



Republic of the Philippines
Department of Education
DIGOS CITY DIVISION

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

SGOD-2025- *769*

To : Nedymar D. Andrade, P-I, Arcaflor Maniapao ES
Jay Paul Cabural, P-I, Rizal Central ES
Julius Castañares, P-I, Igpit NHS
Juvic Sucayre, P-I, Matti NHS

Subject : EMPOWERING EDUCATION LEADERS: CAPACITY BUILDING
WORKSHOP ON POLICY REVIEW AND MONITORING FOR
TRANSFORMATIVE GOVERNANCE

Date : November 24, 2025

In reference to the attached Regional Memorandum PPRD-2025-106, re: "Empowering Education Leaders: Capacity Building Workshop on Policy Review and Monitoring for Transformative Governance", this Office hereby informs the personnel mentioned above to participate in the activity on Dec. 3-5, 2025, at the Star Hotel, Davao City.

Meals and accommodation of the participants shall be charged against the regional funds, while travel and incidental expenses shall be charged to local funds, subject to the usual accounting and auditing rules and regulations.

For information, guidance, and compliance.

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

11/24/25

DepEd Schools Division of Digos City
RECORDS SECTION

25-70894
RELEASED
DATE: *NOV 26 2025* TIME: *1:30 PM*
BY: *[Signature]*

Enclosed: As stated.
SGOD/PR/mbr



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)
Telephone Nos.: (082) 553-8375; (082) 553-8396



Republic of the Philippines
Department of Education
DAVAO REGION



November 3, 2025

REGIONAL MEMORANDUM
PPRD-2025-106

EMPOWERING EDUCATION LEADERS: CAPACITY BUILDING WORKSHOP ON
POLICY REVIEW AND MONITORING FOR TRANSFORMATIVE GOVERNANCE

To: Schools Division Superintendents
Functional Division Chiefs- PPRD, CLMD, HRDD and AD

- Relative to DepEd Order No. 24, s. 2020 re: "National Adoption and Implementation of the Philippine Professional Standards for School Heads or PPSSH," school leaders are expected to possess the capacity for effective policy implementation. This competency is vital for efficient instructional leadership and sound governance contributing to the attainment of the Departments' Five-Point Reform Agenda.
- In this regard, this Office will conduct capacity building workshop on policy review and monitoring on December 3-5, 2025 at Star Hotel, Davao City. This activity aims to (a) demonstrate understanding of education policy frameworks; (b) utilize policy analysis approach to formulate evidence-based and context-responsive solutions, and (c) integrate policy analysis into strategic and operational planning processes. Enclosed are the list of Technical Working Committee and Program Matrix.
- The Schools Division Office are requested to identify four participants who meet the criteria and register through – <https://forms.office.com/r/9jqvVLgynT> on or before November 26, 2025.

Participant Criteria	No. of Pax	School Level Assignment
Newly installed Principal I within the last 2 years	2	Elementary
	2	Secondary

- Participants' meals and accommodation is chargeable against regional funds while travel and other incidental expenses shall be charged to local funds, subject to the usual accounting and auditing rules and procedures.
- Queries shall be channeled to the Policy, Planning and Research Division through pprd.region11@deped.gov.ph.
- Dissemination and compliance with this Memorandum is desired.

DEPARTMENT OF EDUCATION REGION 11
RECORDS SECTION
RELEASED

By:

ALLAN G. FARNAZO
Director IV

Date:

Nov. 18, 2024

Encl: as stated
ROP4/jbac

121019



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
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Website: www.depedroxi.ph





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ACTIVITY MATRIX

Day 1 | December 3, 2025

TIME	ACTIVITY	DETAILS/DISCUSSANT
8:00-10:00 am	Arrival and Registration	TWG
10:00- 10:30 am	Preliminaries	AVP
	National Anthem, Prayer, DepEd QMS Policy, Davao Region Hymn	
	Acknowledgement of Participants	Emmanuel Alpha D. Sicam PO III, PPRD
	Welcome Message	Rebonfamil R. Baguio Director III
	Rationale	Cherry Ann D. Into Chief, PPRD
	Message	Allan G. Farnazo Director IV
10:30-10:45 am	QAME and Pre-test	QAD Representative
10:45- 12:00 am	Lecture 1: Public Policy	Atty. Loren C. Pitulan Atty IV, Legal Unit
12:00- 1:00 pm	Lunch	
1:00-3:00 pm	Lecture 2: Policy Development Process in DEPED	Cherry Ann D. Into Chief, PPRD
3:00-5:00 pm	Lecture 3: Introduction to Policy Issue Paper Writing	Janice T. Gamalong SAO, AD
5:00- 5:10pm	Day 1 QAME Evaluation	QAD Representative

Day 2 | December 4, 2025

TIME	ACTIVITY	DETAILS/DISCUSSANT
8:00- 8:30 am	Preliminaries Prayer & Nationalistic Song	AVP
8:30 am- 12:00 pm	Lecture 4: Introduction to Policy Analysis and Problem Structuring	Jomar Boy A. Cuyos EPS II, PPRD
12:00- 1:00 pm	Lunch	
1:00-3:00 pm	Lecture 5: Policy Alternatives	Esther Khrysmaye Roble AO II, PPRD
3:00-5:00 pm	Lecture 6: Assessment of Policy Alternatives	Jomar Boy A. Cuyos EPS II, PPRD



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5:00- 5:10pm	Day 2 QAME Evaluation	QAD Representative
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Day 3 | December 5, 2025

TIME	ACTIVITY	DETAILS/DISCUSSANT
8:00- 8:30 am	Preliminaries Prayer & Nationalistic Song	AVP
8:30 am- 11:00 pm	Lecture 7: Selection of Best Policy Alternatives	Esther Khrysmaye Roble AO II, PPRD
11:00-12:00 am	Workshop: Conduct of Policy Analysis Report	Jomar Boy A. Cuyos Esther Khrysmaye Roble Janice T. Gamalong Facilitators
12:00-1:00 pm	Lunch	
1:00-2:30 pm	Continuation of workshop	
2:30-4:00 am	Presentation and Feedback	Jomar Boy A. Cuyos Esther Khrysmaye Roble Janice T. Gamalong Reactors
4:00-5:00 pm	Day 3 QAME Evaluation and Post Test	QAD Representative
	Awarding of Certificate of Completion	
	Insights	Selected Participants
	Closing Remarks	Cherry Ann D. Into Chief, PPRD
	Pictorial	TWG

Emmanuel Alpha D. Sicam
Moderator



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TECHNICAL WORKING COMMITTEE

Name	Position	Functional Division	Task
Cherry Ann D. Into	CES	PPRD	Resource Speaker
Emmanuel Alpha D. Sicam	PO III	PPRD	Moderator
Jomar Boy A. Cuyos	EPS II	PPRD	Resource Speaker
Shella Lu Dela Cerna	Stat I	PPRD	Documenter
Esther Khrysmaye Roble	AO II	PPRD	Resource Speaker
Loren C. Pitulan	Atty IV	LU	Resource Speaker
Janice T. Gamalong	SAO	AD	Resource Speaker
QAD Representative	---	QAD	QAME

Note: Participants shall bring laptop and extension wire.