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

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM

SGOD-2024- 779

To: : Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors
Education Program Supervisors
Public School Heads
Non-Teaching Personnel (Division-based and School-based)

Subject : **ONLINE SURVEY OF LEARNING AND DEVELOPMENT NEEDS
ASSESSMENT (LDNA)**

Date : November 18, 2024

This is in reference to Memorandum DM-OUHROD-2024-212 dated October 21, 2024 signed by Wilfredo E. Cabral, Regional Director, Officer-In-Charge, Office of the Undersecretary for Human Resource and Organizational Development.

In relation to this, the Human Resource Development Specialists will conduct online survey of learning and development needs assessment (LDNA) to all Non-Teaching Personnel both Division-based and School-based. This is to gather, analyze, review, and finalize the training needs of the NTP. In addition, the data will be utilized during the recalibration workshop for the three-year learning and development plan for field offices NTP.

All NTP are requested to accomplish the survey link on or before November 20, 2024: <https://bit.ly/3UXTNah>.

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

For the information and guidance by all concerned.

For and in the absence of the Schools Division Superintendent:

DepEd Schools Division of Digos City

RECORDS SECTION

RELEASED
24-70823

Enclosed: As stated
SGOD/rbd

BY: [Signature]

PETER-JASON C. SENARILLOS
Senior Education Program Specialist
Officer-In-Charge [Signature]



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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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MEMORANDUM
DM-OUHROD-2024-2121

TO : **REGIONAL DIRECTORS
SCHOOL DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED**

FROM : **WILFREDO E. CABRAL**
*Regional Director
Officer-in-Charge, Office of the Undersecretary for
Human Resource and Organizational Development*

SUBJECT : **RECALIBRATION WORKSHOP FOR THE THREE-YEAR
LEARNING AND DEVELOPMENT PLAN FOR FIELD OFFICES
NON-TEACHING PERSONNEL**

DATE : October 21, 2024

The Bureau of Human Resource and Organizational Development - Human Resource Development Division will be conducting a **Recalibration of the Three-Year Learning and Development Plan Workshop** on specific dates and venues (refer to Annex A).

This L&D Planning and Recalibration Workshop aims achieve the following objectives:

1. To review and validate the 2024 Regional Office Learning and Development Plan;
2. To revise and finalize the 3-year learning and development plan (2025-2027) based on the progress made for the 2024 ROLDP; and
3. Capacitate the regional office and schools division office L&D implementors/ participants in developing the Learning and Development Plan.

In this regard, may we request the Regional and School Division offices to authorize participation to the workshop of the following preferred representatives:

- Chief, RO Human Resource Development Division (HRDD)
- RO Non-Teaching Personnel Focal Person
- SDO- HRDS Senior Education Program Specialist (SEPS)



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The recalibration workshop will be conducted in four (4) clusters with the following dates and venues as follows:

Recalibration Workshop for the Three-Year Learning and Development Plan for Non-Teaching Personnel		
Participants	Schedule	Venue
Cluster 1 Region I, II, III, and CAR	November 4- 7, 2024	Within Central Luzon
Cluster 2 Region IV-A, IV-B, V, and NCR	November 11- 14, 2024	Within NCR
Cluster 3 Region VI, VII, VIII, IX	November 18- 21, 2024	Within Cebu
Cluster 4 Region X, XI, XII, and CARAGA	November 25- 28, 2024	Within Davao
*Specific details of the venue to follow in a separate advisory		

Participants are requested to prepare the most recent learning and development needs assessment (LDNA) of non-teaching personnel, previous and current approved learning plan, and initial draft Office Learning Plan for FY 2025 for the workshop. Each participant is also requested to bring their own device (e.g., laptops and extension wires) to the workshop.

Arrival and registration of participants are expected on **Day 1** (refer to Annex A-Program Outline) as the program is expected to start at 3:00 p.m. Meals and accommodation for the participants will be provided by BHRD-HRDD while the travel expenses shall be charged against respective local funds subject to the existing accounting and auditing rules and guidelines.

Participants are hereby advised to confirm attendance, through the forms found in this link and QR code **on or before October 28, 2024**:

<https://forms.office.com/r/277eURKIKR>



For other queries and concerns, please contact Mr. Siljohn Rey P. Salazar of BHROD-HRDD at (02) 8470-6630 or email at bhrod.hrdd@deped.gov.ph.

For your information and appropriate action.



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

DIVISION MEMORANDUM
No. 066, s. 2024

November 4, 2024

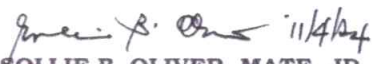
**PARTICIPATION IN THE THREE-YEAR L&D PLAN WORKSHOP
FOR NON-TEACHING PERSONNEL**

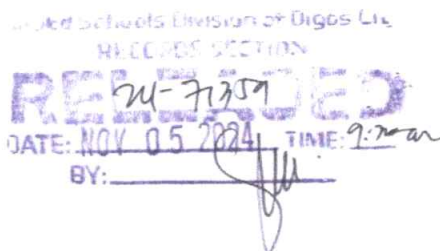
To: Assistant Schools Division Superintendent
SGOD Division Chief

Attention:
Ronald B. Dedace
SEPS-HRD

1. This is in reference to Regional Memorandum HRDD-2024-265 dated October 24, 2024 signed by Allan G. Farnazo, Director IV, re: Participation to the Three-Year L&D Plan Workshop for Non-Teaching Personnel on November 25-28, 2024 within Davao City.
2. You are hereby directed to attend the said activity.
3. All other details are found in the enclosures for ready reference.
4. For information, guidance, and compliance.

For and in the absence of the SDS:


SOLLIE B. OLIVER, MATE, JD
Chief ES, SGOD
Officer-In-Charge



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Republic of the Philippines
Department of Education
DAVAO REGION

Schools Division of Digos
RECORDS SECTION

31 OCT 2024

TIME: 11:28

October 24, 2024

REGIONAL MEMORANDUM
HRDD-2024-265

PARTICIPATION TO THE THREE-YEAR L AND D PLAN WORKSHOP FOR
NON-TEACHING PERSONNEL

To: Assistant Regional Director
Schools Division Superintendents

1. This has reference to DM-OUHROD-2024-2121, entitled **Recalibration Workshop for the 3-Year Learning and Development (L and D) Plan for Field Offices Non-Teaching Personnel**, be informed that the activity is scheduled on November 25-28, 2024 within Davao. A separate memorandum will be issued on the final venue of the activity. Relevant details are found in the enclosures. The participants of the activity are:

Participants	Position	Office
Glen L. Villonez	Education Program Supervisor	RO XI-HRDD
Mariane B. Tubo	Education Program Specialist II	RO XI-HRDD
Jasmine G. Camilotes	HRD SEPS	Davao City
Dennis C. Alcano	HRD SEPS	Davao de Oro
Romela T. Pangandoyon	HRD SEPS	Davao del Norte
Elyn L. Suprente	HRD SEPS	Davao del Sur
Winnie P. Malanas	HRD SEPS	Davao Occidental
Mary Grace Y. Mercado	HRD SEPS	Davao Oriental
Ronald B. Dedace	HRD SEPS	Digos City
Evangeline C. Bongcac	HRD SEPS	IGACOS
Jaycel P. Labrador	HRD SEPS	Mati City
Kenneth S. Deligencia	HRD SEPS	Panabo City
Eduard Mark A. Baustista	HRD SEPS	Tagum City

2. The accommodation of the participants will be provided by BHROD-HRDD while the travel expenses shall be charged against respective local funds subject to the existing accounting and auditing rules and guidelines.

3. Immediate dissemination of this Memorandum is directed.

Encl.: As stated
ROH3/glv

RECEIVED
RELEASED

ALLAN G. FARRAZO
Director



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-1665; (082) 221-6147
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph



Annex A: INDICATIVE PROGRAM OUTLINE

Time	Activity
Day 1: November 4, 11, 18, and 25, 2024 Monday	
9:00 AM-12:00 PM	Arrival and Registration of Participants
12:00 PM- 1:00 PM	LUNCH
1:00 PM- 2:30 PM	Preliminary Activities
2:30 PM- 4:00 PM	Presentation: BEDP 2030 and alignment of Strategic Directions of the Human Resource and Organizational Development
4:00 PM- 5:00 PM	PMT Debriefing
Day 2: November 5, 12, 19, and 26, 2024 Tuesday	
8:30 AM- 9:00 AM	Day 2: Preliminary Activities
9:00 AM-10:30 AM	Discussion: Learning and Development System and Processes
10:30 AM- 12:00 PM	Discussion: Learning and Development Planning and review of the 2024 Learning and Development Plan
12:00 PM- 1:00 PM	LUNCH
1:00 PM- 2:00 PM	Presentation: Recommended L&D Priorities
2:00 PM- 4:00 PM	Activity: Finalizing the OLDLP 2025 vis-a-vis OPDNTF PSF
4:00 PM-5:00 PM	Presentation of Outputs
Day 3: November 6, 13, 20, and 27, 2024 Wednesday	
8:30 AM- 9:00 AM	Day 3: Preliminary Activities
9:00 AM-12:00 NN	Activity: Preparation of OLDLP for FY 2025-2027 per Region
12:00 PM- 1:00 PM	LUNCH
1:00 PM 5:00 PM	Presentation of Outputs/ Feedback Session: OLDLP for FY 2025-2027 per Region
Day 4: November 7, 14, 21, and 28, 2024 Thursday	
9:00 AM-9:30 AM	Day 4: Preliminary Activities
9:30 AM- 12:00 PM	<i>[continuation]</i> Presentation of Outputs/ Feedback Session: OLDLP for FY 2025-2027 per Region
12:00 PM- 1:00 PM	LUNCH
1:00 PM- 3:00 PM	Closing Activities
	<i>Ways Forward</i>
	<i>Closing Message</i> <i>Activity Evaluation</i>
3:00 PM onwards	Departure

