



Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OFFICE OF ABRA

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Division Memorandum
No. 371 s. 2021

TO: Office of the Schools Division Superintendent
Curriculum Implementation Division
School Governance and Operations Division
Public Elementary and Secondary School Heads
All Others Concerned

FROM: **BENILDA M. DAYTACA EdD, CESO VI**
Assistant Schools Division Superintendent
OIC - Office of the Schools Division Superintendent

SUBJECT: **SDO ABRA CONTEXTUALIZED GUIDELINES ON LEARNING AND DEVELOPMENT (L&D) MANAGEMENT**

1. Pursuant to DepEd Order No. 32, series 2011: Policies and Guidelines on Training and Development Programs and Activities and DepEd Order No. 001, series 2020: Guidelines for NEAP Recognition of Personnel Development Programs and Courses for Teachers and School Leaders, the SGOD - Human Resource Development (HRDS) develops its localized Learning and Development (L&D) guidelines for use of the Schools Division of Abra for all Professional Development related programs, activities, and projects.
2. This localized guidelines is premised on the concept that the human resource is the most important asset of any organization. Thus, processes on personnel's development should be given priority. This policy will build on the gains of quality process of improving competencies and work performance through the provision of a wide variety of opportunities for individual growth in knowledge, attitudes, and skills that is necessarily integrated in the goals of the individual professional with the development goals of the schools, and the Division for better learning outcomes, which is the system's ultimate aim.
3. This issuance repeals all issuances, rules and regulations, and provisions which are inconsistent with this policy. These provisions shall be rescinded or modified accordingly.
4. Immediate dissemination of and strict compliance to this Memorandum are directed.

References: RA 9155; RPMS-PPST DepEd Press Release; BESRA 2005-2010 (2005); DepEd Order no. 001, s. 2020



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