



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

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**  
**SGOD-2025-0107**

**To:** Assistant Schools Division Superintendent  
Chief Education Supervisor, SGOD  
Chief Education Supervisor, CID  
All Education Program Supervisors  
All Public Schools District Supervisors  
All School Heads

**Subject:** PARTICIPATION IN THE MASTER CLASS TITLED “LEADERSHIP WITH  
PURPOSE: FOSTERING VALUES-BASED LEADERSHIP IN SCHOOL  
MANAGEMENT”

**Date:** MARCH 17, 2025

1. In reference to Regional Memorandum HRDD-2025-052 dated March 11, 2025 about the master class for school principals on March 31 to April 4, 2025 at NEAP Baguio City, this office informs the participation of the following school heads in the said activity:
  1. Jocelyn D. Fernandez, Principal IV
  2. Aser M. Samsona, Principal IV
  3. Dominador P. Alagdon, Principal IV
2. Their participation in the said learning session is subject to DepEd Order No. 46, s. 2022 or Omnibus Travel Guidelines for all Department of Education personnel. Registration, Travel, and Accommodation shall be charged against School MOOE or other local funds available, subject to the usual accounting and auditing rules and guidelines.
3. In adherence to all policies, everyone is encouraged to continuously support and value equality and diversity (Equal Opportunity Principle) within the Department.

*Page 1 of 2*



Address: Mankilam, Tagum City, Davao del Norte

Telephone Number: (084) 823 5170

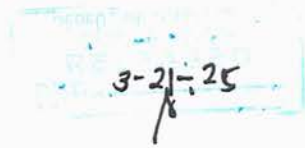
Website: [www.depeddavnor.ph](http://www.depeddavnor.ph) | Facebook: DepEd Davao del Norte

4. Immediate dissemination of this memorandum is desired.

**REYNALDO B. MELLORIDA, CESO V**  
Schools Division Superintendent

For and in the absence of

**JANETTE G. VELOSO, CESO VI**  
Assistant Schools Division Superintendent



Enclosure/s: As stated  
SGOD-rtp

Page 2 of 2



Address: Mankilam, Tagum City, Davao del Norte  
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Republic of the Philippines  
**Department of Education**  
 DAVAO REGION

March 11, 2025

REGIONAL MEMORANDUM  
 HRDD-2025-052

**PARTICIPANTS TO THE MASTER CLASS TITLED "LEADERSHIP WITH PURPOSE:  
 FOSTERING VALUES-BASED LEADERSHIP IN SCHOOL MANAGEMENT"**

To: Assistant Regional Director  
 Schools Division Superintendents

1. Herewith is DM-OUHROD-2025-0560 from the Bureau of Human Resource and Organizational Development-National Educators Academy of the Philippines (NEAP) regarding the master class for school principals on March 31 to April 4, 2025 at NEAP Baguio City.

2. The activity shall be participated by the following:

Name	Position	Division
Jocelyn D. Fernandez	Principal IV PESFA-President	Davao del Norte
Aser M. Samsona	Principal IV NAPPSSHI President	Davao del Norte
Dominador P. Alagdon	Principal IV NAPPSSHI Vice President	Davao del Norte
Jether D. Ortega	Principal I	Davao Occidental
Admer B. Del Valle	Assistant School Principal	Davao Oriental
Modem O Demua	Principal I	Mati City
Ryan C. Nalam	Principal I	Davao del Sur
Iris G. Separis	Principal I	Panabo City
Erwin Aleria Manuel	Principal I	Davao de Oro
Melanie S. Labiao	Principal I	Digos City

3. For information relative to the activity, refer to the enclosures.

4. Contact Billy Rei Pagba of the Bureau of Human Resource and Organizational Development-NEAP Professional Development Division through (02) 8715-9919, for inquiries.

5. Immediate dissemination of this Memorandum is desired.

DEPARTMENT OF EDUCATION - DAVAO REGION

RECORDS SECTION

RELEASED

ALLAN G. FARNAZO  
 Director

Encl.: As stated  
 ROHS/mbt

3.13.2025 46750



Address: F. Torres St., Davao City (8000)  
 Telephone Nos.: (082) 291-0051  
 Email Address: region11@deped.gov.ph  
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## Department of Education


OFFICE OF THE UNDERSECRETARY  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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MEMORANDUM  
DM-OUHROD-2025-0560

TO : Regional Directors  
Schools Division Superintendents  
HRDD Chiefs/NEAP R Focal Persons  
School Heads  
All Others Concerned

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

  
**CARMELA C. ORACION**  
Assistant Secretary  
Human Resource and Organizational Development  
(National Educators Academy of the Philippines)

SUBJECT : MASTER CLASS TITLED "LEADERSHIP WITH PURPOSE:  
FOSTERING VALUES-BASED LEADERSHIP IN SCHOOL  
MANAGEMENT"

DATE : 26 February 2025

1. The National Educators Academy of the Philippines (NEAP) provides teachers and school leaders with a range of master classes that are strategically designed and developed based on their training needs, aligned with professional standards, responsive to 21<sup>st</sup> century challenges and requirements, and delivered by expert practitioners.
2. In this regard, NEAP, in partnership with Community and Corporate Learning for Innovation Inc., ReVibe Social Impact Consulting Inc., and Canva Philippines, will conduct a **Master Class** titled **Leadership with Purpose: Fostering Values-Based Leadership in School Management** on **31 March – 04 April 2025** at **NEAP Baguio**.
3. The said master class aims to equip school principals with the knowledge base and paradigm to navigate challenges, inspire transformation, and contribute to the fulfillment of DepEd's mission of providing quality education services to learners. Specifically, it has the following objectives:
  - a. Enhance skills of school heads in communicating DepEd core values and ensuring ethical and inclusive leadership;

- b. Build leadership resilience and adaptability by anchoring leadership actions in core values to navigate school environment effectively; and
  - c. Strengthen school heads' self-awareness and leadership capacity to inspire growth in others and nurture productive and inclusive relationships within teams and communities.
4. The master class targets one hundred sixty (160) school heads nationwide. Each Regional Office (RO) is expected to send ten (10) school heads based on the following allocation and qualifications:

No. of Participants per RO	Qualifications	Remarks
3	Presidents of regional associations of school heads	(a) President of the National Association of Public Secondary School Heads Inc. (NAPSSHI) (b) President of the Philippine Elementary School Principals Association (PESPA) (c) President of the National Alliance of Private Schools Philippines (NAPSPHIL)
7	Newly appointed school principals	Their appointment must have taken place from January 2024 to February 2025.
<b>10</b>	<b>TOTAL</b>	

Each RO must complete the endorsement form for their respective training participants through the link <https://forms.office.com/r/vgDG1T27UH> on or before 10 March 2025.

5. For reference, attached are the following documents:
  - a. **Enclosure 1** – Training Matrix
  - b. **Enclosure 2** – List of Program Management Team Members and Facilitators
6. The participants are advised to check in on 30 March 2025 (Sunday), 4:00 p.m. and check out on 04 April 2025 (Friday), 5:00 p.m. Please see the meal schedule below.

Meals	Day 0 Sun	Day 1 Mon	Day 2 Tue	Day 3 Wed	Day 4 Thu	Day 5 Fri
Breakfast		✓	✓	✓	✓	✓
AM Snack		✓	✓	✓	✓	✓
Lunch		✓	✓	✓	✓	✓
PM Snack		✓	✓	✓	✓	✓
Dinner	✓	✓	✓	✓	✓	

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 board and lodging of the resource persons and participants will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to Central Office/Regional Office/Schools Division Office HRD/HRTD fund or other local funds subject to the usual accounting and auditing rules and regulations.



9. For further questions and clarifications, please contact **Mr. Billy Rei Pagba**, Senior Education Program Specialist, NEAP Professional Development Division, through email [neap.pdd@deped.gov.ph](mailto: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**

*Cor*

*[NEAP-PDD/ Pagba/ Cabiling]*



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**Department of Education**  
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 1

## TRAINING MATRIX

**LEADERSHIP WITH PURPOSE:**  
**Fostering Values-Based Leadership in School Management**  
*A Master Class Program for School Principals*  
in partnership with Community and Corporate Learning for Innovation, Inc.,  
ReVibe Social Impact Consulting, Inc., and Canva Philippines

Day 1 – March 31, 2025

TIME	ACTIVITY	
8:00 AM – 10:30 AM	INGRESS	
10:31 AM – 11:30 NN	OPENING PROGRAM	
	National Anthem	AVP
	Prayer	
	Quality Policy	
	Message of Support	<b>WILFREDO E. CABRAL</b> Undersecretary Department of Education
	Welcome Remarks	<b>CARMELA C. ORACION</b> Assistant Secretary Human Resource and Organizational Development
	Overview	<b>JENNIFER E. LOPEZ</b> Director IV National Educators Academy of the Philippines
	Acknowledgment	<b>MARIFE T. MORCILLA</b> PDO V National Educators Academy of the Philippines
11:30 AM – 12:00 NN	PRE-ASSESSMENT	
12:01 PM – 1:00 PM	LUNCH BREAK	
TIME	TOPICS	OBJECTIVES
1:01 PM – 3:00 PM	<b>Lead with Purpose: Schooling the Present and Future with Values</b>  Dr. Carmela C. Oracion Assistant Secretary Human Resource and	At the end of the session, the School Heads will be able to do the following: <ul style="list-style-type: none"><li>identify strategies for balancing rational decision- making (IQ) and empathetic leadership (EQ) in</li></ul>



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	<i>Organizational Development</i>	<p>school management;</p> <ul style="list-style-type: none"><li>• demonstrate how to integrate values-based principles into daily school leadership practices to inspire teachers, learners, and other school stakeholders; and</li><li>• commit to applying ethical and purpose-driven decision-making in leadership situations through personal reflection and action planning.</li></ul>
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	<p><b>Lead with Purpose: Schooling the Present and Future with Values</b></p> <p>Dr. Carmela C. Oracion <i>Assistant Secretary Human Resource and Organizational Development</i></p>	
4:31 PM – 5:00 PM	END OF DAY EVALUATION	

#### Day 2 – April 1, 2025

TIME	TOPICS	OBJECTIVES At the end of the session, the School Heads will be able to do the following:
8:00 AM – 8:30 AM	MANAGEMENT OF LEARNING	
8:31 AM – 10:30 AM	<p><b>Leading with Purpose: Mastering Growth and Connections</b></p> <p>Mr. Anthony Pangilinan <i>ReVibe Social Impact Consulting, Inc.</i></p>	<ul style="list-style-type: none"><li>explore foundations in leading with passion in the field through reflecting on the impact and purpose of teaching;</li><li>recognize how actions shape the school culture and inspire other to grow;</li><li>value importance</li></ul>
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	<p><b>Leading with Purpose: Mastering Growth and Connections</b></p> <p>Mr. Anthony Pangilinan <i>ReVibe Social Impact Consulting, Inc.</i></p>	





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		<p>of supporting teams and students while helping them grow;</p> <ul style="list-style-type: none"><li>• evaluate how guidance and support to one's progress lead to success of the school community;</li><li>• grasp the significance of trusting others with leadership responsibilities as a tool for growth; and</li><li>• recommend ways of creating a strong network of leaders who can help others grow and succeed.</li></ul>
12:01 NN – 1:00 PM	LUNCH BREAK	
1:01 PM – 3:00 PM	<p><b>Exploring Feedback Mechanisms to Inspire Teacher Growth and Development</b></p> <p>Dr. Marife T. Morcilla PDO V, National Educators Academy of the Philippines</p>	<ul style="list-style-type: none"><li>• recognize the impact of performance feedback on teacher growth and efficiency; and</li><li>• support the development of feedback mechanisms supporting the professional development of teachers.</li></ul>
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 3:30 PM	<p><b>Exploring Feedback Mechanisms to Inspire Teacher Growth and Development</b></p> <p>Dr. Marife T. Morcilla PDO V,</p>	



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	<i>National Educators Academy of the Philippines</i>	
4:31 PM – 5:00 PM	END OF DAY EVALUATION	

**Day 3 – April 2, 2025**

TIME	TOPICS	<b>OBJECTIVES</b> At the end of the session, the School Heads will be able to do the following:
8:00 AM – 8:30 AM	MANAGEMENT OF LEARNING	
8:31 AM – 10:30 AM	<b>Championing Integrity in Personal &amp; Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads</b>  Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	<ul style="list-style-type: none"> <li>explain the core principles of integrity and ethical leadership in the context of school governance;</li> <li>identify challenges and best practices in promoting integrity within their schools based on real-life case studies;</li> </ul>
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	<b>Championing Integrity in Personal &amp; Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads</b>  Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	<ul style="list-style-type: none"> <li>analyze scenarios of ethical dilemmas in school leadership and propose appropriate integrity-based solutions; and</li> <li>advocate for policies and practices that reinforce integrity and professional standards in school leadership.</li> </ul>
1:00 PM	LUNCH BREAK	





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1:01 PM – 3:00 PM	<b>Championing Integrity in Personal &amp; Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads</b>  Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	<ul style="list-style-type: none"><li>• explain the core principles of integrity and ethical leadership in the context of school governance;</li><li>• identify challenges and best practices in promoting integrity within their schools based on real-life case studies;</li><li>• analyze scenarios of ethical dilemmas in school leadership and propose appropriate integrity-based solutions; and</li><li>• advocate for policies and practices that reinforce integrity and professional standards in school leadership.</li></ul>
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	<b>Championing Integrity in Personal &amp; Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads</b>  Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	
4:31 PM – 5:00 PM	END OF DAY EVALUATION	

#### Day 4 – April 3, 2025

TIME	TOPICS	OBJECTIVES
8:00 AM – 8:30 AM	MANAGEMENT OF LEARNING	
9:00 AM – 10:30 AM	<b>Strategic Management and Data Analysis</b>  Dr. Arturo J. Patungan, Jr., Mr. Anthony Vhic R.	<ul style="list-style-type: none"><li>• synthesize the different principles of strategic management and the role of data</li></ul>





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	Cedo <i>Canva Philippines</i>	<p>analysis in making informed decisions for school improvement;</p> <ul style="list-style-type: none"><li>• apply data analysis techniques to interpret school performance metrics and create actionable strategies that address identified needs and challenges; and</li><li>• appreciate the value of data-driven decision-making in fostering accountability, transparency, and continuous improvement in school management.</li><li>• infer the principles and potential applications of artificial intelligence (AI) in conducting research that aligns with ethical standards and values-based leadership;</li><li>• demonstrate the ability to use AI tools to analyze and interpret data effectively while ensuring the research outputs remain aligned with</li></ul>
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	<b>Strategic Management and Data Analysis</b>  Dr. Arturo J. Patungan, Jr., Mr. Anthony Vhic R. Cedo <i>Canva Philippines</i>	
12:01 NN – 1:00 PM	LUNCH BREAK	
1:01 PM – 3:00 PM	<b>Interpretation and Ethical Use of Artificial Intelligence (AI) for Values-Driven Research</b>  Dr. Arturo J. Patungan, Jr., Mr. Anthony Vhic R. Cedo <i>Canva Philippines</i>	
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	<b>Interpretation and Ethical Use of Artificial Intelligence (AI) for Values-Driven Research</b>  Dr. Arturo J. Patungan, Jr., Mr. Anthony Vhic R. Cedo <i>Canva Philippines</i>	



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		ethical and values-driven goals; and <ul style="list-style-type: none"><li>observe the ethical use of AI by sharing plans ensuring that its application in research upholds the principles of fairness, respect, and inclusivity.</li></ul>
4:31 PM – 5:00 PM	END OF DAY EVALUATION	

#### Day 5 – April 4, 2025

TIME	TOPICS	OBJECTIVES At the end of the session, the School Heads will be able to do the following:
8:00 AM – 8:30 AM	MANAGEMENT OF LEARNING	
8:31 AM – 10:30 AM	<b>Pamathalaan: Pamamahala Kasama si Bathala</b>  Dr. Serafin Talisayon, Ms. Liezel P. Lectura, Ms. Raquel B. Cabrieto <i>Community and Corporate Learning for Innovation, Inc.</i>	<ul style="list-style-type: none"><li>analyze the principles of <i>Pamathalaan</i> and its significance in fostering ethical and purpose-driven leadership within school management;</li><li>share actionable strategies to incorporate Filipino cultural and spiritual values into daily leadership practices and decision-making processes; and</li><li>internalize the essence of <i>Pamathalaan</i> by reflecting on one's leadership purpose, strengthening the</li></ul>
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	<b>Pamathalaan: Pamamahala Kasama si Bathala</b>  Dr. Serafin Talisayon, Ms. Liezel P. Lectura, Ms. Raquel B. Cabrieto <i>Community and Corporate Learning for Innovation, Inc.</i>	
12:00 PM	LUNCH BREAK	
1:00 PM	<b>Pamathalaan: Pamamahala Kasama si Bathala</b>	



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	Dr. Serafin Talisayon, Ms. Liezel P. Lectura, Ms. Raquel B. Cabrieto <i>Community and Corporate Learning for Innovation, Inc.</i>	commitment to values-based and community- centered governance.
2:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 3:30 PM	END OF DAY EVALUATION	
3:31 PM – 4:00 PM	POST ASSESSMENT	
4:01 PM – 5:00 PM	CLOSING PROGRAM	
5:01 PM Onwards	EGRESS	





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NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 2

### Program Management Team and Facilitators

#### Program Management Team

NAME	POSITION	OFFICE/ STATION
Jennifer E. Lopez	Director IV	NEAP -DepEd Central Office
Marife T. Morcilla	Project Development Officer V	NEAP-PDD, DepEd Central Office
Alexander Simagala	Project Development Officer IV	NEAP-PDD, DepEd Central Office
Billy Rei M. Pagba	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Marvin DJ. Villafuerte	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Florentino Varron	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Jessica Kristel C. Abeleda	Education Program Specialist II	NEAP-PDD, DepEd Central Office
Dia Sielo Durin Carabaña	Education Program Specialist II	NEAP-PDD, DepEd Central Office
Mathew M. Bofete	Project Development Officer II	NEAP-PDD, DepEd Central Office
Angelo Espinoza Bedaña	Project Development Officer II	NEAP-PDD, DepEd Central Office
Roselle D. Cabiling	Technical Assistant II	NEAP-PDD, DepEd Central Office
Aizyl Ann E. Natanauan	Technical Assistant II	NEAP-PDD, DepEd Central Office
Toni Rose H. Rosales	Technical Assistant II	NEAP-PDD, DepEd Central Office
Jallal Mangambit Malaguia	Technical Assistant II	NEAP-PDD, DepEd Central Office
Jojet Tagle Gabriel	Technical Assistant I	NEAP-PDD, DepEd Central Office

#### Facilitators/ Co-Facilitators

NAME	POSITION	OFFICE/ STATION
Oracion	Assistant Secretary	Human Resources and Organizational Development - NEAP
Lopez	Director IV	NEAP -DepEd Central Office



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Marife T. Morcilla	Project Development Officer V	NEAP -DepEd Central Office
Dustin Troy R. Joson	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Billy Rei M. Pagba	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Rizza A. Pereyra	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Marvin DJ. Villafuerte	Senior Education Program Specialist	NEAP-PDD, DepEd Central Office
Jessica Kristel C. Abeleda	Education Program Specialist II	NEAP-PDD, DepEd Central Office
Mathew M. Bofete	Project Development Officer II	NEAP-PDD, DepEd Central Office
Roselle D. Cabiling	Technical Assistant II	NEAP-PDD, DepEd Central Office
Aizyl Ann E. Natanauan	Technical Assistant II	NEAP-PDD, DepEd Central Office
Toni Rose H. Rosales	Technical Assistant II	NEAP-PDD, DepEd Central Office