

Words of Gratitude, keeping her in our hearts....

- Thank you very much. [Tony of Administrative]
- No words can describe how I am thankful/grateful to be our SDS for almost 3 years. Not only in office as SDS but also a mentor to me. I really appreciate you Ma'am and I always love you of what and who you are. Thank you for extending help in my ups and down. You are the best as always. Please take care of yourself always and God bless you more and more. [Armie of ICT Unit]
- Thank you for your hard work Ma'am. [Jerah of ICT]
- Thank you so much for the mentorship. [Atty. K of Legal]
- A simple thank you will never be enough. [Nurse Lelot of School Health Section]
- To our SDS who is hard to disappoint, thanks for taking care of our welfare, for myriad promotions, team building at Oas, WATCH awards, fun Christmas party, and a sporadic smile. [DJ of Legal]
- I'm thankful for the changes she accomplished within a short period of time that benefited the Division of Camarines Norte, our community and to a great extent the learners. [Sanjay of OSDS]
- Maraming maraming salamat for serving SDO CamNorte with a heart with utmost transparency and equality. [Sye of Human Resource Mgt Office/Personnel]
- I'll never forget her support & kindness, thank you is not enough for Mam Nympha. [Daisy of School Health Section]
- We are indeed very fortunate and blessed to have a transformational and servant leader like you, Ma'am Nympha. Our highest respect and sincere appreciation for not only touching our hearts but also changing our lives as well. We are forever grateful for all you have done for all educators in Camarines Norte. We pray that our God blesses you with good health, love, and wisdom all the days of your life. [Me-Ann of Calabasa IS]
- Thank you Mam Nympha for being a motivational leader. You inspire me to love and care my constituents. I really admire you. [Ma'am Beth of Aniceta De Lara Pimentel HS]
- My profound gratitude regarding fairness, integrity and leadership she showed us. She is worthy to be emulated indeed. [Sally of Leocadio Alejo Entienza HS]
- Thank you very much Mam. We love you. [Julie of SGOD Facilities]
- Thank you so much because I was able to transfer in my hometown and get promoted under your leadership. Truly the best SDS. We love you ma'am from Goito Pimentel Family [Joan]
- She's the SDS when I was just starting my leadership journey. The approving authority of my two consecutive promotions as a school leader. An epitome of servant leadership, honesty and transparency. A very sincere, authentic, and caring "shepherd" to her "flock". Thank you po Ma'am Nympha for being such an inspiration. God bless you po always. [Mercie P. de Guzman of Delia Diezmo National HS]
- Thanks Mam for experiencing top-notch servant leadership. [Tony of Alfonso Dasco ES/Dagang ES]
- Thank you Mam Nympha for empowering the teachers in SDO CamNorte! Your unique kind of leadership may be replicated by your successor. [Sta. Catalina ES TIC of Sta. Catalina ES - Paracale]
- I appreciate her servant-leadership and for leading with example. [Blessi of SGOD-YFD]
- Salamat po ma'am Nympha sa lahat ng magandang pamana ng isang makatarungan, makabata at makataong pamunuan ninyo dito sa Division Ng Camarines Norte. Patnubayan ka po sana lagi ng Poong Maykapal [Eve of Matango NHS]
- I love you so much Mam Nympha [La of Gonzalez-Ascutia HS]

- Madam, we are very much lucky to have you here in Camarines Norte. If you could only let us decide, we will not let you leave us. You are one of a kind, the best leader I've ever meet and I've ever had. Ingat palagi, good health, be strong and God bless you always po. Mahal ka namin. [Ma'am Jayz of Mabini ES]
- Thank you for being a Good Model of our Division. I'm so honored that I have experienced the way you lead the Division of Camarines Norte. [Marvin of Matango NHS]
- I am grateful for having you here in SDO CamNorte. [Arlene of Accounting Section]
- Thank you po for everything. All the best on your new assignment. [Glenn of Accounting]
- To the simplest, hard-working, and exemplar person I have meet, thank you for making a huge change in SDO CN. [Jhay of Kabatuhan IS]
- Your selfless commitment to serving others with empathy and humility is truly inspiring. Your leadership style sets an exemplary standard for all of us to follow. Thank you for being a shining example of what it means to be a true servant leader. [Ruel of Calabasa IS]
- Thank you so much Ma'am Nympha for listening to our complaints, with your gestures, we truly felt your sincerity in bringing so much change in SDO Cam Norte. I really wish you can stay a little bit longer in SDO-CN. Continue being the agent of change. DepEd needs you. Keeping my fingers cross that you will become our DepEd Secretary in the future because you deserve that spot. [Mayla of Gonzalez-Ascutia HS]
- Salamat po Ma'am sa Lahat ng sakrispiyo at dedication mo bilang SDS ng CamNorte. Marami ka pong nabago at naimprove sa ating division. At marami ka pong na inspire dito sa amin. At Ingatan mo po ang iyong health. [FC of Malatap ES]
- Thank you ma'am Nympha for everything you've done for me and for JPES. We will surely miss having you around in our school. You're the best SDS I've ever worked with, and I'm so lucky to have you as my superintendent. All the best po. Maraming marami pong salamat. God bless po. [Antonio Madera of Jose Panganiban ES]



SDO Camarines Norte SERVES with a HEART (Humility, Equability, Agility, Resiliency and Trust)

NYMPHA GUEMO: SDO Camarines Norte's Iron Lady in Conquering the Education Crisis, SERVING with a HEART

By: Noel V. Ibis, EPS

During the height of the COVID-19 pandemic, the last man standing is a woman – School Division Superintendent (SDS) Nympha Guemo – who led the SDO Camarines with passion, dedication, and hard work to ensure continued learning amidst the health crisis. SDS Nympha's leadership style, which is marked by creativity, resilience, compassion, collaboration, and appreciation, has earned her the moniker "Iron Lady of the Camarines."

Her commitment to both competencies and the right character as a government employee has been reflected in the various programs, she launched for the CamNorteño community. Under her leadership, the Schools Division Office (SDO) Camarines Norte reinvented itself, with 18 new schools (either integrated schools, junior/senior high schools, or elementary schools) established during her tenure. More than 1126 personnel were given new positions by reclassification and promotion schemes. The Division was also able to establish 25 Alternative Learning System (ALS) Senior High Schools, making it the most populous ALS-SHS Division in Bicol. In addition to this, one of her flagship programs, Project SERVE with a HEART, (Serve with Efficacy maximizing the available Resources and observing proper Values for Excellence)- with a HEART (Humility, Equability, Agility, resiliency, Trust) involved SDO staff and engaged the CamNorteño community.

The SDS also pioneered the Division Executive Committee Meeting (DEXECOM), a monthly convergence with the section heads discussing and providing creative solutions in the operations of the Division. A very facilitative system enables others to transcend in the pursuit of organizational goals.

The SDS is a beacon of light – a testament to the unparalleled leadership that she has exemplified in the Division. The lady of character and integrity, and a lady who conquered the educational crisis in this Division during the pandemic.

On a personal note, the SDS is akin to an excited electron, jumping to an unoccupied energy level, then going back to the grounded state releasing excess energy in the form of light. She never gets tired of introducing "sparking" ideas in the operation of the Division.

With her departure for a new SDO, SDO Camarines Norte shall be guided by her golden tenet: "Do good so that that good becomes better and that better becomes the best!"



Photo taken during the Recognition ceremony on the establishment/conversion of schools in the division

KEY FEATURES:

- SDO Camarines Norte's Iron Lady
- The Compassionate Leader
- A Leader's Supportive Role
- Imprints of SDS Nympha
- Words of Gratitude

The Compassionate Leader Who Leads with a Heart: An Inspiring Story of Empathy and Leadership of SDS Nympha D. Guemo

By: Joan D. Naing

Education is the foundation of society, and the role of a leader in the field of education is crucial in shaping the future generation. Schools Division Superintendent Nympha D. Guemo is one such leader who has dedicated her life to empowering educators in Camarines Norte.

Born and raised in Bicol, Mam Nympha's journey to becoming a leader in education was not easy. Growing up, she witnessed firsthand the challenges and struggles that students in her community faced in accessing quality education. This experience fueled her desire to make a difference in the education sector.

Mam Nympha's leadership style is inclusive and collaborative. She works closely with teachers, school heads, and other stakeholders to understand the challenges faced by the education system and come up with innovative solutions to address them. Her ability to inspire and motivate her team has been instrumental in achieving significant improvements in the education sector in her division.

Schools Division Superintendent Nympha D. Guemo is a leader who has made a significant impact in the education sector in the Division of Camarines Norte. Her inclusive and collaborative leadership style, coupled with her passion and commitment towards providing quality education, has transformed the lives of many. She is a true inspiration and a shining example of how education can be a powerful tool in shaping the future generation.

SDS Nympha Guemo, the Schools Division Superintendent of a province of Camarines Norte, is a leader who embodies compassion and kindness in her work. With a heart for service and a genuine concern for her constituents' welfare, Superintendent Guemo has earned the respect and admiration of her colleagues, teachers, and the community.

SDS Guemo's leadership style is grounded in the belief that education is not just about academic excellence but also about nurturing the whole person. Guemo is also a compassionate leader who listens to the needs of her constituents. She has created an open-door policy where teachers and staff can freely express their concerns and ideas. This approach has created a positive work environment where everyone feels valued and respected.

Under Guemo's leadership, the province's education system has experienced significant improvements with higher academic performance, an increased number of promoted teaching and non-teaching personnel, and improved services. However, what sets her apart is her unwavering commitment to serve with compassion and kindness, inspiring those around her to do the same.

In a world where leadership is often equated with power and authority, Superintendent Guemo's example shows us that a leader who leads with the heart can create a positive and lasting impact on the people they serve. She reminds us that compassion and kindness are not just virtues, but essential qualities that every leader should possess.

Empowering Research Culture: A Leader's Supportive Role

By: Glenda N. Rito, PSDS

In October 2019, when the pandemic was just starting, I was appointed as the new Senior Education Program Specialist for Planning and Research in SDO Camarines Norte. To introduce our research endeavors, I coined words such as EDUSALIKSIK, SINOPSIK, PEARLS @ SDO CN, e-AGAPAY, E- STAAR, BUSIKLAT. These endeavors were meticulously approved by our supportive SDS Nympha D. Guemo, who sometimes raised her eyebrows and smiled as I explained the meaning of the coined words.



Working with Ma'am Nympha made it easy for me to perform my duties and responsibilities as SEPS. She quickly got to know me, my passion, and my love for research, which made it easier for me to craft activities to enhance the culture of research in the division. I can proudly say, she has that TRUST in me.

With her as my "boss" (although she does not want to be called such), being creative and productive is not that complicated. Ma'am Nympha was so encouraging and compassionate that, at times, she became my "crying shoulder" during tough times. I can never forget her belief in me and in my capabilities that at one time, she made me her replacement in delivering a speech at the Women's Month Celebration in the town of Daet. She is a "pusher". Who always challenges me to do things that I believe I can't. She proudly nominated me which led me to win two (2) RANK 1 international awards sponsored by the ETCOR, namely Outstanding Educator in the field of Research in 2021 and in 2022, and Outstanding Research Management in Basic Education.

With Ma'am Nympha believing in me, it felt like heaven, and it gave me a tremendous amount of encouragement to keep doing better in all the tasks assigned to me, no matter how difficult they may be. I will always be grateful to Ma'am Nympha for her support and faith in my capability.

Nympha D. Guemo: Exemplifying Servant Leadership in Education

By: Lourdes B. Mesa, EPS



SERVANT LEADER. Mam Nympha Guemo, a true example of a servant leader, selflessly serves the Schools Division of Camarines Norte with dedication and passion.

Leadership is not just about wielding power or making decisions. True leadership is about serving others and empowering them to become their best selves. This is exactly what Mam Nympha D. Guemo, the outgoing Schools Division Superintendent of the Schools Division of Camarines Norte, exemplifies.

Servant leadership is the most notable quality that Mam Guemo possesses. She prioritizes the needs and well-being of her colleagues and subordinates. She always listens attentively to their concerns, offers constructive feedback, and collaborates with them to find solutions to problems. These have a profound impact on the education sector in Camarines Norte. She has fostered a culture of collaboration, innovation, and growth that has significantly improved the quality of education in the division. Under her leadership, the division has implemented various programs and initiatives that aim to enhance teachers' and learners' knowledge, skills, and competencies, especially at the height of the pandemic.

Mam Nympha recognizes that learners are the primary beneficiaries of the education sector. Thus, she prioritizes the implementation of programs that aim to improve their academic performance, develop their life skills, and enhance their well-being. She spearheaded the division's flagship programs, such as Project RISE, and Project SERVE, among others, which have significantly contributed to the holistic development of learners. Moreover, it is also her unwavering commitment to the development of teaching and non-teaching staff of the division since she believes that they are the keys to unlocking the potential of learners and that investing in their professional development is crucial. As such, she has implemented various capacity-building programs for teaching and non-teaching personnel, including training on teaching methodologies, curriculum design, and assessment strategies.

Despite all of this, she remains humble and grounded. She always acknowledges the contributions of her colleagues and subordinates and never takes credit for their achievements. Her leadership style has earned her the respect, admiration, and loyalty of the people she works with, and she is widely regarded as a role model for aspiring leaders in the education sector.

As Mam Nympha ventures to another journey, she leaves behind a legacy of servant leadership that will continue to inspire and motivate the education sector in the division. Her unwavering commitment to the growth and development of both teachers and learners has transformed the education landscape in Camarines Norte, and her influence will undoubtedly be felt for years to come.

Imprints of SDS Nympha

Describe SDS Nympha's leadership in one word?	Leadership		Describe SDS Nympha's personality in one word?	Personality	
		Count			Count
	Excellent	24		Humble	9
	Servant	12		Strong	9
	Transformative	6		Simple	8
	Transparent	5		Kind	5
	Best	4		Accommodating	4
	Great	4		Dedicated	4
	Outstanding	4		Hardworking	4
	Superb	4			

*Top responses obtained from 121 respondents via Google Form