



Republic of the Philippines  
**Department of Education**

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15 OCT 2018

OFFICE MEMORANDUM  
OM-OSEC-2018-001

**CREATION OF TASK FORCE ON NATIONAL EDUCATORS ACADEMY  
OF THE PHILIPPINES TRANSFORMATION**

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
All Others Concerned

1. The **National Educators Academy of the Philippines (NEAP)** is mandated to provide national framework for the continuous development of all education personnel and define personnel competency and qualification. As stated in DepEd Order No. 30, s. 2009, NEAP is designated as the office responsible for the general operationalization of the Training and Development (T&D) system.
2. In order to develop a policy-level concept report focused on transforming the NEAP to more effectively provide teachers professional learning and development needs, and for it to live up to its name as an “Academy”, the Office of the Secretary tapped the Basic Education Sector Transformation (BEST) program for technical/research assistance to look into the structure and program of NEAP.
3. In August 2018, the Department received the NEAP Transformation Study Report submitted by the Philippine National Research Center for Teacher Quality (RCTQ), which was supported under the BEST program. Based on the study recommendations, the Department approved the commencement of Phase 2 of the NEAP Transformation.
4. Among the proposed reforms for further consideration are the following:
  - a. The NEAP to be re-constituted as an attached agency within DepEd with a direct line of management to the Secretary. The various components of NEAP (NEAP-Central Office (CO), NEAP-Regional Office (RO), a presence at the division level, and the regional training facilities, should have clear reporting lines by being unified in a vertically integrated organization.
  - b. The NEAP shall take charge of the Design, Development, and Delivery of the professional development of teaching and leadership personnel.
  - c. The NEAP should improve the delivery methods of professional development by not being mainly reliant on the cascade model, but using appropriate strategies such as distance education, technology-assisted delivery, blended education, and using of a range of pedagogical approaches.
  - d. The NEAP should have the capacity to undertake and foster research to support its activities, and to increase research-based knowledge and practice in professional development.
  - e. The Bureau of Human Resource and Organizational Development (BHROD), in turn, shall focus on non-teaching personnel.

- f. In terms of leadership and governance, the NEAP should have high level and visionary leadership, and expanded scale and staffing. The report provided a proposed structure and staffing complement.
5. A Task Force (TF) is hereby created to prepare a **Detailed Design** for the implementation of the recommendations, including the institutional transformation and the core program of the proposed transformed NEAP. The task force will include a composite of the technical team from RCTQ/SiMERR (supported under BEST), in close collaboration with key officials from NEAP, BHROD, BCD, BLD, Planning Service, TEC, and selected representatives from the field, with due consultation with other relevant units.
6. The detailed design shall include:
- The scale of the NEAP-CO and NEAP-RO, in terms of the number of dedicated staff;
  - The position titles, position levels and role descriptions of staff for NEAP-CO and NEAP-RO;
  - The nature of the impact, if any, of the staffing of NEAP on other DepEd bureaus or ROs in terms of their staffing, structures and outcomes;
  - The core programs of NEAP and strategies for delivery (including the pool and qualifications of faculty/instructors);
  - The budget implications of the transformation;
  - A communication strategy and plan; and
  - Other relevant outcomes.
7. The work of the TF shall be under the oversight of the **Office of the Secretary, with Undersecretary Nepomuceno A. Malaluan** to lead the TF on behalf of the Secretary.
8. The following shall be the members of the TF:

<b>DepEd</b>	<b>RCTQ-SiMERR and Partners</b>
1. Dir. John Arnold S. Siena, NEAP	1. Dr. Gina Gonong
2. Dir. Ma. Lourdes D. Pantoja, BHROD	2. Dr. John Pegg
3. Dir. Jocelyn D.R. Andaya, BCD	3. Dr. Juan Miguel Luz
4. Dr. Leila P. Areola, BLD	4. Dr. Bruce Mowbray
5. Dir. Roger Masapol, Planning Service	5. Dr. Joy Hardy
6. Dr. Runvi Manguerra, TEC	
7. Dr. Wilfredo Cabral OIC-Regional Director, NCR	
8. Dr. Diosdado San Antonio Regional Director, IV-A (CALABARZON)	
9. Dr. Arturo Bayocot Regional Director, Region X	
10. Dr. William Gando Schools Division Superintendent Naga City, Region V	
11. Dr. Rita Riddle Schools Division Superintendent Makati, National Capital Region	
12. Dr. Harvey Villamor HRDD Chief, Region VIII	
13. Dr. Shirle Bulosan HRDD Chief, Region XII	
14. Ms. Bernadette Sumagui	

Principal, Cavite Province Division Region IV-A (CALABARZON)	
15. Mr. Joseph A. Estigoy Principal III, CAR	
16. Ms. Alma S. Janagap Master Teacher II Iloilo, Region VI	
17. Mr. Hernani Fernandez Leyte Division, Region VIII	

9. The TF shall be supported by a Secretariat from NEAP, BHROD and RCTQ.
10. All Executive Committee members shall make themselves available for consultations, particularly **Undersecretary Lorna Dig-Dino for Curriculum and Instruction, Undersecretary Jesus Lorenzo R. Mateo for Planning and Field Operations, and Undersecretary Annalyn M. Sevilla for Finance-Budget and Performance Monitoring.**
11. The TF may invite DepEd partners, stakeholders and known-experts respected in the field of education including those that come from educational organizations / committees / agencies, and Centers of Excellence in Teacher Education.
12. The work of the TF shall commence immediately and shall be completed within six months. A report shall be submitted to the Secretary for decision and determination of next steps.
13. The TF is directed to convene for an Inception Meeting on **October 18, 2018**. The first workshop with representatives from DepEd regions and divisions, as well as key officials from Centers of Excellence in Teacher Education, shall be conducted on **October 23, 2018**. Subsequent meetings and/or workshops shall be announced by the Task Force.
14. Immediate dissemination of this Memorandum is desired.

  
**LEONOR MAGTOLIS BRIONES**  
 Secretary