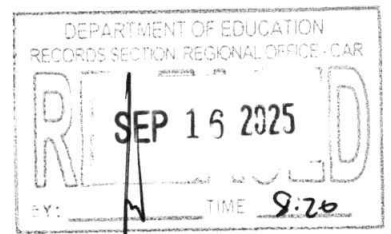




Republic of the Philippines  
**Department of Education**  
CORDILLERA ADMINISTRATIVE REGION



15 September 2025

**REGIONAL MEMORANDUM**

No. **685-2025**

**PARTICIPANTS TO THE CAPACITY BUILDING FOR EXPANDED CAREER PROGRESSION (ECP) CHAMPIONS**

To: Assistant Regional Director  
Schools Division Superintendents  
All Other Concerned

1. In relation to DepEd Order (DO) No. 024, s. 2025 or the *Guidelines on the Implementation of the Expanded Career Progression System for Teachers and School Heads in the Department of Education*, the Bureau of Human Resource Development (BHROD) will conduct a **Capacity Building for Expanded Career Progression (ECP) Champions** on September 17-19, 2025 at Eurotel North Edsa, Quezon City.

2. The capacity-building aims to equip ECP Champions with:

- a. effective leadership and decision-making capabilities to guide the implementation of the Expanded Career Progression System;
- b. change management strategies and skills to support smooth transitions, mitigate resistance, and sustain effective implementation of the ECP; and
- c. proactive communication and advocacy skills to gain buy-in from teachers, school heads, and other education partners, fostering shared ownership of the ECP.

3. The following personnel are identified as participants for this activity:

Name	Position	Office
Ronald B. Catillo, CESO V	Assistant Regional Director	Regional Office
Rosita Agnasi	OIC-HRDD	
Christopher Benigno	ASDS	Abra
Jerry Sario Jr.	ASDS	Apayao
Carmel Meris	OIC-ASDS	Baguio City
Samuel Egsaen Jr.	ASDS	Benguet
Pio Ecuán	ASDS	Ifugao
Ginadine Balagso	ASDS	Kalinga
John Libongen	OIC-ASDS	Mt. Province
Jan Nowel Peña	ASDS	Tabuk City

4. All identified participants are requested to register online at <https://tinyurl.com/BATCH1-ECPCampions> on or before September 16, 2025.



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DepEd Tayo Cordillera <https://depedcar.ph>



5. Board and lodging for all participants will be charged against OPDNTP Funds (Current fund for FY 2025), while travel and other incidental expenses shall be charged to local funds, subject to existing budgeting, accounting, and auditing rules and regulations.

6. For meal and lodging arrangements, please refer to the table below:

DAY	LODGING	BREAKFAST	AM SNACK	LUNCH	PM SNACK	DINNER
1	✓	X	X	✓	✓	✓
2	✓	✓	✓	✓	✓	✓
3	X	✓	✓	✓	X	X

7. For queries and clarifications, please contact Rosita C. Agnasi, OIC-HRDD at [car.hrdd@deped.gov.ph](mailto:car.hrdd@deped.gov.ph).

8. Immediate dissemination of and strict compliance to this Memorandum is highly enjoined.

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

/HRDD/RCA/Participants to ECP  
September 15, 2025