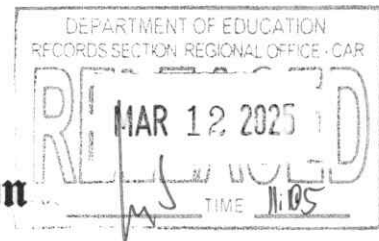




Republic of the Philippines
Department of Education
Cordillera Administrative Region



10 MARCH 2025

REGIONAL MEMORANDUM

No. 181.2025

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

To: Assistant Regional Director
All Schools Division Superintendents
All Others Concerned

1. Relative to DM-OUHROD-2025-0560 titled "Master Class on Leadership with Purpose Fostering Values-Based Leadership in School Management", the National Educators Academy of the Philippines (NEAP) Central Office will conduct the said training on **March 31 – April 4, 2025 at NEAP Baguio**. The master class aims to:

- Enhance skills of school heads in communicating DepEd core values and ensuring ethical and inclusive leadership;
- Build leadership resilience and adaptability by anchoring leadership actions in core values to navigate school environment effectively; and,
- Strengthen school heads' self-awareness and leadership capacity to inspire growth in others and nurture productive and inclusive relationships within teams and communities.

2. Expected participants based on allocation and qualifications are the following:

Qualifications	SDO	Name of Participant
Regional NAPSSHI President	Ifugao	Daniel Tayaban
Regional PESPA President	Baguio City	Joseph Estigoy
Newly Appointed School Principals	Abra	Ma. Lorena Bisares
	Apayao	Junalyn M. Dangao
	Benguet	Danny Q. Otingey
	Benguet	Doroteo Cadley
	Kalinga	Evangeline Abbacan
	Mt. Province	Heidi Briones
	Tabuk City	Jay-ar C. Dalimag

3. All abovementioned participants are advised to check in on March 30, 2025 (Sunday) 4:00 PM and check out on April 4, 2025 (Friday) 5:00 PM. Meal schedules are indicated below.

Meals	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
Breakfast		/	/	/	/	/
Am Snack		/	/	/	/	/
Lunch		/	/	/	/	/
PM Snack		/	/	/	/	/
Dinner	/	/	/	/	/	



Address: DepEd-CAR Complex, Wangal, La Trinidad, Benguet, 2601

Telephone No: (074) 422 – 1318

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DepEd Tayo Cordillera <https://depedcar.ph>

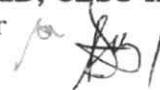


4. The participants are reminded to bring their own laptops, chargers, extension cords, and other sources of internet connectivity (e.g. mobile data, pocket wifi, etc.)
5. The board and lodging will be charged to NEAP HRD Fund while transportation, per diem, and other incidental expenses will be charged to Schools Division Office HRD/HRTD fund or other local funds subject to the usual accounting and auditing rules and regulations.
6. The training matrix from NEAP Central Office is attached for your guidance.
7. For queries and clarifications, please contact the Human Resource Development Division (HRDD) OIC Chief Rosita C. Agnasi via 09071734621 or through the email address car.neapr@deped.gov.ph.
8. Immediate dissemination of and strict compliance with this memorandum is directed.



Digitally signed by ESTELA P.
LEON-CARIÑO EdD, CESO III
Date: 2025.02.12 10:25:30 +08'00'

ESTELA P. LEON-CARIÑO, EdD, CESO III
Director IV / Regional Director





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



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	<i>Organizational Development</i>	school management; <ul style="list-style-type: none">• demonstrate how to integrate values-based principles into daily school leadership practices to inspire teachers, learners, and other school stakeholders; and• commit to applying ethical and purpose-driven decision-making in leadership situations through personal reflection and action planning.
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	<p>Lead with Purpose: Schooling the Present and Future with Values</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	<ul style="list-style-type: none">explore foundations in leading with passion in the field through reflecting on the impact and purpose of teaching;recognize how actions shape the school culture and inspire other to grow;value importance
8:31 AM – 10:30 AM	<p>Leading with Purpose: Mastering Growth and Connections</p> <p>Mr. Anthony Pangilinan <i>ReVibe Social Impact Consulting, Inc.</i></p>	
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	<p>Leading with Purpose: Mastering Growth and Connections</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">• evaluate how guidance and support to one's progress lead to success of the school community;• grasp the significance of trusting others with leadership responsibilities as a tool for growth; and• recommend ways of creating a strong network of leaders who can help others grow and succeed.
12:01 NN – 1:00 PM	LUNCH BREAK	
1:01 PM – 3:00 PM	<p>Exploring Feedback Mechanisms to Inspire Teacher Growth and Development</p> <p>Dr. Marife T. Morcilla PDO V, National Educators Academy of the Philippines</p>	<ul style="list-style-type: none">• recognize the impact of performance feedback on teacher growth and efficiency; and• support the development of feedback mechanisms supporting the professional development of teachers.
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	<p>Exploring Feedback Mechanisms to Inspire Teacher Growth and Development</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	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	Championing Integrity in Personal & Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	<ul style="list-style-type: none">• explain the core principles of integrity and ethical leadership in the context of school governance;• identify challenges and best practices in promoting integrity within their schools based on real-life case studies;• analyze scenarios of ethical dilemmas in school leadership and propose appropriate integrity-based solutions; and• advocate for policies and practices that reinforce integrity and professional standards in school leadership.	
10:31 AM – 10:45 AM	HEALTH BREAK		
10:46 AM – 12:00 NN	Championing Integrity in Personal & Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>		
12:01 NN – 1:00 PM	LUNCH BREAK		



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1:01 PM – 3:00 PM	Championing Integrity in Personal & Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads Dr. Jennifer E. Lopez <i>Director IV, National Educators Academy of the Philippines</i>	<ul style="list-style-type: none">• explain the core principles of integrity and ethical leadership in the context of school governance;• identify challenges and best practices in promoting integrity within their schools based on real-life case studies;• analyze scenarios of ethical dilemmas in school leadership and propose appropriate integrity-based solutions; and• advocate for policies and practices that reinforce integrity and professional standards in school leadership.
3:01 PM – 3:15 PM	HEALTH BREAK	
3:16 PM – 4:30 PM	Championing Integrity in Personal & Professional Growth: Leading Reforms through the Philippine Professional Standards for School Heads 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 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	Strategic Management and Data Analysis Dr. Arturo J. Patungan, Jr., Mr. Anthony Vhic R.	<ul style="list-style-type: none">• synthesize the different principles of strategic management and the role of data



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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">• apply data analysis techniques to interpret school performance metrics and create actionable strategies that address identified needs and challenges; and• appreciate the value of data-driven decision-making in fostering accountability, transparency, and continuous improvement in school management.• infer the principles and potential applications of artificial intelligence (AI) in conducting research that aligns with ethical standards and values-based leadership;• demonstrate the ability to use AI tools to analyze and interpret data effectively while ensuring the research outputs remain aligned with
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	Strategic Management and Data Analysis 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	Interpretation and Ethical Use of Artificial Intelligence (AI) for Values-Driven Research 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	Interpretation and Ethical Use of Artificial Intelligence (AI) for Values-Driven Research 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">• observe the ethical use of AI by sharing plans ensuring that its application in research upholds the principles of fairness, respect, and inclusivity.
4:31 PM – 5:00 PM	END OF DAY EVALUATION	

Day 5 – April 4, 2025

TIME	TOPICS	OBJECTIVES
8:00 AM – 8:30 AM	MANAGEMENT OF LEARNING	
8:31 AM – 10:30 AM	Pamathalaan: Pamamahala Kasama si Bathala 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">• analyze the principles of <i>Pamathalaan</i> and its significance in fostering ethical and purpose-driven leadership within school management;• share actionable strategies to incorporate Filipino cultural and spiritual values into daily leadership practices and decision-making processes; and• internalize the essence of <i>Pamathalaan</i> by reflecting on one's leadership purpose, strengthening the
10:31 AM – 10:45 AM	HEALTH BREAK	
10:46 AM – 12:00 NN	Pamathalaan: Pamamahala Kasama si Bathala Dr. Serafin Talisayon, Ms. Liezel P. Lectura, Ms. Raquel B. Cabrieto <i>Community and Corporate Learning for Innovation, Inc.</i>	
12:01 NN – 1:00 PM	LUNCH BREAK	
1:01 PM – 2:00 PM	Pamathalaan: Pamamahala Kasama si Bathala	



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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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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
Carmela C. Oracion	Assistant Secretary	Human Resources and Organizational Development - NEAP
Jennifer E. 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