



Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION
Schools Division of Tabuk City

Office of the Schools Division Superintendent

28 January 2026

DIVISION MEMORANDUM

No. 55, s. 2026

SURVEY ON SCHOOL-BASED MANAGEMENT LEADERSHIP TRAINING NEEDS

To: - Assistant Schools Division Superintendent
- Chief Education Supervisors (SGOD and CID)
- Public School District Supervisors
- All Public Elementary and Secondary/Integrated School Heads
- All Others Concerned

1. This is to enjoin all school heads of public elementary and secondary/integrated schools to respond to DM-OUHRD-2026-0149 entitled, *Implementation of School Organizational Diagnosis Through the Conduct of the SBM Leadership Training Needs Survey*. A copy of which is attached.
2. The survey is accessible online via tinyurl.com/SBMFY26-SurveyForm until February 9, 2026.
3. With this, all school heads are instructed to:
 - a) Immediately complete the survey. In cases where a school head oversees more than one public school, only one survey form must be submitted.
 - b) Ensure that all basic school information provided in the survey is accurate and complete.
 - c) Ensure no multiple submissions. School heads are expected to carefully review their answers before submitting the survey form.
 - d) Use only DepEd email addresses (personal and school accounts) for this purpose.
4. For the information and compliance of all concerned.



BENEDICTA B. GAMATERO PhD, CESO V
Schools Division Superintendent

Encl: As stated

sgod/smme/kaa/DM-2026-SBMLeadershipTNS
January 28, 2026



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DepEd Tayo Tabuk City



Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION

DOCUMENT INFO



RECORDS-MWLA-26-67

Subject: [DM-OUHROD-2026-0149] IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE CONDUCT OF THE SBM LEADERSHIP TRAINING NEEDS SURVEY

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Type: Memorandum with Limited Application

Created By: Lamsis, Genegrace E. - Records Section

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To:

ITAP

Action/s Needed:

- For information & file
- Handle & submit report
- Review & give comments/recommendation
- Draft reply
- Please come for conference
- Please attend
- Please represent me
- Prepare Endorsement
- For Guidance & strict compliance
- Input correction
- For appropriate action
- For immediate action

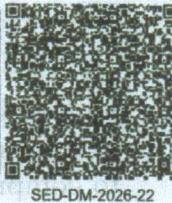
Others:

AY

RONALD B. CASTILLO
Assistant Regional Director



DEPARTMENT OF EDUCATION
RELEASED
CO - OUHROD
Jan 21, 2026
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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2026-0149

**TO : REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
FIELD TECHNICAL ASSISTANCE DIVISION, CHIEFS
SCHOOL GOVERNANCE AND OPERATIONS DIVISION, CHIEFS
REGIONAL AND DIVISION SBM COORDINATORS
ALL OTHERS CONCERNED**

ATTENTION : ALL PUBLIC SCHOOL HEADS

E-signed by
Wilfredo Cabral

1/20/2026, 4:36:20 PM

WILFREDO E. CABRAL
Undersecretary for Human Resource and Organizational
Development and Infrastructure

**SUBJECT : IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS
THROUGH THE CONDUCT OF THE SBM LEADERSHIP
TRAINING NEEDS SURVEY**

DATE : January 23, 2026

The Department of Education (DepEd) recognizes the critical role of competent school heads in fostering effective and high-performing public schools. As primary leaders of their respective institutions, school heads are entrusted with various responsibilities that require continuous enhancement and development of their leadership competencies.

With the official issuance of **DepEd Order No. 007, s. 2024**, or the *Policy Guidelines on the Implementation of the Revised School-based Management (SBM) System*, the Department has provided an opportunity for a simplified and strengthened understanding and application of SBM. The abovementioned policy emphasizes foundational principles designed to guide and support the daily operations of public schools, ensuring alignment with the intended framework for school governance and management.

Through the lens of organizational development, the Office of the Undersecretary for Human Resource and Organizational Development and Infrastructure (OUHRDI)



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