



Office of the Schools Division Superintendent

25 August 2021


Division MEMORANDUM

No. 420, s. 2021

To : SGOD and CID Chiefs
Education Program Supervisor/Division Coordinators
Public Schools District Supervisors/District-in-Charge
School Heads and Teaching-in-Charge
This Division

**ONLINE LEARNING AND DEVELOPMENT NEEDS ASSESSMENT (LDNA)
2021 RESULTS AND ANALYSIS FOR THE STRATEGIC HUMAN
RESOURCE DEVELOPMENT (HRD) PLAN 2022-2024**

1. In consonance to **DepEd Memorandum No. 21, s. 2021** re: Call for Submission of Professional Development Program and Course Proposals for Public School Teachers and School Leaders to the National Educators Academy of the Philippines (Batch 2), an online LDNA was conducted for Teachers, School Heads, and Supervisors.
2. The results found in **Enclosure 01** shall serve as the basis for designing the Professional Development Programs for the men and women teachers and education leaders of this division, as guided by **DepEd Order No. 030, s. 2021** RE: the Multi-Year Implementing Guidelines on the Allocation and Utilization of the HRD Funds for Teachers and School Heads.
3. In line with this, **supervisors** (both the Education Program Supervisors and Public Schools District Supervisors) are hereby required to provide the learning and development interventions that shall address these needs by downloading and offline copy of the HRD Plan Template through this link: **<https://tinyurl.com/LDNAtoPLAN2021>**.
4. Once accomplished, kindly rename the file as **HRDPlan_Office_SurName** and submit to **<https://tinyurl.com/LnDProgramOwner>** on or before **August 31, 2021, 12:00 NN**.
5. Immediate and widest dissemination of this Memorandum is desired.


JOSITA B. CARMEN, CESO V
Schools Division Superintendent



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Date: 4/22/2021

Version: V2



ISO Cert. No. AW/PH909100102

DC No: F-OSDS--003



Republic of the Philippines
Department of Education
Caraga Region
SCHOOLS DIVISION OF SURIGAO DEL SUR

Encl.: as stated

Reference/s: as stated

To be indicated in the Perpetual Index
under the following subjects:

HRD PLAN	PROFESSIONAL DEVELOPMENT PROGRAM
HRD FUNDS	IMPLEMENTING GUIDELINES

MAN/DM- ONLINE LEARNING AND DEVELOPMENT NEEDS ASSESSMENT (LDNA) 2021 RESULTS AND ANALYSIS
FOR THE STRATEGIC HUMAN RESOURCE DEVELOPMENT (HRD) PLAN 2022-2024
420 /August 25, 2021



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Republic of the Philippines
Department of Education
CARAGA REGION

RESULTS
Learning and Development Needs Assessment (LDNA)
DIVISION OF SURIGAO DEL SUR

I. TEACHERS

A. Proficient Teachers (Career Stage 2)

PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Content Knowledge and Pedagogy	1.1	Applying knowledge of content within and across curriculum teaching areas	2.878	Moderate Need
	1.4.1	Using a range of teaching strategies that enhance learner achievement in literacy and numeracy skills	2.987	Moderate Need
	1.4.2	Financial Literacy Education	2.973	Moderate Need
	1.5	Applying a range of teaching strategies to develop critical and creative thinking, as well as other higher order thinking skills	3.084	Moderate Need
	1.6	Displaying proficient use of Mother Tongue, Filipino and English to facilitate teaching and learning	2.795	Moderate Need
Domain 2 Learning Environment	2.1.1	Establishing safe and secure learning environments to enhance learning through the consistent implementation of policies, guidelines, and procedures	2.760	Moderate Need
	2.1.2	Child Protection Policy (CPP)	2.781	Moderate Need
	2.1.3	Anti-bullying Policy	2.757	Moderate Need
	2.6	Managing learner behavior constructively by applying positive and non-violent discipline to ensure learning-focused environments	2.869	Moderate Need
Domain 3 Diversity of Learners	3.1.1	Using differentiated, developmentally appropriate learning experiences to address learners' gender, needs, strengths, interests and experiences	2.998	Moderate Need
	3.1.2	Socio-emotional learning	2.871	Moderate Need
	3.3	Designing, adapting, and implementing teaching strategies that are responsive to learners with disabilities, giftedness, and talents	3.071	Moderate Need

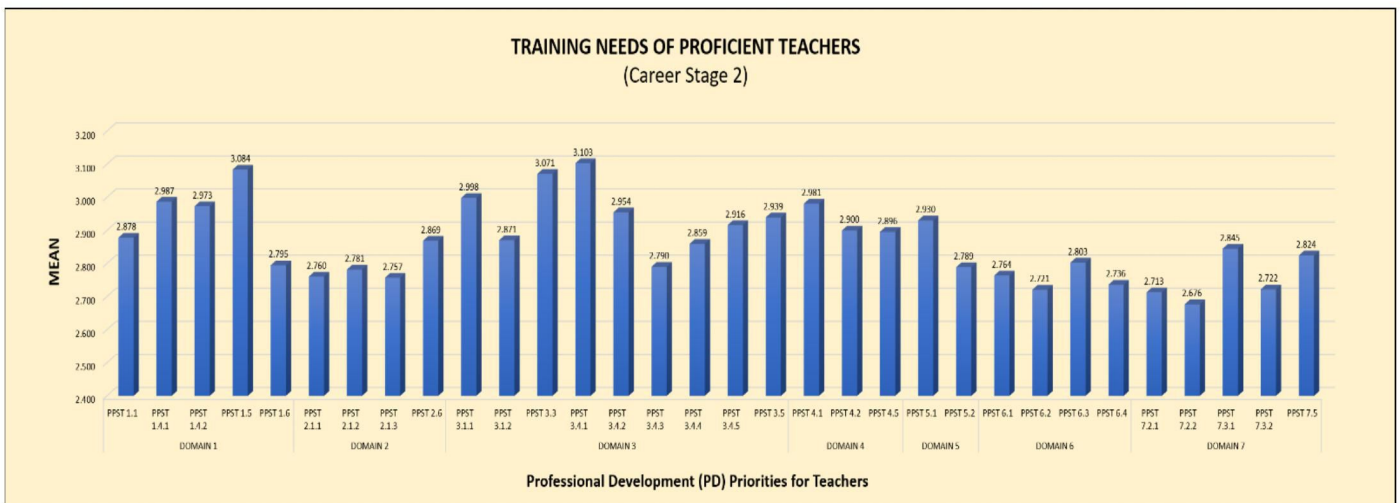


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PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	3.4.1	Planning and delivering teaching strategies that are responsive to the special educational needs of learners in difficult circumstances, including: geographic isolation; chronic illness; displacement due to armed conflict, urban resettlement, or disasters; child abuse and child labor practices	3.103	Moderate Need
	3.4.2	Children at-risks and children in conflict with the law	2.954	Moderate Need
	3.4.3	Reproductive health and early pregnancy	2.790	Moderate Need
	3.4.4	Increasing adversity quotient	2.859	Moderate Need
	3.4.5	Mental health in the school setting	2.916	Moderate Need
	3.5	Adapting and using culturally appropriate teaching strategies to address the needs of learners from indigenous groups	2.939	Moderate Need
Domain 4 Curriculum and Planning	4.1	Planning, managing, and implementing developmentally sequenced teaching and learning process for varied learning needs and contexts	2.981	Moderate Need
	4.2	Setting achievable and appropriate learning outcomes that are aligned with learning competencies.	2.900	Moderate Need
	4.5	Selecting, developing, organizing, and using appropriate teaching and learning resources to address learning goals	2.896	Moderate Need
Domain 5 Assessment and Reporting	5.1	Designing, selecting, organizing and using diagnostic, formative and summative assessment strategies consistent with curriculum requirements	2.930	Moderate Need
	5.2	Monitoring and evaluating learner progress and achievement using learner data	2.789	Moderate Need
Domain 6 Community Linkages and Professional Engagement	6.1	Maintaining learning environments that are responsive to community contexts	2.764	Moderate Need
	6.2	Building relationships with parents/ guardians and the wider school community to facilitate involvement in the educative process	2.721	Moderate Need
	6.3	Reviewing regularly personal teaching practice using existing laws and regulations that apply to the teaching profession and the responsibilities specified in the <i>Code of Ethics for Professional Teachers</i>	2.803	Moderate Need
	6.4	Complying with and implementing school policies and procedures consistently to foster harmonious relationships with learners, parents, and other stakeholders.	2.736	Moderate Need

PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 7 Personal Growth and Professional Development	7.2.1	Adopting practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring attitude, respect, and integrity	2.713	Moderate Need
	7.2.2	DepEd Core Behavioral Competencies	2.676	Moderate Need
	7.3.1	Participating in professional networks to share knowledge and to enhance practice	2.845	Moderate Need
	7.3.2	Communities of Practice	2.722	Moderate Need
	7.5	Setting professional development goals based on the Philippine Professional Standards for Teachers	2.824	Moderate Need



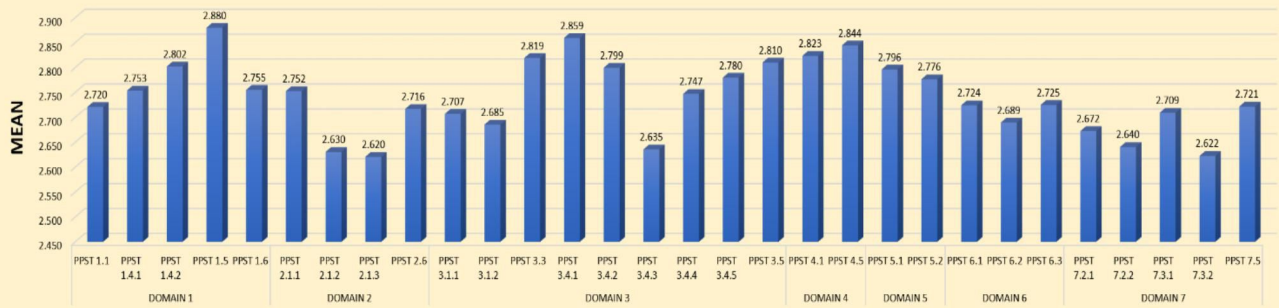
B. Highly Proficient Teachers (Career Stage 3)

PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Content Knowledge and Pedagogy	1.1	Modelling effective applications of content knowledge within and across curriculum teaching areas	2.720	Moderate Need
	1.4.1	Evaluating with colleagues the effectiveness of teaching strategies that promote learner achievement in literacy and numeracy	2.753	Moderate Need
	1.4.2	Financial Literacy Education	2.802	Moderate Need

PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	1.5	Developing and applying effective teaching strategies to promote critical and creative thinking, as well as other higher order thinking skills	2.880	Moderate Need
	1.6	Modelling and supporting colleagues in the proficient use of Mother Tongue, Filipino and English to improve teaching and learning, as well as to develop the learners' pride of their language, heritage and culture	2.755	Moderate Need
Domain 2 Learning Environment	2.1.1	Exhibiting effective strategies that ensure safe and secure learning environments to enhance learning through the consistent implementation of policies, guidelines and procedures	2.752	Moderate Need
	2.1.2	Child Protection Policy (CPP)	2.630	Moderate Need
	2.1.3	Anti-bullying Policy	2.620	Moderate Need
	2.6	Exhibiting effective and constructive behavior management skills by applying positive and non-violent discipline to ensure learning-focused environments	2.716	Moderate Need
Domain 3 Diversity of Learners	3.1.1	Working with colleagues to share differentiated, developmentally appropriate opportunities to address learners' differences in gender, needs, strengths, interests and experiences	2.707	Moderate Need
	3.1.2	Socio-emotional learning	2.685	Moderate Need
	3.3	Assisting colleagues to design, adopt and implement teaching strategies that are responsive to learners with disabilities, giftedness and talents	2.819	Moderate Need
	3.4.1	Evaluating with colleagues teaching strategies that are responsive to the special educational needs of learners in difficult circumstances, including: geographic isolation; chronic illness; displacement due to armed conflict, urban resettlement or disasters; child abuse and child labor practices	2.859	Moderate Need
	3.4.2	Children at-risks and children in conflict with the law	2.799	Moderate Need
	3.4.3	Reproductive health and early pregnancy	2.635	Moderate Need
	3.4.4	Increasing adversity quotient	2.747	Moderate Need
	3.4.5	Mental health in the school setting	2.780	Moderate Need

PPST DOMAINS	PPST STRAND	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	3.5	Developing and applying teaching strategies to address effectively the needs of learners from indigenous groups	2.810	Moderate Need
Domain 4 Curriculum and Planning	4.1	Developing and applying effective strategies in the planning and management of developmentally sequenced teaching and learning processes in varied teaching contexts	2.823	Moderate Need
	4.5	Advising and guiding colleagues in the selection, organization and development of appropriate teaching and learning resources, including ICT, to address specific learning goals	2.844	Moderate Need
Domain 5 Assessment and Reporting	5.1	Working collaboratively with colleagues to review the design, selection, organization and use of a range of effective diagnostic, formative and summative assessment strategies consistent with curriculum requirements	2.796	Moderate Need
	5.2	Interpreting collaboratively monitoring and evaluation strategies of attainment data to support learner progress and achievement	2.776	Moderate Need
Domain 6 Community Linkages and Professional Engagement	6.1	Reflecting on and evaluating learning environments that are responsive to community contexts	2.724	Moderate Need
	6.2	Guiding colleagues to strengthen relationship with parents/guardians and the wider school community to facilitate involvement in the educative process	2.689	Moderate Need
	6.3	Discussing with colleagues teaching and learning practices that apply existing codes, laws and regulations that apply to the teaching profession, and the responsibilities specified in the <i>Code of Ethics for Professional Teachers</i>	2.725	Moderate Need
Domain 7 Personal Growth and Professional Development	7.2.1	Identifying and utilizing personal professional strengths to uphold the dignity of teaching as a profession to help build a positive teaching and learning culture within the school	2.672	Moderate Need
	7.2.2	DepEd Core Behavioral Competencies	2.640	Moderate Need
	7.3.1	Contributing actively to professional networks within and between schools to improve knowledge and to enhance practice	2.709	Moderate Need
	7.3.2	Communities of Practice	2.622	Moderate Need
	7.5	Reflecting on the Philippine Professional Standards for Teachers to plan personal professional development goals and assist colleagues in planning and achieving their own goals	2.721	Moderate Need

**TRAINING NEEDS OF HIGHLY PROFICIENT TEACHERS
(Career Stage 3)**



Professional Development (PD) Priorities for Teachers

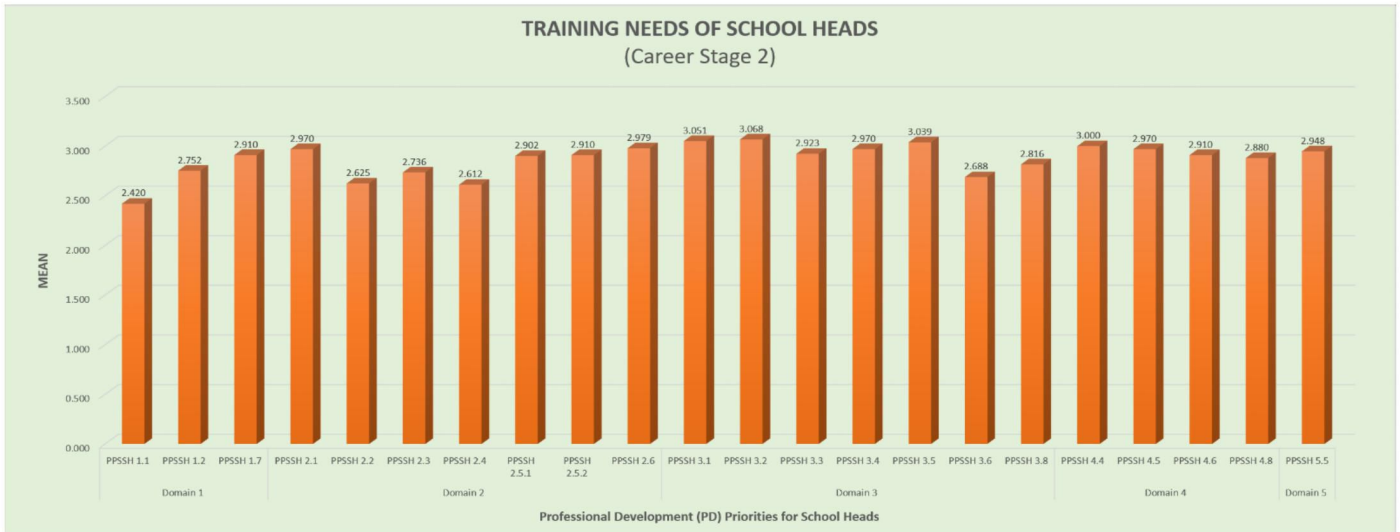
II. SCHOOL HEADS

A. Career Stage 2

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Leading Strategically	1.1	Communicating the DepEd vision, mission and core values to the wider school community to ensure shared understanding and alignment of school policies, programs, projects and activities	2.42	Low Need
	1.2	Developing and implementing with the planning team school plans aligned with institutional goals and policies	2.75	Moderate Need
	1.7	Utilizing available monitoring and evaluation processes and tools to promote learner achievement	2.91	Moderate Need
Domain 2 Managing School Operations and Resources	2.1	Managing school data and information using technology, including ICT, to ensure efficient and effective school operations	2.97	Moderate Need
	2.2	Managing finances adhering to policies, guidelines and issuances in allocation, procurement, disbursement and liquidation aligned to the school plan	2.62	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	2.3	Managing school facilities and equipment in adherence to policies, guidelines and issuances on acquisition, recording, utilization, repair and maintenance, storage and disposal	2.74	Moderate Need
	2.4	Managing staffing such as teaching load distribution and grade level and subject area assignment in adherence to laws, policies, guidelines and issuances based on the needs of the school	2.61	Moderate Need
	2.5.1 2.5.2	Managing school safety for disaster preparedness, mitigation and resiliency to ensure continuous delivery of instruction	2.90	Moderate Need
		Special Topic : Disaster Preparedness	2.91	Moderate Need
	2.6	Managing emerging opportunities and challenges to encourage equality and equity in addressing the needs of learners, school personnel and other stakeholders	2.98	Moderate Need
Domain 3 Focusing on Teaching and Learning	3.1	Assisting teachers in the review, contextualization and implementation of learning standards to make the curriculum relevant for learners	3.05	Moderate Need
	3.2	Providing technical assistance to teachers on teaching standards and pedagogies within and across learning areas to improve their teaching practice	3.07	Moderate Need
	3.3	Using validated feedback obtained from learners, parents and other stakeholders to help teachers improve their performance	2.92	Moderate Need
	3.4	Utilizing learning outcomes in developing data-based interventions to maintain learner achievement and attain other performance indicators	2.97	Moderate Need
	3.5	Providing technical assistance to teachers in using learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes	3.04	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	3.6	Managing a learner-friendly, inclusive and healthy learning environment	2.69	Moderate Need
	3.8	Implementing learner discipline policies that are developed collaboratively with stakeholders including parents, school personnel and the community	2.82	Moderate Need
Domain 4 Developing Self and Others	4.4	Implementing the performance management system with a team to support the career advancement of school personnel, and to improve office performance	3.00	Moderate Need
	4.5	Implementing professional development initiatives to enhance strengths and address performance gaps among school personnel	2.97	Moderate Need
	4.6	Providing opportunities to individuals and teams in performing leadership roles and responsibilities	2.91	Moderate Need
	4.8	Implementing a school rewards system to recognize and motivate learners, school personnel and other stakeholders for exemplary performance and/or continued support	2.88	Moderate Need
Domain 5 Building Connections	5.5	Initiating partnerships with the community, such as parents, alumni, authorities, industries and other stakeholders, to strengthen support for learner development, as well as school and community improvement	2.95	Moderate Need

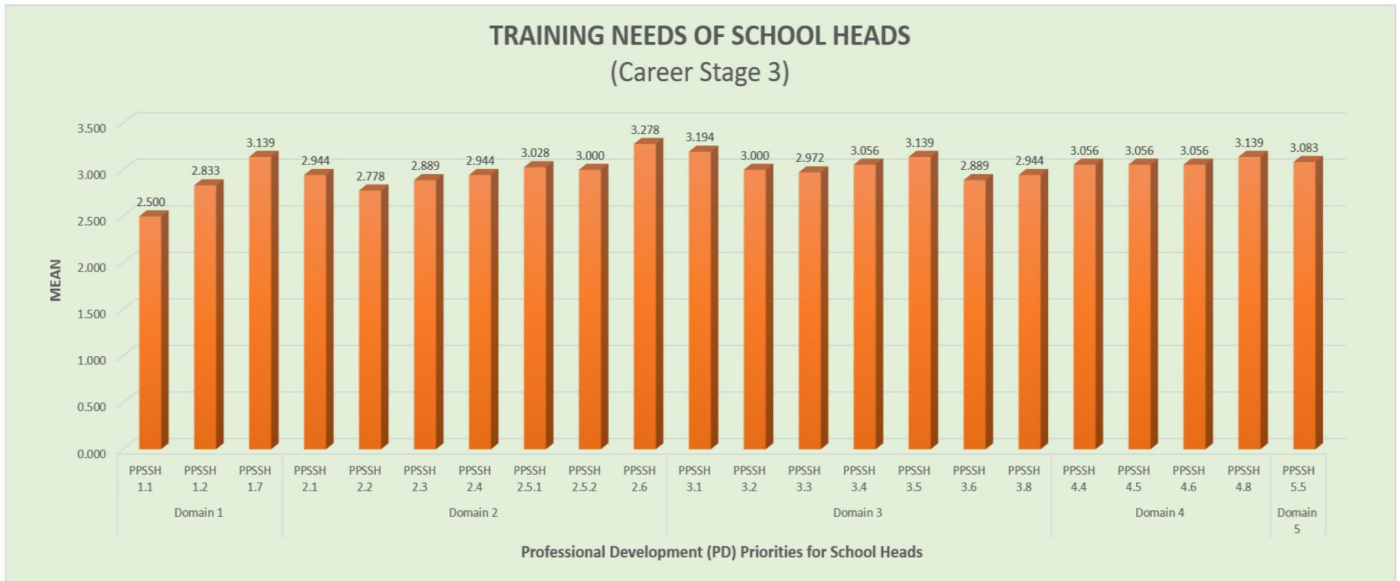


B. Career Stage 3

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Leading Strategically	1.1	Collaborating with school personnel in communicating the DepEd vision, mission and core values to the wider school community to strengthen shared understanding and alignment of school policies, programs, projects and activities	2.500	Moderate Need
	1.2	Engaging the school community in the development and implementation of school plans aligned with institutional goals and policies	2.833	Moderate Need
	1.7	Designing supplemental monitoring and evaluation tools following standard processes to promote learner achievement	3.139	Moderate Need
Domain 2 Managing School Operations and Resources	2.1	Capacitating school personnel in managing school data and information using technology, including ICT, to ensure efficient and effective school operations	2.944	Moderate Need
	2.2	Exhibiting efficient and effective practices in the management of finances consistently adhering to policies, guidelines and issuances in allocation, procurement, disbursement and liquidation aligned to the school plan	2.778	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	2.3	Establishing shared accountability in managing school facilities and equipment in adherence to policies, guidelines and issuances on acquisition, recording, utilization, repair and maintenance, storage and disposal	2.889	Moderate Need
	2.4	Engaging school personnel in maintaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school	2.944	Moderate Need
	2.5.1 2.5.2	Working with the wider school community in managing school safety for disaster preparedness, mitigation and resiliency to maintain continuous delivery of instruction	3.028	Moderate Need
		Special Topic: Disaster Preparedness	3.000	Moderate Need
	2.6	Capacitating school personnel in managing emerging opportunities and challenges to promote equality and equity in addressing the needs of learners, school personnel and other stakeholders	3.278	High Need
Domain 3 Focusing on Teaching and Learning	3.1	Working with teams in the conduct of review, contextualization and implementation of learning standards to assist teachers in making the curriculum relevant for learners	3.194	Moderate Need
	3.2	Engaging school personnel such as master teachers, head teachers and department heads in providing technical assistance to teachers on teaching standards and pedagogies within and across learning areas to improve their teaching practice	3.000	Moderate Need
	3.3	Collaborating with school personnel in effectively using validated feedback obtained from learners, parents and other stakeholders to help teachers improve their performance	2.972	Moderate Need
	3.4	Engaging the wider school community in developing data-based interventions to sustain learner achievement and attain other performance indicators	3.056	Moderate Need
	3.5	Working with concerned personnel in evaluating teachers' use of learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes	3.139	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	3.6	Engaging the wider school community in maintaining a learner-friendly, inclusive and healthy learning environment	2.889	Moderate Need
	3.8	Ensuring that learner discipline policies developed with stakeholders are integrated into various school processes and are applied consistently at all times, by all school personnel at all levels	2.944	Moderate Need
Domain 4 Developing Self and Others	4.4	Monitoring and evaluating with school personnel the implementation of the performance management system to ensure career advancement for individual school personnel and to improve office performance	3.056	Moderate Need
	4.5	Monitoring and evaluating the implementation of professional development initiatives in enhancing strengths and in addressing performance gaps among school personnel	3.056	Moderate Need
	4.6	Capacitating individuals and teams to effectively perform leadership roles and responsibilities in fostering shared governance and accountability	3.056	Moderate Need
	4.8	Working with school personnel to encourage stakeholders to support the implementation of the school rewards system in recognizing and motivating learners, school personnel and other stakeholders to sustain exemplary performance and/or continued support	3.139	Moderate Need
Domain 5 Building Connections	5.5	Empowering the community, such as parents, alumni, authorities, industries and other stakeholders, to participate in addressing concerns on learner development, as well as school and community improvement	3.083	Moderate Need

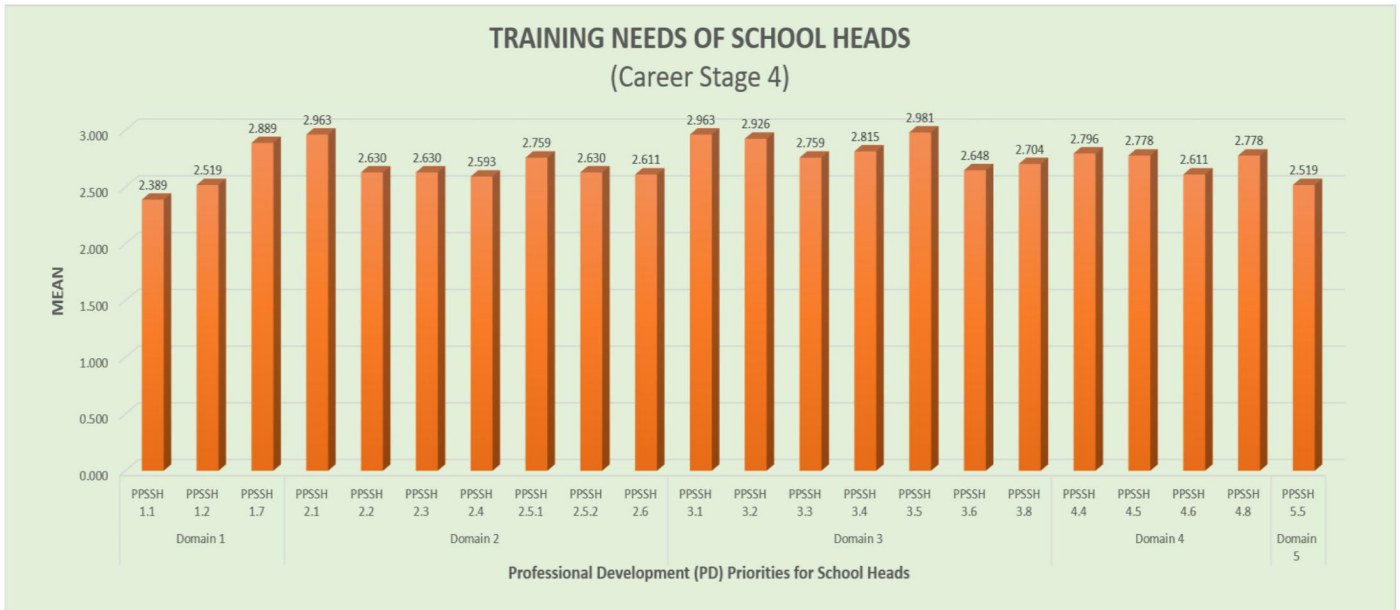


C. Career Stage 4

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Leading Strategically	1.1	Serving as a role model in the school and the wider school community in embodying the DepEd vision, mission and core values to sustain shared understanding and alignment of school policies, programs, projects and activities	2.389	Low Need
	1.2	Sharing with fellow school heads best practice in the development and implementation of school plans aligned with institutional goals and policies	2.519	Moderate Need
	1.7	Leading in the institutionalization of effective monitoring and evaluation processes and tools to promote learner achievement	2.889	Moderate Need
Domain 2 Managing School Operations and Resources	2.1	Exhibiting best practice in managing school data and information using technology, including ICT, to ensure efficient and effective school operations	2.963	Moderate Need
	2.2	Creating and implementing a checking mechanism to sustain efficient and effective management of finances while adhering consistently to policies, guidelines and issuances in allocation, procurement, disbursement and liquidation aligned to the school plan	2.630	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	2.3	Systematizing processes in managing school facilities and equipment in adherence to policies, guidelines and issuances on acquisition, recording, utilization, repair and maintenance, storage and disposal	2.630	Moderate Need
	2.4	Empowering school personnel in sustaining effective management of staff in adherence to laws, policies, guidelines and issuances based on the needs of the school	2.593	Moderate Need
	2.5	Institutionalizing the effective management of school safety for disaster preparedness, mitigation and resiliency to sustain continuous delivery of instruction	2.759	Moderate Need
		Special Topic: Disaster Preparedness	2.630	Moderate Need
	2.6	Empowering school personnel in managing emerging opportunities and challenges to ensure equality and equity in addressing the needs of learners, school personnel and other stakeholders	2.611	Moderate Need
Domain 3 Focusing on Teaching and Learning	3.1	Sharing exemplary practice in the review, contextualization and implementation of learning standards to effectively assist teachers in making the curriculum relevant for learners	2.963	Moderate Need
	3.2	Exhibiting best practice in providing technical assistance to teachers for them to develop exemplary practices consistent with teaching standards and pedagogies within and across learning areas	2.926	Moderate Need
	3.3	Exhibiting exemplary skills in effectively using validated feedback obtained from learners, parents and other stakeholders to help teachers improve their performance	2.759	Moderate Need
	3.4	Mentoring fellow school heads in sustaining learner achievement and in attaining other performance indicators to promote accountability within and beyond school contexts	2.815	Moderate Need
	3.5	Leading initiatives on the innovative use of learning assessment tools, strategies and results consistent with curriculum requirements to ensure accountability in achieving higher learning outcomes	2.981	Moderate Need

PPSSH Domain	PPSSH Strand	INDICATORS	MEAN	ADJECTIVAL DESCRIPTION
	3.6	Empowering the wider school community in promoting and sustaining a learner-friendly, inclusive and healthy learning environment	2.648	Moderate Need
	3.8	Leading concerted efforts among stakeholders to develop and implement effective learner discipline policies to support student growth and whole school improvements	2.704	Moderate Need
Domain 4 Developing Self and Others	4.4	Exhibiting exemplary practice in the efficient and effective implementation of the performance management system to ensure career advancement for individual school personnel, and to sustain improved office performance	2.796	Moderate Need
	4.5	Modelling exemplary practice in the implementation of professional development initiatives to enhance strengths and address performance gaps among school personnel	2.778	Moderate Need
	4.6	Empowering individuals and teams to consistently and effectively perform leadership roles and responsibilities in achieving school goals in shared governance and accountability	2.611	Moderate Need
	4.8	Institutionalizing the implementation of the school rewards system with support from the wider school community in recognizing and motivating learners, school personnel and other stakeholders for sustained exemplary performance and/or continued support	2.778	Moderate Need
Domain 5 Building Connections	5.5	Leading the community, including parents, alumni, authorities, industries and other stakeholders, in creating collaborative actions in solving complex issues on learner development, as well as school and community improvement	2.519	Moderate Need



III. SUPERVISORS

A. Career Stage 2

PPSS Domains	PPSS Strand	Indicators	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Supporting Curriculum Management and Implementation	1.1	Supporting curriculum implementation through management of programs, projects and activities aligned with curriculum standards	2.938	Moderate Need
	1.3	Implementing relevant strategies to support curriculum contextualization	2.875	Moderate Need
	1.5	Applying relevant processes to support learning resource management in divisions / districts / schools and learning centers	2.813	Moderate Need
	1.6	Utilizing results of learning outcomes assessment in developing intervention strategies to support the divisions / districts / schools and learning centers	2.688	Moderate Need
Domain 2 Strengthening Shared Accountability	2.2	Adopting and implementing appropriate technical assistance modalities to divisions / districts / schools and learning centers based on quality assurance and monitoring and evaluation results	2.750	Moderate Need
	2.4	Supporting the management of disaster preparedness, mitigation and resiliency in the divisions/district/ schools and learning centers to ensure delivery of basic education	2.625	Moderate Need
Domain 3 Fostering a	3.1	Applying appropriate instructional leadership support strategies to help divisions/districts/ schools and learning	2.813	Moderate Need

PPSS Domains	PPSS Strand	Indicators	MEAN	ADJECTIVAL DESCRIPTION
Culture of Continuous Improvement		centers for the continuous improvement of the teaching-learning process		
	3.2	Utilizing relevant technology- based innovations including ICT in the effective delivery of roles and functions to support divisions/districts/schools and/or learning centers	2.750	Moderate Need
	3.4	Implementing communities of practice such as job-embedded learning, learning networks and learning action cells, to improve the delivery of basic education services	2.750	Moderate Need
Domain 4 Developing Self and Others	4.1	Ensuring the delivery of different learning and development interventions to support divisions/districts/schools and/or learning centers	2.813	Moderate Need
	4.3	Setting achievable personal and professional development goals based on the Philippine Professional Standards for Supervisors	2.688	Moderate Need
	4.5	Supporting the implementation of rewards and recognition mechanisms in acknowledging outstanding performance of personnel in region/ divisions/districts/schools and learning centers	2.750	Moderate Need



B. Career Stage 3

PPSS Domains	PPSS Strand	Indicators	MEAN	ADJECTIVAL DESCRIPTION
Domain 1 Supporting Curriculum Management and Implementation	1.1	Providing needs-based support for curriculum implementation through application of efficient and effective programs, projects and activities aligned with curriculum standards	2.762	Moderate Need
	1.3	Adapting harmonized strategies to support curriculum contextualization based on the needs analysis of targeted clusters of divisions /districts/schools and learning centers	2.667	Moderate Need
	1.5	Exhibiting effective practices in providing support for learning resource management in divisions / districts / schools and learning centers	2.571	Moderate Need
	1.6	Mentoring and coaching colleagues in the development and implementation of an effective harmonized intervention strategy based on analyses of results of learning outcomes assessment to support the divisions/ districts / schools and learning centers	2.667	Moderate Need
Domain 2 Strengthening Shared Accountability	2.2	Mentoring and coaching colleagues in providing efficient and effective technical assistance to a targeted cluster of divisions/districts/schools and learning centers based on quality assurance and monitoring and evaluation results	2.667	Moderate Need
	2.4	Providing enhanced support in the management of disaster preparedness, mitigation and resiliency in the divisions/ district/ schools and learning centers to ensure delivery of basic education	2.667	Moderate Need
Domain 3 Fostering a Culture of Continuous Improvement	3.1	Mentoring and coaching colleagues in adapting relevant instructional leadership support strategies to address the harmonized needs of clusters of divisions/ districts/schools and learning centers	2.810	Moderate Need
	3.2	Adapting technology-based innovations including ICT in addressing the harmonized needs of a cluster of divisions/districts/schools and/or learning centers	2.810	Moderate Need
	3.4	Sustaining effective communities of practice in collaboration with colleagues for continuous improvement in the delivery of basic education services	2.667	Moderate Need
Domain 4 Developing Self and Others	4.1	Sustaining the effective delivery of different learning and development interventions to support divisions/ districts/ schools and/or learning centers	2.667	Moderate Need
	4.3	Assisting colleagues in setting and achieving their personal and professional development goals based on the Philippine Professional Standards for Supervisors	2.667	Moderate Need
	4.5	Providing enhanced support in the implementation of rewards and recognition mechanisms to acknowledge the outstanding performance of personnel in regions/divisions/ districts/schools and/or learning centers	2.429	Low Need

TRAINING NEEDS OF SUPERVISORS (Career Stage 3)



Professional Development (PD) Priorities for Supervisors