

Republika ng Pilipinas
Kagawaran ng Edukasyon
REHIYON V (BIKOL)
TANGGAPANG PANSANGAY NG MGA PAARALAN NG CATANDUANES

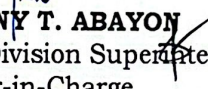
January 20, 2026

DIVISION MEMORANDUM
No. 098, s. 2026

**REQUESTS FOR PARTICIPATION IN THE RESEARCH STUDY
OF SCHOOL HEADS IN THE BICOL REGION**

To: Asst. Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
Public School Heads
All Others Concerned

1. In reference to Regional Memorandum No. 00084, s. 2026, this office hereby requests all school heads to participate in the research study of Mr. NEL Rusty T. Tamayo, a Graduate School student at Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT), Cabitan, Mandaon, Masbate. The data will be gathered through a survey questionnaire and in-depth interviews.
2. Participation in the survey is voluntary, adheres to the Data Privacy Act, and must not disrupt work or classes pursuant to DepEd Order No. 9, s. 2005.
3. For information and guidance.

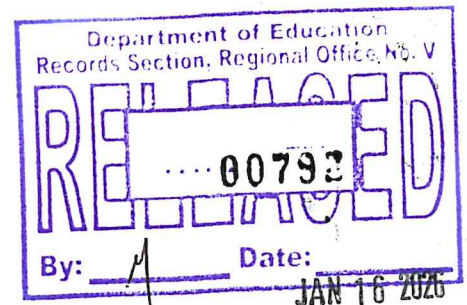

MA. JEANY T. ABAYON
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent



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Republic of the Philippines
Department of Education
REGION V - BICOL




14 Jan 2026

REGIONAL MEMORANDUM
No. 0084, s. 2026

REQUEST FOR PARTICIPATION IN THE RESEARCH STUDY
OF SCHOOL HEADS IN THE BICOL REGION

To : Schools Division Superintendents
Public Secondary School Heads
Public Elementary School Heads
All Others Concerned

1. Enclosed is a letter dated January 05, 2026, from Mr. Nel Rusty T. Tamayo, a Graduate School student of Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT), Cabitan, Mandaon, Masbate requesting to conduct a research study to the School Heads in the Bicol Region. The data will be gathered through a survey questionnaire and in-depth interviews.
2. This Office is interposing no objection in the conduct of the said study, provided that there will be no disruption of classes and that engaged time-on-task pursuant to DepEd Order No. 9, s. 2005 is properly complied therewith.
3. Kindly note that participation in the survey is voluntary, particularly, the participants have the right to refuse to participate or discontinue in completing the survey at any time. Also, compliance with the Data Privacy Act shall be strictly observed.
4. Immediate dissemination of this Memorandum is desired.


GILBERT T. SADSAD
Regional Director

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

INTERVIEW
RESEARCH STUDY
SCHOOL HEADS
SURVEY

PPRD/apr
01/14/2026



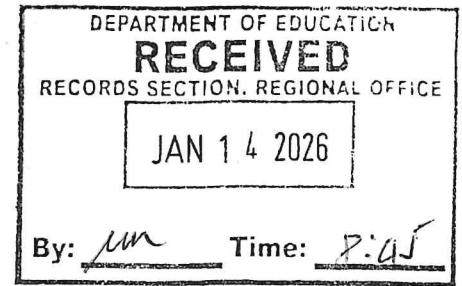
Address: Regional Center Site, Rawis, Legazpi City, 4500
Telephone Nos.: 0969 516 9555
Email Address: region5@deped.gov.ph
Website: <https://region5.deped.gov.ph/>





January 05, 2026

Dr. GILBER T. SADSAD
Regional Director
Department of Education – Region V (Bicol)
Regional Center Site, Rawis, Legazpi City



Dear Director Sadsad;

I am respectfully requesting your approval to conduct a research study entitled “*School Leaders with Exceptionalities in Bicol: Towards the Development of a Leadership Compendium*” among selected school heads in the Schools Division Offices of the Bicol Region.


The study aims to document and understand the leadership experiences, practices, and strategies of school heads with exceptionalities, with the end goal of developing a leadership compendium that may serve as a reference for inclusive, responsive, and effective school leadership. This research is intended solely for academic purposes and is part of my dissertation requirements.

Data will be gathered through a survey questionnaire and in-depth interviews with identified school heads, subject to their voluntary consent and availability. Rest assured that the conduct of the study will not disrupt school operations and will strictly adhere to DepEd research protocols and ethical standards.

Furthermore, all information collected will be treated with utmost confidentiality in compliance with Republic Act No. 10173, otherwise known as the Data Privacy Act of 2012. The identities of the participants, schools, and divisions will not be disclosed in any report, publication, or presentation resulting from this study.

In this regard, may I humbly seek your kind approval and endorsement to allow the conduct of this study in the Schools Division Offices under your jurisdiction. Your approval will greatly contribute to the successful implementation of this research and to the advancement of inclusive leadership practices in the region.

Thank you very much for your time, consideration, and continued support for educational research.

Sincerely yours,

NEL RUSTY T. TAMAYO
Dissertation Writer/Researcher

Noted:

MICHAEL L. ESTREMERERA, EdD
Dissertation Adviser