



Republic of the Philippines  
**Department of Education**  
CARAGA REGION

JANUARY 20, 2026

REGIONAL MEMORANDUM  
No. 0036, s. 2026

To: Schools Division Superintendents  
All Others Concerned

RECOGNITION OF THE SCHOOL HEADS FOUNDATIONAL LEADERSHIP  
PROGRAM (SHFLP) FOR NEWLY HIRED SCHOOL HEADS IN CARAGA  
BY THE NEAP AND PRC

1. This Office formally recognizes and commends the Program Management Team and Session Guide Writers of the School Heads Foundational Leadership Program (SHFLP) for newly hired school heads in Caraga. Their outstanding contributions ensured the successful implementation and high quality of this professional development program which had completed the NEAP quality assurance process (PD Program QA Certification No.: PD-PDD-2025-0076-1009) and is accredited by the PRC Continuing Professional Development Council for Teachers under accreditation numbers PTR-2020-374-11838, PTR-2020-374-11984, and PTR-2020-374-11985.

2. This recognition and commendation aim to foster professionalism and reinforce the team's commitment to ensuring that the program meets national quality standards, advances the professional development of newly hired school heads, and strengthens school leadership across the Caraga region.

3. To receive the **Certificate of Approved Professional Development** are the following:

| Name                         | Position                     | Office                              | Role                                                                         |
|------------------------------|------------------------------|-------------------------------------|------------------------------------------------------------------------------|
| Flordelisa R. Dalin          | Chief Education Supervisor   | Human Resource Development Division | Program Manager                                                              |
| Analou Hermocilla O.         | Education Program Supervisor | Human Resource Development Division | Program Owner                                                                |
| <b>Session Guide Writers</b> |                              |                                     |                                                                              |
| Name                         | Position                     | Office                              | Session Title                                                                |
| Rebecca T. Montante          | Education Program Supervisor | Agusan del Norte                    | Session 1: Discussion of RA 9155                                             |
| Jine L. Havana               | Principal II                 | Agusan del Sur                      | Session 2 Overview of the Philippine Professional Standards for School Heads |
| Alejandro Macadatar P.       | Chief Education Supervisor   | RO-FTAD                             | Session 3: PPSSH Domain 1: Leading Strategically                             |

|                                                  |                            |                    |                                                                                                            |
|--------------------------------------------------|----------------------------|--------------------|------------------------------------------------------------------------------------------------------------|
| Rowena C. Calumpang                              | Principal III              | Butuan City        | Session 4A: PPSSH Domain 2: Managing School Operations and Resources<br><br>(Strands 1-4)                  |
| Aldin A. Hermocilla                              | Principal I                | Butuan City        | Session 4B: PPSSH Domain 2: Managing School Operations and Resources (Strands 5-7)                         |
| Gewaresel T. Carlos                              | Principal III              | Butuan City        | Session 5A Domain 3: Focusing on Teaching and Learning (Strands 1-2)                                       |
| Joseph Joy G. Havana                             | Principal III              | Agusan del Sur     | Session 5B Domain 3: Focusing on Teaching and Learning (Strands 3-4)                                       |
| Marcelina C. Rañin                               | Principal III              | Agusan del Norte   | Session 5C Domain 3: Focusing on Teaching and Learning (Strands 5-6)                                       |
| Rowena O. Angwas                                 | Principal II               | Agusan del Sur     | Session 5D Domain 3: Focusing on Teaching and Learning (Strands 7-8)                                       |
| Analou O. Hermocilla                             | EPS                        | RO-HRDD            | Session 5E<br><br>Designing Data-based Intervention for Instructional Leaders                              |
| Carlos Tian Chow Correos and Fluellen L. Cos     | Chief Education Supervisor | Surigao del Sur    | Session 6<br><br>PPSSH Domain 4: Developing Self and Others                                                |
| Maria Ruth R. Edradan                            | EPS                        | RO-CLMD            | Session 7: PPSSH Domain 5 Building Connections                                                             |
| Maria Ruth R. Edradan and Fernando A. Dones, Jr. | EPS<br>EPS                 | RO-CLMD<br>Siargao | Session 8 Writing of Workplace Application Plan (WAP)                                                      |
| Rexan O. Bolotaolo                               | Principal IV               | Agusan del Norte   | Session 9 Discussion of Code of Conduct and Ethical Standards for Public Officials and Employees (RA 6713) |

|                |     |         |                                                                                                                               |
|----------------|-----|---------|-------------------------------------------------------------------------------------------------------------------------------|
| Jimuel A. Diva | EPS | RO-HRDD | Session 10<br><br>Overview of Classroom<br>Observable Indicators<br>(COI) and Non<br>Classroom Observable<br>Indicators (NCOI |
|----------------|-----|---------|-------------------------------------------------------------------------------------------------------------------------------|

7. Enclosed is the Certificate of Approved Professional Development.
8. Immediate dissemination of this Memorandum is desired.

**MARIA INES C. ASUNCION**

Director IV  
Regional Director



Encl.: As stated

Reference: DepEd Order No. 011, s. 2019

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

PROGRAM                      TRAINING                      WORKSHOPS

HRDD/aoh  
01/12/2026

Enclosure 1 of RM No. \_\_\_\_\_ s. 2026



Republic of the Philippines  
Department of Education  
National Educators Academy of the Philippines



awards this

## Certificate of Quality Assurance

to

### SCHOOL HEADS FOUNDATIONAL LEADERSHIP PROGRAM (SHFLP)

Professional Development Program Title

of

### Department of Education - DepEd CARAGA

Professional Development Program Owner

for having successfully complied with the standards and requirements in accordance with **DepEd Memorandum No. 044, s. 2023** also known as *Interim Guidelines for the Quality Assurance and Monitoring and Evaluation of NEAP Core Programs*.

PD Program QA Certification No.: **PD-PDD-2025-0076-1009**

Given this 09<sup>th</sup> day of October 2025, at Pasig City, Philippines.

*Carmela C. Oracion*  
**CARMELA C. ORACION**

Assistant Secretary  
Officer-in-Charge  
Undersecretary for Learning Systems



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2026-01-00210



Certificate No. PHP QMS  
24 93 0191