Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF OZAMIZ CITY

DepEd
Ozamiz City
RELEASED
By:
Date: 9/22/26

Division Advisory No. 060 s. 2026
September 22, 2026
In compliance with DepEd Order No. 8, s. 2013,
this advisory is issued not for endorsement per DO 28, s. 2001,
but for the information of DepEd Officials,
personnel/staff, and the concerned public.
(Visit ozamiz.city@deped.gov.ph)

INVITATION TO JOIN THE TRAINING PROGRAM ON INSTRUCTIONAL SUPERVISION IN EDUCATION: FRAMEWORKS FOR COACHING, MENTORING AND TECHNICAL ASSISTANCE

In reference to the communication sent by the Learning and Development and Development Program Officer of Cognitio Learning and Development Center, this Office informs master teachers and interested personnel on the invitation to join the training program on Instructional Supervision in Education: Frameworks for Coaching, Mentoring, and Technical Assistance on September 26-27, 2026 via Google Meet.

The 16-hour synchronous virtual training is designed to support master teachers and aspiring master teachers in strengthening their competencies in instructional supervision, evidence-based classroom observation, coaching, mentoring and technical assistance. It is aligned with relevant PPST and PPSSH indicators and provides practical frameworks that participants can apply in their respective educational settings.

Participation in this activity shall be **personal** and **voluntary**. As such, the interested parties shall **file a leave of absence**, if applicable, and **shoulder the registration fees**, **travel/incidental expenses**, or any other **financial requirements**, if there are any. Further, their participation shall be subject to the *No-Disruption-of-Classes policy* stipulated in DepEd Order no. 09, s. 2005 titled Instituting Measures to Increase Engage Time-on-Task and Ensuring Compliance therewith, Section 3 of Republic Act No. 5546 (Policy on Contributions) DepEd Order No. 66, s. 2017 (Policy on Off-Campus Activities), DOH/IATF-prescribed health and safety standards, and the approval of the Schools Division Superintendent (SDS).

Interested participants may email their intent **info@cognitiolearning.com** or may contact through the official FB page, Cognition Learning and Development Center for more details.

Attached is a copy of the communication for specific details.

This Office directs the immediate and wide dissemination of this Advisory.

Encl.: As stated
To be indicated in the Perpetual Index
under the following subjects :

INVITATION MASTER TEACHERS

MGD/IDP/DA Call for Participation for the October 2026 Professional Development Programs
September 22, 2026

cognitio
LEARNING AND DEVELOPMENT CENTER
San Roque, Iriga City, Camarines Sur, 4431 Philippines
DTI No.: 8258401 | TIN: 771-203-429

September 12, 2026

The Superintendent
Schools Division Office
Department of Education

SUBJECT: *Follow-Up on the Invitation to Join the Training Program "Instructional Supervision in Education: Frameworks for Coaching, Mentoring, and Technical Assistance"*

Dear Superintendent,

Greetings of Peace and Prosperity!

We respectfully follow up on our previous communication regarding the upcoming professional development program, **"Instructional Supervision in Education: Frameworks for Coaching, Mentoring, and Technical Assistance,"** scheduled on **September 26–27, 2026** via Google Meet.

Organized by the **Cognitio Learning and Development Center**, this **16-hour synchronous virtual training** is designed to support Aspiring Master Teachers, Master Teachers, and Emerging Instructional Supervisors in strengthening their competencies in instructional supervision, evidence-based classroom observation, coaching, mentoring, and Technical Assistance. The program is aligned with relevant **PPST and PPSSH indicators** and provides practical frameworks that participants can apply in their respective educational settings.

In this regard, we would like to respectfully reiterate our request for your assistance in **disseminating the training information to qualified personnel within your jurisdiction** who may find the program relevant to their professional roles and responsibilities.

The complete training details, including the **program overview, learning outcomes, training matrix, standards alignment, and participant entitlements**, were provided in the attachment accompanying our previous communication and may be referred to for further information.

We sincerely appreciate your continued support for professional learning and development initiatives that contribute to the strengthening of instructional leadership and the quality of education.

Thank you for your time and kind consideration. We look forward to your support in sharing this learning opportunity with interested and qualified educators and instructional leaders.

Respectfully yours,

PRINCESS ANGEL CAÑUTAL
Learning and Development Program Officer
Cognitio Learning and Development Center
info@cognitiolearning.com

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TRAINING OVERVIEW

Training Details	Information
Training Title	**INSTRUCTIONAL SUPERVISION IN EDUCATION: Frameworks for Coaching, Mentoring, and Technical Assistance**
Date	September 26-27, 2026
Platform	Google Meet
Duration	16 Training Hours
Target Audience	Aspiring Master Teachers, Master Teachers, and Emerging Instructional Supervisors
Target Participants	Aspiring Master Teachers, Master Teachers, Emerging Instructional Supervisors
Registration Fee	Php 500.00
Registration Form	https://forms.gle/tSGNTDhGfyrgoVCZ8

WHY JOIN THE TRAINING?

Strengthen Instructional Supervision.
Gain a deeper understanding of modern approaches to instructional supervision and move beyond traditional, inspection-focused practices toward developmental and collaborative supervision.

Improve Classroom Observation Practices.
Learn how to gather objective, factual, and evidence-based classroom observation data aligned with appropriate standards and indicators.

Develop Effective Coaching and Feedback Skills.
Enhance your ability to conduct meaningful post-observation conferences, ask reflective questions, and provide actionable, growth-focused feedback using the **GROW Coaching Model**.

Provide Targeted Technical Assistance.
Learn how to identify teacher development needs and translate classroom observation findings into a contextualized **Technical Assistance (TA) Plan** aligned with institutional learning goals.

Connect Supervision with Teacher Development.
Strengthen your capacity to differentiate **coaching, mentoring, and technical assistance** and determine the appropriate form of professional support for teachers.

Apply Learning Through Practice.
Participate in simulations, capstone presentations, peer critique, and expert discussions that allow you to apply supervisory concepts to realistic educational contexts.

For further details, feel free to contact us:

Email: info@cognitiolearning.com
Facebook Page: *Cognitio Learning and Development Center*

INVEST IN BETTER SUPERVISION.
EMPOWER BETTER TEACHING.
BUILD STRONGER SCHOOLS.

Organized by:

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TRAINING MATRIX

TRAINING OVERVIEW

Parameter	Details
Training Title	**INSTRUCTIONAL SUPERVISION IN EDUCATION: Frameworks for Coaching, Mentoring, and Technical Assistance**
Delivery Mode	2-Day Synchronous Virtual Training via Google Meet
Duration	16 Training Hours
Date	September 26-27, 2026
Target Audience	Aspiring Master Teachers, Master Teachers, and Emerging Instructional Supervisors

DESCRIPTION

The transition from exemplary classroom practitioner to instructional supervisor represents one of the most critical milestones in an educator's professional journey. Moving into a supervisory role requires a profound shift in professional identity—transitioning from directly delivering instruction to guiding, coaching, and empowering peer educators. Modern educational leadership demands that instructional supervision move far beyond traditional "inspection-style" evaluations and compliance monitoring. Today's Master Teachers and emerging instructional supervisors must operate as developmental coaches, learning facilitators, and strategic partners in pedagogical growth.

This intensive 16-hour training program equips instructional supervisors with the advanced frameworks, reflective dialogue techniques, and data-driven tools essential for driving systemic classroom improvement. Fully aligned with national professional standards for both teachers (PPST) and school leaders (PPSSH), the course bridges the gap between supervisory theory and real-world school application.

STANDARDS ALIGNMENT MATRIX

Module	PPST Target Indicators	PPSSH Target Indicators
Module 1: *Foundations of Supervision and Mentoring*	**Strand 7.3:** Participate in professional networks to share knowledge and to enhance practice. **Strand 7.5:** Reflect on the Philippine Professional Standards for Teachers to plan and progress one's own professional development goals and	**Strand 4.2:** Encourage teachers to engage in professional reflection and learning. **Strand 4.4:** Implement professional development initiatives for school personnel based on individual and school development needs.

	assist colleagues in planning and achieving their goals.	
Module 2: *Evidence-Based Classroom Observation*	**Strand 4.5:** Advice and guide colleagues in the selection, organization, development and use of appropriate teaching and learning resources, including ICT, to address specific learning goals.	**Strand 3.2:** Assist teachers in the development, application and review of teaching standards and pedagogies.
Module 3: *Post-Conference & Technical Assistance (TA)*	**Strand 4.5:** Advice and guide colleagues in the selection, organization, development and use of appropriate teaching and learning resources, including ICT, to address specific learning goals. **Strand 7.3:** Participate in professional networks to share knowledge and to enhance practice.	**Strand 3.1:** Manage school-based curriculum review and implementation. **Strand 3.3:** Provide timely, accurate and constructive feedback to teachers on their teaching performance.

EXPECTED LEARNING OUTCOMES

By the end of this training program, participants will be able to:

1. Define instructional supervision and distinguish its core types, approaches, and principles within modern educational contexts.
2. Differentiate between coaching, mentoring, and technical assistance (TA) to deliver targeted professional support to classroom teachers.
3. Formulate constructive, evidence-based post-observation feedback using standard classroom observation indicators.
4. Execute a simulated post-observation conference applying reflective coaching techniques in virtual breakout sessions.
5. Design a contextualized Technical Assistance (TA) Plan aligned with identified teacher development needs and institutional learning goals.

TIMELINE

DAY 1 | *Foundations of Supervision, Coaching, Mentoring and Classroom Observation*

Time	Module / Session	Core Topics and Content	Responsible Person
08:00 – 08:30	Registration and Orientation	Plenary check-in, netiquette, technical orientation, and diagnostic pre-assessment.	Training Team
08:30 – 10:15	**MODULE 1** *[Part 1]*	• Modern Supervision Frameworks vs. Inspection • Clinical, Developmental, and	

	Foundations of Instructional Supervision	Differentiated Supervision • Directive, Collaborative, and Non-Directive Supervisory Approaches	
10:15 – 10:30	**Health Break**		All
10:30 – 12:00	**MODULE 1** *[Part 2]* Coaching, Mentoring and Technical Assistance	• Differentiating Coaching (Skills), Mentoring (Career), and TA (Systemic Support) • Performance Monitoring Frameworks • The Technical Assistance (TA) Cycle	
12:00 – 01:00	**Lunch Break**		
01:00 – 04:00	**MODULE 2** Evidence-Based Classroom Observation	• Pre-observation agreements • Gathering objective, factual evidence vs. subjective opinions • Standardized observation indicators and rubric alignment	
04:00 – 05:00	Plenary Synthesis	Debriefing, key takeaways, and Day 1 online evaluation.	

DAY 2 | *Post-Observation Coaching, Capstone Presentations, and Open Forum*

Time	Module / Session	Core Topics and Content	Responsible Person
08:00 – 08:30	Management of Learning (MOL)	Day 1 concept recap and key learnings synthesis.	Training Team
08:30 – 10:15	**MODULE 3** *[Part 1]* High-Impact Post-Observation Conferences	• The GROW Coaching Model (Goal, Reality, Options, Will) • Phrasing open-ended, non-threatening reflective questions • Delivering actionable, growth-focused feedback	
10:15 – 10:30	**Health Break**		All

10:30 – 12:00	**MODULE 3** *[Part 2]* Technical Assistance Plan Design	• Designing a contextualized Technical Assistance (TA) Plan Matrix based on observation gaps	
12:00 – 01:00	**Lunch Break**		
01:00 – 03:00	Capstone Preparation, Presentation and Expert Critique	• Presentation of completed TA Plans and Post-Observation Scripts • Panel review, peer critique, and constructive feedback	
03:00 – 04:30	Extended Open Forum and Panel Discussion	• Interactive Q&A • Expert insights from Resource Speakers	
04:30 – 05:00	Training Closing	Post-test, overall course evaluation, virtual awarding of certificates, and closing remarks.	Participants and Training Team

PARTICIPANT ENTITLEMENTS AND INCLUSIONS

Upon successful completion of the 16-hour virtual training program, all registered participants will receive a learning package:

1. **Official Certifications**
   a. *Digital Certificate of Participation:* Awarded to participants who complete all three modules, submit the required outputs, and achieve at least 80% attendance in synchronous Google Meet sessions. Reflects 16 Training Hours in Instructional Supervision.
   b. *Certificate of Appearance and Attendance:* Issued for official documentation.

2. **Digital Resource Kit**
   a. *Complete Presentation Slides:* Unlocked PDF copy of all presentation slides, lecture notes, and reference guides used across Modules 1 to 3.
   b. *Lecture Recording*: Access to lecture during the entire training.
   c. *Other learning resources.*

3. **Post-Training Support and Community**
   a. *Cognitio L&D Priority Email Updates:* Subscription to exclusive email notifications regarding upcoming professional development offerings, national training opportunities, webinars, and updated policy guidelines.
   b. *Cognitio Alumni Learning Community:* Admission to Cognitio's exclusive online professional network for continuous peer-mentoring, resource-sharing, and updates.