



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM

SGOD-2023- 452

To: : Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Education Program Supervisor
Public School Heads
Public School Teachers

Subject : **INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS THROUGH SHDP**

Date : September 27, 2023

This is in reference to Regional Memorandum HRDD-2023-249 dated September 26, 2023 signed by Rebonfamil R. Baguio, Regional Director III, re: **Induction Program for Beginning School Heads through SHDP.**

The National Educators Academy Philippines (NEAP) will conduct **Induction Program for Beginning School Heads through SHDP** in the Regional and Division Offices and shall be given to all National Qualifying Examination for School Heads (NQESH) passers.

All other details of the said activity are found in the enclosures.

For the information and dissemination.

Melanie P. Estacio
MELANIE P. ESTACIO

SIC-Schools Division Superintendent

Schools Division of Digos City

RECORDS SECTION

RELEASED
2023-10-14
DATE: OCT 02 2023 TIME: 11:11 AM
BY: *[Signature]*

Enclosed: As stated
SGOD/jsa



RECORDS

23-24056



Republic of the Philippines
Department of Education
DAVAO REGION

Ed Schools Division of Digos City
RECORDS SECTION
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DATE: 27 SEP 2023 TIME: 9:42
BY: [Signature]

Office of the Regional Director

REGIONAL MEMORANDUM
HRDD-2023-249

To : Assistant Regional Director
Schools Division Superintendents

Subject: INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS
THROUGH SHDP

Date : September 26, 2023

The Excellence in Teacher Education Act or RA 11713 is mandated to provide quality professional development programs to teachers, school leaders and other teaching related personnel. In view of the foregoing, National Educators Academy of the Philippines (NEAP) will conduct an **Induction Program for Beginning School Heads through the School Heads Development Program (SHDP)** in the Regional and School Division Offices and shall be given to all National Qualifying Examination for School Heads (NQESH) passers.

Furthermore, the board and lodging, travel, and other incidental expenses related to the conduct of the activity shall be charged to FY 2023 HRD Funds, subject to the usual accounting and auditing rules and regulations.

For more information, email guillermonikus.telan001@deped.gov.ph or cristina.monsanto002@deped.gov.ph.

Immediate dissemination and strict compliance of this Memorandum is directed.

ALLAN G. FARNAZO
Director IV [Signature]

By the Authority of the Regional Director

Enclosed: As Stated.

ROH3/glv

DEPARTMENT OF EDUCATION - DAVAO REGION
RECORDS SECTION
RELEASED

REBONFAMILE B. BAGUIO
Director III 26 SEP 2023

BY: [Signature]
Date: Sept. 27, 2023
24056



Address: F. Torres St., Davao City (8000)
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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

RECEIVED


25 SEP 2023

11:11

MEMORANDUM
OM-OUHROD-NEAP-2023-_____

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ELEMENTARY AND SECONDARY SCHOOL HEADS
ALL OTHERS CONCERNED

ATTENTION : Chiefs, Human Resource and Development Division
NEAP-R Focal Persons

FROM : 
GLORIA JUMAMIL-MERCADO
Undersecretary for Human Resource and Organizational Development

SUBJECT : CONDUCT OF THE INDUCTION PROGRAM FOR BEGINNING
SCHOOL HEADS THROUGH THE SCHOOL HEADS
DEVELOPMENT PROGRAM (SHDP)

DATE : September 19, 2023

1. In response to the challenge of enhancing the quality of basic education, the Department of Education has initiated the MATATAG Agenda. Within the framework of this initiative, a particular focus has been placed on the critical aspect of providing support to teachers, to enable them to enhance their instructional methodologies and foster enriched learning experiences. This commitment to empowering educators for the betterment of teaching practices is further underscored by DepEd's firm support for the continued transformation of the National Educators Academy of the Philippines (NEAP).

2. In addition, pursuant to RA 11713 or the Excellence in Teacher Education Act, DepEd, through NEAP, is mandated to provide quality professional development programs to teachers, school leaders, and other teaching-related personnel. Relative to these, NEAP will develop an Induction Program for School Heads which aims to empower and equip our school heads with the necessary knowledge and skills to excel in their roles. This program is critical in promoting quality education and effective school leadership throughout the country.

3. Relative to this, the Conduct of the Induction Program for Beginning School Heads, through the School Heads Development Program (SHDP) in the Regional and School Divisions Offices shall be provided to all National Qualifying Examination for

School Heads (NQESH) passers.

4. Likewise, all 5 domains of the Philippine Professional Standards for School Heads (PPSSH) shall be covered to ensure their readiness.
5. Board and lodging, travel, and other incidental expenses related to the conduct of the activity shall be charged to FY 2023 HRD Funds, subject to the usual accounting and auditing rules and regulations.
6. For more information or clarification, please contact **Mr. Guillermo Nikus Telan** at guillermonikus.telan001@deped.gov.ph or **Dr. Cristina Monsanto** at cristina.monsanto002@deped.gov.ph.
7. Immediate dissemination of and appropriate action on this memorandum is earnestly desired.

[EPDD/Telan/Monsanto]