


Republic of the Philippines
Department of Education
 NATIONAL CAPITAL REGION

Advisory No. 365 s. 2023
 September 25, 2023

CONDUCT OF THE INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS THROUGH THE SCHOOL HEADS DEVELOPMENT PROGRAM

1. This is in reference to the unnumbered Memorandum OM-OUHROD-NEAP-2023, dated September 19, 2023, informing the field of the above-captioned subject.
2. The Induction Program for Beginning School Heads (IPBSH) shall be provided to all NQESH passers.
3. For more information, contact Mr. Guillermo Nikus Telan at guillermonikus.telan001@deped.gov.ph or Dr. Cristina Mosanto at cristina.mosanto002@deped.gov.ph.
4. For information and immediate dissemination.


WILFREDO E. CABRAL, CESO III
 Regional Director



Misamis St., Bago Bantay, Quezon City

Email Address: ncr@deped.gov.ph
 Website: <http://www.depedncr.com.ph>

Doc. Ref. Code	RO-ORD-F001	Rev	00
Effectivity	01-26-23	Page	1 of 1
Doc. Ref. Code	PAWIN-F-014	Rev	00
Effectivity	09-20-21	Page	1 of 1



Republika ng Pilipinas


Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
OM-OUHROD-NEAP-2023-_____

TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ELEMENTARY AND SECONDARY SCHOOL HEADS
ALL OTHERS CONCERNED

ATTENTION : Chiefs, Human Resource and Development Division
NEAP-R Focal Persons

FROM : 
GLORIA JUMAMIL-MERCADO
Undersecretary for Human Resource and Organizational Development

SUBJECT : CONDUCT OF THE INDUCTION PROGRAM FOR BEGINNING
SCHOOL HEADS THROUGH THE SCHOOL HEADS
DEVELOPMENT PROGRAM (SHDP)

DATE : September 19, 2023

1. In response to the challenge of enhancing the quality of basic education, the Department of Education has initiated the MATATAG Agenda. Within the framework of this initiative, a particular focus has been placed on the critical aspect of providing support to teachers, to enable them to enhance their instructional methodologies and foster enriched learning experiences. This commitment to empowering educators for the betterment of teaching practices is further underscored by DepEd's firm support for the continued transformation of the National Educators Academy of the Philippines (NEAP).

2. In addition, pursuant to RA 11713 or the Excellence in Teacher Education Act, DepEd, through NEAP, is mandated to provide quality professional development programs to teachers, school leaders, and other teaching-related personnel. Relative to these, NEAP will develop an Induction Program for School Heads which aims to empower and equip our school heads with the necessary knowledge and skills to excel in their roles. This program is critical in promoting quality education and effective school leadership throughout the country.

3. Relative to this, the Conduct of the Induction Program for Beginning School Heads, through the School Heads Development Program (SHDP) in the Regional and School Divisions Offices shall be provided to all National Qualifying Examination for

School Heads (NQESH) passers.

4. Likewise, all 5 domains of the Philippine Professional Standards for School Heads (PPSSH) shall be covered to ensure their readiness.
5. Board and lodging, travel, and other incidental expenses related to the conduct of the activity shall be charged to FY 2023 HRD Funds, subject to the usual accounting and auditing rules and regulations.
6. For more information or clarification, please contact **Mr. Guillermo Nikus Telan** at guillermonikus.telan001@deped.gov.ph or **Dr. Cristina Monsanto** at cristina.monsanto002@deped.gov.ph.
7. Immediate dissemination of and appropriate action on this memorandum is earnestly desired.

[EPDD/Telan/Monsanto]