



HRDD

Republic of the Philippines
Department of Education
SOCCSKSARGEN REGION

07 Sept 2026

REGIONAL MEMORANDUM

No. 080 s. 2026

CONDUCT OF EMPOWERING MENTORS, DEVELOPING LEADERS: BUILDING SUSTAINABLE SUPERVISORY LEADERSHIP

TO: Schools Division Superintendents
RO and SDO Functional Divisions Chiefs

1. In reference to DepEd Memorandum DM-OULS-2026-369, titled "*Conduct of Empowering Mentors, Developing Leaders: Building Sustainable Supervisory Leadership*," the Department of Education, through the National Educators Academy of the Philippines (NEAP), shall conduct the professional development program **"Deepening Accountability and Leadership: Unlocking Mindsets for Adaptive Leadership and Transformation (DALUMAT)."**

2. Pursuant to Republic Act No. 11713, otherwise known as the *Excellence in Teacher Education Act*, which promotes quality professional development for education personnel, the program seeks to further strengthen the leadership capacities and professional competencies of DepEd officials and personnel.

3. As part of the Supervisors Onboarding Program (SOP), **the activity specifically aims to enhance the leadership, coaching, and mentoring competencies of Chief Education Supervisors (CESs)**, enabling them to effectively support newly appointed supervisors and foster their continuous professional growth and development.

4. The schedule and pertinent details of the program are as follows:

Activity	Date and Venue	Target Participants	Registration
Empowering Mentors, Developing Leaders: Building Sustainable Supervisory Leadership (Batch 4) Regions IX, X, XI, XII and XIII	October 26-29, 2026 DepEd Ecotech Center, Cebu City	Chief Education Supervisor (CES) • CID • SGOD • CLMD • PPRD • QAD • HRDD • FTAD • ESSD	Registration: tinyurl.com/SOP-Batch4 Deadline: October 12, 2026

5. Only the identified Chiefs and focal persons shall attend the identified activities specified in the program. **NO ALTERNATE PARTICIPANTS SHALL BE ALLOWED** beyond those officially endorsed.



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6. The identified participants are likewise required to **register through the corresponding registration link** indicated in the table above. Registration is required to secure the **participation code**, which shall serve as the official reference for all program-related transactions and communications.
7. In preparation for the conduct of the program, **Noel B. Wamar**, EPS of SDO Kidapawan City, as the identified resource person, is requested to attend an online preparatory meeting via MS Teams. The details of the meeting are as follows:
Date and Time: September 9, 2026
Platform: MS Teams
Meeting Link: tinyurl.com/SOP-BI-Orye
8. Participants are requested to bring the following materials and supplies during the activity:
- 60-inch by 60-inch piece of fabric
 - preferably gina-cloth fabric to be used during the activity
 - Crayons or coloring pens
 - maintenance medications, as applicable
 - laptops
 - extension wires
 - other sources of internet connectivity
9. For reference, the following enclosures are attached:
Enclosure 1 - List of Participants
Enclosure 2 - Activity Matrix
Enclosure 3 - Meal Provision
10. The board and lodging of the participants, resource persons, and members of the program management team shall be charged to the NEAP HRD Funds. Meanwhile, transportation, per diem, and other incidental expenses shall be charged against the respective HRD and local funds of the concerned offices/Schools Division Offices, subject to the usual accounting and auditing rules and regulations.
11. In case activities fall on suspensions, cancellations, weekends, or holidays, non-teaching and teaching-related personnel may be granted compensatory time-off pursuant to CSC-DepEd Joint Circular No. 2, s. 2004, titled *Non-Monetary Remuneration for Overtime Services Rendered*, provided that they will not receive per diem for the same activity, subject to existing government accounting and auditing rules and regulations.
12. For inquiries and clarifications, contact Arjay C. Raborar, Education Program Specialist II, NEAP-XII, through email at arjay.raborar@deped.gov.ph.
13. Immediate dissemination of and compliance with this Memorandum are desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director



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Encl.: As stated

Reference: As stated

Allotment:

To be indicated in the Perpetual Index
under the following Subject:

TRAINING PROGRAM

ACR/HRDD-NEAP/RM- CONDUCT OF EMPOWERING MENTORS, DEVELOPING LEADERS: BUILDING SUSTAINABLE
SUPERVISORY LEADERSHIP
087/September 8, 2026

ROH5



Prime Regional Government Center, Brgy. Carpenter Hill, City of Koronadal

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Website: depedroxii.org



Certificate No. PHP QMS
24 53 6195



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Enclosure 1 to Regional Memorandum No. 080 s. 2026

LIST OF PARTICIPANTS

No.	Name	Position	No. of years in Current Position	Email Address	School Division Office
1	Elpidio B. Daquipil	CES-CID			Cotabato
2	Julie B. Lumogdang	CES-SGOD			Cotabato
3	Juliet A. Lastimosa	CES-CID			General Santos City
4	Lito S. Adanza	CES-SGOD			General Santos City
5	Ronela S. Molina	CES-CID			Kidapawan City
6	Marissa T. Bernaldez	CES-SGOD			Kidapawan City
7	Prima A. Roullo	CES-CID			Koronadal City
8	Carlo C. Melendres	CES-SGOD			Koronadal City
9	Donna S. Panes	CES-CID			Sarangani
10	Ma. Shirley M. Cardinal	CES-SGOD			Sarangani
11	Marichu R. Dela Cruz	CES-CID			South Cotabato
12	Cristopher T. Frusa	CES-SGOD			South Cotabato
13	Ismael M. Ambalgan	CES-CID			Sultan Kudarat
14	Mohaliden M. Suaeb	CES-SGOD			Sultan Kudarat
15	Arlene Rosa G. Arquiza	CES-CID			Tacurong City
16	Mayflor D. Romualdo	CES-SGOD			Tacurong City
17	Shienna Lyn L. Antenor	CES- CLMD			Regional Office
18	Glen A. Bisnar	CES-PPRD			Regional Office
19	Norman Valeroso	CES-QAD			Regional Office
20	Emily F. Enolpe	CES-HRDD		emily.enolpe@deped.gov.ph	Regional Office
21	Agney C. Taruc	CES-FTAD			Regional Office
22	Magdaleno C. Duhilag, Jr.	CES-ESSD			Regional Office



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23	Arjay C. Raborar	EPS-II	2 years	arjay.raborar001@dep ed.gov.ph	Regional Office
24					Cotabato



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Enclosure 2 to Regional Memorandum No. 080 s. 2026

ACTIVITY MATRIX

Empowering Mentors, Developing Leaders: Building Sustainable Supervisory Leadership (Batches 1 to 4)
Theme: Deepening Accountability and Leadership: Unlocking Mindsets for Adaptive Leadership and Transformation (DALUMAT)

A. Program of Activities				
Time	Day 1	Day 2	Day 3	Day 4
8:00 - 8:10 a.m.	Travel Time	Season 4: Program Management and Policy Implementation	Management of Learning	Season 10: Building a Coaching Culture: Executive Coaching Laboratory and Leadership Legacy
8:11 - 8:20 a.m.				
8:21 - 8:30 a.m.				
8:31 - 8:40 a.m.				
8:41 - 8:50 a.m.				
8:51 - 9:00 a.m.	Registration	HEALTH BREAK	Session 8: Executive Coaching Conversations: Unlocking Mindsets through Powerful Inquiry	Continuation of Session 10
9:00 - 9:10 a.m.				
9:11 - 9:20 a.m.				
9:21 - 9:30 a.m.				
9:31 - 9:40 a.m.				
9:41 - 9:50 a.m.	Opening Program	Session 5: Monitoring, Evaluation, and Data-Driven Decision Making	HEALTH BREAK	Continuation of Session 10
9:50 - 10:00 a.m.				
10:01 - 10:10 a.m.				
10:11 - 10:20 a.m.				
10:21 - 10:30 a.m.				
10:31 - 10:40 a.m.				
10:41 - 10:50 a.m.				



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10:51 - 11:00 a.m.	Session 1. Overview of the Supervisors' Onboarding Program	Session 6. Developing Self and Others for Effective Leadership	LUNCH BREAK	POST TEST
11:01 - 11:10 a.m.				
11:11 - 11:20 a.m.				
11:21 - 11:30 a.m.				
11:31 - 11:40 a.m.				
11:41 - 11:50 a.m.	Session 2. Foundations of Supervisory Leadership in the Department of Education	Session 7. The Executive Coach: Reframing the Role of Chiefs as Leadership Architects	Management of Learning	POST TEST
11:51 - 12:00 nn.				
12:01 - 1:00 p.m.				
1:01 - 1:10 p.m.				
1:11 - 1:20 p.m.				
1:21 - 1:30 p.m.	Session 9. Strategic Mentoring, Adaptive Leadership, and Systems Thinking	Session 9. Strategic Mentoring, Adaptive Leadership, and Systems Thinking	HEALTH BREAK	Closing Program
1:31 - 1:40 p.m.				
1:41 - 1:50 p.m.				
1:51 - 2:00 p.m.				
2:01 - 2:10 p.m.				
2:11 - 2:20 p.m.	Session 3. Instructional Leadership and Technical Assistance	Continuation of Session 7	Continuation of Session 9	Departure
2:21 - 2:30 p.m.				
2:31 - 2:40 p.m.				
2:41 - 2:50 p.m.				
2:51 - 3:00 p.m.				
3:01 - 3:10 p.m.	Activity Leadership Reflection Journal and Commitment Sharing	Reminders and Daily Evaluation		
3:11 - 3:20 p.m.				
3:21 - 3:30 p.m.				
3:31 - 3:40 p.m.				
3:41 - 3:50 p.m.				
3:51 - 4:00 p.m.	Activity Leadership Reflection Journal and Commitment Sharing	Reminders and Daily Evaluation		
4:01 - 4:10 p.m.				
4:11 - 4:20 p.m.				
4:21 - 4:30 p.m.				
4:31 - 4:40 p.m.				
4:41 - 4:50 p.m.	Activity Leadership Reflection Journal and Commitment Sharing	Reminders and Daily Evaluation		
4:51 - 5:00 p.m.				
5:01 - 5:30 p.m.				



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Enclosure 3 to Regional Memorandum No. 080 s. 2026

Meal Provision

Empowering Mentors, Developing Leaders: Building Sustainable Supervisory Leadership (Batches 1-4)

Meals	Day 1	Day 2	Day 3	Day 4
Breakfast	✓	✓	✓	✓
AM Snack	✓	✓	✓	✓
Lunch	✓	✓	✓	✓
PM Snack	✓	✓	✓	✓
Dinner	✓	✓	✓	