



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF BULACAN

February 2, 2022

DIVISION MEMORANDUM

No. 039 s. 2022

DIVISION TRAINING-WORKSHOP ON VALUES-BASED LEADERSHIP PROGRAM

To: Assistant Schools Division Superintendents
CID and SGOD Chiefs and Personnel
Unit Heads
Heads of Public Elementary and Secondary Schools
Secondary School Head Teachers
All Others Concerned

1. The Values-Based Leadership Program is designed to engage SDO Top Management and Chiefs, Public Schools District Supervisors, Education Program Supervisors, Specialists, Unit Heads, School Heads, and Officers-in-Charge, to demonstrate leadership skills anchored on DepEd Mission, Vision and values. The said program is aligned to the Philippine Professional Standards for Principals and Supervisors. It is a training program in which the contents focus on leveraging the competencies of the principals and supervisors, so they can be more effective in leading strategically during challenging times.
2. The sessions will discuss personal values, leadership values and organizational values. Additionally, the foundations of Values-Based Leadership and its principles will be further explained. The program will end by discussing the application of the value-based leadership in today's context and reflections on current practices.
3. The training aims to achieve the following:
 - 3.1 enhance the leadership competencies of our educational leaders thru the Values-Based Leadership Program,
 - 3.2 integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights, in the provision and governance of basic education
 - 3.3 identify manifestations of values-based leadership practices in the workplace, use values-based leadership practices when providing technical assistance, reflect on their present practices of values-based leadership and conduct LAC sessions to further develop values-based leadership within the school community.
4. This training has been awarded a certificate of recognition by the National Educators Academy of the Philippines (NEAP) of DepEd Regional Office III for having complied with the requirements of DepEd Order No. 1 s. 2020 also known as Guidelines for NEAP Teachers and School Leaders with Program / Course Recognition No. R3- PD – 2022- 0073 –0110. Participants to this training will be entitled to CPD units.
5. The participants to this program and training include the following:
 - 5.1 SDO Officials and heads (SDS, ASDSs, Chiefs, EPSs, PSDSs, Specialists, PDOs, Unit Heads and other select personnel).
 - 5.2 All heads of public elementary and secondary schools
 - 5.3 All Secondary School Head Teachers



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6. The participants must have the following:
 - 6.1 DepEd account
 - 6.2 Stable internet connection
 - 6.3 Laptop / Desktop / Smartphone
 - 6.4 Headset or Earphone
 - 6.5 MS Teams account
7. Enclosed to this Memorandum are the following:
 - 7.1 Details of the trainings (Dates, Participants, Modality)
 - 7.2 Matrix of activities
 - 7.3 Program Core Group
8. All expenses incidental to the conduct of this division training shall be charged against the Division INSET funds subject to the usual accounting and auditing rules and regulations.
9. Immediate and wide dissemination of this Memorandum is desired.


ZENIA G. MOSTOLES, EdD, CESO V
Schools Division Superintendent 

OASDS/rtq
Feb. 2, 2022





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Enclosure no. 1 to Division Memorandum no. 039 s. 2021

DETAILS OF THE VBL TRAININGS

DATE	PARTICIPANTS	MODALITY/PLATFORM
Feb. 8-9, 10-11, 2022 (AM)	Elementary School Heads	Online MS Teams
Feb. 8-9, 10-11, 2022 (PM)	Secondary School Heads	Online MS Teams
Feb. 14-18, 2022	Elementary and Secondary School Heads	Asynchronous (Finalization of module and outputs) Google Drive *This is because the schedule coincides with the Mid-Year INSET activities of the schools.
Feb. 21-24, 2022	Secondary School Head Teachers	Online MS Teams
Feb. 28, March 1-3, 2022	SDO Officials	Face-to-face training Venue: TBA

Participants to the face-face training:

- I. OSDS – SDS, 2 ASDSs, Legal Officer, ITO, Accountant, Budget Officer, AO V, HRMO, Supply Officer, Cashier (11)
- II. CID – Chief, 10 EPSs, 33 PSDSs (44)
- III. SGOD – Chief, EPS, 4 SEPS, 3 EPS-II, Planning Officer, Engineer, 2 PDOs of YFPS, PDO of DRRM, Medical Officer, 2 Nurses (17)

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DAY	¹⁶ Duration	¹⁷ Topic	¹⁸ Intended Learning Outcomes	¹⁹ Methodology	²⁰ Assessment Strategies	²¹ Outputs	²² Resource Person/ Learning Facilitator
1 AM 8:00-12:00	8 hours/ 480 minutes	Responding to Academic Disruption: VUCA Model during pandemic Leadership domains amidst disruption Significance of Values Based Leadership Values Based Leadership Project Initiative	Discuss the context of disruption in today's educational system Explain the leadership domains amidst disruption Determine the significance of values based leadership amidst disruption Implement the values based leadership project initiative	Conduct pretest Presentation of the topics Values Based Leadership Case Discussion	Pre-Test Rubric for Reflection Prompts Case Study question quiz	Completed Pre test Analysis of Case Study Completed activities and Personal Reflection in the workbook	Dr. Orillosa Dr. Magno
PM 1:00-5:00	WORK SHOP	Values Based Leadership Project Initiative	Implement the values-based leadership project initiative	Group Discussion	Checklist	Completed activities and Personal Reflection in the workbook	Dr. Orillosa
2 AM 8:00-12:00	8 hours 480 minutes	Personal Values Organizational Values	Assess one's set of personal values Discuss the importance of one's set of values in relation to organizational values	Plenary discussions What do I	Rubric for Reflection Prompts	Completed Personal Values Activity	Dr. Magno Dr. Orillosa

	Synchronous	DepEd Mission, Vision and Values Model of Values Based Leadership	Connect one's set of personal values and DepEd values Explain the Model of Values Based Leadership	value? Implementation of personal values activity	One question quiz personal values activity Values and Values Leadership: What's the difference? Activity	Completed activities and Personal Reflection in the workbook	
PM 1:00-5:00	WORKS HOP	Personal Values and Leadership Values	Connect one's set of personal values and DepEd values	Group discussion	Reflection activity	Completed activities and Personal Reflection in the workbook	Dr. Orillosa
3	8 hours 480 minutes	Leadership Values and Values Based Leadership Principles of Values Based Leadership • Reflection • Balance • Humility • Self Confidence	Corelate leadership values and values-based leadership Identify manifestations of values-based leadership practices in the workplace Discuss the principles of values-based leadership program.	Plenary discussions Leadership Values and Values Based Leadership: What's the difference? Activity	Rubric for Reflection Prompts Separate what you do and don't understand	Completed Leadership Values and Values Based Leadership: What's the difference? Activity Completed	Dr. Orillosa Dr. De Jesus

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				Do I practice the 4 principles of Values Based Leadership?		Do I practice the 4 principles of Values Based Leadership?	
						Completed activities and Personal Reflection in the workbook	
PM 1:00-5:00	WORKS HOP	Con't Principles of Values Based Leadership • Reflection • Balance • Humility Self Confidence	Reflect on leadership practices based on the 4 principles	Group discussion	Reflection activity	Completed activities and Personal Reflection in the workbook	Dr. Orillosa
4 AM 8:00-12:00	8 hours 480 minutes	Values Based Leadership Four Principles of Values Based Leadership Recommendations for Values based Leadership Practice	Review the four principles of values-based leadership	Plenary discussions Review of the values-based leadership case: What would you do	Case Study Review Rubric for Reflection Prompts	Completed re-assessment of Case Study	Dr. De Jesus Dr. Orillosa
	Synchronous / asynchronous					Completed activities and	

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	s		<p>Re-assess reflections made on the case scenario</p> <p>Recommend actions on the case scenario based on the four principles of the values-based leadership</p> <p>Reflect on future practices based on the values-based leadership</p>	<p>differently?</p> <p>Group Sharing: What will I do differently in my practice given the 4 principles of values-based leadership</p>		<p>Personal Reflection in the workbook</p> <p>Completed post test</p>	
PM 1:00-5:00	WORKS HOP	initial proposed plan for their project initiative	Develop an initial proposed plan for their project initiative	Group Discussion	initial proposed plan for project initiative	Checklist for initial proposed plan for their project initiative	Dr. Orillosa





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Enclosure No. 3 to DM No. 039 s. 2022

CORE GROUP

TOP MANAGEMENT	ZENIA G. MOSTOLES, EDD CESO V Schools Division Superintendent ROWENA T. QUIAMBAO, CESE Asst. Schools Division Superintendent CECILIA E. VALDERAMA, PHD Asst. Schools Division Superintendent
CHIEF SUPERVISORS	GREGORIO C. QUINTO, JR., EDD CID Chief CECILIA S. CUSTODIO, PHD SGOD Chief
CHAIR: / PROPONENT	ROWENA T. QUIAMBAO, CESE Asst. Schools Division Superintendent
Resource Speakers:	JOYCE F. ORILLOSA, PhD. Technical Consultant on Teacher Training and Leadership Development ABC+ supported by the US Government (USAID) through RTI International Pasig, the Philippines CARLO MAGNO, PhD. Deputy Team Leader/ Consultant ADB, EdTech solutions for the last mile schools De La Salle College of Saint Benilde CECILIA B. MANIKAN, EdD Consultant in Educational Leadership and Management -DepEd (Department of Education and its Various Schools Divisions nationwide) -NEAP (National Educators Academy of the Philippines)
TWG / ICT	IAY-ARR TAYAO - SEPS - SGOD
	MARILEN G. RAMOS - SEPS -HRD
	Richard Biglete – IT OFFICER I
	MA. BELLA S. FAJARDO- EPS II-HRD
LAPNIT ELEMENTARY SCHOOL	RIZZA SARANILLA
CALASAG ELEMENTARY SCHOOL	CRISTINA A QUINO
DOÑA CANDELARIA MENESES DU QUE NHS	RIGOR FLORES
IBA NATIONAL HIGH SCHOOL	CLARISSA FLORES
QATAME	Ma. Lourdes J. Patag-SEPS-SMME
	Cecil E. Cruz- EPS II-SMME

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