

**PROJECT LEAD (LEADERSHIP AND EDUCATION ADVANCEMENT THROUGH
DEVELOPMENT): USM GRADUATE SCHOOL'S SUPPORT FOR DEPED EDUCATORS AND
SCHOOL LEADERS THROUGH IN- SERVICE TRAININGS**

Project Leader
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Funded by:

MIDYEAR IN-HOUSE REPORT

UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato



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EXECUTIVE SUMMARY

A. BASIC INFORMATION	
1. Project Title	Project LEAD (Leadership and Education Advancement through Development): USM Graduate School's Support for DepEd Educators and School Leaders through In- Service Trainings
2. Project Leader (Indicate College Unit)	EIMER M. ESTILLOSO, EdD Professor VI, College of Education Dean, Graduate School
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3. Lead Unit/ College	Graduate School
Collaborating Unit/ College	
Partner Agency	DepEd SDO Kidapawan City
4. <i>UniK</i> Strategic Theme	☐ Foster Community Cohesion ☐ Tourism Development and Promotion ☐ Harness Internet Technology ☒ Promotion of Literacy and Numeracy ☐ Preservation of language and culture ☐ Agricultural Enterprises Support ☐ Environmental Stewardship and Agriculture ☐ Nutrition, Health, and Food Safety ☐ Rural Infrastructure Support
5. RDE Thematic Area	☒ Quality Learning, Skills Development, and Literacy ☐ Social Development, and Strong Institutions ☐ Preservation of Culture ☐ Environmental Protection, Conservation, and Risk Reduction ☐ Food Security and Poverty Reduction ☐ Good Health and Well-being ☐ Innovations in Science, Engineering, and Technology ☐ Sustainable Entrepreneurship and Management
6. Sustainable Development Goals	☐ No Poverty ☐ No Hunger ☐ Good Health ☒ Quality Education ☐ Gender Equality ☐ Clean Water and Sanitation ☐ Renewable Energy ☐ Good Jobs and Economic Growth ☐ Innovation and Infrastructure ☐ Reduced Inequalities

	☐ Sustainable Cities and Communities ☐ Responsible Consumption ☐ Climate Change ☐ Life Below Water ☐ Life on Land ☐ Peace and Justice ☐ Partnership for the Goals
7. Project Duration	January 1 – December 31, 2026
8. Project Service Area	Kabacan, Cotabato and Kidapawan City
9. Total Budget (Php)	

MIDYEAR IN-HOUSE REVIEW REPORT

B. TECHNICAL DESCRIPTION

1. Rationale

In the dynamic landscape of education, continuous professional growth among educators and school leaders is essential to ensure quality instruction and effective school management. The Department of Education (DepEd) underscores the importance of sustained capacity building through in-service training programs that enhance pedagogical competence, leadership capability, and the overall professional well-being of teachers and administrators. Recognizing this need, the University of Southern Mindanao (USM) Graduate School initiated Project LEAD (Leadership and Education Advancement through Development) as a strategic extension initiative aimed at supporting DepEd educators and school heads in their pursuit of professional excellence.

Project LEAD is anchored on the belief that effective leadership and continuous learning are central to educational transformation. Through the provision of in-service trainings, the project seeks to bridge the gap between theoretical knowledge and practical application, equipping educators with innovative strategies aligned with 21st-century learning standards, inclusive education, and the Department's evolving curriculum reforms. By offering capacity- building sessions in leadership, instructional supervision, curriculum design, and research- based teaching practices, Project LEAD enables participants to adapt to emerging educational challenges and opportunities.

Furthermore, the project serves as a platform for collaboration between higher education and the basic education sector, strengthening linkages between USM and DepEd divisions across the region. This partnership underscores the university's commitment to community engagement and educational advancement through development-oriented initiatives. By empowering educators and school leaders with updated knowledge, enhanced leadership competencies, and reflective practice, Project LEAD contributes to the shared goal of improving learning outcomes and fostering sustainable educational development.

Ultimately, Project LEAD reflects the Graduate School's vision of transforming knowledge into action through leadership and service. It not only reinforces USM's role as a catalyst for regional and national educational development but also embodies its mission to cultivate adaptive, competent, and visionary educators who can lead transformative changes within their respective schools and communities.

Objectives

The general objective of the PROJECT LEAD is to catalyze the development of a professional learning community that will sustain capability building among school leaders and teachers.

Specifically, it aims to:

- develop a module on innovations in educational leadership and school management;
- conduct training-workshops among teachers and school leaders with topics related to educational leadership and school management; and
- improve the leadership skills of teachers and school leaders by implementing best practices in school leadership.

2. Methodology

Pre-implementation (Social Preparation)

Preparatory activities included consultation meetings with the administration of DepEd SDO Kidapawan City to discuss the schedule of activities and venue of the training

The project team also coordinated the revision of the Memorandum of Agreement, prepared project materials and started the completion in the development of the module.

Implementation (Community Development)

Post-implementation (Community Management)

- **Accomplishments**

(Based your accomplishments on the Objectives of the Project)

Objective 1. Develop a module on innovations in educational leadership and school management.

Accomplishments

- Started development of modules with identifying topics to be included

Objective 2. Conduct training-workshops among teachers and school leaders with topics related to educational leadership and school management

- Finalization of the schedule, venue and the selection of the participants.
- Conducted training on needs assessment

Objective 3. Improve the leadership skills of teachers and school leaders by implementing best practices in school leadership

- Draft school initiated initiative based on the results of needs assessment

Akyürek, M. İ., & Karabay, E. (2022). Developing innovative school leadership scale and teachers' views on innovative school leadership. *Journal of Educational Leadership and Policy Studies*, 6(1).

Farley-Ripple, E. N. (2024). The use of research in schools: Principals' capacity and contributions. *Education Sciences*, 14(6), Article 561. <https://doi.org/10.3390/educsci14060561>

Fitz, J., Wechsler, M., & Levin, S. (2024). *State approaches to developing educational leaders*. Learning Policy Institute. <https://learningpolicyinstitute.org/product/state-approaches-developing-educational-leaders-report>

Meyer-Looze, C. L., & Vandermolen, R. (2021). Building school leader capacity for impact. *School Leadership Review*, 16(1), Article 3. <https://scholarworks.sfasu.edu/slr/vol16/iss1/3/>

Muhayimana, T., Schares, D., & Ruxton, M. (2023). Building educational leaders' capacity in a community of practice. *Journal of School & Action Research Development*, 4(2). <https://files.eric.ed.gov/fulltext/EJ1384352.pdf>

3. Problems Met and Recommended Action

- a. The implementation schedule was affected by the change and early implementation of DepEd's trimester curriculum and learning block schedule. This limited opportunities to conduct extension activities without disrupting regular classes.
For the current project: Prepare a catch-up work plan aligned. Combine related training contents by covering two topics in one delivery when feasible.
For future projects: Consult the partner school calendar and latest DepEd curriculum updates before finalizing timelines.
- b. The initial implementation period required the revision of the Memorandum of Agreement (MOA), which underwent institutional and legal review before implementation could proceed.
For the current project: Proceed with implementation once approvals are completed and adjust the timeline accordingly.
For future projects: Process MOA revisions before the target start date.

5. Budget Utilization

Component	Allocation	Utilized	% Utilized
			0
Total			

6. Attachments

Attachment A – Photo documentation









