Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division Superintendent

MEMORANDUM
No. 431 s. 2026

ADMINISTRATIVE REMINDERS ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)

To: Assistant Schools Division Superintendent
Chief Education Supervisor, Curriculum Implementation Division
Chief Education Supervisor, School Governance and Operations Division
Public Elementary and Secondary School Heads
All Others Concerned

1. Attached is Regional Memorandum No. 738 s. 2026 titled **"ADMINISTRATIVE REMINDERS ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)** dated September 9, 2026, the contents of which are self-explanatory, for the information and guidance of all concerned.

2. Please refer to the attached enclosure for the official list of completers

3. Immediate and wide dissemination of this Memorandum is desired.

VIOLETA M. GONZALES CESO VI
Schools Division Superintendent

Encl: As stated
Reference: As stated
To be indicated in the Perpetual Index
Under the following subject
SCHOOL SCHOOL HEADS
AFS/ ADMINISTRATIVE REMINDERS ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)
431 September 21, 2026

DepED DEPARTMENT OF EDUCATION BAGONG PILIPINAS
Student Center for Life Skills Bldg., Centennial Ave, Brgy. Tunasan, Muntinlupa City
8805-9935, 8805-9940
[redacted]
deped-muntinlupa.com

HRDD

Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION

DEPARTMENT OF EDUCATION
RELEASED
RECORDS SECTION REGIONAL OFFICE-NCR
15 SEP 2026
BY: _____ DATE: 1.17

September 9, 2026

REGIONAL MEMORANDUM
No. 738 s. 2026

To: Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

ADMINISTRATIVE REMINDERS ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)

1. Relative to DepEd Memorandum OULS-2026-090, dated March 06, 2026, titled *"Guidelines on the Conduct of the National Assessment for School Heads – Professional Development Intervention (NASH-PDI),"* this Office issues the following administrative reminders on the conduct of the NASH-PDI for the guidance and compliance of all concerned.

2. The National Educators Academy of the Philippines – National Capital Region (NEAP-NCR) has transmitted to this Office the Final Summary of Results for Phase 1 of the NASH-PDI. Based on the said results, participants were classified under the following competency levels and are cleared to proceed to Phase 2:

2.1. *"Meeting Philippine Professional Standards for School Heads (PPSSH) Standards in Three (3) Domains"*; and
2.2. *"With Developmental Areas."*

3. Only participants who successfully complete all Phase 1 requirements are eligible to proceed to Phase 2. The complete list of eligible participants is provided in *Enclosure No. 1.*

4. Certificates of Participation were issued individually to Phase 1 completers on July 31, 2026.

5. Participants under the competency level *"Meeting PPSSH Standards in Three (3) Domains"* shall complete the Phase 2 requirements upon confirmation of their eligibility to proceed to Phase 2, or within three (3) months from the date of their appointment, whichever comes first.

6. Certificates of Completion shall be issued by the NEAP Central Office (NEAP-CO) upon successful completion of:

6.1. **Phases 1 and 2** for participants under **Meeting PPSSH Standards in Three (3) Domains**; and

6.2. **Phases 1 to 3** for participants under **With Developmental Areas**. Regional Focal Persons shall submit the official **List of Completers** to NEAP-CO.

7. If there are participants who have completed Phase 2 of the NASH-PDI, the Schools Division Office (SDO) may now process their endorsement to NEAP-NCR, for onward endorsement to NEAP-CO, for the issuance of the corresponding certificates.

8. Participants with incomplete phase requirements may continue and complete the same upon the implementation of NASH-PDI Batch 2, which shall commence upon the approval and release of its corresponding guidelines.

9. For reference, the NASH-PDI Quick Links may be accessed through this link: **https://bit.ly/4xfqiB6**

10. Immediate and wide dissemination of this Memorandum to all concerned is desired.

JOCELYN DR ANDAYA
Regional Director, NCR
concurrent Officer-In-Charge, Office of the
Assistant Secretary for Operations

Enclosure 1:

A. Participants in "Meeting PPSSH in Three (3) Domains"

SDO	Participant's Name	Status
Caloocan	BAL-UT, CECILIA BAÑA	Incomplete Phase 1 Requirements
Caloocan	TIPAY, OLIVIA QUINTOS	Proceed to Phase 2
Caloocan	WENDAM, JOSE MALCOLN OBILLOS	Proceed to Phase 2
Makati City	BERNAL, ROSANA RODRIGUEZ	Proceed to Phase 2
Malabon City	GEOLLINA, IRENE CUDISAL	Proceed to Phase 2
Malabon City	SAN MIGUEL, IRENE NUNEZ	Proceed to Phase 2
Mandaluyong City	PARUNGAO, RICARDO III ESTRADA	Proceed to Phase 2
Mandaluyong City	RESURRECION, LAVELINE VILLALUZ	Proceed to Phase 2
Manila	ABRAZALDO, JOSEPHINE ARTAZO	Proceed to Phase 2
Manila	ALTIS, BELINDA ROMERO	Proceed to Phase 2
Manila	BALLESTEROS, LIZEL BELARMINO	Proceed to Phase 2
Manila	GOMEZ, MARCOS JR. SABULAO	Incomplete Phase 1 Requirements
Manila	HERNANDO, EMMANUEL CAJIGAL	Incomplete Phase 1 Requirements
Manila	LUMBAO, WILFREDO DEMARIANO	Incomplete Phase 1 Requirements
Manila	NILO, ROSANNA NAVARRO	Proceed to Phase 2
Manila	PADERAN, JOYCE CABLILAN	Proceed to Phase 2
Manila	PELIJATES, ROBERT SAMONTE	Proceed to Phase 2
Manila	SAN JOSE, RAMIR DUQUE	Proceed to Phase 2
Manila	SESE, EMILY TRINIDAD	Incomplete Phase 1 Requirements
Manila	SILVA, MYLYN QUINTOS	Proceed to Phase 2
Manila	VERGARA, SHEILA MENDOZA	Proceed to Phase 2
Marikina City	LACONSAY, PATRICK BUSTARDE	Proceed to Phase 2
Marikina City	LOMIBAO, OLIVE REBENITO	Proceed to Phase 2
Marikina City	SOLIS, MARIA AMOR REYES	Proceed to Phase 2
Navotas City	IDIAN, GLENILDA CUPCUPIN	Proceed to Phase 2
Parañaque City	SOLIMAN, REMON TABION	Incomplete Phase 1 Requirements
Pasay City	DOMINGO, SOCORRO CACALDA	Proceed to Phase 2
Pasig City	GIANAN, RODNEY ALLAN VENUS	Proceed to Phase 2
Pasig City	TUAÑO, IMELDA TANALGO	Proceed to Phase 2
Quezon City	ADARLO, DOLLY NOVIDA	Proceed to Phase 2
Quezon City	FADERA, MINERVA FAA	Proceed to Phase 2
Quezon City	LLANES, MYLENE VILLAMOR	Proceed to Phase 2
Quezon City	LUMPAS, MA. EMELY TOLLEDO	Proceed to Phase 2
Quezon City	TOMBADO, EVELYN BASAGRE	Proceed to Phase 2

Enclosure 1:

A. Participants in "Meeting PPSSH in Three (3) Domains"

SDO	Participant's Name	Status
Caloocan	BAL-UT, CECILIA BAÑA	Incomplete Phase 1 Requirements
Caloocan	TIPAY, OLIVIA QUINTOS	Proceed to Phase 2
Caloocan	WENDAM, JOSE MALCOLN OBILLOS	Proceed to Phase 2
Makati City	BERNAL, ROSANA RODRIGUEZ	Proceed to Phase 2
Malabon City	GEOLLINA, IRENE CUDISAL	Proceed to Phase 2
Malabon City	SAN MIGUEL, IRENE NUNEZ	Proceed to Phase 2
Mandaluyong City	PARUNGAO, RICARDO III ESTRADA	Proceed to Phase 2
Mandaluyong City	RESURRECION, LAVELINE VILLALUZ	Proceed to Phase 2
Manila	ABRAZALDO, JOSEPHINE ARTAZO	Proceed to Phase 2
Manila	ALTIS, BELINDA ROMERO	Proceed to Phase 2
Manila	BALLESTEROS, LIZEL BELARMINO	Proceed to Phase 2
Manila	GOMEZ, MARCOS JR. SABULAO	Incomplete Phase 1 Requirements
Manila	HERNANDO, EMMANUEL CAJIGAL	Incomplete Phase 1 Requirements
Manila	LUMBAO, WILFREDO DEMARIANO	Incomplete Phase 1 Requirements
Manila	NILO, ROSANNA NAVARRO	Proceed to Phase 2
Manila	PADERAN, JOYCE CABLILAN	Proceed to Phase 2
Manila	PELIJATES, ROBERT SAMONTE	Proceed to Phase 2
Manila	SAN JOSE, RAMIR DUQUE	Proceed to Phase 2
Manila	SESE, EMILY TRINIDAD	Incomplete Phase 1 Requirements
Manila	SILVA, MYLYN QUINTOS	Proceed to Phase 2
Manila	VERGARA, SHEILA MENDOZA	Proceed to Phase 2
Marikina City	LACONSAY, PATRICK BUSTARDE	Proceed to Phase 2
Marikina City	LOMIBAO, OLIVE REBENITO	Proceed to Phase 2
Marikina City	SOLIS, MARIA AMOR REYES	Proceed to Phase 2
Navotas City	IDIAN, GLENILDA CUPCUPIN	Proceed to Phase 2
Parañaque City	SOLIMAN, REMON TABION	Incomplete Phase 1 Requirements
Pasay City	DOMINGO, SOCORRO CACALDA	Proceed to Phase 2
Pasig City	GIANAN, RODNEY ALLAN VENUS	Proceed to Phase 2
Pasig City	TUAÑO, IMELDA TANALGO	Proceed to Phase 2
Quezon City	ADARLO, DOLLY NOVIDA	Proceed to Phase 2
Quezon City	FADERA, MINERVA FAA	Proceed to Phase 2
Quezon City	LLANES, MYLENE VILLAMOR	Proceed to Phase 2
Quezon City	LUMPAS, MA. EMELY TOLLEDO	Proceed to Phase 2
Quezon City	TOMBADO, EVELYN BASAGRE	Proceed to Phase 2

Taguig And Pateros	CATAYNA, MARJORIE RODRIGUEZ	Proceed to Phase 2
Taguig And Pateros	FRANCISCO, GINA CABAHUG	Incomplete Phase 1 Requirements
Taguig And Pateros	PALAS, ADELYNE TABIOS	Proceed to Phase 2
Taguig And Pateros	VASQUEZ, ULYSSES BERT VASQUEZ	Proceed to Phase 2
Taguig And Pateros	VISTA, GRACE CALINGACION	Incomplete Phase 1 Requirements
Valenzuela City	ALO, RODERICK ORTAÑEZA	Proceed to Phase 2
Valenzuela City	ALOTA, ZENAIDA MANALLO	Proceed to Phase 2
Valenzuela City	JOSE, JANIS ASEOCHE	Proceed to Phase 2
Valenzuela City	MONDRAGON, MYRNA EVANGELISTA	Proceed to Phase 2
Valenzuela City	SANTOS, VIRGILIO JR. TIQUIA	Proceed to Phase 2
Valenzuela City	TOLENTINO, CHERRY LOU DE SOTTO	Proceed to Phase 2

B. Participants in "With Developmental Areas"

SDO	Participant's Name	Status
Caloocan	ALBANO, YOLANDA GARCIA	Incomplete Phase 1 Requirements
Caloocan	ALIM, EVANGELINE AMBA-AN	Incomplete Phase 1 Requirements
Caloocan	ARTURO, JESUS MAGLINTI	Proceed to Phase 2
Caloocan	BELMONTE, ALFONSO FACTOR	Incomplete Phase 1 Requirements
Caloocan	DEL ROSARIO, FERNANDO URBANO	Incomplete Phase 1 Requirements
Caloocan	DELOS SANTOS, EDITA DALAG	Incomplete Phase 1 Requirements
Caloocan	LOPEZON, JANAIRRA PACIS	Incomplete Phase 1 Requirements
Caloocan	OCAMPO, AILIEN CAPARAS	Proceed to Phase 2
Caloocan	PALCONIT, RIZALDE DE GUZMAN	Incomplete Phase 1 Requirements
Caloocan	SABIDO, JEANNY ROSE RANCE	Incomplete Phase 1 Requirements
Caloocan	SACRAMENTO, LIBERTY CASTRO	Incomplete Phase 1 Requirements
Caloocan	SIMON, AGNES CABRERA	Incomplete Phase 1 Requirements
Las Piñas City	CENTENO, MICHAEL CASTILLO	Incomplete Phase 1 Requirements
Las Piñas City	HORTILANO, MARY JEAN TAYAMORA	Incomplete Phase 1 Requirements
Las Piñas City	LANDRITO, MICHAEL MENDOZA	Proceed to Phase 2
Las Piñas City	PORRAS, SHEILA LUCENA	Incomplete Phase 1 Requirements
Las Piñas City	SERRANO, FERDINAND DELA CRUZ	Incomplete Phase 1 Requirements
Las Piñas City	VALDENEBRO, ANGELA GAMALO	Incomplete Phase 1 Requirements
Malabon City	BAUTISTA, YOLANDA SAMSON	Proceed to Phase 2
Malabon City	CARLOS, JEFFREY SAN ANTONIO	Proceed to Phase 2
Malabon City	DE GUZMAN, MARIGRACE MARLOS	Proceed to Phase 2
Malabon City	MAJERANO, ALEJANDRO DECOY	Proceed to Phase 2
Malabon City	PIDLAOAN, JOSE RAMOS	Incomplete Phase 1 Requirements
Malabon City	TABUENA, JOEY DASIGAN	Proceed to Phase 2

Taguig And Pateros	CATAYNA, MARJORIE RODRIGUEZ	Proceed to Phase 2
Taguig And Pateros	FRANCISCO, GINA CABAHUG	Incomplete Phase 1 Requirements
Taguig And Pateros	PALAS, ADELYNE TABIOS	Proceed to Phase 2
Taguig And Pateros	VASQUEZ, ULYSSES BERT VASQUEZ	Proceed to Phase 2
Taguig And Pateros	VISTA, GRACE CALINGACION	Incomplete Phase 1 Requirements
Valenzuela City	ALO, RODERICK ORTAÑEZA	Proceed to Phase 2
Valenzuela City	ALOTA, ZENAIDA MANALLO	Proceed to Phase 2
Valenzuela City	JOSE, JANIS ASEOCHE	Proceed to Phase 2
Valenzuela City	MONDRAGON, MYRNA EVANGELISTA	Proceed to Phase 2
Valenzuela City	SANTOS, VIRGILIO JR. TIQUIA	Proceed to Phase 2
Valenzuela City	TOLENTINO, CHERRY LOU DE SOTTO	Proceed to Phase 2

B. Participants in "With Developmental Areas"

SDO	Participant's Name	Status
Caloocan	ALBANO, YOLANDA GARCIA	Incomplete Phase 1 Requirements
Caloocan	ALIM, EVANGELINE AMBA-AN	Incomplete Phase 1 Requirements
Caloocan	ARTURO, JESUS MAGLINTI	Proceed to Phase 2
Caloocan	BELMONTE, ALFONSO FACTOR	Incomplete Phase 1 Requirements
Caloocan	DEL ROSARIO, FERNANDO URBANO	Incomplete Phase 1 Requirements
Caloocan	DELOS SANTOS, EDITA DALAG	Incomplete Phase 1 Requirements
Caloocan	LOPEZON, JANAIRRA PACIS	Incomplete Phase 1 Requirements
Caloocan	OCAMPO, AILIEN CAPARAS	Proceed to Phase 2
Caloocan	PALCONIT, RIZALDE DE GUZMAN	Incomplete Phase 1 Requirements
Caloocan	SABIDO, JEANNY ROSE RANCE	Incomplete Phase 1 Requirements
Caloocan	SACRAMENTO, LIBERTY CASTRO	Incomplete Phase 1 Requirements
Caloocan	SIMON, AGNES CABRERA	Incomplete Phase 1 Requirements
Las Piñas City	CENTENO, MICHAEL CASTILLO	Incomplete Phase 1 Requirements
Las Piñas City	HORTILANO, MARY JEAN TAYAMORA	Incomplete Phase 1 Requirements
Las Piñas City	LANDRITO, MICHAEL MENDOZA	Proceed to Phase 2
Las Piñas City	PORRAS, SHEILA LUCENA	Incomplete Phase 1 Requirements
Las Piñas City	SERRANO, FERDINAND DELA CRUZ	Incomplete Phase 1 Requirements
Las Piñas City	VALDENEBRO, ANGELA GAMALO	Incomplete Phase 1 Requirements
Malabon City	BAUTISTA, YOLANDA SAMSON	Proceed to Phase 2
Malabon City	CARLOS, JEFFREY SAN ANTONIO	Proceed to Phase 2
Malabon City	DE GUZMAN, MARIGRACE MARLOS	Proceed to Phase 2
Malabon City	MAJERANO, ALEJANDRO DECOY	Proceed to Phase 2
Malabon City	PIDLAOAN, JOSE RAMOS	Incomplete Phase 1 Requirements
Malabon City	TABUENA, JOEY DASIGAN	Proceed to Phase 2

Malabon City	TORRES, MARIA CRISTINA VILLAMOR	Incomplete Phase 1 Requirements
Malabon City	YANG, MARIVIC VILLACORTE	Proceed to Phase 2
Mandaluyong City	BASILIO, GEMELIN MONTECINO	Incomplete Phase 1 Requirements
Mandaluyong City	BONGAT, BERNIE BONITE	Proceed to Phase 2
Mandaluyong City	GULOY, ADELAIDA REYES	Incomplete Phase 1 Requirements
Mandaluyong City	MENDOZA, GRACE BARRIENTOS	Incomplete Phase 1 Requirements
Mandaluyong City	NACHOR, MARITES ORSEO	Incomplete Phase 1 Requirements
Mandaluyong City	YAUN, JESSEL CALDINO	Incomplete Phase 1 Requirements
Manila	ATABAY, GERRY TAMAYO	Proceed to Phase 2
Manila	BAGUIO, MICAH DE GUZMAN	Proceed to Phase 2
Manila	BANGAYAN, ZACARIAS MASIRAG	Proceed to Phase 2
Manila	DAGA, JOSEPHINE BAGAINDOC	Incomplete Phase 1 Requirements
Manila	DE GUZMAN JR., CELESTINO PARAISO	Proceed to Phase 2
Manila	DE VERA, QUEEN SANTA MANFOSTE	Incomplete Phase 1 Requirements
Manila	DE VERA, VIRGINIA QUILANG	Proceed to Phase 2
Manila	FERMIN, IRENE DE GUZMAN	Proceed to Phase 2
Manila	FURAQUE, CECILIA DELOD REYES	Incomplete Phase 1 Requirements
Manila	GALVEZ, MA CONCEPCION MARQUEZ	Proceed to Phase 2
Manila	INTATANO, VIVIAN BATOL	Incomplete Phase 1 Requirements
Manila	JAMORA, CHERYL CORTES	Proceed to Phase 2
Manila	MADERA, JULIETA DE GUZMAN	Incomplete Phase 1 Requirements
Manila	MARIANO, MELINDA GALVEZ	Incomplete Phase 1 Requirements
Manila	MOJJICA, VILMA BERNARDO	Incomplete Phase 1 Requirements
Manila	MONTEMAYOR, LILIBETH BERNABE	Proceed to Phase 2
Manila	ORDILLANO, JERICK HAMPIT	Proceed to Phase 2
Manila	OSITA, BENJIE CANDARI	Proceed to Phase 2
Manila	REBUSTES, IMEE ESTILLERO	Proceed to Phase 2
Manila	RETUYA, TESSIE ALVAREZ	Incomplete Phase 1 Requirements
Manila	SAMSON, MAY PEREZ	Proceed to Phase 2
Manila	SAQUILABON, JUNE DAFFODIL FLORES	Incomplete Phase 1 Requirements
Manila	TABAO, IRENE BUADO	Proceed to Phase 2
Manila	VILLANUEVA, MARY ANNE CUSI	Proceed to Phase 2
Manila	YAP, EDWIN MARFEGA	Incomplete Phase 1 Requirements
Manila	ZUNIGA, AIMELYN TUAZON	Proceed to Phase 2
Marikina City	BATTUNG, MABAEL MATIC	Proceed to Phase 2
Marikina City	CRUZ, BENJAMIN CRUZ	Incomplete Phase 1 Requirements
Marikina City	ENRIQUEZ, JOVY DELA CRUZ	Proceed to Phase 2
Marikina City	FLORES, SARAH MARAGUN	Proceed to Phase 2
Marikina City	GUYONG, LOURDES BARCINILLA	Proceed to Phase 2
Marikina City	PADUA, BENEDICK VILLANUEVA	Proceed to Phase 2

Malabon City	TORRES, MARIA CRISTINA VILLAMOR	Incomplete Phase 1 Requirements
Malabon City	YANG, MARIVIC VILLACORTE	Proceed to Phase 2
Mandaluyong City	BASILIO, GEMELIN MONTECINO	Incomplete Phase 1 Requirements
Mandaluyong City	BONGAT, BERNIE BONITE	Proceed to Phase 2
Mandaluyong City	GULOY, ADELAIDA REYES	Incomplete Phase 1 Requirements
Mandaluyong City	MENDOZA, GRACE BARRIENTOS	Incomplete Phase 1 Requirements
Mandaluyong City	NACHOR, MARITES ORSEO	Incomplete Phase 1 Requirements
Mandaluyong City	YAUN, JESSEL CALDINO	Incomplete Phase 1 Requirements
Manila	ATABAY, GERRY TAMAYO	Proceed to Phase 2
Manila	BAGUIO, MICAH DE GUZMAN	Proceed to Phase 2
Manila	BANGAYAN, ZACARIAS MASIRAG	Proceed to Phase 2
Manila	DAGA, JOSEPHINE BAGAINDOC	Incomplete Phase 1 Requirements
Manila	DE GUZMAN JR., CELESTINO PARAISO	Proceed to Phase 2
Manila	DE VERA, QUEEN SANTA MANFOSTE	Incomplete Phase 1 Requirements
Manila	DE VERA, VIRGINIA QUILANG	Proceed to Phase 2
Manila	FERMIN, IRENE DE GUZMAN	Proceed to Phase 2
Manila	FURAQUE, CECILIA DELOD REYES	Incomplete Phase 1 Requirements
Manila	GALVEZ, MA CONCEPCION MARQUEZ	Proceed to Phase 2
Manila	INTATANO, VIVIAN BATOL	Incomplete Phase 1 Requirements
Manila	JAMORA, CHERYL CORTES	Proceed to Phase 2
Manila	MADERA, JULIETA DE GUZMAN	Incomplete Phase 1 Requirements
Manila	MARIANO, MELINDA GALVEZ	Incomplete Phase 1 Requirements
Manila	MOJJICA, VILMA BERNARDO	Incomplete Phase 1 Requirements
Manila	MONTEMAYOR, LILIBETH BERNABE	Proceed to Phase 2
Manila	ORDILLANO, JERICK HAMPIT	Proceed to Phase 2
Manila	OSITA, BENJIE CANDARI	Proceed to Phase 2
Manila	REBUSTES, IMEE ESTILLERO	Proceed to Phase 2
Manila	RETUYA, TESSIE ALVAREZ	Incomplete Phase 1 Requirements
Manila	SAMSON, MAY PEREZ	Proceed to Phase 2
Manila	SAQUILABON, JUNE DAFFODIL FLORES	Incomplete Phase 1 Requirements
Manila	TABAO, IRENE BUADO	Proceed to Phase 2
Manila	VILLANUEVA, MARY ANNE CUSI	Proceed to Phase 2
Manila	YAP, EDWIN MARFEGA	Incomplete Phase 1 Requirements
Manila	ZUNIGA, AIMELYN TUAZON	Proceed to Phase 2
Marikina City	BATTUNG, MABAEL MATIC	Proceed to Phase 2
Marikina City	CRUZ, BENJAMIN CRUZ	Incomplete Phase 1 Requirements
Marikina City	ENRIQUEZ, JOVY DELA CRUZ	Proceed to Phase 2
Marikina City	FLORES, SARAH MARAGUN	Proceed to Phase 2
Marikina City	GUYONG, LOURDES BARCINILLA	Proceed to Phase 2
Marikina City	PADUA, BENEDICK VILLANUEVA	Proceed to Phase 2

Marikina City	RIÑON, BERNIE REBANCOS	Proceed to Phase 2
Muntinlupa City	ABALOS, EDWIN LADAN	Proceed to Phase 2
Muntinlupa City	DIMAPELEZ, ALFATIMA ALAY	Incomplete Phase 1 Requirements
Muntinlupa City	DOLLETON, ROXANNE BARRETO	Incomplete Phase 1 Requirements
Muntinlupa City	VIVAR, RYAN GILBUENA	Incomplete Phase 1 Requirements
Navotas City	DECENA, MARK ANTHONY JAVIER	Proceed to Phase 2
Navotas City	DELOS SANTOS, JULIETA .	Proceed to Phase 2
Navotas City	FRANCISCO, AILEEN LOVERIA	Proceed to Phase 2
Navotas City	GERONIMO, ALFRED SANTOS	Proceed to Phase 2
Navotas City	GUTIERREZ, JUDITH DUERO	Proceed to Phase 2
Navotas City	LOPEZ, ALMIRA P.	Proceed to Phase 2
Navotas City	SALAZAR, BELINDA IGNACIO	Proceed to Phase 2
Parañaque City	INOCENCIO, MARILYN ESPINOSA	Incomplete Phase 1 Requirements
Parañaque City	ROSALES, CHARMAGNE GASPAR	Incomplete Phase 1 Requirements
Parañaque City	SALAMIA, CLAUDIO PAWILAN	Proceed to Phase 2
Pasay City	APELADO, MAYORICO JR. CASILLANO	Proceed to Phase 2
Pasay City	DEMAVIVAS, VIVIAN SIOCON	Proceed to Phase 2
Pasay City	MAMADOD, MARLYN ALEGRE	Incomplete Phase 1 Requirements
Pasay City	PARRAS, CECILIA DE LUNA	Proceed to Phase 2
Pasay City	SERDAÑA, ARACELIE SANTIAGO	Incomplete Phase 1 Requirements
Pasay City	VILLANUEVA, GINA TUNGCUL	Incomplete Phase 1 Requirements
Pasig City	ABERAS, ROHNALD MACARAIG	Incomplete Phase 1 Requirements
Pasig City	AQUINO, FLORENCIO JR. CAVE	Proceed to Phase 2
Pasig City	SUPANG, ELENITA LLANES	Incomplete Phase 1 Requirements
Quezon City	ABANADOR, CRISTINA FELIX	Proceed to Phase 2
Quezon City	ALLIC, NEMA VERGARA	Proceed to Phase 2
Quezon City	BINUYA, MARILYN CARLOS	Incomplete Phase 1 Requirements
Quezon City	CUASTO, AMIE QUISOTE	Proceed to Phase 2
Quezon City	ESCALICAS, JERBBIE MELBREN POQUIZ	Proceed to Phase 2
Quezon City	SINFUEGO, HELEN PANADERO	Incomplete Phase 1 Requirements
Quezon City	GARCIA, GIOVANY	Incomplete Phase 1 Requirements
Quezon City	MACULANGAN, CYNTHIA INOFINADA	Incomplete Phase 1 Requirements
Quezon City	MEJIA, ANABEL BALGANION	Proceed to Phase 2
Quezon City	MORGATE, NERISSA GIRAY	Proceed to Phase 2
Quezon City	ORILLANEDA, ARLENE MONTERO	Proceed to Phase 2
Quezon City	PAN, MERCY LIRIO	Proceed to Phase 2
Quezon City	SALAMIDA, ANNABELLE ECHAVEZ	Proceed to Phase 2
Quezon City	UCLUSIN, GEORGE ULIBAS	Incomplete Phase 1 Requirements
Taguig And Pateros	BILAW, IRENE ESTACIO	Incomplete Phase 1 Requirements
Taguig And Pateros	CONTRERAS, ELEANORE ALEGRIA	Incomplete Phase 1 Requirements

Marikina City	RIÑON, BERNIE REBANCOS	Proceed to Phase 2
Muntinlupa City	ABALOS, EDWIN LADAN	Proceed to Phase 2
Muntinlupa City	DIMAPELEZ, ALFATIMA ALAY	Incomplete Phase 1 Requirements
Muntinlupa City	DOLLETON, ROXANNE BARRETO	Incomplete Phase 1 Requirements
Muntinlupa City	VIVAR, RYAN GILBUENA	Incomplete Phase 1 Requirements
Navotas City	DECENA, MARK ANTHONY JAVIER	Proceed to Phase 2
Navotas City	DELOS SANTOS, JULIETA .	Proceed to Phase 2
Navotas City	FRANCISCO, AILEEN LOVERIA	Proceed to Phase 2
Navotas City	GERONIMO, ALFRED SANTOS	Proceed to Phase 2
Navotas City	GUTIERREZ, JUDITH DUERO	Proceed to Phase 2
Navotas City	LOPEZ, ALMIRA P.	Proceed to Phase 2
Navotas City	SALAZAR, BELINDA IGNACIO	Proceed to Phase 2
Parañaque City	INOCENCIO, MARILYN ESPINOSA	Incomplete Phase 1 Requirements
Parañaque City	ROSALES, CHARMAGNE GASPAR	Incomplete Phase 1 Requirements
Parañaque City	SALAMIA, CLAUDIO PAWILAN	Proceed to Phase 2
Pasay City	APELADO, MAYORICO JR. CASILLANO	Proceed to Phase 2
Pasay City	DEMAVIVAS, VIVIAN SIOCON	Proceed to Phase 2
Pasay City	MAMADOD, MARLYN ALEGRE	Incomplete Phase 1 Requirements
Pasay City	PARRAS, CECILIA DE LUNA	Proceed to Phase 2
Pasay City	SERDAÑA, ARACELIE SANTIAGO	Incomplete Phase 1 Requirements
Pasay City	VILLANUEVA, GINA TUNGCUL	Incomplete Phase 1 Requirements
Pasig City	ABERAS, ROHNALD MACARAIG	Incomplete Phase 1 Requirements
Pasig City	AQUINO, FLORENCIO JR. CAVE	Proceed to Phase 2
Pasig City	SUPANG, ELENITA LLANES	Incomplete Phase 1 Requirements
Quezon City	ABANADOR, CRISTINA FELIX	Proceed to Phase 2
Quezon City	ALLIC, NEMA VERGARA	Proceed to Phase 2
Quezon City	BINUYA, MARILYN CARLOS	Incomplete Phase 1 Requirements
Quezon City	CUASTO, AMIE QUISOTE	Proceed to Phase 2
Quezon City	ESCALICAS, JERBBIE MELBREN POQUIZ	Proceed to Phase 2
Quezon City	SINFUEGO, HELEN PANADERO	Incomplete Phase 1 Requirements
Quezon City	GARCIA, GIOVANY	Incomplete Phase 1 Requirements
Quezon City	MACULANGAN, CYNTHIA INOFINADA	Incomplete Phase 1 Requirements
Quezon City	MEJIA, ANABEL BALGANION	Proceed to Phase 2
Quezon City	MORGATE, NERISSA GIRAY	Proceed to Phase 2
Quezon City	ORILLANEDA, ARLENE MONTERO	Proceed to Phase 2
Quezon City	PAN, MERCY LIRIO	Proceed to Phase 2
Quezon City	SALAMIDA, ANNABELLE ECHAVEZ	Proceed to Phase 2
Quezon City	UCLUSIN, GEORGE ULIBAS	Incomplete Phase 1 Requirements
Taguig And Pateros	BILAW, IRENE ESTACIO	Incomplete Phase 1 Requirements
Taguig And Pateros	CONTRERAS, ELEANORE ALEGRIA	Incomplete Phase 1 Requirements

Taguig And Pateros	LACHAUNA, AARON JOHN MOMBAY	Incomplete Phase 1 Requirements
Taguig And Pateros	LISTA, ELARINE FLORES	Incomplete Phase 1 Requirements
Taguig And Pateros	PAREDES, MARIFE SALAMERA	Incomplete Phase 1 Requirements
Taguig And Pateros	SANTOS, MELHANYA CANDELARIO	Incomplete Phase 1 Requirements
Taguig And Pateros	TABIA, FERNANDO ZABALA	Incomplete Phase 1 Requirements
Taguig And Pateros	VALLER, MYLENE BARCEBAL	Incomplete Phase 1 Requirements
Valenzuela City	ABELLERA, ROSEMARIE ABAÑO	Incomplete Phase 1 Requirements
Valenzuela City	ANG, BELLY RAY FERNANDO	Incomplete Phase 1 Requirements
Valenzuela City	BETIC, ALVIN MANALASTAS	Incomplete Phase 1 Requirements
Valenzuela City	CALIXTERIO, MARICEL VEROSIL	Incomplete Phase 1 Requirements
Valenzuela City	CAMAY, RENEROSA GERONIMO	Incomplete Phase 1 Requirements
Valenzuela City	DACO, CLARISSA OLAVIDEZ	Incomplete Phase 1 Requirements
Valenzuela City	DANGLA, LEANDRO PEREZ	Incomplete Phase 1 Requirements
Valenzuela City	DAOS, CONCEPCION GREGORIO	Incomplete Phase 1 Requirements
Valenzuela City	DELA CRUZ, ANGELO ROÑO	Proceed to Phase 2
Valenzuela City	EDJAN, JOMAR TOLENTINO	Incomplete Phase 1 Requirements
Valenzuela City	GAJUTOS, JEFREY PANGANDOYON	Proceed to Phase 2
Valenzuela City	IMPERIAL, IRENE CUALQUIERA	Incomplete Phase 1 Requirements
Valenzuela City	JAVA, MARITES RELOS	Incomplete Phase 1 Requirements
Valenzuela City	JOSE, MARCELO TADEO	Proceed to Phase 2
Valenzuela City	LACTAO, CZARENE LOPEZ	Incomplete Phase 1 Requirements
Valenzuela City	MESINA, EMILIA CAMORONGAN	Incomplete Phase 1 Requirements
Valenzuela City	PASCUAL, MARIA AGNES SOLOMON	Incomplete Phase 1 Requirements
Valenzuela City	PECAYO, CIELITO MAGAT	Incomplete Phase 1 Requirements
Valenzuela City	QUILBIO, GILBERTO JR BALBALOSA	Proceed to Phase 2
Valenzuela City	RAMOS, VIRGINIA TORIBIO	Proceed to Phase 2
Valenzuela City	TABIRARA, PAULO MARTINEZ	Incomplete Phase 1 Requirements
Valenzuela City	TEJUCO, EMMA DIONISIO	Incomplete Phase 1 Requirements

Taguig And Pateros	LACHAUNA, AARON JOHN MOMBAY	Incomplete Phase 1 Requirements
Taguig And Pateros	LISTA, ELARINE FLORES	Incomplete Phase 1 Requirements
Taguig And Pateros	PAREDES, MARIFE SALAMERA	Incomplete Phase 1 Requirements
Taguig And Pateros	SANTOS, MELHANYA CANDELARIO	Incomplete Phase 1 Requirements
Taguig And Pateros	TABIA, FERNANDO ZABALA	Incomplete Phase 1 Requirements
Taguig And Pateros	VALLER, MYLENE BARCEBAL	Incomplete Phase 1 Requirements
Valenzuela City	ABELLERA, ROSEMARIE ABAÑO	Incomplete Phase 1 Requirements
Valenzuela City	ANG, BELLY RAY FERNANDO	Incomplete Phase 1 Requirements
Valenzuela City	BETIC, ALVIN MANALASTAS	Incomplete Phase 1 Requirements
Valenzuela City	CALIXTERIO, MARICEL VEROSIL	Incomplete Phase 1 Requirements
Valenzuela City	CAMAY, RENEROSA GERONIMO	Incomplete Phase 1 Requirements
Valenzuela City	DACO, CLARISSA OLAVIDEZ	Incomplete Phase 1 Requirements
Valenzuela City	DANGLA, LEANDRO PEREZ	Incomplete Phase 1 Requirements
Valenzuela City	DAOS, CONCEPCION GREGORIO	Incomplete Phase 1 Requirements
Valenzuela City	DELA CRUZ, ANGELO ROÑO	Proceed to Phase 2
Valenzuela City	EDJAN, JOMAR TOLENTINO	Incomplete Phase 1 Requirements
Valenzuela City	GAJUTOS, JEFREY PANGANDOYON	Proceed to Phase 2
Valenzuela City	IMPERIAL, IRENE CUALQUIERA	Incomplete Phase 1 Requirements
Valenzuela City	JAVA, MARITES RELOS	Incomplete Phase 1 Requirements
Valenzuela City	JOSE, MARCELO TADEO	Proceed to Phase 2
Valenzuela City	LACTAO, CZARENE LOPEZ	Incomplete Phase 1 Requirements
Valenzuela City	MESINA, EMILIA CAMORONGAN	Incomplete Phase 1 Requirements
Valenzuela City	PASCUAL, MARIA AGNES SOLOMON	Incomplete Phase 1 Requirements
Valenzuela City	PECAYO, CIELITO MAGAT	Incomplete Phase 1 Requirements
Valenzuela City	QUILBIO, GILBERTO JR BALBALOSA	Proceed to Phase 2
Valenzuela City	RAMOS, VIRGINIA TORIBIO	Proceed to Phase 2
Valenzuela City	TABIRARA, PAULO MARTINEZ	Incomplete Phase 1 Requirements
Valenzuela City	TEJUCO, EMMA DIONISIO	Incomplete Phase 1 Requirements

Republika ng Pilipinas

Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

ADVISORY

28 July 2026

UPDATES ON NASH PDI PHASE 2 AND PHASE 3 IMPLEMENTATION

1. This advisory has reference to **DM-OULS-2026-090,** with the subject ***Guidelines on the Conduct of the National Assessment for School Heads (NASH) Professional Development Intervention (PDI)*** dated March 06, 2026.

2. Following the successful completion of Phase 1 (E-Learning), qualified NASH PDI participants are expected to proceed to Phase 2 upon receipt of their Phase 1 Certificate of Participation.

3. Phase 2: Practice Phase - Job-embedded Learning is facilitated by the Regional Offices (ROs) and Schools Division Offices (SDOs) in strict accordance with the guidelines stipulated in DM-OULS-2026-090.

4. Requirements by Participant Category:

a) Meeting PPSSH Standards in Three (3) Domains

- **Completion Criteria:** Participants shall complete the program upon satisfactory completion of Phase 2, submission of validated outputs, and accomplishment of the end-of-program evaluation.
- **Output Submission:** All required outputs, including the Modified PMCF and signed Workplace Application Plan (WAP), must be submitted to the RO/SDO in either soft or hard copy.
- **Certification Process:** The RO shall issue a **Certificate of Participation** for Phase 2 and endorse the list of eligible participants to the NEAP Central Office (NEAP-CO) for the issuance of the official **Certificate of Completion.**

b) With Developmental Areas

- **Phase Progression:** Participants must finish Phase 2 and receive a **Certificate of Participation** from the RO. They will then proceed to Phase 3: Application Phase (Workplace Application), which runs for six (6) months.
- **Output Submission:** All required outputs, including the Modified PMCF, signed Workplace Application Plan (WAP), signed Workplace Application Accomplishment Report must be submitted to the RO/SDO in either soft or hard copy.
- **Support:** Coaching and mentoring support will be continuously provided throughout Phase 3 implementation.

- **Certification Process:** After Phase 3, the RO shall endorse the list of eligible participants to NEAP-CO for the issuance of the Certificate of Completion, provided they have satisfactorily completed Phases 1, 2, and 3, including all required validations, certifications, and the end-of-program evaluation.

5. ROs and SDOs shall use **DM-OULS-2026-090 Enclosure 10** (List of Participants for NEAP Issuance of Certificate of Completion) when endorsing the list of qualified completers to NEAP-CO. The softcopy of the said enclosure was also uploaded in the drive mentioned below. Kindly email to neap.od@deped.gov.ph and pdd.pdi@deped.gov.ph.

6. The Program Evaluation for both categories shall be posted in the **NASH PDI Hub - *One Central Space for All NASH PDI Materials*** through this link: https://tinyurl.com/NASHPDI-Program-Eval. The RO and SDO focals shall ensure that only those who will be given a Certificate of Completion shall accomplish the Program Evaluation.

7. To ensure a data-driven approach in tracking the Phase 2 and Phase 3 progress of the participants, the **NASH PDI Data Monitoring** will be shared to ensure effective tracking of participants' progress and program implementation. All NASH PDI RO and SDO focals are only given access to the data monitoring hub through their respective DepEd email addresses.

8. To facilitate the issuance of Certificate of Participation for Phases 2 and 3 by ROs with the assistance of SDOs, you may download these templates through this link: https://tinyurl.com/Cert-Templates .

9. For any questions or concerns, you may coordinate with **Ms. Jessica Kristel A. Abeleda** and **Ms. Jufeel P. Pulvosa** of NEAP-PDD, through email at pdd.pdi@deped.gov.ph.

MICHAEL JOSEPH P. CABAUATAN
Director III
Officer-In-Charge
National Educators Academy of the Philippines

Republic of the Philippines

Department of Education

OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

MEMORANDUM
DM-OULS-2026-_090

TO : **Regional Directors**
HRDD Chiefs
NEAP-R Focal Persons
Schools Division Superintendents
SGOD Chiefs
All Others Concerned

Carmela C. Oracion

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

SUBJECT : **GUIDELINES ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)**

DATE : 06 March 2026

1. The National Educators Academy of the Philippines (NEAP), as the professional development arm of the Department of Education and by virtue of **Republic Act No. 12288 (Expanded Career Progression for Public School Teachers and School Leaders)**, is mandated to provide structured and standards-based professional development as a special support mechanism for leadership readiness and career advancement. In support of the results of the **National Assessment for School Heads (NASH)**, as stipulated under **DepEd Memorandum No. 97, s. 2025**, NEAP shall provide guidelines for the **NASH Professional Development Intervention (PDI)** to address identified competency gaps, strengthen the school heads pipeline, and operationalize NASH as a diagnostic-to-development continuum.

2. Upon completion of the program, participants will be able to:
   a. **Demonstrate** proficiency in Philippine Professional Standards for School Heads (PPSSH) leadership domains and strands, particularly those identified as developmental areas from their NASH results—showing growth from *surface understanding* to *relational and extended abstract application* (SOLO).
   b. **Apply** integrated leadership and management concepts in real school situations, especially in instructional supervision, resource optimization, data-informed decision-making, and stakeholder mobilization.
   c. **Craft and implement** a Workplace Application Plan (WAP) that demonstrates job-embedded leadership practice, duly validated by their Schools Division Superintendents (SDS).

d. **Exhibit** certifiable readiness for assuming school leadership roles and meeting eligibility requirements for official appointment (Principal I).

3. This guideline shall cover aspiring school heads who have undergone the NASH and are categorized as meeting the minimum overall rating, with identified domain-level developmental needs based on their assessment results. Participants shall undergo domain-based professional development, wherein they are required to complete eLearning corresponding to one or more PPSSH domains identified in their Individual Development Report (IDR).

4. The NASH PDI shall be implemented through a **three-phase professional learning model designed** to support progressive competency development of aspiring school heads. The program shall be delivered primarily through digital and blended learning modalities to ensure scalability, consistency, and accessibility, while allowing contextualized implementation at the regional and schools division levels in accordance with prescribed standards. Full details of the program design and delivery framework are provided in **enclosure 2.**

5. The implementation of the NASH PDI shall be carried out **without disruption to regular office operations**, and participation in program-related activities, including those conducted beyond regular office hours, shall be considered part of professional development commitments and **shall not warrant the grant of Compensatory Time-Off (CTO).**

6. In accordance with DepEd Memorandum No. 97, s. 2025, the Human Resource Development unit under the School Governance and Operations Division (SGOD) of the Schools Division Office (SDO) shall actively monitor and support the progress of NASH participants within their respective jurisdictions. The NEAP in the Region (NEAP-R), in collaboration with the Human Resource Development Division (HRDD) of the Regional Office, shall provide technical assistance, oversight, and quality assurance to ensure alignment with program standards. While NEAP CO shall establish the overall program framework, learning standards, and assessment requirements, the implementation of selected professional learning activities may be contextualized and undertaken by the Regional Offices and/or Schools Division Offices, subject to prescribed guidelines and validation mechanisms.

7. To ensure common understanding and consistent implementation of these Guidelines, the NEAP Central Office (CO) shall conduct coordination meetings and orientation sessions for field implementers and concerned offices. The details of these activities, including scope, participants, and indicative timelines, are provided in Enclosure 1.

8. For any questions or concerns, you may contact **Mr. Dustin Troy R. Joson** via email at **neap.od@deped.gov.ph**.

9. For appropriate action and dissemination.

Enclosure 1 – Coordination Meeting and Orientation Schedule

Activity	Date and Time	Participant(s)	Link
Coordination Meeting with Subject-Matter Experts	March 13, 2026 10:00 a.m. - 11:30 a.m.	**Ma. Criselda G. Ocang** Assistant Schools Division Superintendent SDO Urdaneta City, Region I **Filmore R. Caballero** Chief Education Supervisor SDO Navotas City, NCR **Marco D. Meduranda** Chief Education Supervisor SDO Malabon City, NCR **Joy G. Cabrera** Assistant Schools Division Superintendent SDO Masbate City, Region V **Samuel J. Malayo** OIC-Assistant Schools Division Superintendent SDO Roxas City, Region VI **Roger Z. Rochar** OIC-Assistant Schools Division Superintendent SDO Victorias City, NIR	**Microsoft Teams meeting** https://teams.microsoft.com/meet/46001246948089?p=C9hzqXEf3dBRceG8eq Meeting ID: 460 012 469 480 89 Passcode: 9H5AP2M8
Orientation of Region and Schools Division NASH Focal Person	March 16 01:30 p.m. - 03:00 p.m.	**HRDD Chief/Supervisor and NEAP-R Specialist** **SGOD Chief/Supervisor and HRD unit Specialist**	**Microsoft Teams meeting** https://teams.microsoft.com/meet/45095945924024?p=3M8KAvJjXa2j43LzVK Meeting ID: 450 959 459 240 24 Passcode: uC3Ch978
Orientation of NASH PDI Participants	March 20 09:00 a.m. - 11:00 a.m.	**NASH PDI Participants from Regions 1, 2, 4-A, 6, 10, 12, CARAGA, CAR**	**Microsoft Teams meeting** https://teams.microsoft.com/meet/485281

			35794587?p=M635feTa13D8A9hnHM Meeting ID: 485 281 357 945 87 Passcode: Bf3YK2LZ
	March 20 01:30 p.m. – 03:30 p.m.	**NASH PDI Participants from Regions 3, MIMAROPA, 5, 7, 8, 9, 11, NCR, NIR**	**Microsoft Teams meeting** https://teams.microsoft.com/meet/49406177145786?p=rQ901HHWjdOOnHcfvS Meeting ID: 494 061 771 457 86 Passcode: 9fE6Aw6m
Orientation of NASH PDI Coaches	April 30 09:00 a.m. – 11:00 a.m.	**NASH PDI Coaches from Regions 1, 2, 4-A, 6, 10, 12, CARAGA, CAR**	**Microsoft Teams meeting** https://teams.microsoft.com/meet/45049739586919?p=8KkJgtKVFLPrea7AaW Meeting ID: 450 497 395 869 19 Passcode: nn2BR3pp
	April 30 01:30 a.m. – 03:30 a.m.	**NASH PDI Coaches from Regions 3, MIMAROPA, 5, 7, 8, 9, 11, NCR, NIR**	**Microsoft Teams meeting** https://teams.microsoft.com/meet/48473155346941?p=8j1j5v9diWK8yizeQF Meeting ID: 484 731 553 469 41 Passcode: 8rm9XL7t

Enclosure 2 – Program Guidelines

1. BACKGROUND

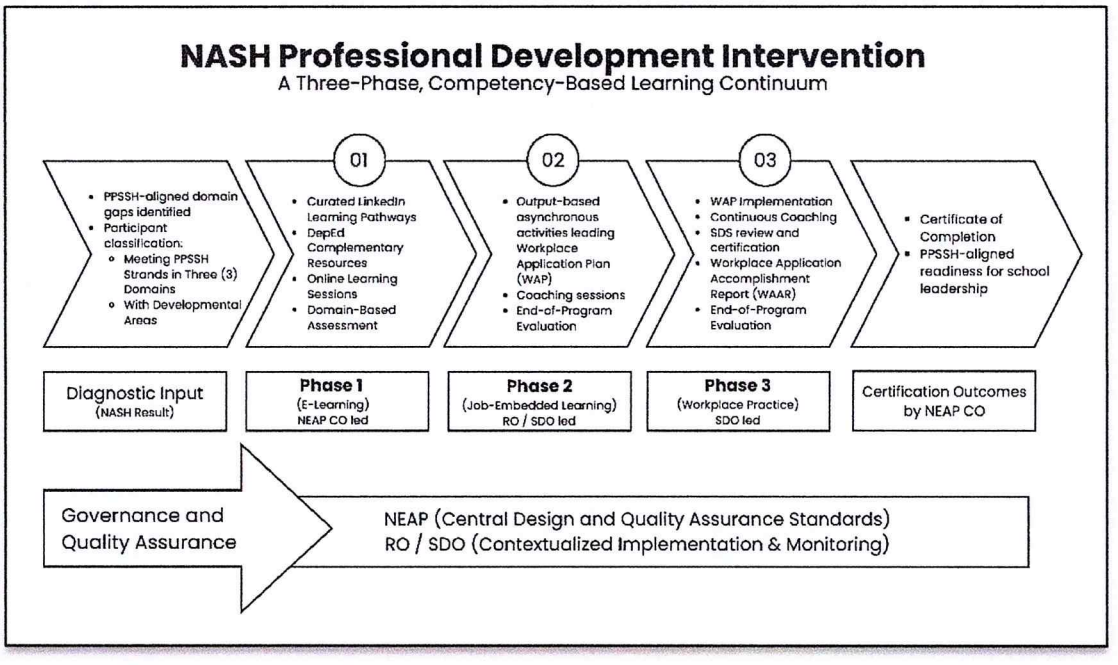
The National Educators Academy of the Philippines (NEAP), as the recognized professional development arm of the Department of Education, is mandated to design, implement, and quality-assure continuing professional development programs for teachers and school leaders across the basic education system. In fulfillment of this mandate, **NEAP has been advancing a professional development ecosystem approach**—one that establishes coherent national standards, evidence-based learning pathways, and quality assurance mechanisms, while enabling flexible and context-responsive implementation at the regional and schools' division levels. This transformation ensures that professional learning interventions remain responsive to national education priorities, anchored on professional standards, and informed by data on educator and leadership development needs.

The enactment of **Republic Act No. 12288**, otherwise known as the Expanded Career Progression for Public School Teachers and School Leaders, **further reinforces NEAP's role in providing targeted, differentiated, and standards-based professional development as a special support mechanism for leadership readiness and career advancement.** Under the expanded career progression framework, structured and competency-based professional development interventions are essential to ensure that movement across leadership roles is grounded in demonstrated capability, readiness, and alignment with national professional standards.

In line with this policy direction, the Department of Education implemented the National Assessment for School Heads (NASH) as a diagnostic mechanism to assess the competencies of aspiring school heads against the Philippine Professional Standards for School Heads (PPSSH). As stipulated in DepEd Memorandum No. 97, s. 2025, **the results of NASH shall serve as the basis for the provision of appropriate professional development interventions, thereby operationalizing a diagnostic-to-development continuum prior to the assumption of formal school leadership positions.**

Initial results of NASH revealed varied competency profiles among examinees, particularly at the domain level, underscoring the need for a robust, responsive, and scalable school heads' pipeline intervention. In response, **NEAP designed the NASH Professional Development Intervention (PDI) as a unified, competency-based program that applies centralized standards, learning outcomes, and quality assurance mechanisms, while allowing for differentiated learning pathways and contextualized implementation by Regional Offices (RO) and Schools Division Offices (SDO).** Through this approach, the NASH PDI strengthens governance, ensures consistency, and supports shared accountability in developing a sustainable pipeline of competent and qualified school leaders.

2. PROGRAM DESIGN AND DELIVERY FRAMEWORK



NASH PDI Program Design and Delivery Framework

The NASH PDI is designed as a three-phase professional learning continuum that translates diagnostic assessment results into targeted leadership development and applied practice. Anchored on the PPSSH, the program adopts a blended and scalable delivery architecture that integrates self-directed digital learning, guided online learning sessions, and workplace-based application, while balancing centralized standards-setting with decentralized implementation to ensure quality, consistency, and contextual responsiveness across regions and divisions.

The **first phase focuses on strengthening foundational and domain-specific knowledge through structured E-Learning and guided online learning sessions.** Participants engage with curated LinkedIn Learning pathways aligned with their identified PPSSH domain gaps, complemented by DepEd-approved learning resources and centrally organized online learning sessions facilitated by field-based subject-matter experts. These synchronous or recorded sessions serve to contextualize theory, clarify expectations, and reinforce key leadership concepts. Learning acquisition in this phase is validated through a domain-based assessment, with satisfactory performance serving as a prerequisite for progression to the succeeding phase.

Phase 2 emphasizes RO/SDO-facilitated **job-embedded learning and professional practice** anchored on the participant's Individual Development Report (IDR). In this phase, participants engage in output-based asynchronous activities that translate prior learning into concrete, school-based leadership actions that ultimately leads in the **development of the Workplace Application Plan (WAP)**. Structured coaching and mentoring—provided by the SDOs or ROs—shall be the primary support mechanism to guide participants in contextualizing learning and developing a coherent and responsive WAP. The conduct of formal learning sessions at the RO or SDO level **may be undertaken where feasible**; however, the absence of such sessions shall not preclude progression, provided that systematic coaching and mentoring focused on WAP development are in place. This phase reinforces reflective practice, contextual application, and continuous performance improvement.

Participants classified under the category **Meeting PPSSH Strands in Three (3) Domains** shall complete the program upon satisfactory completion of Phase 2, including the submission of required outputs, the developed WAP, and the accomplishment of the end-of-program evaluation. Suggested outputs per domain to support WAP development include, but are not limited to, the following:

- **Domain 1 – Leading Strategically:** Action plan, policy analysis, reflective video or written leadership statement
- **Domain 2 – Managing School Operations and Resources:** Basic digital tracking tool for MOOE, HR, or inventory; risk mitigation strategies; school guide or checklist on transparency and accountability
- **Domain 3 – Focusing on Teaching and Learning:** Observation or reflection and feedback tool; conducted classroom observation; coaching schedule; targeted intervention plan
- **Domain 4 – Developing Self and Others:** Professional development plan; coaching and mentoring mechanism; leadership reflection through a vlog or podcast
- **Domain 5 – Building Connections:** Stakeholder engagement roadmap or matrix; stakeholder communication plan (video, memo, or brief); advocacy campaign

Phase 3 is intended exclusively for participants identified as having **developmental areas** focuses on the **implementation of the approved Workplace Application Plan (WAP)** and the completion of the corresponding **Workplace Application Accomplishment Report (WAAR)**. This phase is designed to consolidate learning through sustained workplace application, with continuous guidance from assigned coaches. Program completion is validated through the review and certification of the implemented WAP and the WAAR by the Schools Division Superintendent (SDS), ensuring that leadership competencies are demonstrated through authentic, measurable, and context-responsive school-based outcomes.

3. LEARNING PATHS

Phase 1 of the program shall offer five (5) domain-based learning paths through eLearning subscription.

PPSSH Domain	Learning Path Title	Description
Domain 1 – Leading Strategically	Strategic Leadership for School Direction and Policy Alignment	Equips aspiring leaders to think strategically, interpret policies, and align school direction with DepEd Vision, Mission, and Values (VMV), School Improvement Plan (SIP), and MATATAG Curriculum priorities. Focuses on planning, decision-making, policy interpretation, and instructional direction.
Domain 2 – Managing School Operations and Resources	Efficient School Systems and Resource Governance	Focuses on enabling aspiring school heads to manage people, budgets, facilities, and digital systems using ethical, transparent, and systematic approaches.
Domain 3 – Focusing on Teaching and Learning	Instructional Leadership for Improved Teaching and Learning	Strengthens the leader's ability to support teachers through curriculum guidance, instructional coaching, assessment literacy, and data-informed learning recovery strategies.
Domain 4 – Developing Self and Others	Leadership Growth, Coaching, and Professional Reflection	Supports leadership maturity, coaching capability, performance management, talent development, and reflective practice among aspiring school heads.
Domain 5 – Building Connections	Collaborative Leadership and Stakeholder Mobilization	Builds capacity to establish meaningful external partnerships, leverage school-community relationships, and engage stakeholders for school improvement.

4. PROCESS

Phase 1: E-Learning
Timeline: Up to One (1) month

(Applicable to all participants)

a. NASH Participants will receive an E-Learning Subscription activation link in their official DepEd Email account.

b. Participants shall activate their e-learning accounts within one (1) week from receipt of the account credentials via email and inform their respective Schools Division Office–Human Resource Development (SDO-HRD) unit upon activation. Any technical concerns shall be promptly coordinated with the SDO-HRD unit for appropriate assistance.
c. Based on their identified competency gaps reflected in the NASH results, participants shall be assigned to complete an appropriate domain-aligned learning pathway from the DepEd-curated LinkedIn Learning courses.
d. Participants shall attend centrally organized online learning session(s) facilitated by subject-matter experts to contextualize learning and reinforce key leadership concepts. The schedule of these sessions shall be communicated through the designated RO and SDO focal persons. In cases where participants are unable to attend live sessions or wish to revisit the content, session recordings shall be made available for asynchronous access through the e-learning platform.
e. Upon completion of the prescribed learning pathway and online learning session(s), participants shall download their E-Learning Certificates from LinkedIn Learning for documentation purposes.
f. Participants shall take and pass the centrally administered domain-based assessment(s). A passing score of at least seventy percent (70%) shall be required as a prerequisite for progression to Phase 2. Participants who do not meet the passing score on their initial attempt shall be allowed one (1) reattempt. Should the participant fail to meet the required score after the second attempt, the participant shall formally coordinate with the Schools Division Office (SDO) focal, which shall endorse the case to NEAP Central Office for appropriate technical support and guidance.

Phase 2: Practice Phase (Job-Embedded Learning)
Timeline: Up to Two (2) months

(Applicable to all participants)

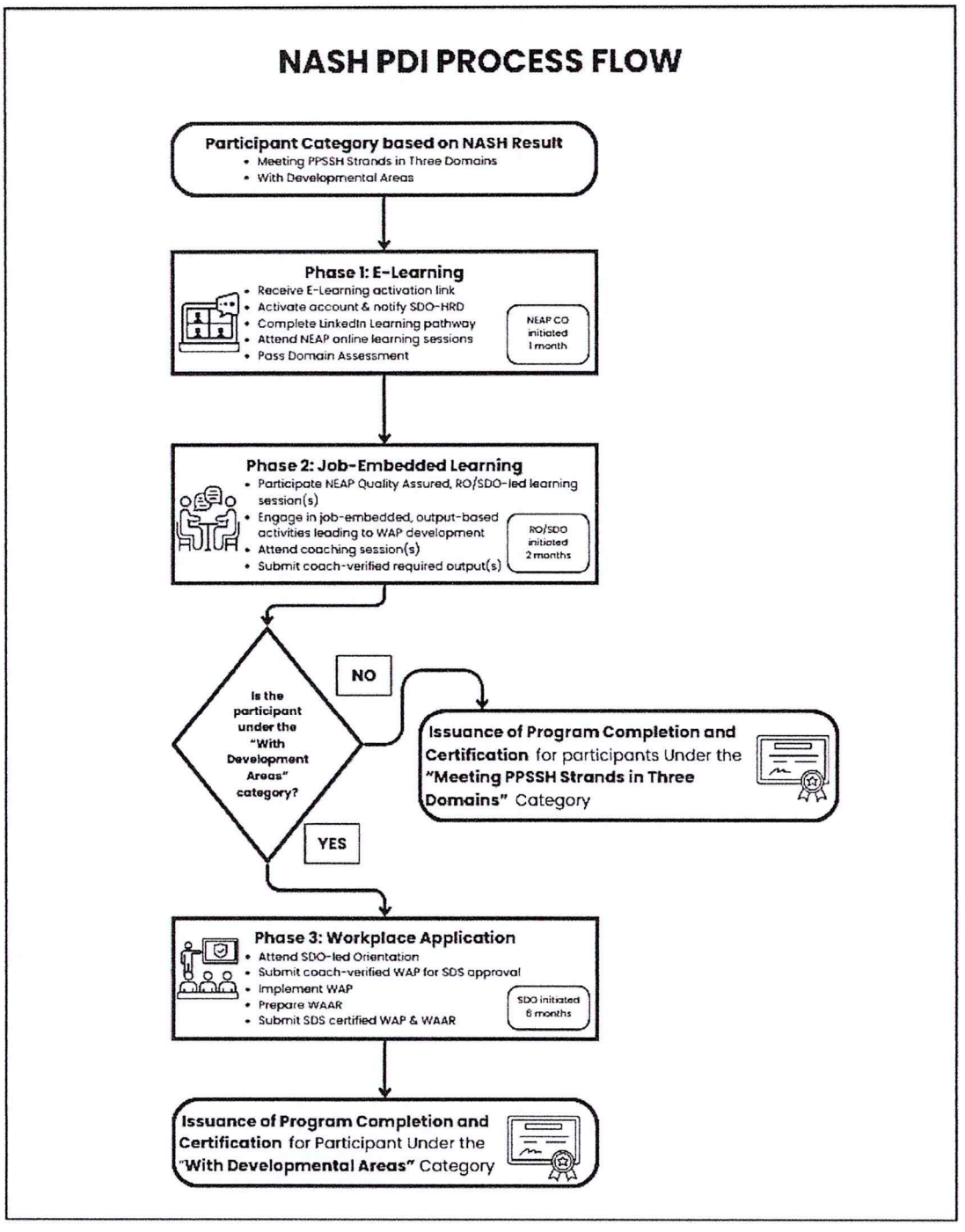
a. Participants shall engage in job-embedded professional practice focused on addressing identified PPSSH strand(s) or domain gap(s), primarily through structured coaching and mentoring provided by the SDO or RO.
b. NEAP quality-assured RO- or SDO-led learning session(s), whether in-person, online, or blended, may be conducted to support Phase 2 implementation; however, the absence of such sessions **shall not preclude** progression, provided that structured coaching and mentoring are in place.
c. The SDO shall ensure that each participant is assigned a best-fit coach to support the analysis of PPSSH domain gap(s) and guide the development of Phase 2 outputs, including components that will directly inform the Workplace Application Plan (WAP).
d. Coaching sessions shall focus on reflective practice, contextual application of learning, and the progressive development and refinement of outputs that collectively lead to a coherent and implementable WAP.

e. Participants shall develop and submit required Phase 2 outputs, duly reviewed and verified by the assigned coach, within the prescribed timeline.
f. Submitted outputs, including the draft or consolidated WAP, shall undergo review and validation at the SDO or RO level, as applicable, to ensure quality, alignment with PPSSH, and readiness for workplace application.
g. Participants under the category **Meeting PPSSH Strands in Three (3) Domains** shall complete the program upon satisfactory completion of Phase 2, submission of validated outputs, and accomplishment of the end-of-program evaluation, and shall thereafter be issued a **Certificate of Completion** by NEAP-CO.

Phase 3: Application Phase (Workplace Application)
Timeline: Up to six (6) Months

*(Applicable only to participants under "**With Developmental Areas**")*

a. The SDO shall conduct an orientation on the implementation, monitoring, and documentation requirements of the approved Workplace Application Plan (WAP) and the Workplace Application Accomplishment Report (WAAR).
b. Participants shall implement the WAP developed during Phase 2 in their respective workstations, aligned with their priority competency gaps and with continued guidance from the assigned coach.
c. Coaching and mentoring support shall continue throughout implementation to assist participants in addressing challenges, refining strategies, and ensuring contextual responsiveness of interventions.
d. Participants shall prepare a WAAR documenting the implementation process, progress, outputs, outcomes, and lessons learned.
e. The completed WAP and WAAR shall be reviewed, validated, and certified by the Schools Division Superintendent (SDS).
f. Participants under the category **With Developmental Areas** shall be issued a **Certificate of Completion** by NEAP-CO only upon satisfactory completion of Phases 1, 2, and 3, including all required validations, certifications, and the end-of-program evaluation.



NASH PDI Process Flow

5. QUALITY ASSURANCE

To ensure alignment, consistency, and adherence to professional development standards, all proposed learning session(s) under the NASH PDI shall be subject to quality assurance prior to implementation. Proposed RO initiated learning session(s) shall be quality assured by the NEAP Central Office, while proposed SDO initiated learning session(s) shall be quality assured by the concerned RO. The quality assurance process shall follow existing NEAP standards, tools, and templates as prescribed in **DepEd Memorandum No. 044, s. 2023** or the Interim Guidelines for the Quality Assurance and Monitoring of the National Educators Academy of the Philippines Core Programs. Only learning session(s) that have secured the required quality assurance clearance shall be implemented under the NASH PDI.

6. MONITORING AND EVALUATION

Program Monitoring

To ensure effective tracking of participant progress, program completion, and integrity of verification and certification processes, the **NEAP Central Office (CO)** shall oversee the monitoring of Phase 1 implementation of the NASH Professional Development Intervention (PDI). This includes tracking participants' e-learning progress and completion, attendance in centrally facilitated learning session(s), assessment results, and confirmation of Phase 1 completion. Data generated from Phase 1 shall serve as the official reference for the **Regional Offices (ROs)** and **Schools Division Offices (SDOs)** in determining participant eligibility to proceed to Phases 2 and 3.

In support of decentralized implementation and to enable program-level monitoring, validation, and certification, the **ROs and SDOs** are required to prepare, consolidate, and submit the following documents to NEAP-CO, as applicable: **Endorsed List of Coaches, RO/SDO Implementation Readiness Declaration for Phase 2, Program Monitoring and Progress Control Report, and Enclosures 13 and 14 of DepEd Memorandum No. 44, s. 2023 (Program Completion Report and Actual Participants Profile Sheet, respectively).** These submissions shall serve as the official basis for NEAP-CO's verification of program completion and the issuance of Certificates of Completion under the NASH PDI.

Program Evaluation

Evaluation of the NASH PDI shall be conducted to determine learning effectiveness, relevance, and program outcomes, and shall include the following components:

a. Learning Outcomes Evaluation

- Administration of domain-based assessments to measure knowledge and skill acquisition aligned with PPSSH domains.
- Review of submitted output(s), WAP and WAAR, where applicable, to assess application of learning in authentic school contexts.

b. Participant Feedback and End-of-Program Evaluation
   - Collection of participant feedback to assess content relevance, delivery effectiveness, coaching support, and overall learning experience.
   - Analysis of feedback to inform continuous improvement of program design and delivery.

c. Program Effectiveness Review
   - Post-implementation review by NEAP CO, in coordination with RO and SDO, to assess the extent to which the program contributed to strengthening the school heads pipeline and addressing competency gaps identified through NASH.
   - Utilization of evaluation findings for policy refinements, future PDIs, and enhancements of the School Leadership Development Framework.

7. ROLES AND RESPONSIBILITIES

NEAP Central Office (CO)

a. Provide overall policy direction, program oversight, and quality assurance for the implementation of the NASH PDI, consistent with NEAP standards and approved program design;
b. Coordinate with RO- NEAP/HRDD, and other concerned DepEd units to address implementation issues, provide technical assistance, and ensure the timely resolution of policy and operational concerns;
c. Quality-assure RO-led learning session(s), including design, content alignment with PPSSH, and assessment integrity;
d. Receive, review, and validate consolidated progress, completion, and implementation reports submitted by the RO;
e. Receive and validate the official list of program completers endorsed by the RO, which shall serve as the basis for the issuance of Certificates of Completion;
f. Lead post-implementation review and analysis to assess program effectiveness, identify good practices and lessons learned, and recommend program enhancements or policy refinements; and
g. Prepare and submit required reports, briefers, and recommendations to DepEd leadership and relevant oversight bodies to support evidence-based decision-making and continuous improvement of school leadership development programs.

Regional Director

a. Organize a Regional Technical Working Group (TWG) to support the effective and coordinated implementation of the program;

b. Establish localized mechanisms to ensure the participation, monitoring, and completion of NASH takers under the categories ***Meeting PPSSH Strands in Three (3) Domains*** **and** ***With Developmental Areas***, consistent with the approved program design;
c. Issue relevant regional issuances to support and institutionalize the implementation of the program;
d. Approve the use of regional funds for learning session(s) and enrichment activities, as feasible and subject to existing rules and regulations; and
e. Ensure that learning session(s) conducted at the Regional and Division levels are coordinated and complementary, and that duplication of activities is avoided.
f. Endorse reports to NEAP CO as required.

Regional Office - NEAP/HRDD

a. Serve as the regional-level program focal and secretariat for the NASH PDI;
b. Propose and implement RO-led learning session(s) aligned with PPSSH and the NASH PDI, subject to quality assurance by NEAP Central Office;
c. Provide quality assurance to proposed SDO-led learning session(s) to ensure alignment with program standards and intended learning outcomes;
d. Consolidate regional program progress, completion, and implementation reports and submit the same to NEAP Central Office as required, or within two (2) weeks after program completion;
e. Provide technical assistance and implementation support to Schools Division Offices to ensure effective and efficient program delivery;
f. Coordinate with NEAP Central Office on concerns requiring immediate policy or operational action;
g. Ensure coordination with other regional functional divisions in supporting participating schools and personnel;
h. Support the credibility of the certification process, including verification of the completeness, authenticity, and quality of submitted outputs and supporting documents;
i. Conduct monitoring visits, as necessary, to assess the progress and quality of program implementation;
j. Convene regular coordination meetings, as needed, with respective SDOs;
k. Organize and conduct enrichment activities, such as school visits and collaborative expertise sessions, to enhance the PDI experience, as feasible; and
l. Conduct regional-level program implementation review and submit findings to NEAP Central Office.

Schools Division Superintendent

a. Organize a division-level Technical Working Group (TWG) to support the implementation of the program;

b. Recommend and approve best-fit coaches for participants, where feasible, observing a one-to-one (1:1) coach-to-participant ratio if applicable;
c. Review, approve, and certify participants' WAP and WAAR, as applicable;
d. Issue local issuances to support and institutionalize the implementation of the program at the division level;
e. Coordinate with RO on the conduct and scheduling of SDO-led learning session(s); and
f. Approve the use of division funds for learning session(s) and enrichment activities, as feasible and subject to existing rules and regulations.

SDO SGOD HRD Unit

a. Serve as the division-level program focal unit and secretariat for the NASH PDI;
b. Propose and implement SDO-led learning session(s) upon receipt of NEAP quality assurance clearance from the RO;
c. Monitor and document the start and end dates of each phase of the participants' PDI;
d. Provide technical assistance and respond to participant inquiries related to program implementation, requirements, and timelines;
e. Ensure coordination with the Curriculum Implementation Division (CID) and Office of the SDS (OSDS) in supporting participants;
f. Coordinate with the RO and NEAP CO on concerns requiring immediate attention;
g. Ensure that each participant is assigned a best-fit coach aligned with the targeted PPSSH domain(s) for intervention; a one-to-one (1:1) ratio is strongly encouraged;
h. Maintain and manage digital copies of all NASH PDI forms, templates, and monitoring tools;
i. Monitor participant progress based on coaching reports and submitted outputs;
j. Disseminate official information, advisories, and updates to participants through authorized communication platforms; and
k. Propose and organize enrichment activities, such as school visits and collaborative expertise sessions, when feasible.

SDO-Assigned Coach

a. Provide professional guidance and structured coaching support to the participant in accordance with the objectives, timelines, and outputs of the NASH PDI;
b. Review, provide feedback on, and recommend improvements to draft and final outputs submitted by the participant;
c. Support the participant in strengthening competencies aligned with the identified PPSSH domain(s) for intervention;

d. Conduct coaching sessions, virtually or in-person, when necessary, without compromising official duties;
e. Monitor the participant's progress using prescribed monitoring tools, including the Modified Performance Monitoring and Coaching Form (PMCF), and submit required reports to the designated SDO focal person;
f. Certify the quality and completeness of outputs prior to their submission for higher-level review and approval.

NASH PDI Participant

a. Fulfill all requirements of the NASH PDI under the guidance and supervision of the assigned Coach;
b. Comply with the expectations, timelines, and work schedule agreed upon with the Coach, as reflected in the approved plan of activities;
c. Engage regularly with the Coach and provide timely and accurate updates on the progress of assigned outputs, workplace application activities, and related professional learning tasks;
d. Observe ethical standards, quality assurance measures, and professional conduct in the completion and submission of all required outputs; and
e. Maintain open, honest, and professional communication with the Coach and other concerned program implementers to support the successful implementation of the professional development intervention and the resolution of any issues that may arise.

8. CERTIFICATION

Participants who satisfactorily complete the requirements of each phase of the NASH PDI shall be issued a corresponding **Certificate** subject to validation of submitted requirements.

a. **Phase 1: Certificate of Participation** shall be issued by the **NEAP CO** upon completion of the prescribed LinkedIn Learning pathway(s), attendance to NEAP organized learning sessions and passing of the domain-based assessment.
b. **Phase 2 and Phase 3: Certificate of Participation** shall be issued by the **Regional Office or Schools Division Office** upon validation of required outputs.
c. **Certificate of Completion** shall be issued by the **NEAP CO** upon receipt of the endorsed list of completers from the Regional Office. Participants under the category *Meeting PPSSH Strands in Three (3) Domains* shall earn the Certificate of Completion upon satisfactory completion of **Phases 1 and 2**, while participants under the category *With Developmental Areas* shall earn the Certificate of Completion only upon satisfactory completion of **Phases 1, 2, and 3**.

Enclosure 3 – Qualification Standards for SDO Assigned Coaches

Pending the formal certification of coaches across all governance levels, the following individuals are designated to serve as concurrent coaches. These personnel meet the established Qualification Standards (QS) and will provide interim technical assistance to ensure the continuity of the coaching and mentoring process:

Eligible Position

- Public Schools District Supervisor (PSDS)
- Education Program Supervisor (EPS)
- Principal II-IV (P II- IV)

A coach **must**:

1. Be a concurrent School Principal II-IV or have previously served as a full-fledged school head for at least five (5) years;
2. Have attended and completed NEAP CO organized Training of Coaches and Mentors, either for School Heads Onboarding Program (SHOP) or School Heads Development Program (SHDP) or any equivalent training programs conducted by the RO/SDO/CSC;
3. Have been recognized for exemplary performance as a school head, with demonstrated contributions to instructional leadership and school management;
4. Have a proven track record in mentoring or coaching at the school or district level; and
5. Participate in the Training of Coaches and Mentors and serve, when necessary, as part of the coaching pool.

All coaches and mentors **shall**:

1. Demonstrate strong communication, facilitation, coaching, and mentoring competencies appropriate for adult and professional learning;
2. Exhibit a strong commitment to supporting the professional growth and leadership readiness of aspiring and incumbent school heads;
3. Undergo orientation, training, calibration, and continuous quality assurance activities required under the NASH PDI; and
4. Be officially endorsed by the Regional Director or authorized representative, using the prescribed endorsement template (see Enclosure 5).

To support coaches in effectively guiding NASH PDI participants, a Coaching Toolkit is provided and may be utilized as a reference to facilitate coaching sessions, monitoring, and documentation of participant progress. The toolkit shall be made available to the coaches through their respective RO and SDO NASH focal person.

Enclosure 4 – NASH PDI Coach Endorsement and Acceptance Form

Date: _____

Name of Coach: _____
Position: _____

Dear Mr./Ms./Mrs./Mx./Dr. _____:

In support of the National Assessment for School Heads Professional Development Intervention (NASH PDI) and pursuant to the mandate of the National Educators Academy of the Philippines (NEAP) to ensure standards-based professional development for school leaders, you are hereby **endorsed and requested to serve as Coach** for **<Name of NASH PDI Participant>, <Position>, from <School>**.

The above-mentioned participant is classified under the NASH result category **<indicate: "Meeting PPSSH Strands in Three (3) Domains" or "With Developmental Areas">** and requires guided professional support in the following **PPSSH domain(s)**: **<Indicate PPSSH Domain(s) for intervention>**.

In view of your qualifications, experience, and demonstrated competence in school leadership and instructional management, your guidance and supervision are deemed essential in supporting the participant's professional development journey and in ensuring the quality of required outputs under the NASH PDI.

Kindly signify your acceptance by signing below.

Thank you for your commitment to strengthening the school leadership pipeline.

Very truly yours,

_____
Name of Schools Division Superintendent
Schools Division Superintendent

ACCEPTANCE

I hereby confirm my acceptance to serve as **Coach** and to provide professional guidance and supervision to the above-mentioned participant in accordance with the design and requirements of the NASH Professional Development Intervention.

_____
Name and Signature of Coach
Date: _____

Enclosure 5 – Coaching Contract

KNOW ALL MEN BY THESE PRESENTS:

This agreement is made and entered into this_____day of_____, 20___, in the Schools Division Office of _____ by and between:

<Name of Coach>, <Position>, hereinafter referred to as the "**Coach**"

- and -

<Name of NASH PDI Participant>, **<Position>**, **<School>**, hereinafter referred to as the "**Participant**"

WITNESSETH:

WHEREAS, the Coach is a qualified Schools Division Office personnel who has met the coaching and mentoring standards prescribed by the National Educators Academy of the Philippines (NEAP) and has demonstrated competence in school leadership and instructional management aligned with the Philippine Professional Standards for School Heads (PPSSH);

WHEREAS, the Participant is an aspiring school head who has undertaken the National Assessment for School Heads (NASH) and has been identified under the NASH result category <indicate category>, requiring professional development intervention under the NASH Professional Development Intervention (PDI);

NOW, THEREFORE, for and in consideration of the foregoing premises, the parties hereby agree to enter into this Coaching Contract under the following terms and conditions:

The Coach shall:

1. Provide professional guidance and structured coaching support to the Participant in accordance with the objectives, timelines, and outputs of the NASH PDI;
2. Review, provide feedback on, and recommend improvements to draft and final outputs submitted by the Participant;
3. Support the Participant in strengthening competencies aligned with the identified PPSSH domain(s) for intervention;
4. Conduct coaching sessions, including virtual or onsite visits, when necessary, without compromising official duties;
5. Monitor the Participant's progress using prescribed monitoring tools, including the Modified Performance Monitoring and Coaching Form (PMCF), and submit required reports to the designated SDO focal person;

6. Certify the quality and completeness of outputs prior to their submission for higher-level review and approval.

The Participant shall:

1. Fulfill all the requirements of the NASH PDI under the guidance and supervision of the assigned Coach;
2. Comply with the expectations, timelines, and work schedule agreed upon with the Coach, as reflected in the approved plan of activities;
3. Meet regularly with the Coach and provide timely and accurate updates on the progress of assigned outputs, workplace application activities, and related professional learning tasks;
4. Observe ethical standards, quality assurance measures, and professional conduct in the completion and submission of all required outputs; and
5. Maintain open, honest, and professional communication with the Coach and other concerned program implementers to support the successful implementation of the professional development intervention and the resolution of any issues that may arise.

Termination of the Coaching Contract

In the event that either the **Coach or the Participant** finds it necessary to terminate this Coaching Contract for justifiable reasons, the concerned party shall submit a **formal written request** addressed to the **Schools Division Superintendent**, through the **Program Focal**, clearly stating the grounds for termination.

The Schools Division Superintendent, in coordination with the Program Focal, shall **carefully evaluate the request** and may approve the termination and grant a **No-Fault Termination of the Contract**, as deemed appropriate.

Both parties agree to **abide by the decision of the Schools Division Superintendent**. In cases where termination is approved, the Program Focal shall facilitate the **assignment of another qualified Coach** to ensure continuity of the Participant's professional development under the NASH PDI.

In WITNESS WHEREOF, the parties have hereunto set their hands on the date and place above-written.

Participant	**Coach**

Witnesses:

Program Focal	**Program Secretariat**

Enclosure 6 – Endorsed List of Coaches for NASH PDI

[Date]

CARMELA C. ORACION
Assistant Secretary
Officer-in-Charge
Office of the Undersecretary for Learning Systems

Attention:

MICHAEL JOSEPH P. CABAUATAN
Director III
National Educators Academy of the Philippines

Sir:

Respectfully submitting the list of qualified coaches assigned to NASH PDI participants.

Meeting PPSSH standards in 3 domains

Name of Coach	Position	Name of Participant	Position	Target Domain(s)

*Add rows as necessary

With Developmental Areas

Name of Coach	Position	Name of Participant	Position	Target Domain(s)

*Add rows as necessary

Very Truly Yours,

REGIONAL DIRECTOR

Enclosure 7 – RO/SDO Implementation Readiness Declaration for Phase 2

Region: _____

Implementer (RO/SDO)	PD Program Title/Learning Session Title	PPSSH Domain(s) Covered	Target Participants (Meeting PPSSH Standards in Three Domains, With Developmental Areas)	Total No. of Participants	Participants Gender (Male Female)	Participants Current Position (HT, MT, OIC, TIC)	Duration of PD Program/ Learning Session	Indicative Implementation Period (Start Date – End Date)	Modality (F2F, Online, Blended)	Venue/ Platform	Reference QA Approval No./Date

Add rows as needed

Disclosure: All Phase 2 learning sessions reflected in this matrix have undergone quality assurance in accordance with existing NEAP policies, standards, and templates. Detailed program design, learning outcomes, session plans, and output requirements are documented in the corresponding quality-assured Learning Session Proposals and may be accessed by NEAP-CO as needed.

Prepared by:

_____
Name and Signature
Date: _____

Enclosure 8 – Program Monitoring and Progress Control

Region: _____

Category: Meeting PPSSH Strands in Three (3) Domains

Participant Name	Gender	Current Plantilla Position	Phase 1				Phase 2				
			eLearning Status (Not Started, On-going, Done)	Assessment Score	Attendance in NEAP-Masterclass (Y/N)	Certification (Y/N)	Learning Session(s) Attendance (Incomplete-x no of days, Complete)	Job Embedded Learning Activity (Y/N)	No. of Coaching Session(s) Conducted	Output (Incomplete, Complete)	Certification (Y/N)

Add rows as needed

Category: With Developmental Areas

Participant Name	Gender	Current Plantilla Position	Phase 1				Phase 2					Phase 3						
			eLearning Status (Not Started, On-going, Done)	Assessment Score	Attendance in NEAP-Master class (Y/N)	Certification (Y/N)	Learning Session(s) Attendance (Incomplete-x no of days, Complete)	Job Embedded Learning Activity (Y/N)	No. of Coaching Session(s) Conducted	Output (Incomplete, Complete)	Certification (Y/N)	Orientation Attendance (Y/N)	Milestone 1 Coaching Session (Y/N)	Milestone 2 Coaching Session (Y/N)	Milestone 3 Coaching Session (Y/N)	Milestone 4 Coaching Session (Y/N)	WAAR Coaching Session (Y/N)	Certification (Y/N)

Add rows as needed

This form will be used as reference for the Regional Endorsement for the issuance of Certificates of Completion.

Prepared by:

_____
Name and Signature
Date: _____

Enclosure 9 – Consolidated Progress and Implementation Report

Region: _____

Category: Meeting PPSSH Strands in Three (3) Domains

School Division Office	Total No. of Participants	Completion Rate	Issues/ Concerns/ Challenges	Support Provided

Add rows as needed

Category: With Developmental Areas

School Division Office	Total No. of Participants	Completion Rate	Issues/ Concerns/ Challenges	Support Provided

Add rows as needed

The same data in this form is reflected in: <insert link here>

Prepared by:

_____
Name and Signature
Date: _____

Enclosure 10 – List of Participants for NEAP Issuance of Certificate of Completion

[Date]

CARMELA C. ORACION
Assistant Secretary
Officer-in-Charge
Office of the Undersecretary for Learning Systems

Attention:

MICHAEL JOSEPH P. CABAUATAN
Director III
National Educators Academy of the Philippines

Sir:

This Office hereby endorses the herein listed participants for the issuance of the Certificate of Completion for the National Assessment for School Heads (NASH) Professional Development Intervention (PDI). Following thorough review and validation of submitted requirements and outputs, and upon certification by the concerned Schools Division Offices, the Regional Office confirms that the listed participants have satisfactorily completed all applicable phases of the program in accordance with approved guidelines.

Meeting PPSSH standards in 3 domains

Name of Participant	Gender	Current Plantilla Position	Station (SDO-School)

*Add rows as necessary

With Developmental Areas

Name of Participant	Gender	Current Plantilla Position	Station (SDO-School)

*Add rows as necessary

Very Truly Yours,

REGIONAL DIRECTOR