



Republic of the Philippines
Department of Education
CARAGA REGION



October 5, 2023

REGIONAL MEMORANDUM

No. 0963, s. 2023

To: SCHOOLS DIVISION SUPERINTENDENTS
AGUSAN DEL NORTE DIVISION
BUTUAN CITY DIVISION
HRDD-NEAP PERSONNEL
This Region

CONDUCT OF LEVELING OFF WITH THE FIELD ON HROD POLICIES

1. The Human Resource and Organizational Development (HROD) Office of the Department of Education endeavors to conduct a series of **leveling off with the field on HROD policies**. Level 1 Meeting shall be conducted on October 6, 2023 at Falu Hall, Oasis Hotel, Butuan City.
2. The activity aims to discuss specific HROD policies, updates, and concerns on policy implementation, role clarification, inclusion on Performance Management of regional directors, and alignment of counterpart HR personnel in the field.
3. Attached is the list of participants and Program Management Team.
4. Kindly refer to DM-OUHROD-2023-1383 for more important details of the activity.
5. For your guidance and compliance.

MARIA INES C. ASUNCION

Director III

Officer-in-Charge

Office of the Regional Director

Encl/s.: As stated

Reference/s: DM-OUHROD-2023-1383

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

HUMAN RESOURCE

MEETING

POLICIES

HRD/rsr
10/05/2023



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NO.	NAME	POSITION
1	Maria Ines C. Asuncion	OIC-Regional Director
2	Pedro T. Escobarte, Jr.	Assistant Regional Director
3	Jeanie L. Mativo	SDS, Agusan del Norte Division
4	Love Emma B. Sudario	ASDS, Agusan del Norte Division
5	Minerva T. Albis	SDS, Butuan City Division
6	Corazon P. Roa	ASDS, Butuan City Division
7	Flordelisa R. Dalin	PMT- Chief, HRDD
8	Maria Ruth R. Edradan	PMT- EPS, HRDD
9	Marlyne M. Villareal	PMT- EPS, HRDD
10	Roy S. Rele	PMT- SEPS, NEAP
11	Elmer Augustus F. Conde	PMT- EPS-II, NEAP
12	Tiche Lynn G. Caparoso	PMT- EPS-II, HRDD
13	Abe Naireza A. Ibano	PMT- EPS-II, HRDD
10	Ricky M. Inson	PMT- ADAS
11	Natsume Suarez	PMT- ADAS
12	Reon R. Tizon	Driver
13	Jhonrex I. Alguzar	Driver
14	Protocol Officers	Agusan del Norte Division

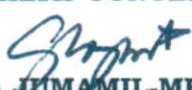




Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2023-1383

TO : **ALL REGIONAL DIRECTORS**
ALL SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM :  **GLORIA JUMAMIL-MERCADO**
Undersecretary for Human Resource and Organizational Development


ATTY. REVSEE A. ESCOBEDO
Undersecretary for Operations

SUBJECT : **CONDUCT OF LEVELING OFF WITH THE FIELD ON HROD POLICIES**

DATE : 22 September 2023

I. Rationale

The Human Resource and Organization Development (HROD) Strand of the Department of Education takes the lead in ensuring that holistic and integrated approaches/strategies are undertaken in the development of policies, plans, programs, guidelines, and standards on human resource management and organizational development for teaching and non-teaching personnel, including the monitoring and evaluation of their implementation with a view towards continuous improvement.

Under the HROD strand are the following offices:

1. Bureau of Human Resource and Organizational Development (BHROD)
2. National Educators Academy of the Philippines (NEAP)
3. Teacher Education Council Secretariat (TECS)

The HROD Strand is actively working together with the Operations (OPS) Strand that oversees the operations of all DepEd regions, ensuring that all concerns, requests, and other matters related to field operations are properly addressed.

With the main goal of ensuring teacher quality and teacher welfare, the HROD Strand, together with the OPS Strand, endeavors to conduct a series of **leveling off with the field on HROD policies**. The overall objective of this initiative is *to ensure that BHROD, NEAP, and TECS policies are cascaded to all governance levels, down to the lowest unit.*

II. Objectives and Target Participants (per level)

Level 1 [Meeting]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; Director Resty Osias of BHROD; Director Jennifer Lopez of NEAP; and Executive Director Runvi Manguerra of TECS

Target Participants: Regional Directors

Duration: 1 day

Objectives

- To discuss specific HROD policies, updates, and concerns on policy implementation;
- Role clarification;
- Inclusion on Performance Management of regional directors; and
- Alignment of counterpart HR personnel in the field.

Level 1	Regional Directors and Assistant Regional Directors (in clusters)	Venue	Schedule
	Regions 10, 11, 12, and 13	Butuan	October 6, 2023
	Regions 4A, 4B, 5, and NCR	NCR	TBA
	Regions 6, 7, 8, and 9	RO VII	TBA
	Regions 1, 2, 3, and CAR	RO III	TBA

Level 2 [Workshop]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; HROD Strand Directors and Division Chiefs; Resource Persons and Consultants under the Education Futures Program and Futures Thinking Team of Senator Pia Cayetano

Target Participants: Schools Division Superintendents

Duration: 2 days

Objectives

- To discuss specific HROD policies, updates, and concerns on policy implementation;
- To conduct confidence and team building of SDSs per region;
- To train SDSs on Education Futures Thinking; and
- To empower SDSs in taking an active role in the fulfillment of the MATATAG agenda through alignment of their commitments to the education agenda's key initiatives.

Level 2	Participants	Venue	Schedule	Program Design
	16 Regions (217 Schools Division Superintendents)	TBA	TBA	DAY 1 AM: Group Dynamics Exercise PM: Discussion on HROD issues and concerns, including SF7 and Digital RQA DAY 2 AM: Workshop on Education Futures Thinking PM: Establishing the MATATAG Horizon

Level 3 [Meeting]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; HROD Strand Directors

Target Participants: Selected Principal and Teacher/Employee Associations Recognized by DepEd

Duration: 2 days

Objective

- To discuss specific HROD policies, updates, and concerns on policy implementation.

Level	Participants	Venue	Schedule
3	1st Day: Principal Associations Recognized by DepEd • National Association of Public Secondary School Heads, Inc. (NAPSSSHI) • National Association of Public Secondary Schools of the Philippines, Inc. (NAPSSPHIL) • Philippine Elementary School Principals Association (PESPA)	TBA	TBA
	2nd Day: Teacher/Employee Associations Recognized by DepEd • Teachers' Dignity Coalition (TDC) • DepEd National Employees' Union (NEU)	TBA	TBA

For more information and other concerns, please contact the **Office of the Undersecretary for Human Resource and Organizational Development** through telephone number (+632) 86318494 or through email at usec.hrod@deped.gov.ph.

Thank you very much.

Copy furnished:

BHROD-OFFICE OF THE DIRECTOR
NEAP-OFFICE OF THE DIRECTOR
TEACHER EDUCATION COUNCIL SECRETARIAT

[OUHROD/Lim]