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

August 04, 2026

DIVISION MEMORANDUM
No. 448 s. 2026

SCHOOL HEADS PROFESSIONAL DEVELOPMENT NEEDS ASSESSMENT

To: Assistant Schools Division Superintendents
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. The Schools Division of Pampanga recognizes school heads as key leaders responsible for instructional improvement, school operations, personnel development, and stakeholder engagement. Anchored on Republic Act No. 9155 *(Governance of Basic Education Act of 2001)* and DepEd Order No. 24, s. 2020 or the *National Adoption and Implementation of the Philippine Professional Standards for School Heads (PPSSH),* school leadership development shall be guided by competency-based standards covering five domains: Leading Strategically; Managing School Operations and Resources; Focusing on Teaching and Learning; Developing Self and Others; and Building Connections. These standards provide the basis for identifying professional development needs and designing responsive capacity-building programs for school heads.

2. In support of the continuous professional growth and leadership development of school heads, the Schools Division Office of Pampanga recognizes the importance of establishing a systematic and evidence-based approach in determining their professional learning needs. As educational leaders continue to navigate evolving demands in school governance, instructional leadership, resource management, stakeholder engagement, and organizational change, it is essential that professional development programs are aligned with their actual competency gaps, leadership experiences, and contextual challenges.

3. In this regard, the Schools Division Office of Pampanga shall conduct the **School Heads Professional Development Needs Assessment** among all public elementary and secondary school heads. The assessment aims to determine the current competency levels, leadership strengths, areas for improvement, and priority professional development needs of school heads in relation to the PPSSH domains, leadership competencies, and core behavioral competencies. All school heads are requested to accomplish the SHPDNA through the online assessment tool accessible via the provided link or by scanning the corresponding QR Code on or before **August 10, 2026.**

https://forms.cloud.microsoft/r/fT03mted4T

Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@deped.gov.ph
Website: www.depedpampanga.ph

4. The results of this needs assessment shall serve as the basis for the planning, design, and implementation of future school leadership development programs and competency enhancement activities of the Schools Division Office of Pampanga.

5. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD at email address: jayson.santos001@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.

6. Immediate and wide dissemination of this Memorandum is desired.

ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

SGOD-HRDS-DM-2026
04August2026

00018260
AUG 04 2026