

Republika ng Pilipinas
Department of Education
 OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

MEMORANDUM
 DM-OULS-2026-104

TO: Undersecretaries
 Assistant Secretaries
 Bureaus and Service Directors
 Regional Directors
 Schools Division Superintendents
 School Heads
 All Others Concerned

FROM: *Carmela C. Oracion*
CARMELA C. ORACION
 Assistant Secretary
 Officer-in-Charge
 Office of the Undersecretary for Learning Systems

SUBJECT: **CALL FOR NOMINATIONS TO THE SEAMEO INNOTECH'S INNOVATORS IN EDUCATION: SOUTHEAST ASIAN SCHOOL LEADERSHIP (INNOVATORS SEAL) PROGRAM**

DATE: 10 March 2026

MEMORANDUM		Date: 4/27/24	Released (Records): <i>uco</i>
To:	<input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads	
	<input type="checkbox"/> Private Schools	<input checked="" type="checkbox"/> Others:	
For:	<input checked="" type="checkbox"/> Information	<input checked="" type="checkbox"/> Dissemination	
	<input checked="" type="checkbox"/> Guidance	<input type="checkbox"/> Strict Compliance	
ORLANDO E. MANUEL PhD., CESO V Schools Division Superintendent			
By:	<input type="checkbox"/> ASDS	<input type="checkbox"/> CID Chief	<input type="checkbox"/> SGOD Chief
	<input type="checkbox"/> AO	<input checked="" type="checkbox"/> Atty	Signature: <i>[Signature]</i>

- The Southeast Asian Ministers of Education Organization Regional Centre for Educational Innovation and Technology (SEAMEO INNOTECH) announces its Call for Nomination for the inaugural cohort of the Innovators in Education: Southeast Asian School Leadership (Innovators SEAL) Program, scheduled to begin on 27 April 2026.
- The Innovators SEAL Program is INNOTECH's flagship leadership development program designed to equip the region's future-ready school leaders. Building on the Southeast Asian School Leadership Program (SEA-SLP), it introduces enhanced components such as futures thinking, AI-enabled tools, visits on innovation labs, and strengthened cross-country collaboration, guided by SEAMEO's regional priorities and INNOTECH's 11th Five-Year Development Plan.

Program details are as follows:

Focus Area	Innovators in Education: Southeast Asian School Leadership (Innovators SEAL) Program	
Training Schedule	27 April 2026	
No. of Slots	Two (2) School Leaders	One (1) Policymaker / Director-Level Official
Modality	Blended (Three Phases)	



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RELEASED
 DATE: 04-22-2026
 BY: *[Signature]*
RECORDS SECTION

April 21, 2026

To: All Schools Division Superintendents
 All Others Concerned

For information, dissemination, and appropriate action.

For:

BENJAMIN D. PARAGAS PhD, CESO III
 Director IV/ Regional Director *[Signature]*

HRDD/RBC/eq

ATTY. JOSE MARIO M. MACARILAY
 Chief Administrative Officer
 Administrative Services Division



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2. The **Innovators SEAL Program** is **INNOTECH's** flagship leadership development program designed to equip the region's future-ready school leaders. Building on the **Southeast Asian School Leadership Program (SEA-SLP)**, it introduces enhanced components such as futures thinking, AI-enabled tools, hands-on innovation labs, and strengthened cross-country collaboration, guided by **SEAMEO's** regional priorities and **INNOTECH's** 11th Five-Year Development Plan.

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Modality	Blended (Three Phases):	

	<p>Phase 1 – Online Learning: introductory modules and initial project design</p> <p>Phase 2 – Face-to-Face Training in the Philippines: innovation workshops, project-pitching activities, school visits, and collaborative project development</p> <p>Phase 3 – Online Integration and Reflection: consolidation of learning, refinement of innovation outputs, and coaching sessions</p>	
<p>Nomination Criteria (Recommended)</p>	<ul style="list-style-type: none"> • School heads, assistant school heads, or administrators with at least five (5) years of leadership experience • With a fully developed school-level innovation project that can be implemented within the year or after completing Phase 2 of Innovators SEAL • Proficient in English • Digitally literate, including familiarity with basic AI and other innovative tools for teaching and learning 	<ul style="list-style-type: none"> • Responsible for curriculum and instruction in the Ministry, who will represent the system-level perspective and support alignment of leadership innovations with broader education policy
<p>Provisions Covered by SEAMEO INNOTECH</p>	<p>Round-trip economy-class airfare, twin-sharing accommodation, meals, and all training-related expenses during the face-to-face Phase 2</p>	
<p>Submission Link</p>	<p>https://forms.office.com/r/1gnsvmXUzL</p>	
<p>Deadline of Submission</p>	<p>March 19, 2026</p>	

- For selection purposes, the National Educators Academy of the Philippines (NEAP) encourages each **Bureau/Division/Regional Office PDC** to endorse **at least one (1) qualified nominee per slot** who will submit the documentary requirements detailed under **Eligibility & Documentary Checklist (Enclosure 1)** along with their accomplished and duly signed **Scholarship Clearance (Enclosure 2)**.
- The **Participant Nomination Form and other required documents must be accomplished and uploaded (in PDF Form) on or before 19 March 2026**, through the submission link above. Kindly use official DepEd email accounts to submit the requirements.
- NEAP shall screen and evaluate the nominations submitted based on the prescribed criteria and endorse the qualified participants to SEAMEO INNOTECH.
- Kindly be advised that applications may be disqualified for various reasons, including, but not limited to, incomplete requirements, absence of official endorsement(s), direct submission of applications to the Secretariat's email, or discrepancies in submitted documents, among others.
- For further information or concerns, please contact the **NEAP Scholarships Secretariat** via email at scholarships@deped.gov.ph or landline (02) 8715-9919.
- For immediate dissemination and appropriate action.



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GENERAL ELIGIBILITY REQUIREMENTS/CHECKLIST

Name:	
Scholarship Program:	
Sponsoring Agency/Organization:	
Region/SDO:	
Work Station:	

Remarks (✓, X, others)	Eligibility	Documentary Requirements
	a. Must be a Filipino citizen.	Updated Personal Data Sheet
	b. Must have obtained a very satisfactory (VS) performance rating for two (2) consecutive years.	Latest rated performance rating with approved IDP
	c. Must present his/her Individual Development Plan (IDP) that is validated by the head of the office.	
	d. Must be holding a permanent item.	Updated Service Record
	f. Must have no master's degree (for those who will apply for a master's degree) and shall have no doctoral degree (for those who will apply for a doctoral degree).	Updated Personal Data Sheet
	g. Must have no current or pending enrollment in other institutions for graduate or postgraduate degree programs (for degree programs).	
	h. Must be willing to sign a Scholarship Contract and commit to its provisions.	(shall be complied after being officially nominated)
	j. Must have no pending administrative, civil, or criminal case, and must have not been found guilty of any violation involving moral turpitude, corruption, or fraud.	Certificate of no pending administrative/legal charges



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SCHOLARSHIP CLEARANCE

I. NAME		
II. Position/Designation		
III. Permanent Station		
IV. Has availed any scholarship program	<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, fill out sections V-X, as applicable.
V. Scholarship Program	Program Type	Title of the Program
	<input type="checkbox"/> Degree <input type="checkbox"/> Non-Degree	
VI. Scholarship Duration		
VII. Status	<input type="checkbox"/> Completed the Course (Submit a copy of Certificate of Completion)	<input type="checkbox"/> Withdrawn from the Course (State the reason below)



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VIII. Reason/s for Non-Completion (must be supported by attachments)	<input type="checkbox"/> Resignation <input type="checkbox"/> Transfer <input type="checkbox"/> Retirement <input type="checkbox"/> Others <i>Explain further.</i>	
IX. Service Obligation	No. of Months/Yrs Required	No. of Months/Yrs Completed
X. Reason for Non-Completion (must be supported by attachments)	<input type="checkbox"/> Resignation <input type="checkbox"/> z <input type="checkbox"/> Retirement <input type="checkbox"/> Others <i>Explain further.</i>	
<i>I hereby attest that the information in this form and the supporting documents attached hereto are true and correct</i>		
Name and Signature of the Scholar	Date and Time	
<i>This is to certify that the information in this form and the supporting documents attached hereto are true and correct</i>		
Name and Signature of the Recommending Authority (SDO - HRDD)	Date and Time	
APPROVED		
Name and Signature of the Recommending Authority (RO-HRDD)	Date and Time	



OVERVIEW

The education landscape continues to evolve, presenting school leaders with the challenge of navigating an ever-changing environment. To remain responsive, schools must continually update their policies, protocols, and procedures to address current needs and priorities. In this dynamic context, the spotlight is on school leaders to rise above these challenges and effectively guide their institutions through transitions and innovations. However, even in routine circumstances, managing and leading change remains a complex and demanding process. With this, the need for a forward-looking leadership development initiative becomes essential—one that equips leaders with the strategic insight, adaptability, and technological fluency required to steer their schools confidently through uncertainty and transformation.

How might school leaders upgrade their competencies and adopt adaptive mindsets that will enable them to effectively respond to the rapid digital changes reshaping the education landscape?

The Innovators in Education: Southeast Asian School Leadership Program is a learning journey designed to help school heads build a future-ready learning environment. Anchored on SEAMEO INNOTECH's study conducted in collaboration with the different Ministries of Education in Southeast Asia, Innovators SEAL covers the five most essential competencies of high-performing school heads:

- Strategic Thinking and Innovation
- Instructional Leadership
- Stakeholder Engagement
- Managerial Leadership
- Personal Excellence

Each of the five essential competencies is discussed in the context of the various shifts and reforms in education happening in the region and in the world. Innovators SEAL uses frameworks, approaches, and tools that are attuned and responsive to the unique issues and realities of school leaders in the region.

Innovators SEAL is best described as a practitioner-oriented program that allows school leaders to adapt, iterate, and develop sensible leadership skills as they navigate rapid change driven by innovation, digital transformation, and the demands of the future.



8 weeks

- 6 Weeks of Online Learning
- 2 weeks of Face-to-Face



Blended

- a blend of Online Learning with self-paced activities and Face-to-Face Learning at SEAMEO INNOTECH



0 course fees

- offered as a scholarship under the SEAMEO Education Development Fund



13 countries

- meet peers from the 11 SEAMEO Member Countries and 2 Global South countries

TARGET LEARNERS

- For the School Heads: Directors, Administrators, Principals or Assistant Principals with at least five years experience in a supervisory post in a school
- With a fully developed school-level innovation project that can be implemented within the year or after completing Phase 2 of Innovators SEAL
- For the Officer from the Ministry of Education: An officer who is responsible for curriculum and instruction in the Ministry who can represent a system-level perspective and align leadership innovations with broader education policy
- With digital literacy and stable Internet access
- Able to understand, speak, and write in English
- Committed to actively participate in the course from start to finish

WHAT YOU WILL LEARN

- Strengthen self-aware, future-ready leadership by analyzing your values and understanding global to local trends shaping schools.
- Design and drive strategic school transformation using innovative, resilient, and evidence-based leadership approaches.
- Lead collaborative, tech-enabled improvement through AI-supported, context-sensitive solutions.

HOW YOU WILL LEARN

Self-paced activities

- Videos, articles, slide decks and others
- Reflective checkpoints
- Individual and group assignments

Synchronous activities

- Live Sessions with facilitators and peers
- Country-level discussions
- Inter-country discussions

In-person interaction activities

- Institutional and school visits
- Weekend city tour
- Face-to-face discussions

WHAT YOU WILL GET



opportunity to work with your fellow school heads on a collaborative project that will benefit your schools



coaching and mentoring from a designated facilitator



a community of leaders who are sharing and building on one another's ideas



tools and solutions you can adapt to your own context



ideas on innovative use of technology in teaching and learning



International Certificate of Competence upon successful completion of the 3-phase program

This program is offered as a scholarship for scholars nominated by SEAMEO Member Countries. Nominees confirmed for participation will receive an acceptance email with further details.

If you have questions or concerns, please get in touch with the Course Manager:

Mary Jane C. Acedera
jane@seameo-innotech.org

PHASES

1 Phase 1: Growing the Essential Competencies of School Leaders will help you navigate the foundations of school leadership. It has five sections:

1. Program Overview
2. Building Their Leadership Story
3. Leading Learning and Growth
4. Nurturing People and Relationship
5. Institutionalizing School Practices

2 Phase 2: Innovating through Collaboration for School Success will allow you to interact with your fellow school leaders face-to-face at SEAMEO INNOTECH. It highlights your opportunity to visit schools and institutions in the Philippines for benchmarking and tour Manila for cultural awareness and appreciation.

3 Phase 3: Continuing the Journey through Transformation will bring you to the culmination of your school leadership learning journey. It will invite you to reflect how far you have become in the blended Innovators SEAL journey, and share your key takeaways that you can bring to the leadership innovation to your school.

HOW TO EARN A CERTIFICATE

To earn the International Certificate of Competence, you must:

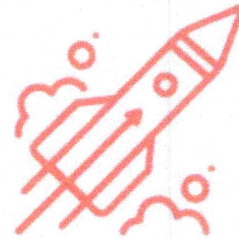
- Complete the 3 phases of learning
- Post your responses in the Reflective Checkpoints
- Attend Live Talks
- Submit written requirements

LEARNING MAP AND SCHEDULE

PHASE 1

April 27 - May 22, 2026

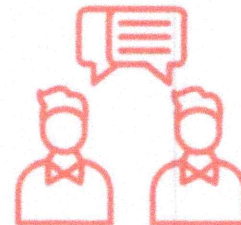
- Online Onboarding and Orientation
- Program Overview
- Building Their Leadership Story
- Leading Learning and Growth
- Nurturing People and Relationship
- Institutionalizing School Practices



PHASE 2

June 07 - 16, 2026

- Institutional and school visits
- Weekend city tour
- In-person interaction and learning



PHASE 3

July 20 - 31, 2026

- Online follow-through activities
- Live talks
- Wrap-up sessions

