



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

Office of the Schools Division Superintendent

December 12, 2025

DIVISION MEMORANDUM

SGOD-2025-828

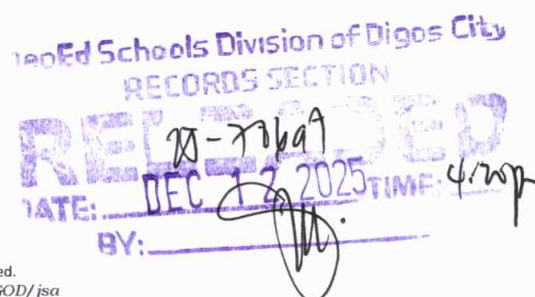
To : Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisor
Education Program Supervisors
Public School Heads
Public School Teachers
All Others Concerned

Subject: **INVITATION TO THE 12TH NAPSSHIL PRINCIPALS' CONGRESS**

1. This is in reference to Memorandum dated December 10, 2025, signed by Atty. Fatima Lipp D. Panontongan, Undersecretary for Procurement and Chief of Staff, re: **Invitation to the 12th NAPSSHIL Principals Congress**, with the theme "Empowering Principals as Leaders of Transformation: Advancing DepEd's 5-Point Agenda for Inclusive, Resilient, and Future-Ready Education" organized by the **National Association of Public Secondary Schools of the Philippines (NAPSSHIL) Inc.**, on **April 6-8, 2026** at the **Legaspi Convention Center, Legaspi City, Albay**.
2. Interested school heads may attend on Official Business, subject to the following conditions:
 - a. Strict compliance with DepEd Order No. 046, s. 2022, the Amendment to DepEd Order No. 43, s. 2022 (*Omnibus Travel Guidelines for All Personnel of the Department of Education*) and Other Appropriate Orders and Guidelines on Travel;
 - b. Secure approval from the Schools division Superintendent;
 - c. Attendance shall not hamper regular school operations and functions; and
 - d. Use of DepEd funds strictly adheres to the usual accounting and budgeting, accounting and auditing rules and regulations.
3. Refer to the enclosures for more details and information.
4. Immediate dissemination of this Memorandum is desired.

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

For and in the absence of the
Schools Division Superintendent



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

Enclosed: As stated.
SGOD/jsa



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Republika ng Pilipinas
Department of Education
OFFICE OF THE SECRETARY



MEMORANDUM

TO : **Regional Directors**
Schools Division Superintendents
All Others Concerned

FROM : **ATTY. FATIMA LIPP D. PANONTONGAN**
Undersecretary for Procurement and Chief of Staff

SUBJECT : **INVITATION TO THE 12TH NAPSSPHIL PRINCIPALS' CONGRESS**

DATE : 10 December 2025



The Department of Education announces the conduct of the **12th Principals' Congress**, with the theme "Empowering Principals as Leaders of Transformation: Advancing DepEd's 5-Point Agenda for Inclusive, Resilient, and Future-Ready Education" organized by the **National Association of Public Secondary Schools of the Philippines (NAPSSPHIL) Inc.**, on **April 6-8, 2026**, at the **Legaspi Convention Center, Legaspi City, Albay**.

This activity aims to capacitate school heads in operationalizing inclusive and enabling learning environments through evidence-based governance frameworks, institutionalizing teacher welfare support mechanisms to sustain morale, professional growth and retention. This also aims to capacitate school heads in mainstreaming learner well-being programs responsive to psychosocial, health, and safety needs, strengthening instructional supervision and agile delivery systems for efficient, technology-enabled learning, and advancing workforce readiness competencies aligned with national development and global competitiveness.

Participants may opt to attend on Official Business the activity subject to the following conditions:

- compliance with the applicable provisions of DepEd Order No. 046, s. 2022 titled the Amendment to DepEd Order No. 43, s. 2022 (*Omnibus Travel Guidelines for All Personnel of the Department of Education*) and Other Appropriate Orders and Guidelines on Travel;
- secure approval from respective authorities;
- participation shall not interfere with regular functions and responsibilities; and
- use of DepEd funds strictly adheres to the usual budgeting, accounting, and auditing rules and regulations.

For more details, please see the attached communication from the NAPSSPHIL.





Republika ng Pilipinas
Department of Education
OFFICE OF THE SECRETARY

MEMORANDUM

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Schools Division Superintendents
All Others Concerned

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Republic of the Philippines
Department of Education
**NATIONAL ASSOCIATION OF PUBLIC
SECONDARY SCHOOLS OF THE PHILIPPINES
NAPSSPHIL, INC.**



December 9, 2025

HON. JUAN EDGARDO "SONNY" M. ANGARA

Secretary
Department of Education

ATTN:

ATTY. FATIMA LIPP D. PANONTONGAN
Undersecretary and Chief of Staff

HON. ANGARA:

Warm greetings from the **National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), Inc.**

In support of the Department of Education's **5-Point Reform Agenda**, we respectfully request approval to hold the **12th NAPSSPHIL Principals' Congress** on April 6–8, 2026, at the Legaspi Convention, Albay with the theme **"Empowering Principals as Leaders of Transformation: Advancing DepEd's 5-Point Agenda for Inclusive, Resilient, and Future-Ready Education."**

This national congress seeks to capacitate school heads in:

1. Operationalizing inclusive and enabling learning environments through evidence-based governance frameworks;
2. Institutionalizing teacher welfare support mechanisms to sustain morale, professional growth, and retention;
3. Mainstreaming learner well-being programs responsive to psychosocial, health, and safety needs;
4. Strengthening instructional supervision and agile delivery systems for efficient, technology-enabled learning; and
5. Advancing workforce readiness competencies aligned with national development and global competitiveness.

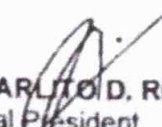
The sessions will feature plenary lectures, policy dialogues, and technical workshops to enhance principals' leadership capacities as strategic drivers of DepEd's reform priorities.

In view of the foregoing, we respectfully request your approval and the issuance of a Department Memorandum to enjoin participation of principals, assistant principals, department heads, senior high school assistant principal designate, teacher-in-charge, officer-in-charge of schools, and education leaders nationwide, subject to existing accounting and auditing guidelines.

We trust in your continued support in empowering our school leaders as critical partners in realizing the transformative vision of the Department of Education.

Thank you very much.

Respectfully yours,


DR. WARLITO D. ROSAREAL
National President
NAPSSPHIL, Inc.

Mobile No. 09104296428 / 09281303292 / 09694401025