



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

September 18, 2023

REGIONAL MEMORANDUM

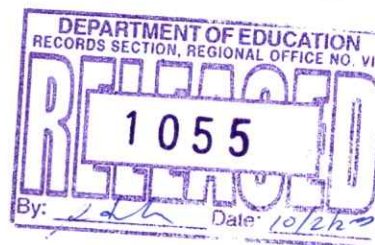
No. **1055**, s. 2023

**SERIES OF ACTIVITIES ON LEVELING OFF WITH THE FIELD
ON HUMAN RESOURCE AND ORGANIZATIONAL
DEVELOPMENT (HROD) POLICIES**

To: Schools Division Superintendents
Regional Office Division Chiefs
All Others Concerned

- Attached is Memorandum DM-OUHROD-2023-1383, from Undersecretary Gloria Jumamil-Mercado of the Human Resource and Organizational Development, announcing the conduct of a series of activities on Leveling Off with the Field on Human Resource and Organizational Development (HROD) Policies for Regional Directors and Assistant Regional Directors, Schools Division Superintendents, and Principal and Teacher/Employee Associations recognized by the Department.
- Immediate dissemination of and compliance with this Memorandum are desired.


EVELYN R. FETALVERO, CESO IV
Regional Director



Enclosure: as stated
Reference: as stated

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

ACTIVITIES

HROD

POLICIES

HRDD-DSS





OFFICE OF THE DIRECTOR IV	
Date and Time Received	Signature
Date and Time Released	Signature

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

DEPARTMENT OF EDUCATION	
REC'D	
SEP 28 2023	
9117	3240

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	<p>DAY 1 AM: Group Dynamics Exercise PM: Discussion on HROD issues and concerns, including SF7 and Digital RQA</p> <p>DAY 2 AM: Workshop on Education Futures Thinking PM: Establishing the MATATAG Horizon</p>

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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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]