



Republic of the Philippines
Department of Education
 REGION X

SCHOOLS DIVISION OF GINGOOG CITY

DEPARTMENT OF EDUCATION
 DIVISION OF GINGOOG CITY

RELEASED

BY J
 DATE 10-16-20 TIME: 2:40

**Office of the Schools Division
 Superintendent**

October 15, 2020

Division Memorandum
 No. 409, s. 2020

**CONDUCT OF TALENT MANAGEMENT PROGRAM: CAPACITY BUILDING ON
 LEADING AND MANAGING SCHOOLS**

To : Chief – Curriculum Implementation Division
 Chief – Schools Governance and Operations Division
 Education Program Supervisors
 Public Schools District Supervisors
 School Administrators
 All Others Concerned

1. Talent Management is an organization’s mission of taking good care of their employees from recruitment, hiring until retirement. It is an organization’s commitment to manage, develop, and retain talented employees. For the DepEd Gingoog City Division, it is a commitment to develop the potentials among their employees, especially those aspiring to be school heads. Thus, a Talent Management Program: Capacity Building on Leading and Managing Schools on October 27-29, 2020. Venue will be announced in a separate memorandum.
2. This program aims that the participants will be able to:
 - a. unleash their potential of becoming school heads;
 - b. explore the nature of leading and managing a school;
 - c. establish a connection between their potential and the nature of being a school leader; and,
 - d. realize the importance of school leaders in the realization of the department’s mission.
3. Participants to this program are the identified 20 teachers/school-in-charge.
4. The following persons are enjoined to be present during the activity to ensure its success and assure the quality.

| Resource Persons | Program Management Team |
|-------------------------|--------------------------------|
| Melinda M. Garabato | Renel Jay A. Quirit |
| Sheri Love M. Aguiman | Carmila J. Lauzon |
| Mitchel V. Rodriguez | Mitchel V. Rodriguez |



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| | |
|---|--|
| Ma. Cristina B. Galgo Joy C. Mangubat ASDS Mary Ann M. Allera | |
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5. Expenses incurred shall be charged against school MOOE subject to the usual accounting and auditing policies, rules and regulations.
6. For guidance and implementation.

JESNAR DEMS S. TORRES, PhD, CESO VI
Schools Division Superintendent



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Enclosure to Division Memorandum No. 409, s. 2020
 Attachment No. 1: Matrix of Activities

Talent Management Program for Teachers
Capacity Building on Leading and Managing School
 October 27-29, 2020

| Day 1 (Module 1: The Leader as a Person) | | |
|---|---|---------------------------|
| Time | Activity | Focal Person |
| 8:00-8:30 | Arrival | |
| 8:30-9:30 | Registration | |
| 9:30-10:30 | Opening Program | Marythel B. Espinoza |
| 10:30-12:00 | The Person Within | Ma. Cristina B. Galgo |
| 12:00-1:00 | <i>Lunch Break</i> | |
| 1:00-5:00 | Leading with a Heart | SDS Jesnar Dems S. Torres |
| Day 2 (Module 2: The Person as a Leader) | | |
| Time | Activity | Focal Person |
| 8:00-8:30 | Management of Learning | Carmila J. Lauzon |
| 8:30-10:30 | Understanding DepEd | SDS Jesnar Dems S. Torres |
| 10:30-12:00 | Understanding the School as an Organization | ASDS Mary Ann M. Allera |
| 12:00-1:00 | <i>Lunch Break</i> | |
| 1:00-3:00 | Instructional Leadership | Melinda M. Garabato |
| 3:00-5:00 | School Leadership | Sheri Love M. Aguiman |
| Day 3 (Module 2: The Person as a Leader) | | |
| Time | Activity | Focal Person |
| 8:00-8:30 | Management of Learning | Marythel B. Espinoza |
| 8:30-12:00 | Human Resource Management and Development | Mitchel V. Rodriguez |
| 12:00-1:00 | <i>Lunch Break</i> | |
| 1:00-3:00 | Building Connection (Partnership) | Chief Joy C. Mangubat |
| 3:00-3:30 | Integration | Mitchel V. Rodriguez |
| 4:00-5:00 | Closing Program | Carmila J. Lauzon |



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