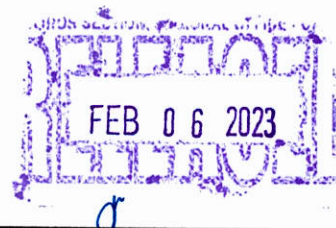




Republic of the Philippines
Department of Education
CARAGA REGION



February 06, 2023

REGIONAL MEMORANDUM

No. 0084, s. 2023

To: SCHOOLS DIVISION SUPERINTENDENTS
This Region

CONDUCT OF MID-YEAR IN-SERVICE TRAINING OF TEACHERS

1. In-service Training (INSET) is one of the modalities in providing professional development for teachers which can be an avenue where teachers and school leaders can enhance teacher competencies, address concerns, issues, and gaps in teaching and learning. In ensuring the quality and relevance of school-based INSET, the school heads shall ensure that the topics and content are responsive, needs-based, and anchored on the Professional Standards based on the consolidated Individual Development Plan (IDP) of teachers.
2. All INSET topics shall be anchored teachers' professional development needs enumerated in Part IV- IDP of the Individual Performance Commitment and Review Form (IPCRF), emerging and urgent needs/priorities identified by the leadership particularly on literacy and numeracy, critical thinking and problem-solving skills across key stages.
3. Schools are allowed to merge with other nearby school/s or schools within the same district in providing the INSET provided that they have the same or related content in their INSET plan. All participants to the INSET shall adhere to the current health and safety protocols.
4. Schools shall submit their INSET plan to the Schools Division Office (SDO) through their respective Public Schools District Supervisors (PSDS).
5. The relevant SDO personnel shall conduct Monitoring and Evaluation (M&E) activities to ensure the quality of the INSET using appropriate M&E tools and processes.
6. Schools and SDOs shall use the INSET Completion Report templates that can be accessed and downloaded through **tinyurl.com/neapinset23**. The final date for the submission of SDO Reports is on or before **February 28, 2023** via email at **caraga@deped.gov.ph** copy furnished at **rneap_caraga@deped.gov.ph** and **rneap.caraga2023@gmail.com**.
7. Expenses incurred relative to the conduct of this activity shall be charged against the INSET Funds subject to the usual government accounting and auditing rules and regulations pursuant to DepEd Order 030, s. 2021 re: Multi-Year



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Implementation Guidelines on the Allocation and Utilization of the Human Resource Development Fund for Teachers and School Leaders.

8. Attached hereto is the Memorandum from the Office of the Undersecretary of the Human Resource and Organizational Development for your reference.
9. For more information and clarifications, please contact **Ms. Junnah B. Tiu** of the National Academy of the Philippines – Caraga through email at **junnah.tiu@deped.gov.ph**.
10. Wide and immediate dissemination of this Memorandum is desired.


MA. GEMMA MERCADO LEDESMA
Regional Director 

Encl/s.: as stated

Reference/s: DM-OUHROD-2023-0157

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

TEACHERS

TRAININGS

WORKSHOPS

HRD/ea/c
02/06/2023



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT,
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES, AND
TEACHER EDUCATION COUNCIL SECRETARIAT

MEMORANDUM
DM-OUHROD-2023-0157

TO : Regional Directors
HRDD Chiefs
NEAP-R Focal Persons
School Division Superintendents
School Heads
All Others Concerned

FROM :  **GLORIA JUMAMIL-MERCADO**
Undersecretary for Human Resource and Organizational Development,
National Educators Academy of the Philippines, and
Teacher Education Council Secretariat

SUBJECT : **CONDUCT OF MID-YEAR IN-SERVICE TRAINING OF TEACHERS**

DATE : February 02, 2023

1. This is to provide further information and highlight the salient points on in-service training (INSET) of DM-OUHROD-2023-0063 - "2023 HRD Program Support Fund (PSF) and INSET Fund for the Regions and Divisions" dated 4 January 2023 issued by this Office.

"5. On the other hand, the In-Service Training (INSET) Fund (Enclosure 2), which is also released directly to SDOs, may be utilized for the Programs, Activities, and Projects (PAPs), particularly on Literacy-Numeracy programs subject to DepEd Order No. 030, s. 2021 titled Multi-Year Implementing Guidelines on the Allocation and Utilization of the Human Resource Development Fund for Teachers and School Leaders (Enclosure 3)."

2. INSET is one of the modalities in providing professional development for teachers which can be an avenue where teachers and school leaders can enhance teacher competencies, address concerns, issues, and gaps in teaching and learning. In ensuring the quality and relevance of school-based INSET, the school heads shall ensure that the topics and content are responsive, needs-based, and anchored on the Professional Standards based on the consolidated Individual Development Plan (IDP) of teachers.
3. All INSET topics shall be anchored on teachers' professional development needs enumerated in Part IV- IDP of their Individual Performance Commitment and Review Form (IPCRF), emerging and urgent needs/priorities identified by the leadership particularly on literacy and numeracy, critical thinking and problem-solving skills across key stages.

4. Schools are allowed to merge with other nearby school/s or schools within the district in conducting the INSET provided that they have related, if not the same content in their INSET Plan. Moreover, the participants of the INSET should strictly adhere to the current health and safety protocols.
5. Schools shall submit their INSET plan to the School Division Office (SDO) through their respective Public Schools District Supervisors (PSDS).
6. The relevant SDO personnel shall conduct Monitoring and Evaluation (M&E) activities to ensure the quality of the INSET using existing M&E tools and processes.
7. Schools, SDOs, and ROs shall use the INSET Completion Report templates that can be accessed and downloaded through tinyurl.com/neapinset23. The final date of submission of RO reports to DepEd CO thru NEAP is **on or before March 3, 2023**.
8. Pursuant to DepEd Order 030 s. 2021, expenses incurred relative to the conduct of this activity shall be chargeable against the INSET Funds subject to the usual government accounting and auditing rules and regulations. INSET funds are directly released by DBM to the SDOs annually. Presently, it is computed as five percent (5%) of the total School Maintenance and Other Operating Expenses of public schools.
9. For more information and clarifications, please contact **Ms. Rizza Pereyra** of the National Educators Academy of the Philippines-Professional Development Division, Department of Education at DepEd Central Office, Room 211 Mabini Building, DepEd Complex, Meralco Ave., Pasig City through email at pdd.pdi@deped.gov.ph or at telefax number (02) 8715-9919.
10. For your information and strict compliance.