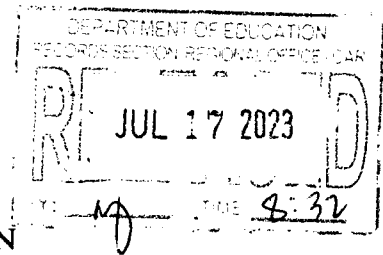




Republic of the Philippines  
**Department of Education**  
 CORDILLERA ADMINISTRATIVE REGION



11 July 2023

**REGIONAL MEMORANDUM**

No. **378-2023**

**SUBMISSION OF ANALYZED INDIVIDUAL DEVELOPMENT PLAN (IDP)  
 OF SCHOOL PERSONNEL FOR SY 2023-2024**

To: Assistant Regional Director  
 All Schools Division Superintendents  
 All Others Concerned

1. Pursuant to DepEd Memorandum No. 002, s. 2015, titled Guidelines on the Establishment and Implementation of the Results-Based Performance Management System (RPMS) and DepEd Order No. 009, s. 2021 (Institutionalization of a Quality Management System) this Office reiterates the consolidation and analysis of IDPs of school personnel covering School Year 2023-2024 for presentation during the **Program Implementation Review (PIR) on August 28-31, 2023.**

2. This activity generally aims to formulate a Human Resource Development (HRD) Plan for CY 2024 for teaching, related-teaching and non-teaching personnel with delineated coverage in the RO, SDOs, Districts and Schools to ensure integrated and aligned conduct of HRD programs, projects and activities.

3. Specifically, the activity aims to:

- a. Identify the training needs and conduct analysis to develop a needs-based, relevant and responsive HRD plan for personnel in all governance level;
- b. Prepare an accessible, data-driven and real-time data for HRD activity planning, development, implementation, monitoring and evaluation and continuous improvement;
- c. Give support to teachers, school heads, supervisors and non-teaching personnel with continuous upskilling and reskilling that will result in better learning outcomes.

4. An online meeting shall be conducted on **July 21, 2023** via MS teams (<https://tinyurl.com/HRDDipdp>) for the mechanics on IDP consolidation and analysis, to be participated by the following:

<b>SDO Participants</b>	<b>Number</b>	<b>Total</b>
Regional Director/ Assistant Regional Director	1	1
Chief Education Supervisor, HRDD	1	1
RO HRDD Personnel	9	9
Chief Education Supervisor, SGOD	1	8
Education Program Supervisor, CID	1	8
Senior Education Program Specialist, SGOD-HRD	1	8
Education Program Specialist II, SGOD-HRD	1	8
<b>Total</b>		<b>43</b>

HRDD/JPA/bi



5. For inquiries and clarifications, please contact HRDD through Chief Education Supervisor Jennifer Ande at 09190073814.

6. Immediate and widest dissemination of this Memorandum is directed.

  
**ESTELA P. LEON-CARIÑO EdD, CESO III**

Director IV/ Regional Director  
 