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

September 03, 2026

DIVISION MEMORANDUM
No. 511, s. 2026

THE TURNING POINT: DRIVING TRANSFORMATIONAL AND OPERATIONAL EXCELLENCE (A LEADERSHIP PROGRAM FOR SCHOOL HEADS ON GOVERNANCE, ACCOUNTABILITY, INNOVATION, AND SCHOOL PERFORMANCE)

To: Asst. Schools Division Superintendents
CID and SGOD Chiefs
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All others concerned

1. To strengthen the leadership capacity of school heads in exercising transformational, strategic, ethical, and operationally excellent leadership that advances effective school governance and improves school performance, the Schools Division of Pampanga shall conduct the activity entitled **"THE TURNING POINT: Driving Transformational and Operational Excellence (A Leadership Program for School Heads on Governance, Accountability, Innovation, and School Performance)** on **September 29** and **October 2, 2026.** The venue shall be announced in separate communication.

2. Anchored in the Department of Education's continuing thrust toward an immersive leadership development program that will provide school heads with opportunities to reflect on their leadership practices (Republic Act No. 9155 – Governance of Basic Education Act of 2001 and Republic Act No. 6713 – Code of Conduct and Ethical Standards for Public Officials and Employees), examine school systems and processes (Republic Act No. 10533 – Enhanced Basic Education Act of 2013), address governance and operational challenges, and design practical interventions that can create sustainable improvements in their respective school, this activity aims to

   a. Explain the legal and policy mandates governing the roles, authority, and accountability of school heads;
   b. Reflect on their current leadership practices and identify areas for transformational growth;
   c. Apply principles of effective school governance and school-based management in addressing school-level challenges;

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

d. Develop innovative solutions to persistent governance and operational challenges;
e. Build and mobilize high-performing teams through shared leadership, collaboration, coaching, and stakeholder engagement;
f. Integrate ethical leadership and accountability into school management and decision-making;
g. Design a 90-Day Transformational Action Plan addressing priority school governance or operational concern; and
h. Establish measurable indicators of success to monitor the implementation and impact of their leadership interventions.

3. The program seeks to create a "turning point" in school leadership where school heads move from simply managing existing systems toward transforming systems, empowering people, innovating practices, and creating measurable impact.

4. All school heads are directed to pre-register for the activity. The registration fee of **₱2,400.00** per participant shall be charged against the School Maintenance and Other Operating Expenses (MOOE). Cash payment shall be made at the Division Cashier **strictly on these dates only**: September 23, 24, and 28, 2026.

5. This Division Memorandum shall also serve as the official Travel Authority of the participants.

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

ROMEO M. ALIP PhD, CESO V
Schools Division Superintendent

00019630
SEP 07 2026

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

THE TURNING POINT: Driving Transformational and Operational Excellence
(A Leadership Program for School Heads on Governance, Accountability, Innovation, and School Performance)

September 30, & October 02, 2026
Venue TBA

2-DAY TRAINING MATRIX

DAY 1 – THE LEADER: ***Knowing the Mandate. Owning the Leadership.***

Time	Activity/Session
8:00–8:30	Registration
8:30–9:00	Preliminaries
9:00–12:00	**Session 1: GOVERNANCE BY DESIGN – Understanding the Mandate of the School Head**
12:00–1:00	Lunch
1:00–3:00	**Session 2: LEAD THE CORE – The School Head as Instructional Leader**
3:00–3:30	Health Break
4:00–5:00	**Session 3: DATA TO DECISIONS – Governing Through Evidence**

DAY 1 Major Output: School Head Leadership Mandate Map

DAY 2 – THE SYSTEM: ***From Mandates to Operational Excellence.***

Time	Activity/Session
8:00–8:30	Recap / Energizer
8:30–10:00	**Session 4: FIX THE SYSTEM – School Process Improvement Challenge**
10:00–10:15	Health Break
10:15–12:00	**Session 5: THE TURNING POINT LAB – From School Challenge to Transformative Solution**
12:00–1:00	Lunch
1:00–2:15	**Session 5: ACCOUNTABILITY IN ACTION – Ethical and Responsible School Leadership**
2:15–3:15	**THE 90-DAY LEADERSHIP CHALLENGE**
3:15–3:30	Health Break
3:30–5:00	**THE TURNING POINT PITCH: Major Outputs**

DAY 2 Major Outputs:
1. School Operational Excellence Blueprint
2. Data-to-Action Matrix

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