



Republic of the Philippines  
**Department of Education**  
**NEGROS ISLAND REGION**

FEB 20 2026

**REGIONAL MEMORANDUM**

No. 189 s. 2026

**CONDUCT OF THE SUBJECT CONTENT PROFESSIONAL DEVELOPMENT PROGRAM (SCDP)**

To: OIC-Assistant Regional Director  
Schools Division Superintendents  
Regional Functional Division Chiefs  
All Others Concerned

1. Attached is DM-OULS 2026-076, titled Conduct of the Subject Content Professional Development Program (SCDP) from the Office of the Undersecretary for Learning Systems.
2. Attention is particularly invited to paragraphs 2-9 and Enclosures 1-5 of the said Memorandum.
3. Equal Opportunity Principle (EOP) shall be exercised to underscore the Department's policy of no discrimination against any personnel for professional learning and development regardless of age, gender, civil status, disability, region, ethnic group, and political beliefs.
4. For further queries, contact Ms. Katherine Y. Sedillo, CES HRDD or Mr. Zegric S. Laguda, OIC – SEPS, NEAP-R Focal at 09951245208.
5. Immediate dissemination of and compliance with this Memorandum are desired.

**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Encl: As stated

Reference:, DM\_OULS-2026-076

To be indicated in the Perpetual Index

under the following subjects:

PERFORMANCE

PROGRAMS

ORIENTATION

ZSL/HRDD-RM- : CONDUCT OF THE SUBJECT CONTENT PROFESSIONAL DEVELOPMENT PROGRAM (SCDP)

035/February 20,2026



Address: Batinguel, Dumaguete City, 6200  
Telephone Nos:  
Email Address: nir@deped.gov.ph  
Website: depednir.net



Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

**MEMORANDUM**  
**DM-OULS-2026-076**

**FOR** : **Regional Directors**  
**All Schools Division Superintendents**  
**HRDD Chiefs / NEAP R Focal Persons**  
**All Concerned Personnel**

**FROM** : *Carmela C. Oracion*  
**CARMELA C. ORACION**  
Assistant Secretary  
Officer-in-Charge  
Office of the Undersecretary for Learning Systems

**SUBJECT** : **CONDUCT OF THE SUBJECT CONTENT PROFESSIONAL DEVELOPMENT PROGRAM (SCPDP)**

**DATE** : 16 February 2026

1. To further strengthen teacher competence in both content and pedagogy across grade levels and learning areas, the Department shall conduct the Subject Content Professional Development Program (SCPDP). This initiative includes the review and enhancement of Training Resource Packages (TRPs) and the implementation of mentoring activities geared toward building teacher expertise, particularly in Key Stage 2 (KS2), Key Stage 3 (KS3), Early Childhood Education (ECE), and Special Needs Education (SNED).
2. In line with the Department's commitment to strengthening teacher quality and delivering high-quality, evidence-based instruction across all grade levels and learning areas, the National Educators Academy of the Philippines (NEAP) will implement the Subject Content Professional Development Program. This program will undertake the activities (outlined in **Enclosure 1**) to ensure that TRPs remain current, relevant, and aligned with curriculum standards.
3. The program aims to enhance and strengthen the pedagogical and content competencies of mentors, equipping them to effectively support Key Stage 2 teachers in Filipino, Araling Panlipunan and Mathematics and Key Stage 3 teachers in Filipino, Araling Panlipunan, MAPEH, and Special Needs Education (SNED), and to ensure instructional materials are aligned with current curriculum standards.
4. Relative to this, the Regional Offices (ROs) are requested to provide the necessary support and ensure the full participation of the identified learning area experts/field participants (**Enclosure 2**) in the **Review and Enhancement of the Training Resource Packages**. The same support is requested for the participants

in the **Mentoring the Mentors** activity, who will be identified by the ROs in accordance with the Guidelines on the Selection of Participants (**Enclosure 4**).

- Participants are respectfully requested to register via the link provided below in accordance with their assigned activity and corresponding schedule. Should the identified participants in the enclosure be unavailable on the program activity dates, they are requested to submit a justification letter expressing the reason(s) for their non-attendance and send a representative who is of equal qualification.

Activity	Scheduled Date	Registration Link
Review and Enhancement of Training Resource Packages (TRPs) for Key Stage 3 Learning Areas and Special Needs Education	February 23 – 26, 2026	<a href="https://forms.office.com/r/ARJiwEVRYK">https://forms.office.com/r/ARJiwEVRYK</a>
Review and Enhancement of Training Resource Packages (TRPs) for Key Stage 2 Learning Areas and Early Childhood Education	March 9 – 12, 2026	
Mentoring the Mentors for Key Stage 3 Filipino, Araling Panlipunan, MAPEH and SNED	March 23 - 27, 2026	<a href="https://tinyurl.com/KS2MentoringofMentors2026">https://tinyurl.com/KS2MentoringofMentors2026</a>
Mentoring the Mentors for Key Stage 2 Filipino, Araling Panlipunan and Mathematics	April 6 - 10, 2026	<a href="https://tinyurl.com/KS3MentoringofMentors2026">https://tinyurl.com/KS3MentoringofMentors2026</a>

- The board and lodging expenses of all participants shall be charged to the NEAP Human Resource Development (HRD) Fund. Transportation, per diem, and other incidental expenses shall be charged to the respective RO, Schools Division Offices, or Local Funds, subject to existing accounting and auditing rules and regulations. Transportation expenses of participants attending the Review and Enhancement of Training Resource Packages shall be charged to NEAP Funds (**Enclosure 7**), to be downloaded to the respective regions. Likewise, the travel expenses of Resource Persons for the conduct of Mentoring the Mentors shall be charged to NEAP Funds.

- Participants may be entitled to non-monetary compensation if an activity is conducted on weekends, holidays, or during work suspensions. Teaching personnel may be granted vacation service credits in accordance with applicable DepEd issuances, while non-teaching and teaching-related personnel may be granted compensatory time-off pursuant to existing CSC-DBM guidelines, provided that no per diem is received. Travel time shall not be excluded from the computation of compensatory time-off credit.

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8. For reference, attached are the following:

- Enclosure 1** : List of Activities, Proposed Dates and Venue
- Enclosure 2** : List of Expected Participants – Review and Enhancement of TRPs
- Enclosure 3** : List of Expected Number of Participants per Region per Learning Area – Mentoring the Mentors
- Enclosure 4** : Guidelines in the Selection of Participants for the Mentoring the Mentors Activity
- Enclosure 5** : Indicative Program of Activities
- Enclosure 6** : Meal Provision Guide and Check in and Check out Details
- Enclosure 7** : Summary of Downloaded Funds for the Participants on Review Enhancement of Training Resource Packages

9. The participants are reminded to bring their own laptops, chargers, extension cords, and other sources of internet connectivity (e.g., mobile data, pocket WIFI, etc.)

10. For inquiries and clarifications, kindly contact **Ms. Jhoanna C. Javier** via email at [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph) or telephone (02) 8715 9919.

11. For immediate dissemination and appropriate action.

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NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 1

**List of Activities, Proposed Dates and Venues.**

Activity	Date	Venue/Platform
<b>A. Review and Enhancement of Training Resource Packages</b>		
Online Pre-work Review and Enhancement of Training Resource Packages for Key Stage 2 Learning Areas and Early Childhood Education	February 11 – 13, 2026	MS Teams
Review and Enhancement of Training Resource Packages for Key Stage 2 Learning Areas and Early Childhood Education	March 9 – 12, 2026	DepEd NEAP NCR, Marikina City
Finalization of Training Resource Packages for Key Stage 2 Learning Areas and Early Childhood Education	March 16-27, 2026	MS Teams
Online Pre-work Review and Enhancement of Training Resource Packages for Key Stage 3 Learning Areas and Special Needs Education	February 11 – 13, 2026	MS Teams
Review and Enhancement of Training Resource Packages for Key Stage 3 Learning Areas and Special Needs Education	February 23 – 26, 2026	DepEd NEAP NCR Marikina City
Finalization of Training Resource Packages for Key Stage 3 Learning Areas and Special Needs Education	March 2 - 13, 2026	MS Teams
<b>B. Mentoring the Mentors</b>		
Mentoring the Mentors for Key Stage 2 Filipino, Araling Panlipunan and Mathematics	April 6 - 10, 2026	NEAP Training Facility BTC, Baguio City
Mentoring the Mentors for Key Stage 3 Filipino, Araling Panlipunan, MAPEH, and Special Needs Education (SNED)	March 23 - 27, 2026	NEAP Training Facility BTC, Baguio City



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Enclosure 2

**List of Expected Participants**  
**Review and Enhancement of Training Resource Packages**

Learning Area	Name of Resource Person	Position	Region
<b>Key Stage 2 and Early Childhood Education (ECE)</b>			
English	Lalaine H. Dunuan	Head Teacher I	CAR
	Mirozon Valdez	Master Teacher II	Region III
	Gayle Malibiran	EPS	CALABARZON
MAPEH	Maria Ayrin B. Adriano	EPS	Region V
	Kristine P. Cinco	EPS	CALABARZON
	Romeo L. Mendoza Jr.	Master Teacher I	CALABARZON
EPP	Dionivic Rafanan	EPS	Region I
	Sean A. Catelo	EPS	MIMAROPA
	Jaypee Manago	ITO/OIC, EPS - EPP/ TLE/TVL	Region VII
GMRC	Nimfa S. Medriano	EPS	Region I
	Marilu A. Federi	School Principal IV	MIMAROPA
	Myla B. Suguitan	EPS	MIMAROPA
Physical Science	Darwin C. Nazareno	School Principal IV	Region I
	Elsie V. Mayo	School Principal IV	Region I
	Myla V. Lalicon	EPS	Region I
Mathematics	Noli B. Abrigo Jr.	EPS	Region I
	Jocel S. Beduya	Head Teacher	Region VII
	Alfred Mark Aguilor	Head Teacher	MIMAROPA
ECE	Michael Uy	EPS	Region V
	Dante S. Abella	EPS	Region II
	Gilda G. Bancog	EPS	Region VII
Filipino	Joshua E. Oyon-Oyon	EPS	Region V
	Richard P. Moral Jr.	EPS	Region XII
	Benjie D. Olazo	Master Teacher I	CALABARZON
Araling Panlipunan	Omar Hussein	EPS	Region X
	Jerry P. Ramirez	EPS	Region V
	Andie P. Padernilla	PSDS	Region VI
<b>Key Stage 3 and Special Needs Education (SNED)</b>			
English	Lanie M. Salazar	Principal III	CALABARZON
	Mary Grace D. Salazar	Master Teacher I	CALABARZON
	Bryan Pobe	EPS	CALABARZON
MAPEH	Romeo L. Mendoza	Master Teacher 1	CALABARZON
	Ryan D. Alferez	Master Teacher II	CARAGA
	Victor E. Bedico Jr.	Head Teacher III	NCR



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TLE	Karen Booc	Head Teacher III	NCR
	Christian Halili	EPS	Region III
	Christian Santos	Master Teacher III	Region III
Values Education	Nimfa S. Medriano	EPS	Region I
	Marilu A. Federi	School Principal IV	MIMAROPA
	Judith B. Abellaneda	EPS	Region VII
Physical Science	Elsie V. Mayo	School Principal IV	Region I
	Darwin Nazareno	School Principal IV	Region I
	Myla V. Lalicon	EPS	Region I
Mathematics	Jerlie Marie R. Baguio	Principal	Region VII
	Juan P. Catalan	Supervisor	Region I
	Roderick A. Aninipot	Master Teacher II	Region V
SNED	Johnel A. Aguilera	PSDS	CALABARZON
	Mel Joy Barral	Principal	Region XI
	Krystine B. Pormentilla	SPET II	CALABARZON
Filipino	Joshua E. Oyon-Oyon	EPS	Region V
	Richard P. Moral Jr.	EPS	Region XII
	Benjie D. Olazo	Master Teacher I	CALABARZON
Araling Panlipunan	Omar Hussein	EPS	Region X
	Jerry P. Ramirez	EPS	Region V
	Andie P. Padernilla	PSDS	Region VI



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Enclosure 3

**List of Expected Number of Participants per Region per Learning Area  
Mentoring the Mentors**

<b>Activity</b>	<b>Learning Area</b>	<b>Number of Expected Participants per Region</b>	<b>Proposed Dates and Venue</b>
Mentoring the Mentors for <b>Key Stage 2</b> Filipino, Araling Panlipunan and Mathematics	<b>Filipino</b>	<b>3</b>	<b>April 6 – 10, 2026</b>
	<b>Araling Panlipunan</b>	<b>3</b>	
	<b>Mathematics</b>	<b>3</b>	
Mentoring the Mentors for <b>Key Stage 3</b> Filipino, Araling Panlipunan, Mathematics and Special Needs Education (SNED)	<b>Filipino</b>	<b>3</b>	<b>March 23 – 27, 2026</b>
	<b>Araling Panlipunan</b>	<b>3</b>	
	<b>MAPEH</b>	<b>3</b>	
	<b>SNED</b>	<b>3</b>	



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Enclosure 4

**Guidelines in the Selection of Participants**

To ensure the successful implementation of the program and to uphold its quality and integrity, NEAP strongly recommends the conduct of a rigorous evaluation process at all levels of governance. This process is intended to ensure that only the most qualified individuals are selected and endorsed for inclusion in the official pool of trainers.

All participants to be endorsed by the Regional Offices shall meet the following qualification standards:

Number	Qualifications
1.	Must be currently holding any of the following positions: <ul style="list-style-type: none"><li>- Head Teacher;</li><li>- Assistant School Principal;</li><li>- School Principal;</li><li>- Public Schools District Supervisor. And</li><li>- Education Program Supervisor</li></ul> with at least Master's degree and/or Doctorate Degree in a specialization relevant to the identified Learning Areas
2.	Must have at least a Very Satisfactory (VS) performance rating for the last rating period
3.	Must not be currently serving or have previously served as a trainer in any ongoing NEAP or DepEd recognized Professional Development programs
4.	Must possess good facilitation skills to effectively and engagingly deliver professional development programs

Participants are expected to attend the entire in-person training and to complete all required tasks under the asynchronous component of the program.

Please be advised that tardiness, absences, or failure to accomplish assigned tasks may result in non-completion of the program and disqualification from the issuance of a certificate.



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Enclosure 5

**Indicative Program of Activities**  
**Review and Enhancement of Training Resource Packages**

Day/Time	Day 1	Day 2	Day 3	Day 4
8:00 – 8:30 am	Registration of Participants	Writeshop • Improvement of learning objectives, activities, and assessments • Align training resource packages with current standards and participants needs	Continuation of Writeshop	Final Enhancement of the Training Resource Packages (Technical quality checks)
8:30 – 9:00 am				
9:00 – 10:00 am				
10:00 – 10:30 am	<b>MORNING BREAK</b>			
10:30 am – 12:00 nn	Opening Program Preliminaries - National Anthem - Prayer - Welcome Message - Kumustahan - Levelling of Expectations - Norms Setting - Schedule of Activities	Continuation of Writeshop	Continuation of Writeshop	Continuation of the Training Resource Packages (Technical quality checks)



Doc. Ref. Code	PAWMM-F-026	Rev	00
Effectivity	09.20.21	Page	9 of 14

2nd Floor Mabini Building, DepEd Complex, Meralco Ave., Pasig City 1600  
 Telefax No.: (+632) 6638-8638  
 Email Address: neap.od@deped.gov.ph





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Program and Activity Objectives		LUNCH BREAK	
12:00 – 1:00 pm			
1:00 – 2:00 pm	1:00 – 1:30 pm Presentation of Writeshop Objectives and Guidelines	Continuation of Writeshop	Continuation of Writeshop
2:00 – 3:00 pm	1:30 – 3:00 pm Review of existing Training Resource Packages (content and pedagogical review)	Continuation of Writeshop	Continuation of Writeshop (Incorporate final comments)
			Clearing House and Closing Program
Program and Activity Objectives		AFTERNOON BREAK	
3:00 – 3:30 pm			
3:30 – 4:30 pm	Continuation of the Review of existing Training Resource Packages	2:30 – 4:30 pm Presentation of Outputs	Continuation of Writeshop (Incorporate final comments)
4:30-5:30 pm		<b>Program Management Team Debriefing</b>	



Doc. Ref. Code	PAW/HA-F-026	Rev	00
Effectivity	09.20.21	Page	10 of 14

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 Telefax No.: (+632) 8638-8638  
 Email Address: neap.od@deped.gov.ph





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**Indicative Program of Activities**  
**Mentoring the Mentors**

Day/Time	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
8:00 - 8:30 am		8:00 - 9:00 am Registration of Participants	Management of Learning			
8:30 - 9:00 am						
9:00 - 10:00 am			Training Proper Breakout Sessions per Learning Area			
10:00 - 10:30 am	Arrival of Participants		MORNING BREAK			
10:30 am - 12:00 pm		Training Proper Breakout Sessions per Learning Area				
12:00 - 1:00 pm			LUNCH BREAK			
1:00 - 2:00 pm		Training Proper Breakout Sessions per Learning Area				



2nd Floor Mabini Building, DepEd Complex, Meralco Ave., Pasig City 1600  
 Telefax No.: (+632) 8638-8638  
 Email Address: neap.od@deped.gov.ph

Doc. Ref. Code	PAWIM-F-026	Rev	00
Effectivity	09.20.21	Page	11 of 14





Republika ng Pilipinas

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2:00 – 3:00 pm	3:00 – 4:30 pm					Closing Program
	Opening Program Preliminaries National Anthem Prayer Welcome Message Kumustahan Levelling of Expectations Norms Setting Schedule of Activities Program and Activity Objectives					
3:00 – 3:30 pm		<b>AFTERNOON BREAK</b>				
3:30 – 4:30 pm		Training Proper Breakout Sessions per Learning Area	Home Sweet Home			
4:30-5:30 pm		<b>Program Management Team Debriefing</b>				



2nd Floor Mabini Building, DepEd Complex, Meralco Ave., Pasig City 1600  
 Telephone No.: (+632) 8638-8638  
 Email Address: neap.od@deped.gov.ph

Doc. Ref. Code	PAWIM-F.026	Rev	00
Effectivity	09.20.21	Page	12 of 14





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Enclosure 6

**Meal Provision Guide, Check In and Check Out Details**

Participants attending the **Review and Enhancement of Training Resource Packages** shall **check in at 3:00 p.m. on Sunday** and **check out at 12:00 noon on Thursday**, whereas participants for the **Mentoring the Mentors** activity shall **check out on Friday**. Dinner shall be the first meal served, and the afternoon snack shall be the final meal provided.

**Meal Provision Guide – Review and Enhancement of Training Resource Packages**

Meals	Sunday	Monday	Tuesday	Wednesday	Thursday
Breakfast		√	√	√	√
AM Snack		√	√	√	√
Lunch		√	√	√	√
PM Snack		√	√	√	√
Dinner	√	√	√	√	

**Meal Provision Guide – Mentoring the Mentors**

Meals	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Breakfast		√	√	√	√	√
AM Snack		√	√	√	√	√
Lunch		√	√	√	√	√
PM Snack		√	√	√	√	√
Dinner	√	√	√	√	√	





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Enclosure 7

**Summary of Downloaded HRD Fund for Travel Expenses per Activity**

REGION	ACTIVITY		TOTAL
	Workshop on the Review and Enhancement of Training Resource Packages for Key Stage 2 Learning Areas and Early Childhood Education	Workshop on the Review and Enhancement of Training Resource Packages for Key Stage 3 Learning Areas and Special Needs Education	
R1	18,000.00	15,000.00	33,000.00
R2	9,000.00	-	9,000.00
R3	3,000.00	6,000.00	9,000.00
CALABARZON	15,000.00	18,000.00	33,000.00
MIMAROPA	30,000.00	10,000.00	40,000.00
R5	36,000.00	36,000.00	72,000.00
R6	12,000.00	12,000.00	24,000.00
R7	36,000.00	24,000.00	60,000.00
R10	13,000.00	13,000.00	26,000.00
R11	-	13,000.00	13,000.00
R12	13,000.00	13,000.00	26,000.00
R13	-	13,000.00	13,000.00
CAR	4,400.00	-	4,400.00
NCR	-	2,800.00	2,800.00
<b>GRAND TOTAL</b>	<b>189,400.00</b>	<b>175,800.00</b>	<b>365,200.00</b>

