



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

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM

SGOD-2023-447

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

Subject : **INFORMATION OF THE CHRDF LEARNING PATHWAYS FOR
NON-TEACHING PERSONNEL TRAINING SERIES**

Date : September 25, 2023

This is in reference to Memorandum HRDD No. 2023-245 dated September 20, 2023 signed by Allan G. Farnazo, Director IV re: **Information of the CHRDF Learning Pathways for Non-Teaching Personnel Training Series** on December 6-8, 2023 at Baguio City.

In view of the foregoing, interested personnel shall adhere to DepEd Order No.32, s. 2011 titled, Policies and Guidelines on Training and Development (T & D) Programs and Activities. Hence, compliance to DM-OUHROD-2023-0089 on the FY (OPDNTP) Program Support Fund Utilization and Monitoring shall be observed.

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

For the dissemination and information.

Melanie P. Estacio
MELANIE P. ESTACIO
OIC-Schools Division Superintendent
DepEd Schools Division of Digos City
RECORDS SECTION
RELEASED
23-108871
DATE: OCT 02 2023 TIME: 11:20am
BY: *[Signature]*

Enclosed: As stated
SGOD/jsa



Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
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RECORDS

23-23860



Republic of the Philippines
Department of Education
DAVAO REGION

DepEd Schools Division Office - Davao City
RECORDS SECTION

RECEIVED
DATE: 22 SEP 2023 TIME: 10:17
BY: [Signature]

Office of the Regional Director

REGIONAL MEMORANDUM

HRDD-2023-245

To : Assistant Regional Director
Schools Division Superintendents

Subject: INFORMATION ON THE CHRDF LEARNING PATHWAYS FOR
NON-TEACHING PERSONNEL TRAINING SERIES

Date : September 20, 2023

Attached is the communication from Center for Human Research & Development Foundation Inc. (CHRDF), for the conduct of **International Seminar Workshop on Strategic Leadership and Management for Human Resource Professionals in Educational Settings** on December 6-8, 2023 at Baguio City. Relevant details are found in the enclosures.

In view of the foregoing, interested personnel shall adhere to DepEd Order No. 32, s. 2011 titled, Policies and Guidelines on Training and Development (T&D) Programs and Activities. Hence, compliance to DM-OUHROD-2023-0089 on the FY 2023 Organizational and Professional Development for Non-Teaching Personnel (OPDNT) Program Support Fund Utilization and Monitoring shall be observed.

For more information, contact 0998-9925-601 or email at chrdf.inc@gmail.com.

Immediate dissemination of this Memorandum is desired.

ALLAN G. JARNAZO

Director IV

DEPARTMENT OF EDUCATION
RECORDS SECTION
RELEASED

Enclosed: As Stated.

ROH2/ibd

By: [Signature]
Date: Sept. 22, 2023
23860



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147

ISO 9001:2015 - Certified

Center for Human Research & Development Foundation Inc.
7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



September 18, 2023

Office of the School Division Superintendent
Department of Education

Thru: **Office of the Human Resource Development Department**

Dear Sir/Madam:

Greetings of Peace!

Since 1994, the Center for Human Research and Development Foundation Inc. as a non-stock and non-profit organization collaborated to various community stakeholders in providing high quality and relevant learning and development programs. As the new year begins, we have designed year-long professional development programs for non-teaching personnel. We are well aware on the various steps carried out by the Department of Education to improve the education over the years. We are one in lauding and celebrating all these unwavering efforts and achievements.

For an organization to be effective and be able to deliver its intended outcomes, its workforce needs to be skilled, competent and confident. Across all sectors, it means that they are subject to continual change, especially in the Volatile, Uncertain, Complex, and Ambiguous (VUCA) world that we are living. The pandemic is a real game changer. The non-teaching employees' competence requires enhancement and operate by being flexible, agile and continually evolving. Thus, our organization designed the **LEARNING PATHWAYS FOR NON-TEACHING PERSONNEL TRAINING SERIES**. Come December 6-8 2023, we will gather Human Resource Professionals from educational institutions in DBP Training Complex, Baguio City for the **International Seminar Workshop on Strategic Leadership and Management for Human Resource Professionals in Educational Settings**.

The training program we prepared is consistent to DepEd Order no. 32, s. 2011 or Policies and Guidelines on Training and Development (T&D) Programs and Activities and DepEd Order no. 40 s. 2020 or Implementation of Learning and Development for Non-Teaching Personnel in the Department of Education in View of the COVID-19 Pandemic.

The follow activities and topics will be covered in this learning event:

Day 1

Opening program, orientation and perspective setting

Session 1: Conducting Effective EOMS Internal Audit

Session 2: Positive Psychology: Promoting Work-Life Balance and Flourishing Well-Being

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7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



Day 2

Session 3: Promoting Lifelong Learning: Designing Competency-based Training
Session 4: Revisiting Enabling Laws and Policies for Civil Servants

Day 3

Session 5: HR Today: Human Capital Management
Session 6: Effective Leadership through Behavioral Communication
Closing Program

Target participants: HRD personnel from educational settings and other non-teaching personnel who could benefit from the topics of this learning event

Important: Training for non-teaching personnel is **NOT** covered by or under NEAP.

Registration fee will be collected to cover all the expenses.

LIVE-OUT	Individual	Group (Min. of 3 pax)
Early bird rate (on or before Nov. 27, 2023)	₱6,500.00	₱6,000.00
Regular rate (Nov. 28 2023 onwards)	₱7,500.00	₱7,000.00

Inclusions: Conference kit, attendance to plenary sessions, printed certificate of attendance, participation, appearance, Certificate of recognition for workshop sessions, meals- AM/PM snacks and lunches, handouts

LIVE-OUT	Individual	Group (Min. of 3 pax)
Early bird rate (on or before Nov. 27, 2023)	₱8,500.00	₱8,000.00
Regular rate (Nov. 28 2023 onwards)	₱9,500.00	₱9,000.00

Inclusions: Conference kit, attendance to plenary sessions, printed certificate of attendance, participation, appearance, Certificate of recognition for workshop sessions, 3 day 2 night accommodation (triple sharing) meals- Breakfast AM/PM snacks and lunches, handouts

PAYMENT PROCESS:

G-Cash/ Paymaya (Please use SEND MONEY TO BANK option & NOT express send) or Over-the-counter payment
Please use the details below: For surname put Foundation

Bank name: Metropolitan Bank Trust Company (Metrobank)
Account name: CHRDF Inc.
Savings Account no.: 473-3-47312516-2

Bank name: Asia United Bank (AUB)
Account name: CHRDF Inc.
Savings Account no.: 538-01-000060-8

or Palawan Express (Send Money Form)
Receiver: Virginia P. Gapuz Mobile no.: 09989925601

Please EMAIL us your proof of payment and your complete name at chrdf.inc@gmail.com

Center for Human Research & Development Foundation Inc.

7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



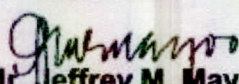
with subject **HRD23** and in the body complete name and organization/ name and address of SDO/RO.

Interested participants may pre-register here to receive a personalized invitation letter (if needed) and updates about this training program <https://forms.gle/pxCHyp2YKXx9dVtM6>

For any questions, you may contact us at 09989925601 (text only) or email me at chrdf.inc@gmail.com for complete details such as registration fee and program details.

Thank you and we look forward to serving you.

Sincerely yours,


Mr. Jeffrey M. Mayor, LPT
Executive Director

Attachment to CHRDF, Inc. invitation letter for training designed for HRD professionals (September 18, 2023)

Center for Human Research & Development Foundation Inc.
7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



September 20, 2023

Office of the Schools Division Superintendent
Department of Education

Dear Sir/Madam:

Warm greetings!

In response to the recent launch of the revised K-10 curriculum- **The Matatag Curriculum** under the leadership of our Vice President and Education Secretary Hon. Secretary Sara Z. Duterte, the Center for Human Research and Development Foundation Inc. is pleased to organize a professional development program which aim to strengthen the role of teachers as part of the curriculum support system through effective instructional planning, contextualization of lesson and the use of interdisciplinary approach to create authentic assessments. We are pleased to invite you and your teaching personnel to the following professional development programs. CPD credit units are applied for. These programs are **live-out** learning event, participants will make arrangement for their meals and accommodation.

International Training Program on Developing 21st Century Skills and Promoting Higher Order Thinking Skills among Gen Z Learners with NEAP Program and Teaching Demonstration	October 5-9, 2023	Walter Hogan Conference Center, Institute of Social Order Building, Ateneo de Manila University Campus, Quezon City
National Training Program on Teaching Strategies and Assessments on Edukasyon sa Pagpapakatao (EsP), GMRC and Values Education	October 13-15, 2023	Walter Hogan Conference Center, Institute of Social Order Building, Ateneo de Manila University Campus, Quezon City
International Training Program on Instructional Leadership for Elementary Teachers with National Teaching Demonstration for Math, Science, English, Filipino, MAPEH, Araling Panlipunan, EPP, EsP/GMRC, Computer	October 20-22, 2023	Baguio City
International Seminar Workshop on Teaching Strategies and Assessment for K to 12 Education & National	November 25-27, 2023	GSP Ating Tahanan, Baguio City



Teaching Demonstration Exhibition for Math, Science, English, Filipino, Araling Panlipunan, TLE, Computer, MAPEH, EsP with NEAP Recognized Program on Effective Curriculum Implementation		
National Training Program on Math, Science and English	December 8-10, 2023	Baguio City
National Training Program for Teaching Early Grades and Special Education	December 16-18, 2023	Tagaytay City
National Training Program on Music, Arts, Physical Education and Health	December 19-21, 2023	GSP Ating Tahanan, Baguio City

The program of activities was designed consistent to D.O. 9 s. 2005 Instituting Measures to Increase Engaged Time-On-Task and Ensuring Compliance Therewith, this training program will be conducted outside DEPED official time/working hours.

Your communication to all teaching personnel will also enable the participants fulfill their responsibility under Republic Act 10912 or the CPD Act of 2016. President Ferdinand Marcos Jr. emphasized in his State of the Nation Address the value professional development programs as he said "the government would institute a program of refresher courses and re-trainings for teachers to adapt to the rapid growth in technology". We can assure you that this training can boost the MATATAG curriculum as it bears NEAP recognition from NEAP Central Office- Quality Assurance.

The teacher-participants are expected to:

1. Practice reflective-teaching by being critical on their teaching practices such as instructional planning, delivery of instruction and conduct of student assessments.
2. Gain in-depth understanding of evidence-based teaching practices for K12 Education like constructive alignment by unpacking the performance and content standards.
3. Develop and apply competencies expressed in DepEd PPST in specific areas of content knowledge pedagogy, curriculum and planning, assessment and reporting.
4. Benchmark from other educators and practitioners of appropriate teaching strategies
5. Improve teaching practices by simulating instructional strategies and different types of Learner-centered assessments.

Center for Human Research & Development Foundation Inc.
7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines



What are the benefits from attending this seminar-workshop?

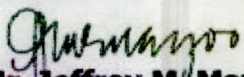
1. Learn from the highly proficient teacher-leaders in their respective educational institutions with strong experience here in abroad
2. Improve your teaching portfolio, gain better understanding how to move from one career stage to another in your RPMS-PPST
3. Earn certificate that you can apply for CPD points under self-directed process in Professional Regulation Commission. This can be used for LPTs license card renewal.
4. Earn NEAP professional development points useful in DepEd career progression (ranking/ promotion, reclassification)
5. Visit historical places and scenic places in Cagayan de Oro City

The program of activities was designed consistent to D.O. 9 s. 2005 Instituting Measures to Increase Engaged Time-On-Task and Ensuring Compliance Therewith, this training program will be conducted outside DEPED official time/working hours.

For other inquiries, please email us at chrdf.inc@gmail.com or text us during office hours at 09989925601.

Thank you and we look forward to serving you.

Sincerely yours,


Mr. Jeffrey M. Mayor
Executive Director