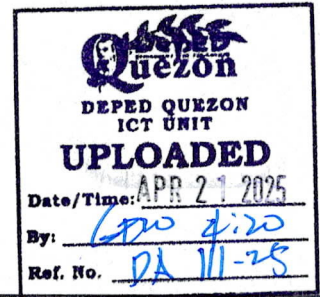




Republic of the Philippines
Department of Education
 Region IV-A
 SCHOOLS DIVISION OF QUEZON PROVINCE



DIVISION ADVISORY NO. 11, s. 2025
 April 15, 2025

In compliance with DepEd Order (DO) No. 8, s. 2013, this advisory is issued not for endorsement as per DO 28, s. 2001, but only for the information of DepEd officials, personnel/staff, and the concerned public.
 (Visit www.deped.gov.ph)

GENDER EQUALITY AND INCLUSIVITY TRAINING SEMINAR

The CPDCFT Training Center is conducting the **Gender Equality and Inclusivity Training Seminar** for **FY 2025** which is open to all public and private schools. This event aims to empower school personnel through skills development and promote a more inclusive school environment.

Participation of teaching, related teaching, and non-teaching personnel from public and private schools will be purely voluntary and will not hamper instructional time in compliance with the provisions of **DepEd Order No. 9, s. 2005** titled **Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith** and **DepEd Order No. 43, s. 2022** titled **Omnibus Travel Guidelines for All Personnel of the Department of Education**.

This is also subject to **No Collection Policy** as stated in **Section 3 of Republic Act No. 5546** also known as An Act Prohibiting the Sale of Tickets and/or Collection of Contribution for Whatever Project or Purpose from Students and Teachers of Public and Private Schools, Colleges, and Universities (Ganzon Law).

For inquiries, please contact **Dr. Jayson L. Salutan**, President and CEO, through mobile number **09475422021** or email at cpdcft143@gmail.com.

sgod/mamt/04/15/2025

ok

DEPEDQUEZON-TM-SDS-04-011-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon
 Trunkline #: (042) 784-0366, (042) 784-0164,
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CPDCFT TRAINING CENTER
PRC Accreditation # PTR – 2019 – 343

Contact #: 09475422021
Email: cpdcft143@gmail.com
Address: 1 Lot 38 Phase 1 Richlane Subd.,
Anabu 2E, Imus City, Cavite, 4103

April 08, 2025

DR. ROMMEL C. BAUTISTA, CESO V
Schools Division Superintendent
Division Of Quezon
Sitio Fori, Brgy. Talipan, Pagbilao, Quezon

RE: Proposal (Gender Equality and Inclusivity Training Seminar)

Dear Sir Rommel,



We CPDCFT Training Center is desirous in empowering your division with its people through skills development enhancement training seminar on Gender Equality and Inclusivity which we believe the CPDCFT Training Center can provide a valuable insight to promote a more inclusive environment within your schools division.

Gender and Development is a critical and relevant issue of this present time. Therefore, it is essential that our students, teachers and staffs are equipped with the knowledge and skills to address gender related issues effectively.


Our formidable team and extensive educational resource network at CPDCFT Training Center make us a leading national and international skills training provider.

Our Purpose is to propose a training program initiative related to DepEd Mandate DO 32, s. 2017, **The Gender – Responsive Basic Education Policy** in line with its Gender and Development (GAD) mandate as stipulated in the 1987 Philippine Constitution, Republic Act (RA) No. 9710 or the *Magna Carta of Women* (MCW), RA 10533 or the *Enhanced Basic Education Act of 2013*, and the Philippines' International Human Rights Commitments to the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Convention on the Rights of the Child (CRC) among others.

Please accept this letter as our sincere expression of our intent to negotiate in good faith in providing the Gender and Development Training Seminar needed by your school division. Attached with this letter are the brief company profile with all the services that we could offer for your reference, the training Matrix and other documents for the aforementioned Seminar Training.

This proposal is subject for changes in your favor. Thank you for consideration. We look forward to your positive response. We are excited about the prospect of working together to promote gender equality and inclusivity in our school community.

Respectfully yours,


DR. JAYSON L. SALUTAN
CPDCFT Training Center
President / CEO

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COMPANY PROFILE

ABOUT US

CPDCFT Training Center is a Professional Regulation Commission (PRC) accredited company with accreditation number PTR-2019-354 providing events for Professional Teachers in Deped Application, Deped Teachers Promotions and License Renewal. CPDCFT was founded in 2019 by Dr. Jayson L. Salutan.

We have served more than 50,000 professional teachers since 2019 and kept on soaring and continue welding our brand as CPD Provider all over the country. Upon stable business condition. CPDCFT Training Center has expanded its offers to NURSES and CRIMINOLOGISTS and other professions.

As of today, we established a company status that is **PROVEN – TESTED – TRUSTED**.

VISION STATEMENT

“CPDCFT Training Center aims to become the leading CPD provider by giving affordable CPD events and provide the best professional care.”

MISSION

- To offer affordable and great services to our fellow professionals/Ka-CPD
- To help our fellow professionals reach their potentials and professional dreams
- To provide holistic learning

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THE C.P.D.C.F.T. CORE VALUES

- **Civic Duty:** CPDCFT Training Center emphasizes the responsibility of individuals to participate in and contribute to the well-being of their communities and society as a whole.
- **Passion:** CPDCFT Training Center cultivates enthusiasm, dedication, and a strong work ethic among team members.
- **Diligence:** CPDCFT Training Center focuses on consistent, earnest effort and perseverance in pursuing goals, valuing quality over quantity and prioritizing effective work habits.
- **Collaboration and Accountability:** CPDCFT Training Center promotes teamwork, open communication, and cooperation across the organization. Taking responsibility for one's actions and ensuring the achievement of goals.
- **Focus And Quality:** CPDCFT Training Center prioritizes the needs of customers and striving to exceed their expectations. Maintaining high standards in all aspects of the business to ensure customer satisfaction.
- **Trust And Integrity:** CPDCFT Training Center Fosters an environment of trust by being reliable, consistent, and transparent. Demonstrating honesty, transparency, and ethical behavior in all actions and decisions.

SERVICES OFFERED

1. Trainings for DEPED Ranking (Teachers)
2. Seminars for DEPED Promotion (Teachers)
3. ACCREDITED PRC Seminars for License Renewal for Teachers, Nurses, Criminologists and other professionals.
4. Review for Criminologists
5. Review for Nurses
6. Assistance on license renewal (CPDAS/LERIS)
7. Distributorship and
8. Franchise

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PROGRAM DESIGN GENDER EQUALITY AND INCLUSIVITY

CPDCFT Training Center, Anabu 2E, Imus, Cavite

April 08, 2025

I. ANALYSIS

A. TARGET PEOPLE: Teachers, Faculties, and Staff

B. PROBLEM STATEMENTS

1. Faculty & Staff are not fully aware of the GAD Concepts and as a program of the government
2. There is as need to include Gender Sensitivity in teaching all subject areas
3. Equal access to basic education between girls and boys. A need to empower women to avoid discrimination
4. Parents/children were not aware of the right to basic education of every Filipino Children
5. No Gender and Development Database in school
6. No printed materials to read for Gender and Development advocacies
7. No enough funds to support advocacy programs

C. PURPOSE AND OBJECTIVE

At the end of the Training the faculties and staff will be able to increase their...

1. Knowledge
 - a. Increase awareness about GAD
 - b. Increased awareness to right to basic education
2. Skills
 - a. Integrates Gender Sensitivity as part of the lesson
 - b. Treat boys and girls the same
 - c. Established Data base of GAD
3. Application
 - a. Increased awareness of teachers and staff thru GAD campaign materials
 - b. Increased awareness of GAD through school programs and activities

D. LEGAL BASIS

- a. DO 32, s. 2017 – Gender-Responsive Basic Education Policy
- b. Gender and Development (GAD) mandate as stipulated in the 1987 Philippine Constitution, Republic Act (RA) No. 9710 or the *Magna Carta of Women* (MCW)
- c. RA 10533 or the *Enhanced Basic Education Act of 2013*

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II. DESIGN (1 Day Sample)

Program flow w/ Success Indicator

Time	EVENT	Success Indicator	Lecturer
08:00 – 09:00	Registration/ Pace Setting		
09:00 – 10:00	Review of GAD Concepts	Faculty & Staff are fully aware of GAD	
10:00 – 10:10	BREAK		
10:15 – 11:00	Integration of Gender Sensitivity in all Subject Areas	The concept of Gender Sensitivity is included in teaching	
	Group Dynamics on Gender Sensitivity		
11:00 – 12:00	Gender Equality & Women’s Empowerment Framework	Awareness of equal rights between girls and boys	
12:00 – 01:00	LUNCH BREAK		
01:00 – 02:00	Responsible Parenthood and Reproductive Health Rights	Provision of quality education to students	
02:00 – 03:00	Gender Mainstreaming		
03:00 – 03:10	BREAK		
03:00 – 03:30	GAD Plan & Budgeting	Data base established for GAD program	
3:30 - 4:30	Designing GAD Plan & Budgeting	Creation of Data base for Gender and Development program	
		Printing of GAD Information materials and T-Shirts	
04:30 – 05:00	Awarding, Recognition, Graduation		



III. DEVELOPMENT

A. REGISTRATION

- Each participant will be registering manually to the registration booth
- Each participant will be encoded to Attendance Excell sheets for documentation by the staff.
- After registration they will be handed with handout materials for the whole training event

B. FOODS AND DRINKS

- Snacks and refreshments by the staff to be given to participants during the workshop
- Lunch will be served by the staff/school

C. PROGRAM

Aside from the handout materials, our resource speaker will also provide PowerPoint and video presentations to facilitate learning and knowledge retention.

D. WORKSHOP

Each Group will be given materials for the workshop (planning and budgeting)

E. AWARDING AND RECOGNITION

Each Participants will be receiving a certificate plus other incentives from CPDCFT Training Center.

IV. IMPLEMENTATION

1. PRE-TRAINING

- i. Coordinators will provide checklists to ensure smooth program flow and to ensure that participants are well coordinated with the program
- ii. Coordinator will assign ushers to serve the participants

2. DURING TRAINING

- iii. Coordinators will function as time keepers and they will also direct and coordinate speakers/resource person and staffs in between programs.

3. POST TRAINING

- i. GAD Workshop/ Report / Presentations/Demos
- ii. GAD Budgeting Plan for the School Year 2025-2026

II. EVALUATION

Participants will be given an evaluation form to be submitted and evaluated by their supervisors.

III. FREE CREDIT UNITS FOR LICENSE RENEWAL

Each participant will be given FREE CREDIT UNIT incentives from CPDCFT Training Center for their License Renewal to be encoded to their CPDAS accounts.

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PROPOSED PACKAGES

(Subject for Adjustment)

PACKAGE 1 - LOCAL VENUE (School)			
	1 Day (Hybrid with 2 days online)	2 Days (Hybrid with 1 day online)	3 Days
500-999 pax	₱1,450	₱1,650	₱1,950
1000 above pax	₱1,250	₱1,450	₱1,750
Inclusions: Food, Setup, Audio-Visuals, Overflowing Coffee, Certificate, Credit Units			

PACKAGE 2 - EVENTS PLACE/ HOTEL			
	1 Day (Hybrid with 2 days online)	2 Days (Hybrid with 1 day online)	3 Days
500-999 pax	₱2,250	₱3,100	₱3,900
1000 above pax	₱1,900	₱2,800	₱3,450
Inclusions: Venue, Food, Setup, Audio-Visuals, Overflowing Coffee, Certificate, Credit Units			

PACKAGE 3 – OUT OF TOWN / EDUCATIONAL TOUR		
	2 Days & 1 Night	3 Days & 2 Nights
500-999 pax	₱4,250	₱5,300
1000 above pax	₱3,950	₱4,350
Inclusions: Hotel, Venue, Food, Setup, Audio-Visuals, Overflowing Coffee, Certificate, Logistics, Credit Units		

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