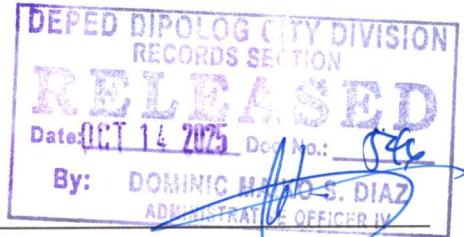




Republic of the Philippines  
**Department of Education**  
REGION IX – ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF DIPOLOG CITY



October 13, 2025

**DIVISION MEMORANDUM**

No. DM-095, s. 2025

**GUIDELINES ON THE CONDUCT OF THE SCHOOL YEAR 2025-2026 IN-SERVICE TRAINING FOR TEACHERS (INSET)**

To: Asst. Schools Division Superintendent  
Chief Education Supervisor CID and SGOD  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary and Secondary School Heads  
This Division  
All Others Concerned

1. In line with Memorandum DM-OULS-2025-095 from the Office of the Undersecretary for Learning Systems **re: Guidelines on the Conduct of the School Year 2025-2026 In-Service Training for Teachers (INSET)**. The conduct of the In-Service Training for Teachers (INSET) will be on October 27-30, 2025, pursuant to DepEd Order No. 12 s. 2025.
2. All School Heads shall ensure the implementation of SY 2025-2026 INSET in accordance with the prescribed guidelines, providing appropriate professional programs for all K to 12 teachers. To ensure quality in the preparation and delivery of the INSET, refer to DM-OUHROD-2024-1576.
3. The FY 2025 Human Resource Development (HRD) Fund, expenses related to the conduct of INSET shall be chargeable against the HRD Funds directly released to the Schools Division Offices and the availability FY 2024 Continuing Funds subject to the usual government accounting and auditing rules and regulations.
4. Expenses for school-based INSET may also be funded through the MOOE in accordance with DepEd Order No. 008, s. 2019.
5. To ensure effective implementation and documentation of INSET activities, all SDO's through SGOD HRDS and SMME shall submit consolidated INSET completion reports to NEAP CO via [tinyurl.com/eoy2025inset](http://tinyurl.com/eoy2025inset) on or before November 14, 2025.
6. Immediate dissemination of this Memorandum is highly desired.

**MA. LIZA R. TABILON, EdD., CESO V**  
Schools Division Superintendent  
Office of the Schools Division Superintendent

Encl.: As stated



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Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

**MEMORANDUM**

DM-OULS-2025-095

TO : **Regional Directors  
Schools Division Superintendents  
Human Resource Development Division Chiefs  
Curriculum and Learning Management Division Chiefs  
School Governance and Operations Division Chiefs  
Curriculum Implementation Division Chiefs  
All Others Concerned**

*Carmela C. Oracion*

FROM : **CARMELA C. ORACION**  
Assistant Secretary  
Officer-in-Charge  
Undersecretary for Learning Systems

SUBJECT : **GUIDELINES ON THE CONDUCT OF THE SCHOOL YEAR  
2025-2026 IN-SERVICE TRAINING FOR TEACHERS (INSET)**

DATE : 29 September 2025

1. In support of the Department's sustained commitment to the continuous professional development of teachers, the National Educators Academy of the Philippines (NEAP) hereby issues the following guidelines on the conduct of the In-Service Training for Teachers (INSET) on **27-30 October 2025** pursuant to DepEd Order No. 12, s. 2025 titled, *Multiyear Implementing Guidelines on the School Calendar and Activities*. //
2. The conduct of the INSET shall be guided by the primary goal of strengthening teacher competencies for enhanced learning delivery in all classrooms and learning centers. Specifically, INSET shall focus on any of the following key training content:
  - a. Reflective practice and instructional refinement in the implementation of the:
    - i. Revised K to 12 Curriculum
    - ii. ARAL-Reading Program
  - b. Strengthening inclusive instruction
  - c. Strategies for promoting literacy and numeracy
  - d. Strategies for developing critical and creative thinking as well as other higher order thinking skills
  - e. Instructional strategies for non-major teachers handling Filipino in Junior and Senior High School
  - f. Empowering teachers on Socio- Emotional Learning (SEL) in classroom instruction

- g. Strategies for supporting continuity of learning during emergency situations through flexible modalities
- h. Accelerating digital adoption for effective and accessible learning delivery
- i. Strengthening instruction and assessment in the Alternative Learning System
- j. Enhanced delivery of Guidance services by Guidance designates in schools
- k. Other emerging needs based on teachers' individual professional development plan

3. All Schools Division Superintendents and School Heads shall ensure the implementation of SY 2025-2026 INSET in accordance with prescribed guidelines, providing appropriate professional development programs for all K to 12 teachers based on their needs. Regional Directors are likewise enjoined to extend technical guidance and support to their respective Schools Division Offices to facilitate the effective preparation and conduct of the INSET. //

4. To ensure quality in the preparation and delivery of the INSET, refer to DM-OUHROD-2024-1576 titled, Guidelines on the Conduct of Regional Office-, Schools Division Office-, and School-Developed Professional Development Programs for FY 2024 and its enclosures through the link [tinyurl.com/DM241576](https://tinyurl.com/DM241576). //

5. INSET may be organized and delivered either at the school level (school-based INSET) or division/district level (cluster-based INSET).

6. Pursuant to DM-OUHROD-2025-0586 titled Guidelines on the Utilization of the FY 2025 Human Resource Development (HRD) Fund, expenses related to the conduct of INSET shall be chargeable against the HRD Funds directly released to the Schools Division Offices (SDOs) and the available FY 2024 Continuing Funds, subject to existing government accounting and auditing rules and regulations. //

7. The expenses for school-based INSET may also be funded through the Maintenance and Other Operating Expenses (MOOE), in accordance with DepEd Order No. 008, s. 2019 or the Revised Implementing Guidelines on the Direct Release and Use of MOOE Allocation of Schools, Including Other Funds Managed by School, and subject to the usual government accounting and auditing rules and regulations. //

8. To ensure effective implementation and documentation of INSET activities, all Schools Division Offices (SDOs) through the SGOD HRDS and SMME, shall submit consolidated INSET completion reports using the prescribed NEAP format to their Regional Offices (ROs). Likewise, ROs through the HRDD/NEAP-R, shall submit the RO-consolidated reports to NEAP Central Office via [tinyurl.com/eoy2025inset](https://tinyurl.com/eoy2025inset) on or before **14 November 2025**.

9. For queries, please contact **Director Michael Joseph P. Cabauatan**, NEAP Director III, by email [neap.od@deped.gov.ph](mailto:neap.od@deped.gov.ph) or telephone number (02) 8638-8638.

10. For immediate dissemination and strict compliance.

