



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

Office of the Schools Division Superintendent
DIVISION MEMORANDUM

SGOD-2025-0569

To: Assistant Schools Division Superintendent
Chief Education Supervisor (SGOD)
Chief Education Supervisor (CID)
Education Program Supervisors
Public Schools District Supervisors
All Secondary and Elementary Schools
All Concerned Personnel

Subject: **CALL FOR SUBMISSION OF NOMINEES FOR THE DEVELOPMENT ACADEMY OF THE PHILIPPINES-PUBLIC MANAGEMENT AND DEVELOPMENT PROGRAM MIDDLE MANAGERS CLASS BATCH 37 AND SENIOR EXECUTIVE BATCH 15**

Date: October 9, 2025

Attached is Regional Memorandum HRDD – 2025-252 re: **Call for Submission of Nominees for the Development Academy of the Philippines-Public Management and Development Program Middle Managers Class Batch 37 and Senior Executive Batch 15**, other details are found in the enclosures, contents of which are self-explanatory.

For guidance and compliance.


JINKY B. FIRMAN PhD, CESO VI
Schools Division Superintendent

RELEASED

OCT 13 2025

RECORDS SECTION SDO PANABO CITY
BY 

Enclosed: As stated.
SGOD/ABA/HRDS/KSD/LSS



Address: City Hall Compound, Km 31, JP Laurel,
Panabo City, Davao del Norte
Telephone No: (084) 823-1469, (084) 628-4066
Email: panabocity.division@deped.gov.ph
Website: www.depedpanabocity.com

Records



Republic of the Philippines
Department of Education
DAVAO REGION



October 3, 2025

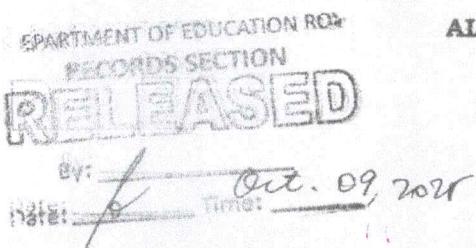
REGIONAL MEMORANDUM
HRDD-2025-252

CALL FOR SUBMISSION OF NOMINEES FOR THE DEVELOPMENT ACADEMY OF
THE PHILIPPINES- PUBLIC MANAGEMENT AND DEVELOPMENT
PROGRAM MIDDLE MANAGERS CLASS BATCH 37 AND
SENIOR EXECUTIVE CLASS BATCH 15

To: Assistant Regional Director
Schools Divisions Superintendents

1. Attached is DM-OUHROD-2025-2614 from Wilfredo E. Cabral, Undersecretary, Human Resource and Organizational Development on the submission of nominees for DAP- Public Management Development Program for Middle Managers (MMC) Class Batch 37 and Senior Executive (SEC) Class Batch 15 both commencing on the first quarter of 2026.
2. Regional Office and Schools Division Offices may submit maximum of two qualified nominees with applications and forms approved by the Schools Division Superintendent and Regional Director, through the link provided. Relevant details are indicated in the enclosures.
3. In view of the foregoing, complete documentary requirements must be submitted online on or before 15 October 2025 (MMC) and 30 November 2025 (SEC).
4. Corollary to this, Division Scholarship Focal Persons are advised to facilitate information dissemination, conduct initial screening, monitor the number of applicants in their respective Divisions, and submit report to the Human Resource Development Division, Regional Office XI, for documentation and endorsement of nominees to DepEd Central Office.
5. Immediate dissemination of this Memorandum is desired.

Encl.: As stated
ROH5/mbt



ALLAN G. FARNAZO
Director IV



Address: F. Torres St., Davao City (8000)
Telephone Nos.: (082) 291-0051
Email Address: region11@deped.gov.ph
Website: www.depedroxi.ph





Republika ng Pilipinas

Department of Education

02 OCT 2025

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3.77OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHRD-2025-1614

FOR : UNDERSECRETARIES
 ASSISTANT SECRETARIES
 BUREAU AND SERVICE DIRECTORS
 REGIONAL DIRECTORS
 SCHOOL DIVISION SUPERINTENDENTS
 OTHER CONCERNED PERSONNEL

Digitally signed
 by Wilfredo Cabral
 01/10/2025, 9:57:54 AM

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

SUBJECT : *Submission of Nominees for the Development Academy of the Philippines - Public Management and Development Program Middle Managers Class Batch 37 and Senior Executive Class Batch 15*

DATE : September 12, 2025

The Development Academy of the Philippines (DAP) has opened the nominations for its Public Management Development Program for Middle Managers Class Batch 37 and Senior Executive Class Batch 15 which will both commence on the first quarter of 2025.

The Middle Managers Class (MMC) is designed to transform division chiefs, promising OIC division chiefs and high-potential specialists into development-oriented, peak performing, dedicated and honest leaders preparatory for a Senior Executive and Middle Manager post and willing to take classes for a period of 12 months.

On the other hand, the Senior Executive Class is designed for incumbents of directorship positions with Salary Grade 25 and up, or OICs of such positions for at least a year, aged 55 years and below and willing to take classes for a period of 55 days spread across 10 months.



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
 Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
 Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	DM-OUHRD	Rev	00
Effectivity	03/23/23	Page	1 of 4





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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

For both programs, scholars shall undergo flexible learning mode of training and work on their respective Capstone Plan/Project that will impact the delivery of Deped's critical services. Successful applicants shall receive full government scholarships. The MMC and SEC scholars who satisfy all the academic requirements of the program will be conferred with a Master's degree in Development Management and Diploma in Development Management, respectively.

The qualifications and other pertinent details about the MMC and SEC are as follows:

MIDDLE MANAGERS CLASS (MMC)	SENIOR EXECUTIVE CLASS (SEC)
Qualifications	
<ul style="list-style-type: none">a. Incumbent of a permanent position with SG 18-24, designated as at least Section or Division Chief, or incumbent Officer-in-Charge for at least one yearb. 50 years old and below at the time of the PMDP- MMC conductc. possessing at least a Bachelor's Degreed. Duly nominated by the head of office (with forms approved by the Regional Directors for Regional Offices (RO) and School Division Offices (SDO), and at least Bureau/ Service Director for Central Office)e. attained very satisfactory (VS) or outstanding performance rating for the past two yearsf. without pending administrative and/or criminal caseg. did not go on habitual leave (max of 2 months/year), excluding maternity leaveh. willing to render at least a year of service after completing the program through a service contract	<ul style="list-style-type: none">a. must be in government service for at least two (2) yearsb. Occupying executive positions (including OICs) for at least (one) 1 yearc. 55 years old and below at the time of the PMDP-SECd. High performing and high potential (HPHP) employees with Salary Grade 25 or highere. Without pending administrative and/or criminal casef. Attained Very Satisfactory or Outstanding performance rating for the past two yearsg. Must not have any ongoing or pending completion of post-graduate studies at the time of the applicationh. Did not go on habitual leave (max of 2 months/year)i. Must be in good health (no debilitating, chronic illnesses or serious health condition)j. Willing to render time of fifty (50) days spread across 10 months to complete the program.



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Doc. Ref. Code: DM-OH-ROD | Rev. 00
Effectivity: 03.23.23 | Page: 2 of 4





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HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MIDDLE MANAGERS CLASS (MMC)	SENIOR EXECUTIVE CLASS (SEC)
<ul style="list-style-type: none"> i. possesses managerial and leadership potential j. with good character and commitment to public service k. possessing intellectual and creative capacities l. in good health (no debilitating, chronic illnesses or serious health condition) m. with excellent communication skills (both oral and written) 	<ul style="list-style-type: none"> k. Willing to sign a Tripartite Memorandum of Agreement with DAP and his/her agency l. Willing to render at least a year of service in his/her agency after completion of the Program through a Service Contract
Downloadable Forms/ Templates	
https://bit.ly/PMDPMMCForms	https://bit.ly/PMDPSECForms
Submission Links	
https://bit.ly/pmdponlinesubmissionsMMC	https://bit.ly/pmdponlinesubmissionsSEC
Deadline for Submission of Application	
15 October 2025	30 November 2025
Opening of Class	
08 January 2026	09 February 2026
Conferred Title upon completion	
<i>Certificate of Completion of Residential Training</i> - upon completion of all training modules	<i>Certificate of Completion of Residential Training</i> - upon completion of all training modules
<i>Diploma in Development Management</i>	<i>Diploma in Development Management</i>



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MIDDLE MANAGERS CLASS (MMC)	SENIOR EXECUTIVE CLASS (SEC)
<ul style="list-style-type: none"> - upon completion of all academic requirements including the acceptance of the Capstone Project Plan <p><i>Master in Development Management</i></p> <ul style="list-style-type: none"> - upon successful implementation of the Capstone Project and the approval of the Final Capstone Project Report 	<ul style="list-style-type: none"> - upon completion of all academic requirements including the acceptance of the Capstone Paper

Each SDO, RO, and Bureau/Service may submit maximum of 2 qualified nominees with applications & forms approved by respective Regional or Bureau/Service Directors (see Annexes) through the links provided and must copy furnish the Bureau of Human Resource and Organizational Development - Human Resource Development Division (BHROD-HRDD) via email through bhrod.hrrd@deped.gov.ph following this format on the subject line: **[DAP-PMDP MMC 37/SEC 15]_Surname, First Name of Nominee_Region/Office/Bureau.**

The nominees shall undergo the preliminary screening, examination, and interview to be conducted by DAP and only qualified nominees shortlisted by DAP shall be notified by the Department. Only those nominees who have submitted complete forms and requirements shall be processed by DAP Admission Office. Successful nominees must file their Travel Authority in accordance with DO No. 43 s. 2022 *Omnibus Travel Guidelines for all Personnel of the Department of Education*, and OO-OSEC-2024-197 *Delegation of Signing Authority on Human Resources Actions*. Corresponding Travel Expenses shall be charged to their respective office Local Funds in accordance with the usual Accounting and Auditing Rules and Regulations.

For queries, please contact Mr. Siljohn Rey Salazar of BHROD-HRDD at (02) 8470-6630 or email at bhrod.hrrd@deped.gov.ph.

For your appropriate action.

[BHROD- HRDD/ Salazar]



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Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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Effectivity	03.23.23	Page 4 of 4





DepEd XI Davao Region <region11@deped.gov.ph>

01 OCT 2025

1025 12 0918

Date

Time

9:17

[DM-OUHROD-2025-2614] Submission of Nominees for the Development Academy of the Philippines Public Management and Development Program Middle Managers Class Batch 37 and Senior Executive Class Batch 15
1 message

Human Resource Development Division <bhrod.hrdd@deped.gov.ph>

Mon, Sep 29, 2025 at 1:21 PM

Dear All,

The Development Academy of the Philippines (DAP) has opened the nominations for its Public Management Development Program for Middle Managers Class Batch 37 and Senior Executive Class Batch 15 which will both commence on the first quarter of 2025.

The Middle Managers Class (MMC) is designed to transform division chiefs, promising OIC division chiefs and high-potential specialists into development-oriented, peak performing, dedicated and honest leaders preparatory for a Senior Executive and Middle Manager post and willing to take classes for a period of 12 months.

On the other hand, the Senior Executive Class is designed for incumbents of directorship positions with Salary Grade 25 and up, or OICs of such positions for at least a year, aged 55 years and below and willing to take classes for a period of 55 days spread across 10 months.

For both programs, scholars shall undergo flexible learning mode of training and work on their respective Capstone Plan/Project that will impact the delivery of Deped's critical services. Successful applicants shall receive full government scholarships. The MMC and SEC scholars who satisfy all the academic requirements of the program will be conferred with a Master's degree in Development Management and Diploma in Development Management, respectively.

The qualifications and other pertinent details about the MMC and SEC are as follows:

MIDDLE MANAGERS CLASS (MMC)	SENIOR EXECUTIVE CLASS (SEC)
Qualifications	
<p>a. Incumbent of a permanent position with SG 18-24, designated as at least Section or Division Chief, or incumbent Officer-in-Charge for at least one year</p> <p>b. 50 years old and below at the time of the PMDP- MMC conduct</p> <p>c. possessing at least a Bachelor's Degree</p> <p>d. Duly nominated by the head of office (with forms approved by the Regional Directors for Regional Offices (RO) and School Division Offices (SDO), and at least Bureau/ Service Director for Central Office)</p> <p>e. attained very satisfactory (VS) or outstanding performance rating for the past two years</p> <p>f. without pending administrative and/or criminal case</p>	<p>a. must be in government service for at least two (2) years</p> <p>b. Occupying executive positions (including OICs) for at least (one) 1 year</p> <p>c. 55 years old and below at the time of the PMDP-SEC</p> <p>d. High performing and high potential (HPHP) employees with Salary Grade 25 or higher</p> <p>e. Without pending administrative and/or criminal case</p> <p>f. Attained Very Satisfactory or Outstanding performance rating for the past two years</p> <p>g. Must not have any ongoing or pending completion of post-graduate studies at the time of the application</p>

MIDDLE MANAGERS CLASS (MMC)	SENIOR EXECUTIVE CLASS (SEC)
<p>g. did not go on habitual leave (max of 2 months/year), excluding maternity leave</p> <p>h. willing to render at least a year of service after completing the program through a service contract</p> <p>i. possesses managerial and leadership potential</p> <p>j. with good character and commitment to public service</p> <p>k. possessing intellectual and creative capacities</p> <p>l. in good health (no debilitating, chronic illnesses or serious health condition)</p> <p>m. with excellent communication skills (both oral and written)</p>	<p>h. Did not go on habitual leave (max of 2 months/year)</p> <p>i. Must be in good health (no debilitating, chronic illnesses or serious health condition)</p> <p>j. Willing to render time of fifty (50) days spread across 10 months to complete the program.</p> <p>k. Willing to sign a Tripartite Memorandum of Agreement with DAP and his/her agency</p> <p>l. Willing to render at least a year of service in his/her agency after completion of the Program through a Service Contract</p>
Downloadable Forms/ Templates	
https://bit.ly/PMDPMMCForms	https://bit.ly/PMDPSECForms
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For your appropriate action.



DEPARTMENT OF EDUCATION
Bureau of Human Resource and Organizational Development

HUMAN RESOURCE DEVELOPMENT DIVISION

• (02) 8470-6630 • www.deped.gov.ph

• bhrod_hrdd@deped.gov.ph

• M-411 Mabini Bldg., DepEd Complex, Meralco Ave., Pasig City