



Republic of the Philippines  
**Department of Education**  
Region VI – Western Visayas  
**SCHOOLS DIVISION OF CAPIZ**

26 APR 2026

**DIVISION MEMORANDUM**


No. 174, s. 2026

**COACHES FOR THE NATIONAL ASSESSMENT FOR SCHOOL HEADS  
(NASH)-PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)  
OFFICIAL PARTICIPANTS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisor (CES)/OIC-CES  
Education Program Supervisors  
Public Schools District Supervisors  
Heads of Public Elementary, Secondary and Integrated Schools  
Heads of Unit/Section  
All Others Concerned

1. In relation to *DM-OULS-2026-090* dated March 6, 2026 from the office of Assistant Secretary **Carmela C. Oracion**, Officer-in-Charge, Office of the Undersecretary for Learning Systems, this Office approves the designation of the coaches whose names are found in the attached list.
2. Roles and Responsibilities for NASH-PDI participants and their respective coaches are found in the abovementioned Memorandum for proper guidance. A Memorandum shall be issued by the Regional Office for schedule of the orientation of the coaches.
3. Immediate dissemination of and compliance with this Memorandum are desired.

**ROEL F. BERMEJO**

Schools Division Superintendent 

Encl.: Enclosure *No.2-Program Guidelines*

Reference: *DM-OULS-2026-090*

To be indicated in the Perpetual Index

Under the following subjects:

SCHOOL HEADS

PROFESSIONAL DEVELOPMENT

TRAINING



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**SDO Capiz NASH 1-PDI-With Coaches**

<b>NASH 1-Category B</b>							
No.	Name	School	District	Coach	Position	School	District
1	Anonoy, Monica D.	Agbabadiang Elementary School	Panitan	Dr. Lalain E. Delos Santos	PSDS	Dao District/Cuartero District	DAO/CUARTERO
2	Aspera, Jonna C.	Banga-an Elementary School	Panitan	Rosemary L. Artates	Principal III	Panitan Elementary School	Panitan
3	Barnizo Jr., Zaldy E.	DAAN SUR ELEMENTARY SCHOOL	TAPAZ WEST	Alan Vincent B. Altamia	EPS- ESP/GMRC	SDO CAPIZ	SDO CAPIZ
4	Bibaño, Ladylyn D.	Felixberto Dicon Dorado Sr. IS	Panitan	Alan Vincent B. Altamia	- Values Education & GMRC		SDO CAPIZ
5	Bonilla, Kyle D.	Sapian National High School	Sapian	Geroe A. Odicta	Principal III	Sapian National High School	Sapian
6	Bulan, Leah U.	BASIAO ELEMENTARY SCHOOL	IVISAN	JUVY D. BARANDA	ESP IV	CATALINO ANDRADA ES	IVISAN
7	Catunao, Jyp Carlo S.	TOMAS ABELITA SR. ES	Pilar	Ellen Mae V. Rodriguez	ESP II	SAN ESTEBAN ES	Pilar
8	Dador, Josephine D.	PONTEVEDRA NHS	PONTEVEDRA	DR. LEOWEL P. BATUIGAS	SSP III	COMISSIONER LUIS ASIS NHS	PANAY
9	Daliva, Sherelyn M.	CONG. DINGGOY ARANETA ROXAS ES	PONTEVEDRA	ALDA D. MALIBONG	ESP II	RIZAL ELEMENTARY SCHOOL	Pontevedra
10	Dugenio, Juvy V	Jamindan National High School	Jamindan	Mamerto C. Eusebio Jr.	P II	Putian National High School	Cuartero
11	Gapi, Ma. Kathleen D.	Panitan National High School	Panitan	Dr. Ernesto J. Fulgencio	Principal III	Leodegario D. Deocampo Sr. NHS	Panitan
12	Gardose, Marilyn G.	Agpalali Elementary School	Tapaz West	Annabelle G. Basan	ESP II	San Julian Elementary School	Tapaz West
13	Isiderio, Aileen May F.	Sapian National High School	Sapian	Geroe A. Odicta	Principal III	Sapian National High School	Sapian
14	Llamelo, Gina L.	Jagnaya NHS	Jamindan	Dr. Raquel L. Llanera	P III	Vicente Andaya Sr. NHS	Sigma
15	Obidos, Peter John A.	Damayan Elementary School	Sapian	Elizabeth G. Dela Cruz	P II	Maninang Elementary School	Sapian
16	Roxas, Cecilia M.	Agbanban Elementary School	Panay	Dr. Agnes B. Bulquerin	ESP IV	Agbalo Elementary School	Panay
<b>NASH 1-Category C</b>							
No.	Name	School	District	Coach	Position	School	District
1	Ado, Agnes B.	Aglimocon Elementary School	Maayon	Flornelyn L. Delfin	ESP II	West Villa Elementary School	Maayon
2	Aggabao, Lynette	Tabuc Norte Elementary School	Panitan	Esidro E. Delfin	EPS II	Dr. Salvador Dellota ES	Panitan
3	Alivio, Amie G.	Bato-Bato Elementary School	Tapaz East	Yvonne F. Ganit	ESP II	Bag-ong Barrio ES	Tapaz East
4	Andrade, Xyric Jan G.	Roosevelt Elementary School	Tapaz East	Dr. Connie P. Galupar	ESP III	Don Leopoldo Gialogo IS	Tapaz East
5	Bacia, Juvy R.	Pangabat Elementary School	Jamindan	Dr. Ma. Theresa V. Villagracia	PSDS	Jamindan District	Jamindan
6	Batacandolo, Arniel D.	Ambilay Elementary School	Panitan	ISIDRO E. DELFIN	ESP II	Dr. Salvador Dellota ES	PANITAN
7	Blanco, Sol L.	Cabangahan Elementary School	Dumarao	Dr. Ruth C. Gervero	EPS ALS	SDO Capiz	SDO Capiz
8	Bulquerin, Amelie B.	Tanza Norte Elementary School	Panay	Mercy B. Barroa	ESP IV	Agojo Elementary School	Panay
9	Cabanal, Ma. Victoria V.	Jaena Sur Elementary School	Jamindan	Gina D. Artuz	ESP II	Lucero Elementary School	Jamindan
10	Carillo, Ruel B.	Manapao ES	Pontevedra	NOE B. BEBITA	ESP III	Victoria C. Dais ES	Pontevedra
11	Catalan, Maryvic B.	Libon Elementary School	Panay	Dr. Mary Ann M. Roxas	ESP III	Bago Chiquito Integrated Sch	Panay
12	Concepcion, Ludenia V.	Jamindan National High School	Jamindan	Dr. Leonardo F. Farillon	Principal IV	Jamindan National High School	Jamindan
13	Contreras, Marion Francis B	Sta Fe Elementary School	Pilar	Arnold B. Ani	ESP IV	Carlos V Lopez ES	Pilar
14	Cuñada, Emmanuel B.	Guise Integrated School	Pilar	Arnold B. Ani	EPS IV	Carlos V. Lopez ES	Pilar
15	David, Mariquita J.	Tawog Primary School	Sigma	Dr. Joebel Villanueva	ESP IV	Margarita Soriano ES	Sigma
16	De Pedro, Rezel L.	Agcagay Elementary School	Jamindan	Dr. Ma. Theresa V. Villagracia	PSDS	Jamindan District	Jamindan
17	Dela Torre, Shiella Mei	AGLIBACAO & PASOL-O PS	JAMINDAN	ROGER C. LLORITO	ESP II	JAMINDAN ES	JAMINDAN
18	Delfin, Reynald B.	Binaobawan Elementary School	Pilar	Phincy Rene P. Obligar	ESP II	Dulangan Elementary School	Pilar
19	Demandante, Janette L.	Gavino M. Navarra ES	Mambusao East	Violabel Navarra EdD.	ESP 4	Najus-an Elementary School	Mambusao East
20	Depeña, Fe P.	Guinbalian Integrated School	Maayon	Prencesita B. Llorito	ESP 2	Salgan Elementary School	Maayon
21	Deseo, Aiza Jaen B.	Quinabonglan Elementary School	Maayon	Jonel B. Sembrano	ESP 2	Maayon Elementary School	Maayon
22	Dorado, Manny B.	Bayuyan Elem. School	Pres. Roxas	Allien A. Ureta, PhD	ESP 2	Pres. Roxas East ES	Pres. Roxas
23	Duabe, Rafael V.	Alayunan Elem. School	Maayon	Calin A. Bernales, EdD	PSDS	Maayon District	Maayon
24	Dumalag, Arnel	Salocon Elem. School	Panitan	Mary Ann Roxas, PhD	EPS III	Bago Chiquito IS	Panay
25	Estiaga, Tito E	Manhoy Elem. School	Dao	Reynaldo T. Nam-ay	ESP III	Malonoy Elem. School	Dao
26	Faderugao, Mercedes V.	Eduardo Abalo Sr. Elementary School	Dumarao	Mabini P. Abellano	ESP III	Agcagay Elementary School	Cuartero
27	Galan, Arlenecita H.	Agmalate Elementary School	Dumarao	Abadesa D. Sabordo	Principal IV	Bungsuan Elementary School	Dumarao
28	GARBOSA, JOCELYN G.	ROXAS FARM SCHOOL	TAPAZ WEST	EMMIE G. GARBOSA	PRINCIPAL III	TAPAZ NATIONAL HIGH SCHOOL	TAPAZ WEST


29	Garcia, Gina C.	Angkin Elementary School	Sapian	Rona P. Odicta	ESP 3	Sapian Elementary School	Sapian
30	Gardose, Maricel G.	Artuz Elementary School	Tapaz West	Jolly C. Olivares	ESP 2	Taslan Elementary School	Tapaz West
31	Garino, Jimmy L.	San Vicente Elementary School	Jamindan	Renerio V. Dando	ESP II	Jagnaya Elementary School	Jamindan
32	GEMINO, HELMER D.	Tabon Elementary School	Tapaz West	Germin F. Garbosa	ESP II	Roxas Elementary School	Tapaz West
33	Gobuyan, Maybelle P.	Astorga Elementary School	Dumarao	Micle S.Haguisan	ESP III	Manuel F Onato NHS	Dumarao
34	Huqueriza, Ginalyn A.	Ramon A. Benjamin Sr. National High School	Dumarao	Lourdes V. Paligumba	Principal III	Bungsuan National High School	Dumarao
35	Huqueriza, Rhyann G.	Presentacion Diez Gregorio NHS	Dumarao	Johnny P. Pugon	ESP IV	Estefania Montemayor NHS	Dumarao
36	Insular, Rompy A.	Panitan National High School	Panitan	Marie Liezl L. Diawara	Principal IV	Casanayan NHS	Pilar
37	Jimenez, Jorge C.	Sta. Monica Elementary School	Dumalag	Mae G. Frac	Principal III	Dumalag Central School	Dumalag
38	Lara, Victor C.	Camansi Primary School	Sapian	Julius L. Enriquez	Principal III	Lonoy Elementary School	Sapian
39	Llanes, Ruby	Mambusao NHS	Mambusao West	Dr. MARIE PAZ A. ALMALBIS	Principal II	Mambusao NHS	Mambusao West
40	Llorente, Evangeline V.	Pasol-o Primary School	Jamindan	Renerio V. Dando	ESP II	Jagnaya Elementary School	Jamindan
41	Loyola, Karen D.	Guibongan Primary School	Sapian	Donnalyn O. Olandesca	Principal III	Dapdapan Elementary School	Sapian
42	Luching, Prechle Marie S.	Antonio Abad Elementary School	Dao	Maria Roda M. Tolores	Principal III	Dao Central School	Dao
43	Melchor, Lourdes Lesyl F.	Sta. Teresa Elementary School	Dumalag	July F. Falagne, EdD	Principal II	Buntog Elementary School	Dumalag
44	Navarra, Helen E.	Catmon Elem School	Panitan	Rosemary L. Artates	Principal III	Panitan Elem School	Panitan
45	Olano, Oldie O.	Sapian National High School	Sapian	Geroe A. Odicta	Principal III	Sapian National High School	Sapian
46	Onato, Rowe G.	Daan Norte Elementary School	Tapaz	Uldarico G Castor Jr	Principal III	San Nicolas Elem.School	Tapaz
47	Orantes, Regelyn B.	BURI PRIMARY SCHOOL	Tapaz	Dr. Glenda G. Gervero	Principal IV	Don Joaquin Artuz ES	Tapaz
48	Ordovez, Alberto F.	Cogon ES	Sigma	Dr. Choly Villanueva	Principal IV	Margareta Soriano ES	Sigma
49	Osan, Rosemarie B.	Panitan National High School	Panitan	Dr. Fatima L. Escuton	Principal III	Lucero National High School	Jamindan
50	Pagayon, Eda S.	Ubog Elementary School	Jamindan	Randolf A. Reyes	ESP III	Camp Jamindan ES	Jamindan
51	Paligumba, Aileen H.	Mahabang Sapa ES	Cuartero	Mabini P. Abellano	ESP III	Agcabugao Elementary School	Cuartero
52	Parajito, Michelle L.	Sto. Rosario Primary School	Jamindan	Renerio V. Dando	ESP II	Jagnaya Elementary School	Jamindan
53	Ponce, Josie P.	Balat-an Elementary School	Mambusao East	ARLYN B. LUCES	ESP III	Ilawod Elementary School	Mambusao East
54	Protacio, Napoleon A.	Aglanot Integrated School	Dumarao	Micle S. Haguisan	ESP III	Manuel Onato NHS	Dumarao
55	Ricardo, Marjoric V.	Agkawayan Integrated School	Mambusao West	Jessica L. Lapena PhD.	ESP 3	Angelo Llorente ES	Mambusao West
56	Robles, Analyn A.	Badbaranan Elementary School	Dumarao	Ailyn M. Ureta	ESP II	Angub Elementary School	Cuartero
57	Salarda, Madelyn	Cabangahan Elementary School	Panitan	Esidro E. Delfin	ESP II	Dr. Salvador Dellota ES	Panitan
58	Tianchon, Elizabeth H.	Vicente F. Fabuna ES	Cuartero	Romy L. Bermudo	ESP IV	Cuartero Central School	Cuartero
59	Vestidas, Genesis H.	Macario Bermejo National High School	Jamindan	Leonardo F. Farillon, EdD.	Principal III	Jamindan National High School	Jamindan
60	Villaruz, Amancio N.	Cala-agus Elementary school	Mambusao East	NARCISO C. FALSARIO, JR.	ESP IV	Atiplo Elementary School	Mambusao East



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

**MEMORANDUM**  
**DM-OULS-2026- 090**

TO : **Regional Directors**  
**HRDD Chiefs**  
**NEAP-R Focal Persons**  
**Schools Division Superintendents**  
**SGOD Chiefs**  
**All Others Concerned**

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

SUBJECT : **GUIDELINES ON THE CONDUCT OF THE NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI)**

DATE : 06 March 2026

1. The National Educators Academy of the Philippines (NEAP), as the professional development arm of the Department of Education and by virtue of **Republic Act No. 12288 (Expanded Career Progression for Public School Teachers and School Leaders)**, is mandated to provide structured and standards-based professional development as a special support mechanism for leadership readiness and career advancement. In support of the results of the **National Assessment for School Heads (NASH)**, as stipulated under **DepEd Memorandum No. 97, s. 2025**, NEAP shall provide guidelines for the **NASH Professional Development Intervention (PDI)** to address identified competency gaps, strengthen the school heads pipeline, and operationalize NASH as a diagnostic-to-development continuum.
2. Upon completion of the program, participants will be able to:
  - a. **Demonstrate** proficiency in Philippine Professional Standards for School Heads (PPSSH) leadership domains and strands, particularly those identified as developmental areas from their NASH results—showing growth from *surface understanding to relational and extended abstract application* (SOLO).
  - b. **Apply** integrated leadership and management concepts in real school situations, especially in instructional supervision, resource optimization, data-informed decision-making, and stakeholder mobilization.
  - c. **Craft and implement** a Workplace Application Plan (WAP) that demonstrates job-embedded leadership practice, duly validated by their Schools Division Superintendents (SDS).

- d. **Exhibit** certifiable readiness for assuming school leadership roles and meeting eligibility requirements for official appointment (Principal I).
3. This guideline shall cover aspiring school heads who have undergone the NASH and are categorized as meeting the minimum overall rating, with identified domain-level developmental needs based on their assessment results. Participants shall undergo domain-based professional development, wherein they are required to complete eLearning corresponding to one or more PPSSH domains identified in their Individual Development Report (IDR).
  4. The NASH PDI shall be implemented through a **three-phase professional learning model designed** to support progressive competency development of aspiring school heads. The program shall be delivered primarily through digital and blended learning modalities to ensure scalability, consistency, and accessibility, while allowing contextualized implementation at the regional and schools division levels in accordance with prescribed standards. Full details of the program design and delivery framework are provided in **enclosure 2**.
  5. The implementation of the NASH PDI shall be carried out **without disruption to regular office operations**, and participation in program-related activities, including those conducted beyond regular office hours, shall be considered part of professional development commitments and **shall not warrant the grant of Compensatory Time-Off (CTO)**.
  6. In accordance with DepEd Memorandum No. 97, s. 2025, the Human Resource Development unit under the School Governance and Operations Division (SGOD) of the Schools Division Office (SDO) shall actively monitor and support the progress of NASH participants within their respective jurisdictions. The NEAP in the Region (NEAP-R), in collaboration with the Human Resource Development Division (HRDD) of the Regional Office, shall provide technical assistance, oversight, and quality assurance to ensure alignment with program standards. While NEAP CO shall establish the overall program framework, learning standards, and assessment requirements, the implementation of selected professional learning activities may be contextualized and undertaken by the Regional Offices and/or Schools Division Offices, subject to prescribed guidelines and validation mechanisms.
  7. To ensure common understanding and consistent implementation of these Guidelines, the NEAP Central Office (CO) shall conduct coordination meetings and orientation sessions for field implementers and concerned offices. The details of these activities, including scope, participants, and indicative timelines, are provided in Enclosure 1.
  8. For any questions or concerns, you may contact **Mr. Dustin Troy R. Joson** via email at **neap.od@deped.gov.ph**.
  9. For appropriate action and dissemination. CER



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## Department of Education

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- Administration of domain-based assessments to measure knowledge and skill acquisition aligned with PPSSH domains.
- Review of submitted output(s), WAP and WAAR, where applicable, to assess application of learning in authentic school contexts.
- b. Participant Feedback and End-of-Program Evaluation
  - Collection of participant feedback to assess content relevance, delivery effectiveness, coaching support, and overall learning experience.
  - Analysis of feedback to inform continuous improvement of program design and delivery.
- c. Program Effectiveness Review
  - Post-implementation review by NEAP CO, in coordination with RO and SDO, to assess the extent to which the program contributed to strengthening the school heads pipeline and addressing competency gaps identified through NASH.
  - Utilization of evaluation findings for policy refinements, future PDIs, and enhancements of the School Leadership Development Framework.

#### 7. ROLES AND RESPONSIBILITIES

##### NEAP Central Office (CO)

- a. Provide overall policy direction, program oversight, and quality assurance for the implementation of the NASH PDI, consistent with NEAP standards and approved program design;
- b. Coordinate with RO- NEAP/HRDD, and other concerned DepEd units to address implementation issues, provide technical assistance, and ensure the timely resolution of policy and operational concerns;
- c. Quality-assure RO-led learning session(s), including design, content alignment with PPSSH, and assessment integrity;
- d. Receive, review, and validate consolidated progress, completion, and implementation reports submitted by the RO;
- e. Receive and validate the official list of program completers endorsed by the RO, which shall serve as the basis for the issuance of Certificates of Completion;
- f. Lead post-implementation review and analysis to assess program effectiveness, identify good practices and lessons learned, and recommend program enhancements or policy refinements; and
- g. Prepare and submit required reports, briefers, and recommendations to DepEd leadership and relevant oversight bodies to support evidence-based decision-making and continuous improvement of school leadership development programs.

##### Regional Director

- a. Organize a Regional Technical Working Group (TWG) to support the effective and coordinated implementation of the program;



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**Department of Education**  
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

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- b. Establish localized mechanisms to ensure the participation, monitoring, and completion of NASH takers under the categories **Meeting PPSSH Strands in Three (3) Domains and With Developmental Areas**, consistent with the approved program design;
- c. Issue relevant regional issuances to support and institutionalize the implementation of the program;
- d. Approve the use of regional funds for learning session(s) and enrichment activities, as feasible and subject to existing rules and regulations; and
- e. Ensure that learning session(s) conducted at the Regional and Division levels are coordinated and complementary, and that duplication of activities is avoided.
- f. Endorse reports to NEAP CO as required.

**Regional Office - NEAP/HRDD**

- a. Serve as the regional-level program focal and secretariat for the NASH PDI;
- b. Propose and implement RO-led learning session(s) aligned with PPSSH and the NASH PDI, subject to quality assurance by NEAP Central Office;
- c. Provide quality assurance to proposed SDO-led learning session(s) to ensure alignment with program standards and intended learning outcomes;
- d. Consolidate regional program progress, completion, and implementation reports and submit the same to NEAP Central Office as required, or within two (2) weeks after program completion;
- e. Provide technical assistance and implementation support to Schools Division Offices to ensure effective and efficient program delivery;
- f. Coordinate with NEAP Central Office on concerns requiring immediate policy or operational action;
- g. Ensure coordination with other regional functional divisions in supporting participating schools and personnel;
- h. Support the credibility of the certification process, including verification of the completeness, authenticity, and quality of submitted outputs and supporting documents;
- i. Conduct monitoring visits, as necessary, to assess the progress and quality of program implementation;
- j. Convene regular coordination meetings, as needed, with respective SDOs;
- k. Organize and conduct enrichment activities, such as school visits and collaborative expertise sessions, to enhance the PDI experience, as feasible; and
- l. Conduct regional-level program implementation review and submit findings to NEAP Central Office.

**Schools Division Superintendent**

- a. Organize a division-level Technical Working Group (TWG) to support the implementation of the program;



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## Department of Education

### NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

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- b. Recommend and approve best-fit coaches for participants, where feasible, observing a one-to-one (1:1) coach-to-participant ratio if applicable;
- c. Review, approve, and certify participants' WAP and WAAR, as applicable;
- d. Issue local issuances to support and institutionalize the implementation of the program at the division level;
- e. Coordinate with RO on the conduct and scheduling of SDO-led learning session(s); and
- f. Approve the use of division funds for learning session(s) and enrichment activities, as feasible and subject to existing rules and regulations.

#### **SDO SGOD HRD Unit**

- a. Serve as the division-level program focal unit and secretariat for the NASH PDI;
- b. Propose and implement SDO-led learning session(s) upon receipt of NEAP quality assurance clearance from the RO;
- c. Monitor and document the start and end dates of each phase of the participants' PDI;
- d. Provide technical assistance and respond to participant inquiries related to program implementation, requirements, and timelines;
- e. Ensure coordination with the Curriculum Implementation Division (CID) and Office of the SDS (OSDS) in supporting participants;
- f. Coordinate with the RO and NEAP CO on concerns requiring immediate attention;
- g. Ensure that each participant is assigned a best-fit coach aligned with the targeted PPSSH domain(s) for intervention; a one-to-one (1:1) ratio is strongly encouraged;
- h. Maintain and manage digital copies of all NASH PDI forms, templates, and monitoring tools;
- i. Monitor participant progress based on coaching reports and submitted outputs;
- j. Disseminate official information, advisories, and updates to participants through authorized communication platforms; and
- k. Propose and organize enrichment activities, such as school visits and collaborative expertise sessions, when feasible.

#### **SDO-Assigned Coach**

- a. Provide professional guidance and structured coaching support to the participant in accordance with the objectives, timelines, and outputs of the NASH PDI;
- b. Review, provide feedback on, and recommend improvements to draft and final outputs submitted by the participant;
- c. Support the participant in strengthening competencies aligned with the identified PPSSH domain(s) for intervention;



Republika ng Pilipinas

## Department of Education

### NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

- d. Conduct coaching sessions, virtually or in-person, when necessary, without compromising official duties;
- e. Monitor the participant's progress using prescribed monitoring tools, including the Modified Performance Monitoring and Coaching Form (PMCF), and submit required reports to the designated SDO focal person;
- f. Certify the quality and completeness of outputs prior to their submission for higher-level review and approval.

#### NASH PDI Participant

- a. Fulfill all requirements of the NASH PDI under the guidance and supervision of the assigned Coach;
- b. Comply with the expectations, timelines, and work schedule agreed upon with the Coach, as reflected in the approved plan of activities;
- c. Engage regularly with the Coach and provide timely and accurate updates on the progress of assigned outputs, workplace application activities, and related professional learning tasks;
- d. Observe ethical standards, quality assurance measures, and professional conduct in the completion and submission of all required outputs; and
- e. Maintain open, honest, and professional communication with the Coach and other concerned program implementers to support the successful implementation of the professional development intervention and the resolution of any issues that may arise.

#### 8. CERTIFICATION

Participants who satisfactorily complete the requirements of each phase of the NASH PDI shall be issued a corresponding **Certificate** subject to validation of submitted requirements.

- a. **Phase 1: Certificate of Participation** shall be issued by the **NEAP CO** upon completion of the prescribed LinkedIn Learning pathway(s), attendance to NEAP organized learning sessions and passing of the domain-based assessment.
- b. **Phase 2 and Phase 3: Certificate of Participation** shall be issued by the **Regional Office or Schools Division Office** upon validation of required outputs.
- c. **Certificate of Completion** shall be issued by the **NEAP CO** upon receipt of the endorsed list of completers from the Regional Office. Participants under the category *Meeting PPSSH Strands in Three (3) Domains* shall earn the Certificate of Completion upon satisfactory completion of **Phases 1 and 2**, while participants under the category *With Developmental Areas* shall earn the Certificate of Completion only upon satisfactory completion of **Phases 1, 2, and 3**.