



Republic of the Philippines
Department of Education
REGION I
SCHOOLS DIVISION OF DAGUPAN CITY



Office of the Schools Division
Superintendent

October 12, 2026

DIVISION MEMORANDUM

No. 591, s. 2026

**PARTICIPANTS TO THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH)
TARGETED DEVELOPMENT PROGRAM (TDP) AND PROFESSIONAL DEVELOPMENT
INTERVENTION (PDI)**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
School Heads
All others concerned

1. In support of the results of the National Assessment for School Heads (NASH) for Fiscal Year 2025, the National Educators Academy of the Philippines (NEAP) implemented the NASH Professional Development Intervention (PDI) for Batch 1 participants under the competency levels Meeting PPSSH Standards in Three (3) Domains and With Developmental Areas. Following the implementation of the Batch 1 and pursuant to DepEd Memorandum No. 44 s. 2026 titled *"Results of the National Assessment for School Heads for Fiscal Year 2025 (Batch 2)"*, NEAP shall implement the NASH Targeted Development Program (TDP) and Professional Development Intervention (PDI) for Batch 2.
2. These programs aim to address identified competency needs, strengthen the school leadership pipeline, and operationalize NASH as a continuum from assessment to targeted professional development.
3. The NASH TDP and PDI shall adopt a **three-phase competency-based professional learning framework** guided by the **Acquire-Apply-Demonstrate Learning Continuum**, namely: **a. Phase 1** provides participants with structured learning through curated LinkedIn Learning Pathways and DepEd Complementary Resources or alternative e-learning resources, online learning sessions, and domain-based assessments. **b. Phase 2** emphasizes the application of learning through job-embedded activities, coaching, and other workplace-based learning mechanisms. **c.**



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- Phase 3** focuses on the implementation of the Workplace Application Plan (WAP) to facilitate the transfer and demonstration of acquired competencies in the workplace.
4. The **NASH Targeted Development Program (TDP)** shall be implemented for participants under the competency level **Meeting PPSSH Standards in Three (3) Domains**. It shall provide targeted and competency-based professional development opportunities to further strengthen participants' demonstrated competencies and support their readiness for school leadership. The TDP shall be implemented through **two phases: Phase 1: E-learning and Phase 2: Job Embedded Learning**, as prescribed by NEAP.
 5. The **NASH Professional Development Intervention (PDI)** shall be implemented for participants under the competency level **With Developmental Areas**. It shall address identified competency gaps through **three phases: Phase 1: E-Learning, Phase 2: Job-Embedded Learning, and Phase 3: Workplace Practice**.
 6. The implementation of the NASH TDP and PDI shall be carried out **without disruption to regular office operations/school classes**. Participation in program-related activities, including those conducted beyond regular office hours, shall be considered part of the participants' professional development commitments and shall not warrant the grant of Compensatory Time-Off (CTO)/Service Credits.
 7. The official List of Participants, Process Flow, Program Design and Delivery Framework are enclosed herewith. Participants are advised to submit the Coaching Contract and the NASH TDP & PDI Coach Endorsement and Acceptance Form on or before **October 14, 2026 (Wednesday, 12:00 noon)**. Templates for these forms will be sent via Group Messenger.
 8. For technical assistance, please coordinate with SGOD-HRDS c/o Irish Solis or Gilliane Casaclang.
 9. For the information, guidance and compliance of all concerned.


MARCIANO U. SORIANO JR., PhD, CESO VI
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent



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Enclosure 1: Official List of Participants to the NASH TDP and PDI

CATEGORY	NAME	ASSIGNED DOMAIN	FINAL LACKING REQUIREMENTS
MEETING PPSSH STANDARDS IN THREE (3) DOMAINS	Abenojar Jocelyn C.	Domain 5	N/A
	Barongan Domingo T.	Domain 1	N/A
	Chung Jeneffer D.	Domain 5	N/A
	Crisostomo Anicziel N.	Domain 4	N/A
	Rosario Isagani D.	Domain 5	N/A
	Fernandez, Roan Jett M.	Domain 4	Domain 4 (e-Learning, Learning Session, Assessment)
WITH DEVELOPMENTAL AREAS	Barrozo Roldan Mike C.	Domain 1, Domain 2, Domain 4, Domain 5	N/A
	Belisario Clemence Honeyboy D.	Domain 1, Domain 2, Domain 3, Domain 4	N/A
	Flores Marjorie I.	Domain 1, Domain 2	N/A
	Gonzales Roy A.	Domain 1, Domain 2, Domain 4, Domain 5	N/A
	Maiquez Haydee C.	Domain 1, Domain 2, Domain 3, Domain 5	N/A
	Mendoza Philip G.	Domain 3, Domain 4, Domain 5	N/A
	Natividad Alvin Z.	Domain 1, Domain 3, Domain 4, Domain 5	N/A
	Ocsan Mylene N.	Domain 1, Domain 2, Domain 3, Domain 4	N/A



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	Paras Sherwin B.	Domain 3, Domain 4, Domain 5	N/A
	Parayno Vladimir C.	Domain 1, Domain 3, Domain 5	N/A
	Quijano Mary Grace S.	Domain 1, Domain 2, Domain 3, Domain 4	N/A
	Sabiniano Melody B.	Domain 2, Domain 3, Domain 5	N/A
	Sandoval Irene C.	Domain 2, Domain 4, Domain 5	N/A
	Taminaya Marilou G.	Domain 1, Domain 3, Domain 4, Domain 5	N/A
	Tomelden Eufemia A.	Domain 1, Domain 3	N/A
	DeGuzman, Romy O.	Domain 1, Domain 2, Domain 3, Domain 5	Domain 1 (e-Learning, Learning Session, Assessment), Domain 3 (e-Learning, Learning Session, Assessment), Domain 5 (Learning Session)



PROCESS FLOW FOR NASH TDP & PDI

BY PARTICIPANT CATEGORY BASED ON NASH RESULT

NASH Targeted Development Program (NASH TDP)
Category: Meeting PPSSH Standards in 3 Domains

NASH Professional Development Intervention (NASH PDI)
Category: With Developmental Areas

PHASE 1: E-LEARNING (NEAP CO led)



- Participants shall undertake assigned learning activities and resources based on their NASH competency results.
- Receive E-learning activation link
 - Activate LinkedIn learning account
 - Inform NEAP CO for errors in Activation for troubleshooting
 - Start the e-learning journey
 - Attend NEAP Domain-based Learning Sessions
 - Pass Domain Assessment
 - All completed participants shall receive their certificate before proceeding to Phase 2.

PHASE 2: JOB-EMBEDDED LEARNING (RO & SDO led)



- Apply acquired knowledge and competencies
- The SDO assigned a coach for the participant
 - Engage in job-embedded, output-based activities leading to WAP development
 - Attend coaching sessions with the coach
 - Submit coach-verified required outputs
 - All completed participants shall receive their certificate
 - Completed participants under PDI shall proceed to Phase 3
 - RO shall submit list of Completers of TDP to NEAP CO for Certification.

PHASE 3: WORKPLACE PRACTICE (RO & SDO led)



- Implement Workplace Application Plan (WAP) in an authentic context
- Attend SDO-led Orientation
 - Submit coach-verified WAP for SDO approval
 - Implement WAP
 - Continuous coaching
 - Prepare WAAR
 - Submit SDO certified WAP and WAAR to RO
 - All completed participants shall receive their certificate.
 - RO shall submit List of Completers to NEAP CO for Certification.

TDP COMPLETION
Issuance of Program Completion Certificate for participants under "Meeting PPSSH Standards in 3 Domains"

PDI COMPLETION
Issuance of Program Completion Certificate for participants under "With Developmental Areas"



NASH•tdp & pdi

National Assessment for School Heads
Targeted Development Program
Professional Development Intervention

PROGRAM DESIGN AND DELIVERY FRAMEWORK

Three-Phase Professional Learning Model
Acquire - Apply - Demonstrate Learning Continuum

