



25-28748

Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

No. 0126 s.2025

To : Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division
Chief, Schools Governance and Operations Division
All Secondary School Heads
Assistants to the Principal and Assistant Principals
Faculty Presidents

Subject: **SUSTAINING EXCELLENCE: A LEADERSHIP SEMINAR-WORKSHOP
FOR SECONDARY SCHOOL HEADS AND FACULTY LEADERS**

Date: May 23, 2025

Consistent with Deped Order 24 s.2020 (National Adoption of the Philippine Professional Standards for School Heads (PPSSH) and Deped Order 42 s.2017 (National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST)), educational leaders are expected to lead with integrity, foster collaborative learning communities, and implement practices that ensure long-term impact.

In response to Deped's call for transformative and sustainable leadership in strengthening the Philippine basic education system, the Panabo City Secondary School Heads and Teachers Association (PACSSHTA) shall conduct an activity on **"Sustaining Excellence: A Leadership Seminar Workshop for School Heads and Faculty Leaders"** in **Mati City** on **June 10-12, 2025**.

Participants in this activity are secondary school heads/principals and all faculty presidents. Teachers shall be entitled to service credits for participation in this activity in accordance with DepEd Order No. 013 s.2024 entitled Revised Guidelines on the Grant of Vacation Service Credits per Civil Service Commission (CSC) and Department of Budget and Management (DBM) Joint Circular No. 02 s.2004 on Non-Monetary Remuneration for Overtime Service Rendered.

Transportation, accommodation, and other expenses incurred in this activity shall be charged to the school MOOE and/or any available local funds, subject to the usual accounting and auditing rules and regulations.

For your guidance and information.

For and in the absence of the Schools Division Superintendent:

BASILIO P. MANA-AY JR., CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge

RELEASED

MAY 28 2025



Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF PANABO CITY
PANABO CITY SECONDARY SCHOOL HEADS AND TEACHERS ASSOCIATION

ACTIVITY DESIGN

FUNDING: MOOE and other Local Funds
TITLE: **SUSTAINING EXCELLENCE: A LEADERSHIP SEMINAR
WORKSHOP FOR SCHOOL HEADS AND FACULTY LEADERS**

ACTIVITY: Deped Panabo/ PASSHA LED ACTIVITY

SCHEDULE: **June 10-12, 2025**

RATIONALE:

The Department of Education (Deped) emphasizes the importance of transformative and sustainable leadership in strengthening the Philippine basic education system. In accordance with **Deped Order 24 s.2020 (national Adoption of the Philippine Professional Standards for School Heads (PPSSH)** and **Deped Order 42 s.2017 (National Adoption and Implementation of the Philippine Professional Standards for Teachers (PPST))**, educational leaders are expected to lead with integrity, foster collaborative learning communities and, and implement practices that ensure long-term impact.

This activity aims to enhance the capacities of school principals and faculty presidents in embedding sustainable leadership principles , ensuring that leadership transitions do not disrupt educational quality, and that schools build resilience, continuous improvement systems, and advocating cultures of excellence.

Panabo City Secondary School Heads and Teachers Association (PACSSHTA) in its pursuit to develop and support effective school systems shall conduct this three-day seminar workshop for school heads and faculty presidents.

Grant of three-day service credits shall be requested for teachers who will participate in the activity.



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OBJECTIVES:

- By the end of the three-day activity, participants will be able to:
- understand the principles of sustainable leadership and how they apply in the school context;
 - align their leadership practices with Deped standards and global sustainable leadership frameworks;
 - develop strategic action plans to implement sustainable leadership initiatives in their schools;
 - foster inclusive and collaborative leadership cultures that empower stakeholders;

VENUE: **Mati City**

MATRIX OF ACTIVITIES		
Day 1 June 10, 2025		
TIME	ACTIVITY	IN-CHARGE
9:00-10:00	Arrival and Registration	Secretariat
10:00 -12:00	Preliminaries	
12:00 -1:00	Lunch	
1:00 PM -2:00 PM	Opening Program	TWG / Faculty Presidents
2:00 PM-3:00 PM	Rationale and Overview of the Activity: <i>Sustaining Leadership in Schools</i>	MANUEL M. ESPERANZA Principal III/District Coordinating Principal PASSHA President
3:00 P.M. -5:00 P.M.	Workshop 1: Principles and Global Framework of Leadership	BASILIO P. MANA-AY JR., CESO VI Assistant Schools Division Superintendent
Day 2 June 11, 2025		
8:00-8:30	Preliminaries	Secretariat
8:30-10:30	Workshop 2 Building Sustainable Systems (includes Succession Planning and Distributed Leadership)	JINKY B. FIRMAN, PhD, CESO VI Schools Division Superintendent



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10:30-12:00	Sharing of Insights/Discussions	JEANNE S. BAJAO Head Teacher I / Asst to the Principal Facilitator
12:00 -1:00	LUNCH	
1:00 -2:00	Simulation Activity: Crisis and Continuity	GLENN PATRIARCA Principal I Facilitator
2:00-4:00	Planning Session 1 (WAP on Sustaining Excellence: A Leadership Commitment)	All SHs and Faculty Presidents
4:00-5:00	Wrap Up	ERMELINDA E. TORRES School Head
Day 3 June 12, 2025		
8:00-8:30	Preliminaries	Secretariat
8:30-11:00	Planning Session 2 (PACSSHTA Calendar of Activities)	All SHs and Faculty Presidents
11:00-12:00	Presentation of WAP	Selected Schools
12:00-1:00	Lunch	
1:00-2:00	Wrap Up, Commitments and Closing	CHINDY BITOY Faculty President AO Floirendo NHS
2:00 PM onwards	Home Sweet Home	

Prepared by:

ARLEN A. JUMAMOY
Secretariat

Reviewed:

MANUEL M. ESPERANZA
Principal III/PACSSHTA/PASSHA President

Approved:

For and in the Absence of the Schools Division Superintendent:

BASILIO P. MANA-AY JR. CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge