



Republic of the Philippines  
**Department of Education**  
CARAGA REGION  
SCHOOLS DIVISION OF SIARGAO



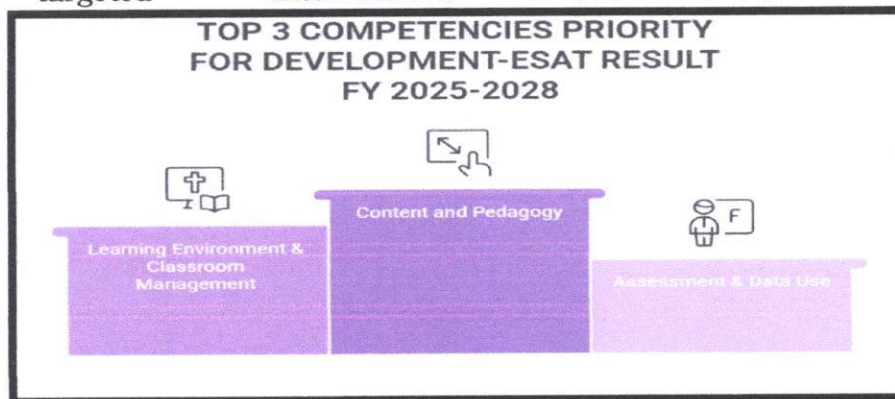
DIVISION MEMORANDUM  
No. **11-384**, 2025

To: Assistant Schools Division Superintendent  
Functional Division Chief  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary School Principals/ Head Teachers/ School In-Charge  
Secondary School Principals/ Head Teachers/ School In-Charge  
This Division

**SUBMISSION OF DEVELOPMENT PROPOSALS BASED ON ESAT RESULTS  
FOR FY 2025-2028**

1. Following the recent Electronic Self-Assessment Tool (ESAT) evaluation, the priority competency areas for professional development have been identified. These areas will serve as the foundation for improvement initiatives and capacity-building programs under the Human Resource Development (HRD) framework, in accordance with DepEd Order No. 030, s. 2021 and DepEd Memorandum DM-OUHRD-0586.

2. The graphical summary below presents the ESAT results, showing the top-priority competencies among teaching personnel that require immediate attention and targeted interventions for FY 2025-2028.



3. All concerned personnel are directed to prepare and submit complete NEAP package for professional development addressing the identified gaps and providing appropriate interventions for the top priority competencies.

4. Accordingly, all concerned personnel are directed to submit their proposals on or before December 20, 2025, to ensure proper review, evaluation, and timely inclusion in the Division HRD Plan.

5. Immediate action and compliance of this Memorandum is hereby directed.

**MANUEL O. CABERTE**  
Schools Division Superintendent





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Reference: As Stated

Encl's: None

To be indicated in the **PERPETUAL INDEX** under the following subjects:

PROFESSIONAL DEVELOPMENT

SGOD/fdt  
11262025