



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

Office of the Schools Division Superintendent

March 26, 2025

DIVISION MEMORANDUM

SGOD-2025-189

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

Subject: **INVITATION FOR PARTICIPATION IN THE NATIONAL SEMINAR-WORKSHOP ON FUTURE READY LEADERSHIP: NAVIGATING CHANGE, MENTORING TEACHERS, AND DRIVING EXCELLENCE AND NATIONAL SEMINAR-WORKSHOP ON EMPOWERING EDUCATORS**

This is in reference to the 1st Indorsement dated March 19, 2025, signed by Allan G. Farnazo, Director IV, the herein invitation from Center for the Professional Advancement of Educators, on seminar workshops entitled “National Seminar-Workshop on Future Ready Leadership: Navigating Change, Mentoring Teachers and Driving Excellence” and “National Seminar-Workshop on Empowering Educators through Career Growth, Content, Mastery and Student-Centered Pedagogy” on April 25-27 at Teacher’s Camp, Baguio City.

Participation in the activity should only be voluntary and prior arrangement of the concerned school heads and teachers shall be made in compliance with DepEd Order No. 9 s. 2005 re: “Instituting Measures, to Increase Engaged Time-on Task and Ensuring Compliance Therewith” ensuring that no classes shall be disrupted and no DepEd funds shall be used.

Relevant details and information are provided in the enclosures.

Attendance/participation is on official time only.

Immediate and wide dissemination of this Memorandum is directed.

Schools Division of Digos City
 RECORDS SECTION

RELEASED
 75-71032
 DATE: MAR 31 2025 TIME: 1:49p
 BY: [Signature]

MELANIE P. ESTACIO, PhD, CESO VI
 Schools Division Superintendent
 Schools Division Superintendent

[Signature]
 03/31/25
CHERRIE ANNE B. BOHOL
 EPS-SGOD
 Officer-In-Charge

Enclosed: As stated.
 SGOD/jsa



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
 Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170
 | (082)553-8375

RECORDS



Republic of the Philippines
Department of Education
DAVAO REGION

Schools Division of Digos City
RECORDS SECTION
RECEIVED
24 MAR 2025
TIME: 2:11
25-47958
03258
71032

1st Indorsement
March 19, 2025

Respectfully referred to the Schools Division Superintendents the invitation from Center for the Professional Advancement of Educators , on seminar workshops entitled "National Seminar-Workshop on Future Ready Leadership: Navigating Change, Mentoring Teachers, and Driving Excellence" and "National Seminar-Workshop on Empowering Educators through Career Growth, Content, Mastery, and Student-Centered Pedagogy " on April 25-27, 2025 at Teacher's Camp, Baguio City, subject to the no disruption of classes policy, Learning and Development priorities and discretion of the approving authority.

ALLAN G. FARNAZO
Director IV

DEPARTMENT OF EDUCATION REGION 11
RECORDS SECTION
RELEASED

Enclosed: As Stated.

ROH5/mbt

BY: [Signature]
DATE: March 24, 2025
47958



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedoxi.ph



March 18, 2025

ALLAN G. FARNAZO

Director IV / Regional Director
DepEd Region XI (Davao Region)
F. Torres Street, Davao City



Dear Director Farnazo:

Aligned with DepEd's agenda by giving support to teachers to teach better, the CPAE Center for the Professional Advancement of Educators, Inc. will conduct the following seminar-workshops to be held on April 25 to 27, 2025 at the Baguio Teacher's Camp in Baguio City:

- **National Seminar-Workshop on Future-Ready Leadership: Navigating Change, Mentoring Teachers, and Driving Excellence**

The Seminar-Workshop aims participants to improve on:

1. *Personal and Professional Leadership Development* – Identify leadership style, areas for growth, and align practices with national standards while developing a personal leadership roadmap.
2. *Effective Decision-Making and Supervision* – Understand the role of values in decision-making, apply mentoring and coaching techniques, design a teacher supervision plan, and integrate digital tools in supervision.
3. *Strategic Planning and Teacher Support* – Conduct issue assessment and risk analysis, develop financial planning strategies for school projects, improve teacher well-being, and explore career pathways and professional growth opportunities.

- **National Seminar-Workshop on Empowering Educators through Career Growth, Content Mastery, and Student-Centered Pedagogy**

The Seminar-Workshop aims participants to improve on:

1. *Professional Growth and Standards Alignment* – Understand and apply PPST to align professional growth with career progression and enhance teaching effectiveness.
2. *Innovative and Inclusive Teaching* – Design classroom innovations, develop culturally responsive teaching, and adopt student-centered approaches to improve engagement and learning outcomes.
3. *Effective Assessment and Technology Integration* – Strengthen foundational literacy and numeracy, enhance assessment strategies, and integrate educational technology for enriched learning experiences.

Attached are the program of activities for your reference.


In this connection, may we request an advisory from your office to help us disseminate the information and extend our invitation to your teachers, supervisors, principals/school heads, coordinators and other educators to participate in the said seminar-workshops?

We continue to assure you of our commitment to provide our educators with the best we can offer for their professional development.

For registration details, interested participants may send an e-mail to cpaeph@rocketmail.com or send us a message at facebook.com/cpaeph.

We look forward to your positive response. Thank you very much and more power to you.

Very truly yours,


Dr. Vivian M. Buhain
Training Director

National Seminar-Workshop on Empowering Educators through Career Growth, Content Mastery, and Student-Centered Pedagogy

 April 25 to 27, 2025
 Baguio Teacher's Camp, Baguio City

PROGRAM OF ACTIVITIES

Schedule	Time	Topics/Activities	Resource Persons
Day 1 April 25 Friday	8:00-12:00	Registration/ Attendance PRETEST	DR. JAYSON L. DE VERA Faculty of Science, Technology and Mathematics, Philippine Normal University, Manila
	1:00-1:30	Opening Program National Anthem/ Doxology Warm-up; Seminar-Workshop Overview	
	1:30-3:00	Session 1: Understanding PPST and Career Progression <ul style="list-style-type: none"> Overview of Philippine Professional Standards for Teachers (PPST) DepEd promotion requirements and teacher ranking system Workshop: <i>Creating a Professional Growth Plan Aligned with PPST</i> 	
	3:00-3:15	Health Break	
	3:15-4:15	Session 2: Creating Classroom Innovations and its Processes <ul style="list-style-type: none"> What is an innovation in teaching? (<i>Strategies, materials, approaches</i>) The process of developing classroom innovations (<i>identifying gaps, designing solutions, implementation, evaluation</i>) Case Study: <i>Successful Classroom innovations in Key Stage 1-3</i> 	
	4:15-5:15	Session 3: The Role of Mentoring in Professional Growth <ul style="list-style-type: none"> The importance of mentorship in teacher career development How to find and become a mentor for early-career teachers 	
	5:15-6:00	Online Assessments and Evaluation	
Day 2 April 26 Saturday	8:00-8:30	Attendance; Preliminaries	PROF. NANCY S. RAMORES Faculty, College of Alternative and Lifelong Learning, Philippine Normal University, Manila
	8:30-10:00	Session 4: Strengthening Foundational Literacy and Numeracy <ul style="list-style-type: none"> Strategies for Teaching Reading Comprehension and Basic Math Concepts Developing critical thinking through literacy and numeracy tasks Workshop: <i>Designing Literacy and Numeracy Activities Aligned with Student Levels</i> 	
	10:00-10:15	Health Break	
	10:15-12:00	Session 5: Contextualizing and Localizing Lessons for Key Stage 1-3 <ul style="list-style-type: none"> Using real-life examples and cultural references to make lessons relevant Integrating environmental and community-based learning experiences Workshop: <i>Developing Localized and Culturally Responsive Lesson Plans</i> 	
	12:00-1:00	Lunch	
	1:00-3:00	Session 6: Assessment Strategies for Young Learners <ul style="list-style-type: none"> Formative vs. summative assessments in Key Stage 1-3 	
	3:00-3:15	Health Break	
	3:15-4:15	<ul style="list-style-type: none"> Alternative assessment methods (<i>e.g., performance tasks, portfolio assessment</i>) Workshop: <i>Creating Engaging and Developmentally Appropriate Assessment Tools</i> 	
4:15-5:00	Online Assessments and Evaluation		
Day 3 April 27 Sunday	8:00-8:30	Attendance; Preliminaries	PROF. JOSE MARI M. CALAMLAM Faculty of Science, Technology and Mathematics, Philippine Normal University, Manila
	8:30-10:15	Session 7: Moving from Teacher-Centered to Student-Centered Instruction	
	10:15-11:15	7.1 Differentiated Instruction for Diverse Young Learners	
	11:15-12:00	7.2 Technology Integration for Early Childhood and Elementary Education	
	12:00-1:00	Lunch	
1:00-3:00	Reflections POST TEST (Online Assessments and Evaluations) Distribution of Certificate		

National Seminar-Workshop on Future-Ready Leadership: Navigating Change, Mentoring Teachers, and Driving Excellence

April 25 to 27, 2025
Baguio Teacher's Camp, Baguio City

PROGRAM OF ACTIVITIES

Schedule	Time	Topics/Activities	Resource Persons	
Day 1 April 25 Sunday	8:00-12:00	Registration/Attendance PRETEST		
	1:00-1:30	Opening Program National Anthem/Doxology Warm-up; Seminar-Workshop Overview		
	1:30-3:00	Leadership for School Growth & Teacher Development <ul style="list-style-type: none"> Enhancing Teacher Morale & Well-being—Addressing burnout, motivation, and recognition strategies. Pathways for Teacher Promotion & Career Progression—Understanding DepEd's teacher career ladder. Supporting Teachers' Professional Development—Strategies for capacity-building and continuous learning. 	ASSOC PROF. VIC MARIE I. CAMACHO Faculty of Science, Technology and Mathematics, Philippine Normal University, Manila	
	3:00-3:15	Break		
	3:15-5:00	<ul style="list-style-type: none"> School Leaders as Change Agents—Leading innovation, policy implementation, and future-proofing education. Action Planning & Commitment Setting—Participants draft leadership goals and implementation plans. 		
	5:15-6:00	Online Assessment and Evaluation		
Day 2 April 26 Saturday	8:30-10:00	Leadership in Action—Supervision, Technical Assistance & Fiscal Management <ul style="list-style-type: none"> Creating a Supervisory Plan—Setting objectives, mentoring teachers, and monitoring progress. Providing Technical Assistance & Mentoring—Coaching strategies for teacher improvement. 		DR. JAYSON L. DE VERA Faculty of Science, Technology and Mathematics, Philippine Normal University, Manila
	10:00-10:15	Health Break		
	10:15-12:00	Technology and Leadership—Digital tools for supervision, technical assistance, and collaboration.		
	12:00-1:00	Lunch		
	1:00-3:00	<ul style="list-style-type: none"> Fiscal Management for School Leaders—Budgeting, resource allocation, and financial transparency. COTO Logs for Effective Supervision 		
	3:00-3:15	Health Break		
	3:15-5:00	Workshop: Using COTO Logs for Effective Supervision <ul style="list-style-type: none"> Internal and External Issues Assessment—Identifying challenges affecting school performance. Analysis of Risks and Opportunities—Evaluating potential problems and solutions for school leadership. Documentation and Reporting—Properly recording observations, feedback, and actions taken for accountability. 		
5:00-5:30	Online Assessments and Evaluation			
Day 3 April 27 Friday	8:00-8:30	Attendance; Preliminaries	DR. MARSHA C. GOMEZ Director, Research Management Philippine Normal University, Manila	
	8:30-10:00	Leadership Foundations & Standards <ul style="list-style-type: none"> Resilience in Leadership—Developing adaptability, emotional intelligence, and stress management. Values-Based Leadership—Ethical leadership, integrity, and decision-making. 		
	10:15-12:00	<ul style="list-style-type: none"> 21st-Century Leadership Styles—Transformational, servant, and distributed leadership. Educational Leadership Standards—Understanding PPST, PPSSH, and PPSS and their impact on leadership. Workshop: Aligning Leadership Styles with PPST, PPSSH, and PPSS—Case studies and applications. Workshop: Self-Assessment & Leadership Reflection—Identifying personal strengths and areas for growth. 		
	12:00-1:00	Lunch		
	1:00-3:00	Reflections POST TEST (Online Assessments and Evaluations) Distribution of Certificate		



Website: www.cpaeph.com
Email: cpaeph@rocketmail.com
Contact No. 0977 850 1914

Your trusted partner institution in advancing quality education

**National Seminar-Workshop
on Future-Ready Leadership:
Navigating Change, Mentoring
Teachers, and Driving
Excellence**

**April 25-27, 2025
Teacher's Camp, Baguio City**

**National Seminar-Workshop
on Empowering Educators
through Career Growth,
Content Mastery, and
Student-Centered Pedagogy**

**April 25-27, 2025
Teacher's Camp, Baguio City**

REGISTRATION DETAILS

REGISTRATION FEE per seminar

DISCOUNTED RATE 1 (until March 31, 2025)

- Group of 5 or more 3,300 per pax
- Individual 3,500

DISCOUNTED RATE 2 (April 1 to 18, 2025)

- Group of 5 or more 3,600 per pax
- Individual 3,800

REGULAR RATE (starting April 19, 2025)

Onsite/Walk-in 4,200

Registration fees inclusive of seminar materials, lunch (2), snacks (3) and certificates.

Add 1,800 for live-in option, which includes accommodation, 2 dinners and 2 breakfasts.

Payments may be deposited through any of the following:

BDO Account No.
0131 8004 1182 – CPAE

G Cash No.
0977 850 1914 – ELVIN G.

Once paid, kindly send through private message the participant's full name(s) and transaction details to facebook.com/cpaeph or email at cpaeph@rocketmail.com

Participants are requested to sign up at www.cpaeph.com

REGISTER NOW!