



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

SEP 02 2026

REGIONAL MEMORANDUM

No. 932, s. 2026

FY 2027 DEPED GAD PLAN AND BUDGET WRITESHOP

To: Assistant Regional Director
Schools Division Superintendents of SDOs Negros Occidental and Bayawan City
Regional Functional Division Chiefs
All Others Concerned

1. Attached is DepEd Memorandum DM-OUHRODI-2026-3036 from the Office of the Undersecretary for Human Resource and Organizational Development, and Infrastructure dated August 27, 2026 regarding the FY 2027 DepEd GAD Plan and Budget Writeshop on September 28-30, 2026 at NEAP Region XII, General Santos City.
2. Attention is particularly invited to paragraphs 1-5 and 7-10.
3. The following are the participants:
 - Bebce O. Gentilezo, Education Program Specialist II – HRDD;
 - Dency Grace A. Padillon, OIC-CES, SGOD – SDO Negros Occidental; and
 - Mary Ann L. Bollos, HRMO II – SDO Bayawan City.
4. The participants shall register through the link:
<https://tinyurl.com/FY2027DEPEDGPB-ROSDO>.
5. For further queries, contact Ms. Katherine Y. Sedillo, Chief Education Supervisor at mobile number 09156195574.
6. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl: As stated

Reference:

To be indicated in the Perpetual Index under the following subjects:

SCHOOLS ASSESSMENT MONITORING AND EVALUATION

168/September 1, 2026/BBOG/HRDD/ FY 2027 DEPED GAD PLAN AND BUDGET WRITESHOP



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

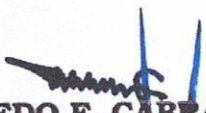


Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT, AND INFRASTRUCTURE

MEMORANDUM
DM-OUHRODI-2026-3036

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Division Chiefs
Big-Ticket Program Implementers
Planning and Budget Officers
Permanent and Alternate Members of the GFPS
All Others Concerned

FROM : 
WILFREDO E. CABRAL
*Undersecretary for Human Resource and
Organizational Development, and Infrastructure*

SUBJECT : **FY 2027 DEPED GAD PLAN AND BUDGET WRITESHOP**

DATE : 27 August 2026

Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the *Magna Carta of Women (MCW)*, the Philippine Commission on Women (PCW) issued PCW Memorandum Circular No. 2026-04, titled "*Preparation and Online Submission of the Fiscal Year (FY) 2027 Gender and Development (GAD) Plans and Budget (GPB)*," directing all covered National Government Agencies (NGAs) and instrumentalities to prepare and submit their respective FY 2027 GPBs.

Provided further, all government agencies are mandated to formulate and implement a **Gender and Development (GAD) Plan** that addresses gender issues relevant to their respective mandates and sectors. The GAD Plan shall likewise ensure the implementation of applicable provisions of Republic Act No. 9710, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, the Philippine Plan for Gender-Responsive Development (1995–2025), and the Philippine Development Plan (2023–2028).

Moreover, based on the latest Commission on Audit (COA) Audit Observation Memorandum (AOM) No. 2026-018-OSEC (2025), titled "*Implementation of Gender and Development (GAD) Programs and Activities*," the Department of Education (DepEd) was advised to strengthen key areas in its GAD planning, implementation, and reporting mechanisms. The AOM highlighted that planned GAD programs and activities, as well as their corresponding accomplishments, were not sufficiently

evaluated within the context of the Department's mandate. Specifically, the observations pertained to the following:

- a. Delayed submission of the GAD Plan and Budget (GPB) and the GAD Accomplishment Report (GAR);
- b. Utilization of GAD funds and alignment between the GPB and the GAR; and
- c. Incomplete Harmonized Gender and Development Guidelines (HGDG) assessments for attributed programs.

4 In response to these COA findings and to further strengthen the institutionalization and implementation of Gender and Development initiatives within the Department, the Bureau of Human Resource and Organizational Development (BHROD), through the DepEd National Gender and Development Focal Point System (GFPS) Secretariat, shall conduct a series of GAD capacity-building activities, as follows:

SCHEDULE	OFFICES / PROGRAM
September 3, 2026 (Thursday) 9:00 a.m. to 12:00 p.m.	FY 2027 GPB Orientation for CO GAD Focal Persons and Big-Ticket Program Owners <i>(See Attached Annex A for the Indicative Program Flow)</i> MS Teams Meeting Link https://tinyurl.com/FY2027-GPBOrientation-CO Meeting ID: 474 613 586 771 554 Passcode: Cd3Ya2ry 
September 14, 2026 (Monday) Face-to-Face Room 409 BHROD Office of the Director Conference Room, 4 th Floor Mabini Building, DepEd Central Office, Pasig City.	9:00 a.m. to 12:00 p.m. 1. School-Based Feeding Program (SBFP) – OPS 2. Disaster Risk Reduction Management (DRRM) – OPS 1:00 p.m. to 4:00 p.m. 3. Flexible Learning Options (FLO) – LS 4. Special Needs Education Program (SNED) – LS
September 15, 2026 (Tuesday) Face-to-Face Room 409 BHROD Office of the Director Conference Room, 4 th Floor Mabini	9:00 a.m. to 12:00 p.m. 5. Basic Education Curriculum (BEC) –LS 6. Textbooks and other Instructional Materials (TOIMs) – LS 1:00 p.m. to 4:00 p.m. 7. Indigenous People Education (IPEd) – LS

Building, DepEd Central Office, Pasig City.	8. Madrasah Education Program (MEP) –LS
September 16, 2026 (Wednesday) Face-to-Face Room 409 BHROD Office of the Director Conference Room, 4 th Floor Mabini Building, DepEd Central Office, Pasig City.	9:00 a.m. to 12:00 p.m. 9. Alternative Learning System (ALS) – LS 10. Human Resource Development Program (HRDP) – LS 1:00 p.m. to 4:00 p.m. 11. Special Hardship Allowance (SHA) – HRODI
September 17, 2026 (Thursday) Face-to-Face Room 409 BHROD Office of the Director Conference Room, 4 th Floor Mabini Building, DepEd Central Office, Pasig City.	9:00 a.m. to 12:00 p.m. 12. Last Mile School (LMS) – HRODI 13. Basic Education Facilities (BEF) – HRODI 1:00 p.m. to 4:00 p.m. 14. Organizational and Professional Development for Non-Teaching Personnel (OPDNTP) – HRODI
September 28 – 30, 2026 (Monday – Wednesday) NEAP Region XII (General Santos City)	FY 2027 GPB Writeshop for Regional Office (RO) and Schools Division Offices (SDO) GAD Focal Persons <i>(See Attached Annex B for the Indicative Program Flow)</i>

Expenses for board and lodging, as well as meals of **ALL** participants during the FY 2027 GPB Writeshop to be held on September 28–30, 2026, at NEAP Region XII, General Santos City, shall be charged against the BHROD-EWD GMS Fund under Activity Code AC-206-BHROD-EWD-GASS-016.

Transportation and other travel-related expenses of **CO participants** and the **resource person** shall likewise be charged against the BHROD-EWD GMS Fund under Activity Code AC-206-BHROD-EWD-GASS-016.

Transportation and other travel-related expenses of **RO and SDO participants**, including **representatives from the Baguio Teachers Camp (BTC)**, shall be charged against their respective local funds.

All expenses shall be subject to existing accounting and auditing rules and regulations. The same may likewise be included in the participant's respective GAD Accomplishment Reports.

All participants are requested to bring their laptops, extension cord, and other necessary writing and notetaking materials/devices to facilitate active participation and ensure the smooth conduct of the activity.

Lastly, confirmation of participation is requested **on or before August 31, 2026**. All invited participants are also requested to accomplish the appropriate registration form through the links provided below:

- CO Big-Ticket Program Owners (at least four (4) representatives per program): <https://tinyurl.com/FY2026-HGDG-COPPA>s
- RO and SDO Participants, including representatives from BTC (maximum of three (3) pax per region): <https://tinyurl.com/FY2027DEPEDGPB-ROSDO>

For inquiries or further clarification, please contact the DepEd National Gender and Development Focal Point System (GFPS) Secretariat through **Ms. Maan Botardo** via Viber at **+63 920 838 5793** or through email at **gfps.secretariat@deped.gov.ph**.

INDICATIVE PROGRAM DESIGN

FY 2027 GPB ORIENTATION FOR CO GAD FOCAL PERSONS AND BIG-TICKET PROGRAM OWNERS		
MS Teams September 3, 2026 (Thursday)		
TIME	ACTIVITY	RESPONSIBLE
8:00 AM – 8:15 AM	Preliminaries	DepEd National GFPS Secretariat
8:15 AM – 8:30 AM	Welcoming Remarks	Wilfredo E. Cabral Undersecretary HRODI
8:30 AM – 9:00 AM	Activity Rationale and Expectation Setting	DepEd National GFPS Secretariat
9:00 AM – 10:00 AM	Overview and Refresher of Harmonized Gender and Development Guidelines (HGDG) Checklist	Philippine Commission on Women (PCW)
10:00 AM – 10:15 AM	Open Forum	
10:15 AM – 11:30 AM	Agency Mandate in the NSCWPS and Overview of the ASAP Template	National Steering Committee on Women, Peace and Security (NSCWPS)
11:30 AM – 11:45 AM	Open Forum	
11:45 AM – 11:55 AM	Final Reminders	DepEd National GFPS Secretariat
11:55 AM – 12:00 PM	Closing Remarks	Dexter N. Pante OIC Director III BHROD

INDICATIVE PROGRAM DESIGN

CONDUCT OF THE FY 2027 DEPED GAD PLAN AND BUDGET WRITESHOP FOR RO, SDO, & BTC GAD FOCAL PERSONS NEAP Region XII (General Santos City) September 28 – 30, 2026		
TIME	ACTIVITY	RESPONSIBLE
DAY 1 – September 28, 2026		
6:00 AM – 12:00 PM	Arrival, Breakfast, and Registration	DepEd National GFPS Secretariat
12:00 PM – 1:00 PM	Lunch	
1:00 PM – 1:20 PM	Preliminaries	DepEd National GFPS Secretariat
1:00 PM – 1:20 PM	Opening Remarks	Earl Ryan A. Losito OIC, CAO, EWD
1:30 PM – 2:00 PM	Expectation Setting Presentation of the Draft FY 2027 DepEd GAD Plan and Budget	DepEd National GFPS Secretariat
2:00 PM – 2:05 PM	Introduction of the Resource Speaker	DepEd National GFPS Secretariat
2:05 PM – 4:30 PM	Workshop on Budget Breakdown and Personnel Service	Philippine Commission on Women
4:30 PM – 5:00 PM	End of Day 1 Reminders for Day 2	DepEd National GFPS Secretariat
DAY 2 – September 29, 2026		
6:00 AM – 8:00 AM	Breakfast and Registration	DepEd National GFPS Secretariat
8:00 AM – 12:00 PM	Review and Validation of the Draft / Submitted Regional Office and Schools Division Office (Organization-Focused)	Philippine Commission on Women
12:00 PM – 1:00 PM	Lunch	
1:00 PM – 4:00 PM	Review and Validation of the Draft / Submitted Regional Office and Schools Division Office (Client-Focused)	Philippine Commission on Women
4:30 PM – 5:00 PM	End of Day 2 Reminders for Day 3	DepEd National GFPS Secretariat
DAY 3 – September 30, 2026		
6:00 AM – 8:00 AM	Breakfast and Registration	DepEd National GFPS Secretariat

8:00 AM – 12:00 PM	Presentation and Validation of Draft FY 2027 DepEd GAD Plan and Budget for ROs and SDOs	Philippine Commission on Women
11:30 AM – 11:45 AM	Closing Proper a. Presentation of Certificates b. Photo Opportunity c. Workshop Evaluation	DepEd National GFPS Secretariat
11:45 AM – 12:00 PM	Closing Remarks	Sarah Bianca B. Bilag OIC, SAO, EWD
12:00 PM – 1:00 PM	Lunch and Departure from Venue	

and Development (GAD) - NCR <gad.ncr@deped.gov.ph>; DEPED NATIONAL CAPITAL REGION <ncr@deped.gov.ph>; Jocelyn Andaya <jocelyn.andaya005@deped.gov.ph>
Cc: Sarah Bianca Bilag <sarah.bilag@deped.gov.ph>; Employee Welfare Division <bhrod.ewd@deped.gov.ph>; Earl Ryan Losito <earl.losito@deped.gov.ph>; Andrea Lim <andrea.lim002@deped.gov.ph>; Janzen Alarcio <janzen.alarcio@deped.gov.ph>; Sharon Ayala <sharon.ayala@deped.gov.ph>; Adrian Conti <adrian.conti@deped.gov.ph>; Sonia Sobremisana <sonia.sobremisana@deped.gov.ph>; Bureau of Human Resources and Organizational Development Office of the Director <bhrod.od@deped.gov.ph>; Richmond Manalang <richmond.manalang@deped.gov.ph>; Dexter Pante <dexter.pante@deped.gov.ph>; Albert Jerome Andres <albert.andres@deped.gov.ph>; Ma. Ann Dominique Botardo <ma.botardo@deped.gov.ph>; Ralph Louis Quejada <ralph.quejada@deped.gov.ph>; Kandise Portugal <kandise.portugal@deped.gov.ph>
Subject: FY2027 DepEd GAD Plan and Budget Writeshop

FOR : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Division Chiefs
Big-Ticket Program Implementers
Planning and Budget Officers
Permanent and Alternate Members of the GFPS
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FROM : ---signed---
WILFREDO E. CABRAL
Undersecretary for Human Resource and Organizational Development, and Infrastructure

SUBJECT : FY 2027 DEPED GAD PLAN AND BUDGET WRITESHOP

DATE : 24 August 2026

Pursuant to Section 36 of Republic Act No. 9710, otherwise known as the *Magna Carta of Women (MCW)*, the Philippine Commission on Women (PCW) issued PCW Memorandum Circular No. 2026-04, titled “*Preparation and Online Submission of the Fiscal Year (FY) 2027 Gender and Development (GAD) Plans and Budget (GPB)*,” directing all covered National Government Agencies (NGAs) and instrumentalities to prepare and submit their respective FY 2027 GPBs.

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**In advancing equality and equity for a gender-responsive education,
DepEd National GAD Focal Point System**



DEPARTMENT OF EDUCATION

DepEd National GFPS Secretariat
Bureau of Human Resource and Organizational Development
(BHROD) - Employee Welfare Division
Department of Education - Central Office
www.deped.gov.ph
Phone: (02) 8633-7229 / (02) 8635-3760
Email: gfps.secretariat@deped.gov.ph
Facebook: DepEd National GFPS Secretariat

Gender and Development

To help us serve you better, may we request a few minutes of your time to complete our Customer Satisfaction Survey by clicking this link: bit.ly/CSAT_EWD or by scanning this QR Code:



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