



Republic of the Philippines  
OFFICE OF THE PRESIDENT  
COMMISSION ON HIGHER EDUCATION

CHED MEMORANDUM ORDER (CMO)

NO. 41 ;  
Series of 1998

SUBJECT : CONTINUING PROFESSIONAL DEVELOPMENT FOR  
TEACHING STAFF IN ALL HIGHER EDUCATION  
INSTITUTIONS

X-----X  
In accordance with the pertinent provisions of Republic Act No. 7722, otherwise known as the "Higher Education Act of 1994," and in order to make higher education institutions responsive to the changing nature of education among them, public scrutiny of the quality of teaching and the increasing demands for quality graduates by professional bodies and employers, the Commission recommends that institutions of higher learning adopt appropriate strategies for their teaching staff as to promote a culture of continuous professional learning.

1. All HEIs, public and private, are enjoined to start with a professional needs assessment of their own teachers. For some regions, references can be made to recommendations offered by the council of deans of every discipline. This information can be made as springboards for attractive and interesting continuing professional development (CPD) programs which can help tackle the challenge of quality education.
2. Well designed in-house programs may include teaching strategies/ techniques, research work, writing and publishing as well as interpersonal skills development.
3. HEIs are encouraged to establish some networking and linkages with each other to foster efficient and effective planning and provision of CPD.
4. It is likewise expected that CHED Regional Director look into an CPD designs and implementation of the same in each institution in their respective areas of concern and to lend expertise where needed. Periodic reports on these lines must be provided to this Office.

This CMO shall take effect immediately.

**FOR IMPLEMENTATION, GUIDANCE AND COMPLIANCE.**

Pasig City, Philippines July 20, 1998

  
ANGEL C. ALCALA  
Chairman