Republic of the Philippines
Department of Education
REGION I

DEPARTMENT OF EDUCATION
RECORDS SECTION, REGIONAL OFFICE NO. 1
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REGIONAL MEMORANDUM
No. 352 s. 2026

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SUBMISSION OF COACHES FOR IDENTIFIED NATIONAL ASSESSMENT FOR SCHOOL HEADS (NASH) PROFESSIONAL DEVELOPMENT INTERVENTION (PDI) PARTICIPANTS

To: Schools Division Superintendents

1. Aligned to its mandate to provide structured and standards-based professional development as a special support mechanism for leadership readiness and career advancement, the National Educators Academy of the Philippines (NEAP), as the professional development arm of the Department of Education (DepEd) and by virtue of the Republic Act No. 12288 titled *Expanded Career Progression for Public School Teachers and School Leaders,* provides the guidelines for the NASH Professional Development Intervention (PDI) to address the identified competency gaps, strengthen the school heads pipeline, and operationalize NASH as a diagnostic-to-development continuum.

2. The NASH PDI shall cover aspiring school heads who have **(1) undergone the NASH** and **(2) categorized as meeting the minimum overall rating, with identified domain-level developmental needs on their assessment results.** NASH PDI participants shall undergo domain-based professional development and are required to complete eLearning corresponding to one or more PPSSH domains identified in their Individual Development Report (IDR).

3. Kindly use the link: **https://tinyurl.com/NASHPDIList** to access the complete list of NASH Category B (Meeting PPSSH standards in 3 domains) and NASH Category C (With Developmental Areas) based on the FY 2025 NASH Batch 1 Results.

4. Aligned to this, Schools Division Offices are requested to recommend to this Office, through the Human Resource Development Division (HRDD), list of PDI Coaches who can facilitate the coaching and mentoring sessions to the identified NASH PDI participants. The endorsed list of PDI coaches must be submitted to this Office, through HRDD (Attn: Dinah C. Bonao, Chief, HRDD, Regional Program Manager) through **hrdd.region1@deped.gov.ph** on or before **April 10, 2026**.

5. In the selection of PDI coaches, all Schools Division Offices are encouraged to consider that the coach must:

   a. be a concurrent Education Program Supervisor, Public Schools District Supervisor, or School Principal II-IV for at least five (5) years;

b. have been recognized for exemplary performance as Outstanding EPS, PSDS, or School Head, with demonstrated contributions to instructional leadership and school management;
c. have proven track record in mentoring or coaching at the school or district level;
d. be willing to participate in the Training of Coaches and Mentors;
e. demonstrate strong communication, facilitation, coaching, and mentoring competencies appropriate for adult and professional learning;
f. exhibit a strong commitment to supporting the professional growth and leadership readiness of aspiring and incumbent school heads; and
g. be willing to conduct structured learning sessions/coaching and mentoring sessions aligned to NASH PDI standards.

6. All Schools Division Offices are reminded to observe 1:1 Coach-Mentee ratio to ensure efficient implementation of the program.

7. It is reiterated that the implementation of the NASH PDI shall be carried out without disruption to regular office operations, and participation in program-related activities, including those beyond regular office hours, shall not be considered as part of the professional development commitments and **shall not warrant the grant of Compensatory Time-Off (CTO).**

8. Full details of the program design and delivery framework are provided in Enclosure 2 of DM-OULS-2026-090 titled *Guidelines on the Conduct of the National Assessment for School Head (NASH) Professional Development Intervention (PDI).*

9. For questions, please call the Human Resource Development Division through telephone number (072) 682-23-24, local 122 or email at hrdd.region1@deped.gov.ph.

10. For immediate dissemination.

For the Regional Director:

RHODA T. RAZON
Director III

Encl.: None
Reference: DM-OULS-2026-090
To be indicated in the Perpetual Index
Under the following subjects:

ASSESSMENT PROFESSIONAL INTERVENTION SCHOOL LEADERS

HRDD/jmv/RM_NASHPDI
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