



Republic of the Philippines
Department of Education
REGION II – CAGAYAN VALLEY



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REGIONAL MEMORANDUM

No. **416**, s. 2024

**SURVEY ON THE DEVELOPMENTAL NEEDS OF 2023 NQESH TEST TAKERS
AND 2021 CATEGORY B EXAMINEES IN DEPED REGION 2**

To: Schools Division Superintendents
2023 NQESH Test Takers
2021 Category B Examinees
All Others Concerned

1. The Human Resource Development Division - National Educators Academy of the Philippines (NEAP) - Region 2 is dedicated to enhancing school leaders' access to evidence-based, standards-aligned, and results-oriented professional development programs.
2. In line with this commitment and with reference to **DM 059, s. 2024**, titled "*Results of the Fiscal Year 2023 National Qualifying Examination for School Heads and Fiscal Year 2021 NQESH Category B Evaluation and Certification*," this Office conducts a **Survey on the Developmental Needs of 2023 NQESH Test Takers and 2021 Category B Examinees** within DepEd Regional Office 2, Cagayan Valley.
3. The survey seeks to:
 - a. gather detailed profiles of 2023 NQESH test takers and 2021 NQESH Category B examinees within DepEd Regional Office 2, Cagayan Valley.
 - b. assess specific developmental needs of these school leaders across each domain and strand of the Philippine Professional Standards for School Heads.
 - c. provide evidence-based insights that will inform the design of targeted, tiered professional development programs for each category.
4. All 2023 NQESH test takers (Categories A, B, and C) and 2021 NQESH Category B examinees are requested to complete the survey at the following link: <https://tinyurl.com/2023NQESH-IDPAnalys-R2> by **November 15, 2024**.
5. For questions or further clarification, please contact the Human Resource Development Division - NEAP via email at hrdd.region2@deped.gov.ph.
6. Immediate dissemination and compliance are requested.



BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director

HRDD/RBC/jsfl



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Republic of the Philippines
Department of Education
REGION II – CAGAYAN VALLEY

MEMORANDUM		Date: 11-14-24	Released/Records: 0
To: () PSDS/DICs	() Elem/Sec School Heads		
() Private Schools	() Others:		
For: () Information	() Dissemination		
() Guidance	() Strict Compliance		
By: ORLANDO E. MANUEL PhD., CESO V Office of the Schools Division Superintendent			
By: <input type="checkbox"/> ASDS <input checked="" type="checkbox"/> CID Chief <input type="checkbox"/> SGOD Chief <input type="checkbox"/> AO <input type="checkbox"/> Atty. Signature: <i>[Signature]</i>			

INNOVATIVE WORKPLAN

I. TITLE OF PROJECT

ENHANCED SCHOOL-BASED SCHOOL HEADS DEVELOPMENT PROGRAM
FOR 2023 NQESH TEST TAKERS AND 2021 CATEGORY B EXAMINEES

II. TIME FRAME

ACTIVITY	INDICATIVE DATES
A. Development of Learning Resource Package	April-May, 2024
B. Capability Building Sessions	June-August, 2024
C. Program Evaluation & Follow-up Support	Sept-Oct 2024

III. PROPONENT

ROMEL B. COSTALES, Education Program Supervisor/OIC-Chief, Human Resource Development Division

IV. RATIONALE/STATEMENT OF PURPOSE

The journey toward effective school leadership requires not only technical skills but also strategic competencies, reflective practice, and adaptive problem-solving. For aspirants of school leadership roles in DepEd Region 2, the 2023 NQESH results and previous assessments reveal varying levels of readiness across key domains. This workplan seeks to respond to the unique developmental needs of 2023 NQESH test takers and 2021 Category B aspirants. By providing targeted, needs-based interventions aligned with the Philippine Professional Standards for School Heads (PPSSH), this program aims to bridge competency gaps, foster leadership potential, and enhance school performance region-wide.

Through structured, tiered support, the program will prepare these candidates for the demands of school leadership and ensure they are fully equipped for transformative educational outcomes.

V. OBJECTIVES

A. General Objective

To develop and implement a comprehensive, tiered training program that enhances the competencies of aspiring school heads in Region 2, preparing them to lead effectively and meet DepEd standards.



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B. Specific Objectives

1. **Profile Analysis:** Collect and analyze detailed profiles of 2023 NQESH test takers and 2021 Category B aspirants.
2. **Needs Assessment:** Identify specific developmental needs across each domain and strand of the PPSSH to inform resource development and training focus.
3. **Resource Package Development:** Design a customized School Head's Learning Resource Package to address the identified competency gaps.
4. **Capability Building for Category A and B:** Conduct differentiated capability-building activities based on the distinct needs of Category A (NQESH passers, Principal 1-eligible) and Category B (aspiring school heads requiring mentoring and coaching for Teacher-in-Charge roles).
5. **Ongoing Support & Improvement:** Establish a feedback loop for continuous program improvement, guided by participant evaluations and assessments.

VI. INNOVATION DESCRIPTION

- A. The **School Head's Learning Resource Package** will be an all-encompassing toolkit developed to address the specific developmental needs of Region 2 school heads. This package will be segmented into modules focusing on each domain and strand of the PPSSH. Resources will include case-based scenarios, mock examination questions, strategic management exercises, and coaching resources.
- B. The **Capability Building Program** will offer intensive workshops, interactive simulations, and targeted coaching sessions. Category A participants will receive training on advanced leadership topics aligned with the Principal 1 competencies, while Category B participants will undergo structured mentoring sessions focusing on foundational school leadership skills.

VII. PLAN OF ACTION (GHANT CHART)

Activity	Apr	May	Jun	Jul	Aug	Sept	Oct
Phase 1: Development of Learning Resource Package							
1. Preparation & Planning	X						
2. Needs Analysis & Data Collection	X						
3. Content Development for Resource Package	X	X					
4. Internal Review & Quality Assurance		X					
5. Finalization of Resource Package		X					

Activity	Apr	May	Jun	Jul	Aug	Sept	Oct
Phase 2: Capability Building for School Heads							
6. Training Program Design (Category A & B)			X				
7. Training Implementation (Session 1)				X			
8. Training Implementation (Session 2)					X		
Phase 3: Program Evaluation & Follow-up Support							
9. Evaluation & Participant Feedback Collection						X	
10. Program Refinement Based on Feedback						X	
11. Final Report & Recommendations							X

VIII. BUDGETARY REQUIREMENTS

Activity	Modality	Budget Estimate	Source
Preparation & Planning	Face-to-Face	50,000	HRD Fund
Needs Analysis & Survey	Online & In-Person	40,000	HRD Fund
Content Development for Resource Package	Mixed	80,000	HRD Fund
Training Sessions (Category A & B)	Face-to-Face	150,000	HRD Fund
Program Evaluation & Feedback Sessions	Face-to-Face	60,000	HRD Fund
Preparation & Planning	Face-to-Face	50,000	HRD Fund
Total Budget		380,000	

IX. EXPECTED OUTPUT

1. **Comprehensive Learning Resource Package:** A set of well-developed, quality-assured learning materials tailored to each competency area of the PPSSH for NQESH candidates.
2. **Capability Building Program Completion:** Category A and B participants will have completed training sessions and received competency-focused mentoring, with skill-building aligned with NQESH requirements and Principal 1 competencies.
3. **Enhanced Leadership Competencies:** Documented improvement in competencies of participants, reflected in pre- and post-assessment results.
4. **Report on Developmental Outcomes & Recommendations:** A comprehensive report analyzing participant feedback, assessment outcomes,

and future recommendations for continuous improvement of the professional development program.

5. **Sustainable Framework for Future PD Programs:** A scalable and adaptable professional development framework to support the future training of school heads across Region 2.

Prepared by:

Noted by:

ROMEL B. COSTALES

OIC-Chief, HRDD

Date: October 28, 2024

Date: October 28, 2024

Reviewed and Quality Assured by:

Recommending Approval as to Availability of Fund:

JOY T. SORIANO

OIC-Chief, Quality Assurance Division

Date:

ROGIE A. SION, CPA

Chief, Finance Division

Date

Recommending Approval:

FLORANTE E. VERGARA

Director III/Assistant Regional Director

Date:

Approved:

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Director IV/Regional Director

Date: