



**RELEASED**

DepEd-Division of Catanduanes

**RECORDS SECTION**

Date JUL 12 2016

Time 1:25 PM

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MEMORANDUM TO : SDO Chiefs (CID/SGOD)  
Secondary/SHS School Heads

FROM : *for. Socorro V. Dela Rosa*  
SOCORRO V. DELA ROSA, CESO VI  
Schools Division Superintendent

SUBJECT : **School Heads Development Program: Advanced Course  
for SHS School Heads (Kamustahan)**

DATE : July 12, 2016

1. Pursuant to Regional Memorandum No. 73, s. 2016 all participants/graduates of the School Heads Development Program (SHDP) Advance Course are advised to attend the very first **SDHP KAMUSTAHAN** which will be held on August 1-2, 2016 (1<sup>st</sup> Batch) and August 3-4, 2016 (2<sup>nd</sup> Batch), the venue will be announced later. (Please see attached Memo.)

2. The following are the list of the participants:

Batch 1 (August 1-2, 2016)

- |                      |   |           |
|----------------------|---|-----------|
| 1. Edna A. Gonzales  | - | Bugao NHS |
| 2. Cynthia D. Usero  | - | Sicmil IS |
| 3. Fidel A. Vegim    | - | Bato RDS  |
| 4. Amalia I. Domingo | - | Cobo IS   |
| 5. Maybelle V. Rubio | - | Agban NHS |

Batch 2 (August 3-4, 2016)

- |                          |   |                 |
|--------------------------|---|-----------------|
| 1. Nestor S. Emerenciana | - | Viga RDHS       |
| 2. Danilo V. Taway       | - | Calatagan NHS   |
| 3. Lyra C. Tusi          | - | Manambrag NHS   |
| 4. Amelia R. Eusebio     | - | Catanduanes NHS |
| 5. Mila A. Jose          | - | Caramoran RDS   |
| 6. Clemente Olarte       | - | Viga RDHS       |

3. Travel and other expenses shall be charged against the School MOOE subject to the usual accounting and auditing rules and regulations.

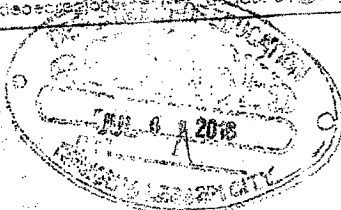
4. Immediate dissemination of this Memorandum is desired.



REPUBLIC OF THE PHILIPPINES  
**Department of Education**  
 REGION V

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 www.deped.gov.ph



June 29, 2016

REGIONAL MEMORANDUM  
 No. 33 s. 2016


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**SCHOOL HEADS DEVELOPMENT PROGRAM ADVANCE COURSE KAMUSTAHAN**

TO: **Schools Division Superintendents**  
**All Others Concerned**

1. This Office, through the Human Resource Development Division (HRDD), and the National Educators Academy of the Philippines (NEAP), with the purpose of examining the outcomes of the School Heads' Development Program (SHDP), will be evaluating the field results of the SHDP specifically on its effect on the work environment which presumably resulted from improved leadership and managerial performance of the participants.
2. The SHDP, being a strategic human resource development program, is deemed to be a key driver of change in the way Senior High Schools will be managed by school heads. Six months after the SHDP Advance Course the RO and HRDD will evaluate the program impact thru a *Kamustahan* where the journey of our school leaders will be highlighted by sharing their personal experiences and best practices.
3. For these purposes all participants/graduates of the SHDP Advance Course are called to attend the very first SHDP *Kamustahan* which will be held in two batches on 01 to 02 August, 2016 and 03 to 04, 2016 at a venue which will be announced later.
4. Those who attended the SHDP as a replacement/representative of their school heads are advised to attend and shall prepare a reflective account of a workplace application of the learned concepts as either a Teacher, Master Teacher, Head Teacher, or as an OIC/TIC of one's school. The reflection to be shared will follow the same presentation as explained in the following paragraph.
5. All participants in this SHDP Advance Course *Kamustahan* are enjoined to prepare a 4-minute Audio Visual Presentation (preferably in MP4 format, but Powerpoint Presentation with Audio may be used also) which shall revolve on the learnings at the SHDP and on the implementation of the *Re-Entry Action Plan (REAP)*. Furthermore, each participant is expected to prepare a 2-minute Live Speech on the Theme: *"A Reflection on Managing Change through the School Heads' Development Program (SHDP)"*.
6. An enclosure to this Memorandum presents the Training Design/Program of the SHDP *Kamustahan* and all concerned are invited to feel its flow to appreciate the unifying purpose and thematic significance of this leadership reunion by school leaders in the Bicol Region.

7. To facilitate the preparations of the Audio Visual Presentations, the SDO's are directed to find ways to make the Information Technology Officer (ITO) assist the graduates of the SHDP in its production of the *Kamustahan* videos. Attached are the list of participants who will attend in two batches.
8. Expenses relative to the conduct of the SHDP *Kamustahan* such as training materials, meals and accommodations of participants shall be charged against the downloaded SHDP Fund of the Region for the year 2015. Travelling expenses of participants shall be taken against the local/School MOOE funds of respective participants. All expenses that will be incurred by this activity are subject to the usual accounting and auditing rules and regulations.
9. For further inquiries and clarifications, kindly contact Mr. Lauro B. Millano, EPS of the HRDD at ~~XXXXXXXXXXXXXXXX~~ or at CP No. 09206757227.
10. Immediate dissemination of this memorandum is earnestly desired.

  
RAMON FIEL G. ABCEDE  
Regional Director

To be included in the Perpetual Index  
Under the following subjects:

SCHOOL HEADS  
SENIOR HIGH SCHOOL PROGRAM  
TRAINING PROGRAM  
HUMAN RESOURCE MANAGEMENT



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**Department of Education**  
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Enclosure 1

**Training Design/Program:**

<b>Batch 1 - August 1, 2016/ Batch 2 - August 3, 2016</b>		
8:00AM to 10:00AM	REGISTRATION and Opening Preliminaries	In-Charge: RO & HRDD Management Team
10:00 AM to 12:00 AM	<b>Kamustahan Session:</b> "Celebrating the Journey of SHDP Advance Course Graduates - Batches 1 to 5"	Facilitator: Mr. Lauro B. Miliano EPS, HRDD
12:00 NOON	LUNCH	
1:00AM to 7:00PM	4- minute Audio Visual Presentation Post SHDP Advance Course: Application of the Re-Entry Action Plan (REAP)  2-minute Live Speech: "A Reflection on Transformational Leadership through the SHDP Advance Course"	All SHDP Graduate Batches 1, 2, 3, 4 and 5
<b>Batch 1 - August 2, 2016/ Batch 2 - August 4, 2016</b>		
8:00 AM to 10:00 AM	4- minute Audio Visual Presentation Post SHDP Advance Course: Application of the Re-Entry Action Plan (REAP)  2-minute Live Speech: "A Reflection on Transformational Leadership through the SHDP Advance Course"	All SHDP Graduate Batches 1, 2, 3, 4 and 5
10:00 AM to 12:00 AM	Plenary Session: "Continuing Spirituality in Leadership"	Facilitator: Msgr. Francisco Monje
12:00-NOON	LUNCH	
1:00PM to 3:00PM	Plenary Session: "Enduring Principles of Moral Leadership"	Facilitator: Msgr. Noe B. Tomas
3:00PM to 4:00PM	Snacks	
4:00PM to 7:00 PM	Graduation Ceremonies  Awarding of Certificate of REAP Completion to SHDP Batches 1 to 5	Ramon Fiel G. Abcede Regional Director  Tolentino G. Aquino OIC, Office of the Assistant Regional Director  Cynthia D. Jacob Chief, HRDD  HRRD Management Team
7:00 -8:00 PM	DINNER	
8:00 PM TO 11:00 PM	Leaders Rendezvous	Management Team and Participants