Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY

DepEd DIVISION OFFICE BAGUIO CITY
RELEASED
NOV 18 2026
By:
Time: CTRL No.:

November 18, 2026

DIVISION MEMORANDUM
No. 791-2026

CONDUCT OF COACHING AND MENTORING TO PARTICIPANTS IN THE NATIONAL ASSESSMENT OF SCHOOL HEADS- PROFESSIONAL DEVELOPMENT INTERVENTION

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
Others Concerned

1. In support of the results of the National Assessment for School Heads (NASH) Batch 2, pursuant to DepEd Memorandum No. 44, s. 2026, and in accordance with the National Educators Academy of the Philippines (NEAP) implementation guidelines, the Schools Division Office of Baguio City through the School Governance and Operations Division shall facilitate the implementation of the **NASH Targeted Development Program (TDP) and Professional Development Intervention (PDI)** for qualified school heads.

2. The programs aim to address identified competency gaps, strengthen school leadership and management capabilities, and provide targeted professional development opportunities to school heads based on their assessment results and identified learning needs.

3. Both programs shall follow a three-phase, competency-based framework guided by the Acquire–Apply–Demonstrate Learning Continuum as follows:

a. **Phase 1 – E-Learning.** Participants shall complete curated LinkedIn Learning Pathways and DepEd Complementary Resources or alternative e-learning resources through online learning sessions and other appropriate learning platforms.

b. **Phase 2 – Job-Embedded Learning.** Participants shall apply the knowledge and skills gained through workplace-based activities, coaching, mentoring, and other job-embedded learning mechanisms.

c. **Phase 3 – Workplace Practice.** Participants shall implement their Workplace Practice Plan (WPP) to transfer and demonstrate the acquired competencies in their respective schools.

4. Upon completion of the program, participants are expected to demonstrate improved PPSSH-aligned knowledge, skills, and leadership competencies through the application of learning in their respective workplaces, supported by evidence of professional practice.

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5. The program shall cover aspiring school heads who took the NASH Batch 2 and met the minimum overall rating threshold, with identified domain-level developmental needs. It shall also cover NASH Batch 1 participants who were eligible for the NASH PDI but were unable to complete one or more Phase 1 requirements. Priority shall be given to eligible participants with an appointment notice for Principal I.

6. Participants with their respective coaches are as follows:

Name of Participants	School	Name of Coaches	Position	Target Domain
Valdazan E. Capuyan	Hillside ES	Santiago Bugtong & Benjie Nicolas	PSDS/SH	Domain 2
Mark Anthony A. Garcia	Elpidio Quirino ES	Lourdes Lomas-e & Joseph Estigoy	PSDS/ P-IV	Domain 3 Domain 2
Warren I. Ngayawon	Rizal ES	Rosanna Dizon& Sharon Christiane Castillo	PSDS/ P-III	Domain 2
Marilyn G. Sucte	Elpidio Quirino ES	Lourdes Lomas-e & Joseph Estigoy	PSDS/ P-IV	Domain 3

7. Participation in the program shall not disrupt regular office operations Program activities conducted beyond regular office hours shall form part of the participants' professional development commitments and shall not warrant the granting of Compensatory Time-Off (CTO). School Heads are enjoined to provide the necessary support and assistance to their respective participants to ensure their active participation and successful completion of the program

8. For any further clarifications, please contact the SGOD Office Telephone No. **074-446-1488.**

9. Immediate dissemination and compliance of this Memorandum is directed.

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Schools Division Superintendent

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