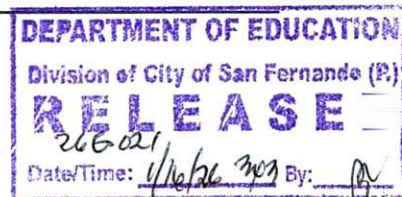




Republic of the Philippines  
**Department of Education**  
Region III  
Schools Division Office City of San Fernando


**Endorsement**  
January 13, 2026



Respectfully returned to **Precy T. Manarang**, researcher from Pampanga State Agricultural University, the approved request to conduct the study and interview among DepEd personnel and students in this Division, relative to the course requirement for the research paper titled **"Transition in the Eyes of School Heads: A Sequential Exploratory Design"**.

In approving the said request, please take note of the following guidelines:

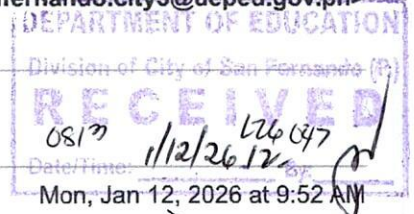
- i. No government funds will be utilized;
- ii. Proper coordination with the concerned DepEd personnel;
- iii. Ethics of research will be observed (e.g. voluntary participation, anonymity of respondents);
- iv. This Office will be provided a soft copy (send to **lyndon.morales@deped.gov.ph**) of the raw data (downloaded from the online survey / in-person data collection) within six months from the date of this endorsement and of the full manuscript including the research instruments used upon completion of the study; and
- v. Failure to comply with the guidelines will result in the withdrawal of permission to conduct the said activity.

  
**SHIRLEY BALAJADIA ZIPAGAN PhD, CESO V**  
Schools Division Superintendent

Email:  
[precy.manarang001@deped.gov.ph](mailto:precy.manarang001@deped.gov.ph)



Civic Center, San Isidro, City of San Fernando,  
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(045) 649-5436  
[sanfernando.city3@deped.gov.ph](mailto:sanfernando.city3@deped.gov.ph)



## Request for Approval to Conduct Dissertation Research

1 message

Precy Manarang <precy.manarang001@deped.gov.ph>

To: "DEPED CITY OF SAN FERNANDO (REG. 3)" <sanfernando.city3@deped.gov.ph>

January 12, 2026

**SHIRLEY BALAJADIA ZIPAGAN PhD, CESO VI**

Schools Division Superintendent

Schools Division of San Fernando City

San Isidro, City of San Fernando

Dear Madam:

Greetings of peace!

The undersigned is currently conducting a dissertation entitled ***"Transition in the Eyes of School Heads: A Sequential Exploratory Design,"*** in partial fulfillment of the requirements for the Doctor of Education, major in Educational Management, at Pampanga State Agricultural University.

In this regard, the researcher respectfully request permission to conduct the study among selected public secondary school heads in your division who have at least five (5) years of leadership experience and have recently undergone a school transition from one school to another. The study will be conducted in two phases: (1) in-depth interviews with school heads to explore their experiences, challenges, and insights related to leadership transitions, and (2) the development and validation of the Transition Experience Scale of School Heads (TESSH) to measure and further analyze transition experiences among a wider group of school heads.

The undersigned also respectfully request the names and email addresses of eligible school heads to facilitate coordination. Please be assured that no government funds will be used, school operations will not be disrupted, and all data will be treated with strict confidentiality.

Attached are the approved request from DepEd Region III, along with the university clearance and ethics certificate.

Thank you very much for your kind consideration.

Respectfully yours,

**PRECY T. MANARANG**

Doctor of Education Student

Pampanga State Agricultural University

0915-209-1637

[precy.manarang001@deped.gov.ph](mailto:precy.manarang001@deped.gov.ph)

Kindly see the attached file:  [San Fernando Request to conduct research.pdf](#)

Of Sir Lyndon  
For Review  
Thurs