



Republic of the Philippines  
**Department of Education**  
REGION IV-A CALABARZON  
SCHOOLS DIVISION OF BATANGAS

2 Feb 2026

**DIVISION MEMORANDUM**  
No. 066, s. 2026

**IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE  
CONDUCT OF THE SBM LEADERSHIP TRAINING NEEDS SURVEY**

**TO:** Assistant Schools Division Superintendents  
Chief- Curriculum Implementation Division (CID)  
Chief- School Governance and Operations Division (SGOD)  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
All Others Concerned

1. In compliance with **Memorandum DM-OUHROD-2026-0149**, titled "*Implementation of School Organizational Diagnosis through the Conduct of the SBM Leadership Training Needs Survey*", the Schools Division of Batangas, through the School Governance and Operations Division (SGOD) enjoins **all Public School Heads** to complete the Google Survey Form that can be accessed at [tinyurl.com/SBMFY26-SurveyForm](https://tinyurl.com/SBMFY26-SurveyForm) until **February 9, 2026**.
2. Please see attachment for the guidelines to ensure the proper and orderly administration of the survey.
3. All Public School Heads are expected to complete the Google Survey Form within the prescribed timeline.
4. Immediate and wide dissemination of this memorandum is hereby directed. Strict compliance is likewise enjoined.

  
**MARITES A. IBANEZ, CESO V**  
Schools Division Superintendent

Encl.: as stated

Reference: Memorandum DM-OUHROD-2026-0149

To be indicated in the Perpetual Index under the following subject:

Issuances: Division Memorandum

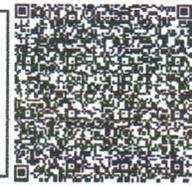
CVS/IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS THROUGH THE CONDUCT OF THE SBM  
LEADERSHIP TRAINING NEEDS SURVEY/R2-149108/ 02-02-2026



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# Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**  
**DM-OUHROD-2026-0149**

**TO : REGIONAL DIRECTORS  
 SCHOOLS DIVISION SUPERINTENDENTS  
 FIELD TECHNICAL ASSISTANCE DIVISION, CHIEFS  
 SCHOOL GOVERNANCE AND OPERATIONS DIVISION, CHIEFS  
 REGIONAL AND DIVISION SBM COORDINATORS  
 ALL OTHERS CONCERNED**

**ATTENTION : ALL PUBLIC SCHOOL HEADS**

**FROM : WILFREDO E. CABRAL**  
*Undersecretary for Human Resource and Organizational  
 Development and Infrastructure*

E-signed by  
 Wilfredo Cabral  
 1/23/2026, 4:36:20 PM

**SUBJECT : IMPLEMENTATION OF SCHOOL ORGANIZATIONAL DIAGNOSIS  
 THROUGH THE CONDUCT OF THE SBM LEADERSHIP  
 TRAINING NEEDS SURVEY**

**DATE : January 23, 2026**

The Department of Education (DepEd) recognizes the critical role of competent school heads in fostering effective and high-performing public schools. As primary leaders of their respective institutions, school heads are entrusted with various responsibilities that require continuous enhancement and development of their leadership competencies.

With the official issuance of **DepEd Order No. 007, s. 2024**, or the *Policy Guidelines on the Implementation of the Revised School-based Management (SBM) System*, the Department has provided an opportunity for a simplified and strengthened understanding and application of SBM. The abovementioned policy emphasizes foundational principles designed to guide and support the daily operations of public schools, ensuring alignment with the intended framework for school governance and management.

Through the lens of organizational development, the Office of the Undersecretary for Human Resource and Organizational Development and Infrastructure (OUHRODI)



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DepEd - Pasig City

aims to gather grassroots-level information on the leadership training needs of school heads as part of its organizational diagnosis. This initiative shall allow the Department to comprehensively identify the scope of needs, prioritize training interventions, and establish a structured framework for capacity-building programs tailored to SBM leadership.

To advance this objective, the Bureau of Human Resource and Organizational Development – School Effectiveness Division (BHROD-SED) shall conduct the SBM Leadership Training Needs Survey effective upon issuance of this Memorandum until February 9, 2026.

The guidelines to ensure the proper and orderly administration of the survey are as follows:

1. The FTAD and SGOD shall ensure the proper dissemination of this Memorandum.
2. The Google Survey Form can be accessed at [tinyurl.com/SBMFY26-SurveyForm](https://tinyurl.com/SBMFY26-SurveyForm).
3. The school head is tasked to complete the survey. In cases where a school head oversees more than one public school, only one survey form must be submitted.
4. The respondent must ensure that all basic school information provided in the survey is accurate and complete.
5. Multiple submissions are not allowed. Respondents are expected to carefully review their answers before submitting the survey form.
6. If possible, only DepEd email addresses (personal and school accounts) should be used and declared for this purpose.

For clarifications and inquiries, you may contact BHROD-SED via email at [bhrod.sed@deped.gov.ph](mailto:bhrod.sed@deped.gov.ph) or by telephone at (02) 8633-5397.

For guidance and compliance.

**Copy furnished:  
Office of the Secretary, Department of Education**