



Republic of the Philippines
Department of Education
Region VI-Western Visayas
SCHOOLS DIVISION OF KABANKALAN CITY

Office of the Schools Division
Superintendent

JAN 19 2022

DIVISION MEMORANDUM
NO. 020, s. 2022

**CENTER FOR HUMAN RESEARCH AND DEVELOPMENT FOUNDATION, INC.
(CHRDF) INVITATION TO ATTEND NEAP-RECOGNIZED PROFESSIONAL
DEVELOPMENT PROGRAMS**

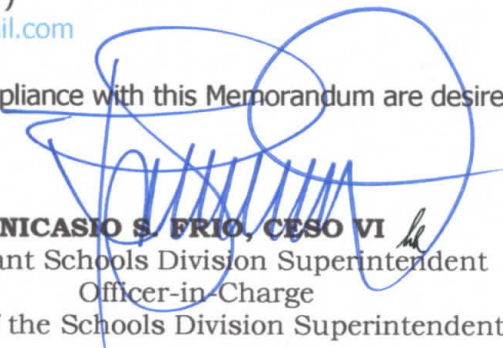
To: Asst. Schools Division Superintendent
Chiefs, CID & SGOD
Public Schools District Supervisors
Public Elementary & Secondary School Heads
All Others Concerned

1. Attached is Regional Advisory No. 01, s. 2022 dated January 10, 2022, RE: letter from Ms. Virginia P. Gapuz, Center for Human Research and Development Foundation, Inc. (CHRDF) regarding the conduct of NEAP-recognized Professional Development Programs designed for teaching and non-teaching personnel.

2. For more information and verification, contact:

Center for Human Research and Development Foundation, Inc.
(CHRDF)
chrdf.inc@gmail.com

3. Immediate dissemination of and compliance with this Memorandum are desired.


NICASIO S. FRIO, CESO VI
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent



Address: Tayum Street, Barangay 8, Kabankalan City, Negros Occidental
Telephone Number: 471-2004 | 471-2003
E-mail: kabankalan.city001@deped.gov.ph



Republic of the Philippines
Department of Education
REGION VI - WESTERN VISAYAS

Regional Advisory No. 01, s. 2022
January 10, 2022

In compliance with DepEd Order (DO) No. 8, s. 2013
this advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of Region VI DepEd
officials and personnel/staff.
(Visit region6.deped.gov.ph)

Attached is a letter from Ms. Virginia P. Gapuz, President, Center for Human Research & Development Foundation, Inc. (CHRDF) regarding the conduct of **NEAP-recognized Professional Development Programs** designed for teaching and non-teaching personnel.

For more information and verification, contact:

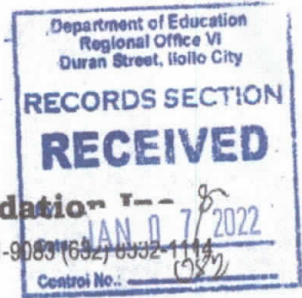
Center for Human Research & Development Foundation, Inc.
(CHRDF)
chrdf.inc@gmail.com



Address: Duran Street, Iloilo City, 5000
Telephone Nos: (033)509-7653; (033)336-2816
Email Address: region6@deped.gov.ph
Website: region6.deped.gov.ph

Document Name	Document No.	Date Created	Revision Number
Regional Advisory	DepEd RO6-HRDD-RA-	01/10 2022	01





Center for Human Research & Development Foundation

7-B Cavite Street Barangay Paltok West Ave., Quezon City 1100 Philippines Tels.: (632) 8371-9083 (632) 8332-1114
 Email: chrdf.inc@gmail.com Website: www.chrdf.org.ph

January 6, 2022

Office of the Regional Director
 Department of Education

Dear Sir/ Madam:

Greetings of Peace!

In response to the challenges in Basic Education in the country, the Department of Education launched *Sulong Edukalidad*. Part of this program is the upskilling and retooling of the teaching and non-teaching personnel. As an organization, for more than 25 years, we are committed to providing training to help school stakeholders in various aspects of education. With this, the Center for Human Research and Development Foundation Inc. will conduct a professional development program designed for teaching and non-teaching personnel.

For Teaching Personnel:

Title of NEAP Recognized Program	Date of conduct	Target Participants
International Seminar Workshop on Leaders of Learning: Engaging School Heads towards Effective School Leadership in the New Normal	February 25-27, 2022	School Heads and Principals
International Seminar Workshop on Reimagining Education through Effective Curriculum Implementation	March 4-6, 2022	Teacher I-III
International Seminar Workshop on Gender Equality in Education	March 11-13, 2022	Teacher I-III and Master Teachers

For Non-Teaching Personnel:

International Seminar Workshop on Building Sustainable High Performance Organization	January 29, 30 and February 5, 2022 (Batch 1)	Non-Teaching Personnel
	May 7, 8, 14, 2022 (Batch 2)	

Training for non-teaching personnel is not covered by NEAP (D.O. 001 s. 2020)

Consistent to D.O. 9 s. 2005 Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith, all these trainings will be conducted outside DEPED official time/working hours.

We hope that your office can help us disseminate this information to all target audiences through division issuance/communication. Interested participants may email us at chrdf.inc@gmail.com for complete details. Thank you.

Sincerely yours,

Ms. Virginia P. Gapuz
 Resident

Title of Program	International Seminar Workshop on Building Sustainable High Performance Organization
Theme	<i>Culture of Excellence: Creating A High Performance Organization</i>
Date of training	January 29, 30 and February 5, 2022
Platform	Zoom Conferencing System and Google Classroom
Program description	<p>In compliance with DEPED Order no. 40 s.2020 or Implementation of Learning and Development for Non-Teaching Personnel in the Department of Education in View of the COVID-19 Pandemic, the Center for Human Research and Development Foundation Inc. would like to invite your non-teaching personnel to our incoming professional development program designed for them.</p> <p>The only way to keep teams focused on your organizational goals during times of change is to create a culture where every individual feels in their very core that focusing on the highest aspirations and meaningful goals of the company is more important than the uncomfortable feelings created by change. This professional development program is especially designed to ignite the passion of every non-teaching personnel to be deeply aligned with organizational goals of the Department of Education and respond to the diverse needs of their respective stakeholders.</p>
Program Outcomes	<ol style="list-style-type: none"> 1. Explain how non-teaching staff/ government employees make a difference in servicing clients - both internal and external, 2. Deduce the need for 'change' through program that will help an organization function better by creating a one minute paper, 3. Discuss updates and implications of data privacy law and how it contributes to effective functioning of an organization, 4. Create personal and professional development plan on the areas of career, family, social and spiritual life, and 5. Develop mastery of roles and responsibilities focused on high performance in the workplace.
Plenary Sessions	
1. Neuro-Linguistic Programming	Neuro-linguistic programming (NLP) is a psychological approach that involves analyzing strategies used by successful individuals and applying them to reach a personal goal. It relates thoughts, language, and patterns of behavior learned through experience to specific outcomes.
2. Culture and Mindset: Building Capacity for Success	The first step to building a corporate culture that will drive a high performance organization is to create a mindset that will engage and align every employee with your vision, mission and values, and leave them speaking a com-mon language of excellence. This session aims to build a new capacity for growth. It will focus on how employees will think in more creative and innovate ways, and will develop the tolerance to continue to move forward despite challenges, change and potential distractions.
3. Ensuring the data privacy in the workplace	The National Privacy Commission (NPC) is calling on public and private organizations to ensure protection of personal data when implementing work-from-home schemes for their

	employees during the coronavirus disease 2019 (COVID-19) pandemic.
4. Unfolding Skills to Create a Better You	In a Culture of Excellence, employees feel that what they are working on is meaningful, significant, and purpose-based. Everyone concerned is highly inspired by the common purpose, which becomes the driving force behind everything that they do.
5. Building a Sustainable High Performance Organization	This session aims to help employees develop the flexibility and resilience to deal with change, challenge and uncertainty that may arise along the way. By doing this will ensure that they are ready to learn, absorb and retain new skills and stay focused on their goals. Finally, your leaders need to embrace practical coaching for excellence skills to sustain your momentum over the long term. Without this internal leadership and coaching capacity in place you will resort to the old pattern of finding short term solutions that fall by the wayside as employees slip back to their old habits.
Workshops	
1. Balancing Work and Family Life (Gender & Development)	Work-life balance is the relationship between your work and the other important things in your life, like your family, sport and social life, household chores, volunteer commitments and so on. If you feel like you have enough time for all of these things in your life, you probably have a good work-life balance.
2. Spirituality in the Workplace	A framework of organizational values evidenced in the culture that promote employees' experience of transcendence through the work process, facilitating their sense of being connected to others in a way that provides feelings of completeness and joy
Assessments	
Reaction	One minute paper
Learning	Self-assessment rubric
Behavior	Professional Development Plan
Result	Post-conference survey



Republic of the Philippines
Department of Education
National Educators Academy of the Philippines

awards this

Certificate of Recognition

**Leaders of Learning: Engaging School Heads Towards Effective Leadership
in the New Normal**
Title of the Program/ Course

is recognized for having complied with the requirements of **DepEd Order No. 1, s. 2020**
also known as *Guidelines for NEAP Recognition of Professional Development
Programs and Courses for Teachers and School Leaders.*

Center for Human Research Development Foundation (CHRDF), Inc.
Name of Provider

LSP-2020-0035-1116
Provider Authorization No.

PD-2021-0023-0706
Program/Course Recognition No.

*The recognition for the above – stated program/course is co-terminus with
the three-year professional development priorities issued
through DepEd Memorandum No. 50, s. 2020.*

Given this 6th day of July 2021 at Pasig, Philippines


JOHN ARNOLD S. SIENA
Director IV



Address: 2/F Mabini Building, DepEd Complex, Meralco Avenue, Pasig City 1600
Telephone No.: (02) 8638-8638 / (02) 8633-7207 / (02) 8635-4796
Email Address: neap.od@deped.gov.ph / askneap@deped.gov.ph



Republic of the Philippines
Department of Education
National Educators Academy of the Philippines

awards this

Certificate of Recognition

Reimagining Education through Effective Curriculum Implementation
Title of the Program/ Course

is recognized for having complied with the requirements of **DepEd Order No. 1, s. 2020**
also known as *Guidelines for NEAP Recognition of Professional Development
Programs and Courses for Teachers and School Leaders.*

Center for Human Research Development Foundation (CHRDF), Inc.
Name of Provider

LSP-2020-0035-1116
Provider Authorization No.

PD-2021-0024-0706
Program/ Course Recognition No.

*The recognition for the above – stated program/course is co-terminus with
the three-year professional development priorities issued
through DepEd Memorandum No. 50, s. 2020.*

Given this 5th day of July 2021 at Pasig, Philippines.


JOHN ARNOLD S. SIENA
Director IV



Address: 2/F Mabini Building, DepEd Complex, Meralco Avenue, Pasig City 1600
Telephone No.: (02) 8638-8638 / (02) 8633-7207 / (02) 8635-4796
Email Address: neap.od@deped.gov.ph / askneap@deped.gov.ph



Republic of the Philippines
Department of Education
National Educators Academy of the Philippines

awards this

Certificate of Recognition

Gender Equality for Education

Title of the Program/ Course

is recognized for having complied with the requirements of **DepEd Order No. 1, s. 2020**
also known as *Guidelines for NEAP Recognition of Professional Development
Programs and Courses for Teachers and School Leaders.*

Center for Human Resource and Development Foundation (CHRDF), Inc

Name of Provider

LSP-2020-0035-1116

Provider Authorization No.

PD-2021-0026-0727

Program/ Course Recognition No.

*The recognition for the above – stated program/ course is co-terminus with
the three-year professional development priorities issued
through DepEd Memorandum No. 50, s. 2020.*

Given this 27th day of July 2021 at Pasig, Philippines.


JOHN ARNOLD S. SIENA

Director IV 



Address: 2/F Mabini Building, DepEd Complex, Meralco Avenue, Pasig City 1600
Telephone No.: (02) 8638-8638 / (02) 8633-7207 / (02) 8635-4796
Email Address: neap.od@deped.gov.ph / askneap@deped.gov.ph