



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



Office of the Regional Director

OCT 17 2025

Advisory No. 400, s. 2025

October 3, 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.
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**REPLACEMENT OF PARTICIPANTS FOR THE PROFESSIONAL
DEVELOPMENT PROGRAM "BUILDING TEACHER EXPERTISE: ENHANCING
EARLY CHILDHOOD EDUCATION TEACHERS' COMPETENCE IN CONTENT
AND PEDAGOGY"**

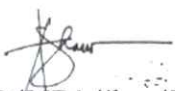
Relative to Advisory No. 397, s. 2025 titled "Conduct of the Professional Development Program 'Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy" scheduled October 19-24, 2025 at NEAP NCR, Marikina City, this Office hereby informs all concerned of the replacement of identified participants from Region IX due to unavailability on the scheduled dates of the said program.

The details of participant replacement are as follows:

No.	From	To
1	MARIE CONCEPSION L. CELESIO Education Program Supervisor DepEd Regional Office 9	GERNIN LARAÑO Education Program Supervisor Zamboanga Sibugay SDO
2	MINDA S. CASTILLO Education Program Supervisor Zamboanga del Sur SDO	CYNTHIA ROSE CARTOJANO Education Program Supervisor Pagadian City SDO

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
151/October 3, 2025


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Doc. Ref. Code	RO-ORD-F001	Rev	00
Effectivity	09.06.2023	Page	1 of 2





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October 15, 2025

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**CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM "BUILDING TEACHER
 EXPERTISE: ENHANCING EARLY CHILDHOOD EDUCATION 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 subject activity with
 the following schedules and details:

Activity	Date	Venue
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	October 19-24, 2025	NEAP NCR, Marikina City

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

No.	Name	Position	Station	Age
1	MARIE CONCEPSION L. CELESIO	EPS	ROIX	
2	MINDA S. CASTILLO	EPS	Zamboanga del Sur	
3	GRACE T. DELA CRUZ	OIC CID Chief	Zamboanga del Norte	

The participants are enjoined to register through this link: <https://tinyurl.com/B1-NEAP-BTE>
 to confirm their participation in the program **on or before October 18, 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
 151/October 3, 2025

Digitally signed by Marietta R. Anhaw
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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
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	- Early Childhood Education: 3	

Batch 2

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

- 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:

- | | |
|-----------------------|--|
| a. Enclosure 1 | <i>Guidelines in the Selection of Participants</i> |
| b. Enclosure 2 | <i>PMT Composition and Terms of Reference</i> |
| c. Enclosure 3 | <i>National Technical Working Group Members</i> |
| d. Enclosure 4 | <i>Indicative Program of Activities and Meal Provision and Accommodation Guide</i> |

- 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/NEAPxHRDDCoordMtgReBTE>).

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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OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

[NEAP - PDD / J.S. Magalona]