



Republic of the Philippines
Department of Education
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA



Office of the Regional Director

Advisory No. 422, s. 2025

October 28, 2025

In compliance with DepEd Order No. 8, s. 2013
 this Advisory is issued not for endorsement per DO 28, s. 2001
 but only for the information of DepEd officials,
 personnel/staff, and the concerned public.
 (Visit www.deped.gov.ph)

**CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM "BUILDING
 TEACHER EXPERTISE: ENHANCING ENGLISH AND PHYSICAL SCIENCE TEACHERS'
 COMPETENCE IN CONTENT AND PEDAGOGY"**

In relation to the DM-OUHROD-2025-1708 titled, "**CONDUCT OF THE
 PROFESSIONAL DEVELOPMENT PROGRAM 'BUILDING TEACHER
 EXPERTISE: ENHANCING COMPETENCE IN CONTENT AND PEDAGOGY'**"
 dated June 26, 2025, the National Educators Academy of the Philippines will
 conduct the said activity with the following schedules and details:

Activity	Date	Venue
Building Teacher Expertise: Enhancing English (KS 2) and Physical Science (KS 3) Teachers' Competence in Content and Pedagogy	November 3-7, 2025	NEAP Facility, Teachers' Camp, Baguio City

In this regard, the following identified participants of this Region are to attend the said activities:

No.	Name	Position	Station
1	ROLANDO VERGARA	EPS	ZAMBOANGA SIBUGAY SDO
2	JESSICA S. ABELLON	HEAD TEACHER II	BARCELONA NHS
3	FRECHIE M. GALLEPOSO	TEACHER III	BAYLIMANGO NHS
4	PRISCILLA T. ANOTADO	MASTER TEACHER II	ZNNHS-Turno
5	AL C. CANTERY	MASTER TEACHER II	Miputak NHS
6	MARGARITO S. REYES, JR.	SP II	GERAS INTEGRATED SCHOOL
7	MARICEL D. DAGOY	SP I	PANUNSULAN ES
8	GECRIS A. MARQUEZ	MASTER TEACHER I	Co Tek Chun NHS
9	CARMAE JOY L. ARUELO	HEAD TEACHER ii	Upper Sibatang Elementary School, SDO Pagadian City
10	RICHARD GORNEZ CHIO	MASTER TEACHER I	ZAMBOANGA CITY HIGH SCHOOL MAIN
11	Lemuel N. Francisco	Tamion ES	lemuel.francisco@deped.gov.ph
12	KIMBERLY ROSE G. YAP	Master Teacher I	Bayog NTVHS
13	JAMAICA SYRIA C. CARTACIANO	Principal II	Ditulan IS-Dumingag II



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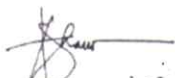
14	CHERRY C. AMPLAYO	SCHOOL PRINCIPAL III	Osukan ES
15	LEODEGRACIA H. CASTILLON	SCHOOL PRINCIPAL I	Anecito A. Sagario NHS
16	LUCILLE S. WOOTON	SCHOOL PRINCIPAL I	LUMBAYAO ES
17	FRIEND HAYZER S. GREGORIO	HEAD TEACHER I	KABASALAN NHS


The participants are enjoined to register through this link: <https://tinyurl.com/B2-NEAP-BTE> to confirm their participation in the program **on or before October 30, 2025.**

The participants board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to SDO/local funds, subject to the usual accounting and auditing rules and regulations.

Should you have questions/concerns, please coordinate with **Ms. Marietta R. Anhaw**, Chief, Human Resource and Development Division, through email marietta.anhaw@deped.gov.ph.

The immediate dissemination of this Advisory is desired.


HRDD/MRA/jbm/RA
157/October 27, 2025


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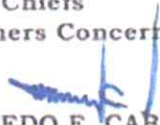


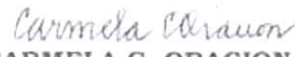
Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-708

TO : Regional Directors
Schools Division Superintendents
HRDD Chiefs / NEAP R Focal Persons
CLMD Chiefs
All Others Concerned

FROM : 
WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development


CARMELA C. ORACION
Assistant Secretary
Human Resource and Organizational Development
(National Educators Academy of the Philippines)

SUBJECT : CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM
"BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS'
COMPETENCE IN CONTENT AND PEDAGOGY"

DATE : 26 June 2025

1. The National Educators Academy of the Philippines (NEAP) will conduct the professional development program "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy" across learning areas and key stages (KS), with the following schedule and details:

Activity	Date & Venue	Target Participants per Learning Area per RO	Registration Link
Batch 1			
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 2	04-08 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - MAPEH: 3 - EPP: 3 - GMRC: 3	https://tinyurl.com/B1-NEAP-BTE Deadline: 25 July 2025
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 3	18-22 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - Mathematics: 3 - TLE: 3 - Values Education: 3	
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	20-24 October 2025 Venue: NEAP Marikina City	- Early Childhood Education: 3	

Batch 2

Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	01-05 September 2025 <i>Venue: NEAP Baguio</i>	- Physical Science (KS 2): 15	https://tinyurl.com/B2-NEAP-BTE <i>Deadline: 22 August 2025</i>
	22-26 September 2025 <i>Venue: TBA</i>	- English (KS 3): 9 - MAPEH (KS 2): 9	
	29 September - 03 October 2025 <i>Venue: TBA</i>	- Values Ed (KS 3): 15	
	13-17 October 2025 <i>Venue: TBA</i>	- EPP (KS 2): 9 - Mathematics (KS 3): 9	
	03-07 November 2025 <i>Venue: TBA</i>	- English (KS 2): 9 - Physical Science (KS 3): 9	
	17-21 November 2025 <i>Venue: TBA</i>	- GMRC (KS 2): 9 - TLE (KS 3): 9	
	24-28 November 2025 <i>Venue: TBA</i>	- Early Childhood Education: 15	
	<i>Note: Exact venues and other relevant details of the activities will be disseminated through a separate memorandum/advisory.</i>		

- This program aims to enhance teachers' pedagogical content knowledge, subject-matter expertise, and instructional strategies to strengthen their teaching competencies across various learning areas and key stages.
- The program is composed of five (5) days of in-person sessions complemented by forty (40) hours of asynchronous experiential professional learning. The participants will be given five (5) months to complete their Workplace Application Plans (WAPs).
- In this regard, **the Regional Offices (ROs), through the HRDD Chiefs/NEAP R Focal Persons, in coordination with concerned Schools Division Offices (SDOs), are requested to endorse participants** based on the allocated slots per learning area provided above, **selected according to the qualification standards prescribed in the Guidelines in the Selection of Participants (Enclosure 1).**

Furthermore, **each RO is requested to endorse relevant regional personnel to serve as a member of the Program Management Team (PMT)**, based on the allotted number of PMT members per region indicated in the **PMT Composition and Terms of Reference (Enclosure 2).**

The selected participants and RO PMT Members must be endorsed to the NEAP Central Office using the prescribed template (editable file accessible via the link <https://tinyurl.com/Template-for-Endorsement-Form>) through the Microsoft Forms link <https://forms.office.com/r/cmUG7Ly5Qss> on or before 25 July 2025.

- Enclosed are the following documents, for reference:

- Enclosure 1** Guidelines in the Selection of Participants
- Enclosure 2** PMT Composition and Terms of Reference
- Enclosure 3** National Technical Working Group Members
- Enclosure 4** Indicative Program of Activities and Meal Provision and Accommodation Guide

- In preparation for the said activities, an **Online Orientation Meeting** will be conducted with the HRDD Chiefs (or their designated representatives) on **23 July 2025, 1:30 - 3:30 p.m.** via Microsoft Teams (Meeting Link: <https://tinyurl.com/NEAPxHRDDCoordMtgReJTE>).

7. The participants are reminded to bring their own laptops, chargers, extension cords, other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.), and any necessary medication/s.
8. The participants are entitled to *Vacation Service Credits (VSCs)* in accordance with DepEd Order No. 013, s. 2024 "Revised Guidelines on the Grant of VSCs for Teachers" or *Compensatory Time-Off* pursuant to CSC-DBM Joint Circular No. 2, s. 2004 "Non-Monetary Remuneration for Overtime Services Rendered," whichever is applicable.
9. The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.
10. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO/school/local funds, subject to the usual accounting and auditing rules and regulations.
11. Should you have questions and concerns, please coordinate with **Ms. Joy Magalona**, Senior Education Program Specialists, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph / joy.magalona001@deped.gov.ph or landline (02) 8715-9919.
12. For immediate dissemination and appropriate action.

Copy furnished:

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[NEAP-PDD / J.S. Magalona]