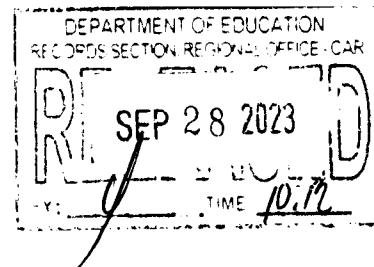




Republic of the Philippines  
**Department of Education**  
Cordillera Administrative Region



27 September 2023

**REGIONAL MEMORANDUM**

No. 563.2023

**SUBMISSION OF 6-YEAR STRATEGIC HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT (HRD) PLAN**

To: Schools Division Superintendents  
All Other Concerned  
All Divisions

1. Pursuant to DO No. 024, s. 2022 (Adoption of the Basic Education Development Plan 2030) and DO No. 030, s. 2021 (Multi-Year Implementing Guidelines on the Allocation and Utilization of the HRD Fund) this Office, through the Human Resource Development Division (HRDD) requests the submission of the **6-Year Strategic Human Resource Management and Development Plan (HRMD) of the SDOs** on or before **October 2, 2023** via online.
2. For reference and guidance, the format of the 6-year HRMD plan attached in enclosure 1 shall be accomplished, signed, scanned and be uploaded through the link <https://tinyurl.com/neapCARoutput>.
3. Senior Education Program Specialist-Human Resource Development (SEPS-HRD) of SGOD shall facilitate and ensure the submission of the aforementioned plan.
4. Should there be queries and/or clarifications, please contact Rosita Agnasi, OIC-HRDD or Lauren Likigan, SEPS-HRDD through email address at [car.hrdd@deped.gov.ph](mailto:car.hrdd@deped.gov.ph).
5. Immediate dissemination of and strict compliance with this Memorandum is desired.

**ESTELA P. LEON-CARIÑO EdD, CESO III**  
Director IV/ Regional Director

**FOR THE REGIONAL DIRECTOR:**

  
**RONALD B. CASTILLO, CESO V**  
Assistant Regional Director 

*HRDD/RCA/lbl/ Submission of HRMD Plan  
September 27, 2023*



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DepEd Tayo Cordillera



<https://depedcar.ph>

Enclosure 1 to RM No. \_\_\_\_\_, s. 2023

**A. INDIVIDUAL DEVELOPMENT PLAN (IDP) ANALYSIS**

**a.1. Non-Teaching**

POTENTIAL AREAS TO DEVELOP / EXPLORE / ENHANCE	PERFORMANCE GOAL OR TARGET COMPETENCY	LEARNING INTERVENTION/ STRATEGIES	GOVERNANCE LEVEL	HUMAN RESOURCE (ie. 2 CID, 3 SGOD, 30T3, 10 MTS)
	RANK AND FILE	SUPERVISORY		

**a.2. Teaching**

POTENTIAL AREAS TO DEVELOP / EXPLORE / ENHANCE	PERFORMANCE GOAL OR TARGET COMPETENCY	LEARNING INTERVENTION/ STRATEGIES	GOVERNANCE LEVEL	HUMAN RESOURCE (ie. 2 CID, 3 SGOD, 30T3, 10 MTS)
	PROFICIENT TEACHERS	(HIGHLY PROFICIENT TEACHERS)		

**a.3. Teaching Related**

POTENTIAL AREAS TO DEVELOP / EXPLORE / ENHANCE	PERFORMANCE GOAL OR TARGET COMPETENCY	LEARNING INTERVENTION/ STRATEGIES	GOVERNANCE LEVEL	HUMAN RESOURCE (ie. 2 CID, 3 SGOD, 30T3, 10 MTS)
	RANK AND FILE	SUPERVISORY		

**B. PROGRAM IMPLEMENTATION REVIEW (PIR)**

OFFICE	2021-2023 TARGETS	ACCOMPLISHMENTS	GAPS	CURRENT NEEDS	INTERVENTIONS
	PPA Objectives	TARGETS	HR Profile Gaps/ Implications/ Issues and Concerns	(IDP, CT Priorities)	

**c. 5 Year Strategic Plan**

INTERMEDIATE OUTCOME	STRATEGIES	OUTPUT	PROGRAM/ PROJECT	OBJECTIVES	ACTIVITY	TASKS	TARGETS							
							Y1 (2023)	Y2 (2024)	Y3 (2025)	Y4 (2026)	Y5 (2027)	Y6 (2028)		

Prepared by

SEPS, HRD

Reviewed by

CES, SGOD

Approved by

SDS, SDO