIONAL MEMORANDUM

HRDD-2023-118

To : Assistant Regional Director
 Schools Division Superintendents

Subject: INFORMATION ON THE LEARNING PATHWAYS FOR
 NON-TEACHING PERSONNEL TRAINING SERIES

Date : May 29, 2023

The Center for Human Research & Development Foundation Inc., invites participation to the **Learning Pathways for Non-Teaching Personnel Training Series**. Details of the program, date of conduct, venue, and the platform, are provided in the enclosures.

In view thereof, the participation of DepEd personnel is voluntary. Compliance to DO 030, s. 2021 on the allowable expenses, utilization of HRD Funds, and the procurement of services from the NEAP-Recognized Learning Service Providers (LSPs), as stipulated in the Multi-Year Implementing Guidelines shall be strictly implemented.

For questions, contact chrdf.inc@gmail.com, or through 09989925601.

Immediate dissemination on this Memorandum is desired.

ALLAN G. FARNAZO
 Director IV

Enclosed: As Stated.

ROHS/mtb

23-19569

11/29/23



Center for Human Research & Development Foundation Inc.

7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



May 24, 2023

The Office of the Regional Director
Department of Education



Dear Sir/ Madam:

Greetings in the name of transformative education!

Since 1994, the Center for Human Research and Development Foundation Inc. as a non-stock and non-profit organization collaborated to various community stakeholders in providing high quality and relevant learning and development programs. As the new year begins, we have designed year-long professional development programs for non-teaching personnel. We are well aware on the various steps carried out by the Department of Education to improve the education over the years. We are one in lauding and celebrating all these unwavering efforts and achievements.

As an authorized NEAP learning service provider and official partner of DepEd in professional training for teachers and school leaders, we would like to extend our programs for the non-teaching personnel. We develop the **LEARNING PATHWAYS FOR NON-TEACHING PERSONNEL TRAINING SERIES**. This will be a 5 batches of training and development programs designed for the office workers in educational settings. We strongly believe in the power of training and development as manifestation of U.N. SDG 4- Education, specifically on providing opportunities for lifelong learning to keep every initiatives and reforms in the public school system running.

For an organization to be effective and be able to deliver its intended outcomes, its workforce needs to be skilled, competent and confident. Across all sectors, it means that they are subject to continual change, especially in the Volatile, Uncertain, Complex, and Ambiguous (VUCA) world that we are living. The pandemic is a real game changer. The non-teaching employees' competence requires enhancement and operate by being flexible, agile and continually evolving.

The programs we prepared is consistent to DepEd Order no. 32, s. 2011 or Policies and Guidelines on Training and Development (T&D) Programs and Activities and DepEd Order no. 40 s. 2020 or Implementation of Learning and Development for Non-Teaching Personnel in the Department of Education in View of the COVID-19 Pandemic.

Title of program	Date of Conduct	Venue
International Seminar Workshop on Effective Work Management for Non-Teaching Personnel	June 9- 11, 2023 September 15-17, 2023	Zoom App & U.P. Diliman Quezon City



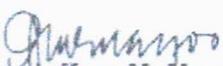
National Seminar Workshop on Enhancing Competencies and Capabilities of Non-Teaching Personnel	August 18-21, 2023	Purely online
International Seminar Workshop on SDG4 Education for Non-Teaching Personnel as Lifelong Learners	November 25, 26 & 30, 2023	Baguio City (Blended)
International Seminar Workshop on Strategic Leadership and Management for Human Resource Professionals in Educational Settings	December 6-8, 2023	Baguio City (Onsite)

With this, I together with the officers of our organization will be very grateful and honored if your good office can help us disseminate information about the abovementioned learning events to all interested parties through an advisory.

For any questions, you may contact us at 09989925601 (text only) or email me at chrdf.inc@gmail.com for complete details such as registration fee and program details.

Thank you and we look forward to serving you.

Sincerely yours,


Mr. Jeffrey M. Mayor, LPT
Program Director, CHRDF Inc.

LEARNING PATHWAYS FOR NON-TEACHING PERSONNEL TRAINING SERIES



Program description:

This program has been designed for all non-teaching personnel who are responsible in providing technical support in the effective delivery and implementation of Basic Education Development Plan 2030. This will be a series of interrelated seminar-workshops that aims to provide opportunities for upskilling and retooling of the allied services personnel in DepEd such as planning officer, human resource management officers, accountants, cashiers, librarians, office clerks, secretaries, admin officers and other support personnel.

The focus of the various training programs are the identified core behavioral competencies based on evidenced-based practices here and abroad. Meaningful guidance and skills will be provided so that the participants may be able to attain or exceed objectives with intended learning outcomes together with other members of their organization.

Program objectives:

By the end of each seminar- workshop, participants will be able to:

- Enumerate the expectations of administrators for all academic support staff;
- Provide opportunity for benchmarking;
- Apply critical steps for effective planning and project implementation;
- Explain the value of establishing and maintaining work relations;
- Implement guidelines for work innovation and managing change;
- Apply the critical steps for high quality decision-making; and;
- Conduct effective meeting using the required guidelines

Program highlights:

- Meet and learn from industry practitioners
- Enhancement of professional portfolio
- Gain in-depth knowledge about adult learning, leadership and work management
- Participate in workshops to acquire high relevant skills