

ANNUAL REPORT

F.Y. 2024-2025



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Message from the Centre Director and Chief Executive



I am pleased to share this message as SEAMEO INNOTECH concludes Fiscal Year 2024–2025, a year defined by transition, renewal, and resilience. With the assumption of new leadership and the 4th year of implementation of our 10th Five-Year Development Plan, the Centre also began laying the foundation for the 11th. These milestones reflect both a moment of reflection on past achievements and a firm step toward shaping the future of education in Southeast Asia.

Throughout the year, INNOTECH remained true to its mission of raising the bar of excellence. We trained more than 5,600 education leaders and personnel; embedded Peace and Justice Education into the BARMM curriculum; supported four institutions in the Philippines and Cambodia to contextualize 21st-century skills for marginalized learners through the Research Partnership Grant; and successfully completed all commitments under the USAID-funded Opportunity 2.0 Project, highlighted by the nationwide rollout of the ALS Teacher Induction Program. These accomplishments reaffirm our commitment to delivering quality, inclusive, and transformative learning solutions.

This was also a year of digital innovation and transformation. The 16th International Conference on Artificial Intelligence in Education convened global and regional stakeholders to chart the responsible use of AI in classrooms. Complementing this, the Centre is towards modernizing its systems with AI-enabled chatbots, digital IDs for alumni, and strengthened cybersecurity, signaling our readiness to lead in future-focused education.

Equally important, FY 2024–2025 saw the beginning of a reintroduction and rebranding process, anchored in a refreshed mission and vision, stemming from an external review conducted. This effort goes beyond updating our identity; it reaffirms INNOTECH's role as a catalyst for change, a thought leader in education innovation, and a trusted partner in shaping learning futures for the region.

As we move into the 11th Five-Year Development Plan, I am confident that INNOTECH will continue to combine excellence with innovation, ensuring that our work remains relevant and impactful. With the unwavering support of our partners, the guidance of our Governing Board, and the dedication of our staff, we will continue to build an inclusive, equitable, and future-ready education system for Southeast Asia and beyond.

**Together, let
us carry
forward our
legacy while
striving to
reach even
greater
heights.**

Majah-Leah V. Ravago, PhD
Centre Director and Chief Executive
SEAMEO INNOTECH



INNOTECH FY 2024–2025 at a glance



education personnel
trained



education leaders in
Southeast Asia engaged
through SEA-SLP.



out-of-school children,
youth, parents, and
teachers engaged



instructional and induction
videos developed



out of 5 or Very Satisfactory
rating from clients and
interested parties



joined the conversation on AI
in Education during the 16th
International Conference



Higher Education Institutions
supported from Cambodia and the
Philippines through the Research
Partnership Grant (SI RPG)



grassroots innovations incubated
and scaled up by the Educational
Innovation Accelerator Program



strategic partnerships
established and formalized

Executive Summary

Fiscal Year 2024–2025 was marked by transition, renewal, and future readiness for SEAMEO INNOTECH. With the entry of a new Centre Director, the mainstreaming of Artificial Intelligence (AI), and ongoing strategic external review and reforms, the Centre demonstrated resilience and adaptability while sustaining its mission of advancing education in Southeast Asia.

The year also served as a period of preparation and reflection—consolidating accomplishments under the 10th Five-Year Development Plan while laying the groundwork for the 11th. Alongside these milestones, efforts were undertaken to reintroduce and rebrand the Centre, ensuring its identity and presence remain strong and relevant in an evolving education landscape.



HONORING INDEPENDENCE. Philippine President H.E. Ferdinand R. Marcos Jr. and First Lady Liza Araneta-Marcos invited SEAMEO INNOTECH Centre Director Dr. Majah-Leah V. Ravago to the 2025 Vin d'Honneur at the Malacañan Palace. The SEAMEO INNOTECH logo was displayed on both sides of the Palace Reception Hall as the President welcomed foreign diplomats, highlighting the Centre's presence among dignitaries and high-ranking government officials gathered in celebration of Philippine Independence Day.



ASEAN HANDSHAKE. Philippine Department of Education (DepEd) Secretary H.E. Juan Edgardo "Sonny" Angara, Timor-Leste Minister of Education H.E. Dulce de Jesus Soares, Malaysian Ambassador to the Philippines His Excellency Dato' Abdul Malik Melvin Castelino bin Anthony, and SEAMEO INNOTECH Centre Director Dr. Majah-Leah V. Ravago, join esteemed education leaders and partners in the traditional ASEAN handshake during the 16th INNOTECH International Conference.



Key achievements of the year include:

Strengthened Teacher and Leader Preparation

5,664 education personnel trained across ALS, basic education, and higher education. The USAID Opportunity 2.0 Project was successfully completed, capped by the nationwide rollout of the ALS Teacher Induction Program.

Peacebuilding through Education

Peace and Justice Education was embedded into the Philippine Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) curriculum through the course Finding Peace Within, Cultivating Peace Beyond.

AI and Digital Innovation

The **16th International Conference** on AI in Education positioned INNOTECH as a convener of global dialogue, while new systems—such as AI-enabled chatbots, digital IDs, and paperless workflows—modernized the Centre's operations.

Regional and Global Engagement

INNOTECH expanded its reach, engaging over **200 education leaders in SEA-SLP**, providing technical assistance in Indonesia and Lao PDR, and extending collaborations to Japan and Burkina Faso.

Stakeholder Engagement and Visibility

The Centre launched its **Seminar Series** on Education, Innovation, and Technology, celebrated its **55th Anniversary**, and recognized winners of the **Southeast Asian Educational Innovation Awards**.

Institutional Resilience

INNOTECH passed **ISO surveillance audits**, achieved a **97.63% completion rate of deliverables**, and **modernized infrastructure** with upgraded connectivity, AI-enabled cybersecurity, and enhanced facilities.

Research and Innovation

Through its **Research Partnership Grant**, the Centre supported **four institutions** in the Philippines and Cambodia to contextualize 21st-century skills for marginalized learners.



Mission

We are a catalyst of **innovation and technology**, transforming Southeast Asian education.

Vision

By 2035, INNOTECH will be a **leading force** in empowering learners into the changemakers of tomorrow.

Tagline

Driving innovation for education



FY 2024–2025 stands as a pivotal year of transition. Leadership changes, digital transformation, rebranding, and strategic preparations for the 11th Five-Year Development Plan converged to position INNOTECH as an adaptive, innovative, and future-ready Centre—ready to shape inclusive, equitable, and transformative learning futures across Southeast Asia.



Who We Are

INNOTECH is an **international organization** hosted by the Philippines since 1970. It is dedicated to promoting **educational innovation and technology** throughout Southeast Asia by enhancing teacher training facilitating research, and offering policy support. Its commitment to capacity-building plays a fundamental role in advancing educational development and innovation in the region.

INNOTECH is **under the Southeast Asia Ministers of Education Organization (SEAMEO)** – a key intergovernmental body dedicated to fostering collaboration among Southeast Asian nations in the fields of education, science, and culture. The SEAMEO Council, the organization's highest policy-making authority, is composed of education ministers from 11 member countries, with the Philippines represented by Secretary Sonny Angara from the Department of Education (DepEd). Meanwhile, the SEAMEO Secretariat operates as the executive arm, based in Bangkok, Thailand. Through its efforts, SEAMEO continues to promote sustainable development and educational innovation across the region

EXECUTIVE COMMITTEE

Dr. Majah-Leah V. Ravago
Centre Director and Chief Executive

Ms. Kochakorn-Khattapan Acidre
Centre Deputy Director

Dr. Juan Robertino D. Macalde
Manager, Learning Development and Management Office

Dr. Diosdado M. San Antonio
Manager, Educational Research and Innovation Office

Atty. Christopher Lawrence S. Arnuco
Manager, Knowledge Management and Networking Office

Ms. Maria Stephanie A. Fabria
Manager, Finance and Administrative Management Office

GOVERNING BOARD MEMBERS

Ms. Jennifer Wong Yok Ting
Ministry of Education,
Brunei Darussalam

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Ministry of Education, Youth, and Sports,
Cambodia

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Department of Education,
Philippines

Mrs. Angeline Huang
Ministry of Education,
Singapore

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Ministry of Education,
Thailand

Mr. Simao do Rosario
Ministry of Education, Youth and Sport,
Timor-Leste

Dr. Phan Minh Duc
Da Nang University,
Vietnam

EX-OFFICIO MEMBERS

Datuk Dr Habibah Abdul Rahim
SEAMEO Secretariat

Dr. Majah-Leah V. Ravago
SEAMEO INNOTECH

Our Network

The Southeast Asian Ministers of Education Organization (SEAMEO), with INNOTECH as one of the 26 specialist Centres, is an international and intergovernmental body founded in 1965 to promote cooperation in education, science, and culture among its member governments. The organization's highest policy-making body is the SEAMEO Council, which comprises the 11 Ministers of Education from the member countries. The SEAMEO Secretariat, its executive arm, is headquartered in Bangkok, Thailand.

SEAMEO Member Countries

Brunei Darussalam | Cambodia | Indonesia | Lao PDR | Malaysia | Myanmar | Philippines | Singapore | Thailand | Timor-Leste | Vietnam

Associate Member Countries

Australia | Canada | France | Germany | Kingdom of Morocco | Netherlands | New Zealand | Spain | United Kingdom

Affiliate Members

Asia-Pacific Centre of Education for International Understanding (APCEIU) | British Columbia Council for International Education (BCCIE) | British Council | China Education Association for International Exchange (CEAIE) | International Council for Open and Distance Education (ICDE) | Southeast Asia One Health University Network (SEAOHUN) | The Education University of Hong Kong | University of Tsukuba

SEAMEO Specialist Institutions

CECCEP | CED | SEN | QITEP-Language | QITEP-Mathematics | QITEP-Science | RELC | RECSAM | RETRAC | INNOTECH | SEAMOLEC | TED | VOCTECH | SEPS | RIHED | CELL | BIOTROP | TROP MED NETWORK | TROP MED/MALAYSIA | TROP MED/PHILIPPINES | TROP MED/THAILAND | RECFON | SEARCA | STEM-ED | CHAT | SPAFA

Progress on Outcome Statement 1

Strengthened Teacher and Education Leader Preparation



5,664 education personnel trained in FY 2024–2025, including ALS teachers, school heads, supervisors, higher education faculty, and ministry officials.

Completion of all commitments under the **USAID Opportunity 2.0 Project**, particularly the nationwide rollout of the ALS Teacher Induction Program.



Peace and Justice Education embedded into the Philippine Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) curriculum through the course *Finding Peace Within, Cultivating Peace Beyond*.



Strengthened its regional and global engagement by convening over **200 education leaders** fostering Philippines–Thailand collaboration, providing assistance in Indonesia and Lao PDR, and expanding to Japan and Burkina Faso.



SEAMEO INNOTECH sustained its commitment to strengthening teacher and education leader preparation by implementing a wide range of professional development programs, capacity-building initiatives, and international collaborations for the period in review. Across these interventions, the Centre trained a total of **5,664 education personnel**, comprising ALS teachers, school heads, supervisors, higher education faculty, and ministry officials.

This year also marked important breakthroughs. INNOTECH successfully **completed all commitments under the USAID-funded Opportunity 2.0 Project**, highlighted by the full rollout of the ALS Teacher Induction Program nationwide. Equally significant, the Centre **advanced peacebuilding through education by embedding Peace and Justice Education into the Philippine Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) curriculum** through the course *Finding Peace Within, Cultivating Peace Beyond: A Transformative Learning Journey Through Peace and Justice Education*.





EMPOWERING TEACHERS IN INDONESIA. SEAMEO INNOTECH, in partnership with the Education and Culture Service of Muara Enim Regency led by Drs. H. Rusdi Hairullah, M.Si, and the Muara Enim English Teachers Association (MEETA) led by Mr. Ksatriya Jaya, conducted a three-day in-country technical assistance program titled “Empowering Teachers Through the Southeast Asia Teacher Competency Framework.” Held in Muara Enim Regency, South Sumatra, Indonesia, the training equipped 52 English teachers and school heads with the skills and competencies to cultivate 21st-century learning, guided by SEAMEO INNOTECH’s Southeast Asia Teachers Competency Framework (SEA-TCF).

Beyond the Philippines, INNOTECH’s reach extended across Southeast Asia through initiatives such as the **Southeast Asian School Leadership Program (SEA-SLP)**, which engaged over 200 education leaders from across the region; the **UNESCO-INNOTECH Digital Innovation Program for Higher Education Institutions**, which brought together faculty from the Philippines and Thailand; and **in-country assistance such as the SEA-TCF teacher training in Muara Enim, Indonesia and the Project Management and M&E course for Lao PDR’s Ministry of Education and Sports**. These programs underscore the Centre’s growing regional and global presence, with participation also extending to Japan and Burkina Faso.

The accomplishments of the year are presented across three strategic dimensions: Competency Development, highlighting the expansion of professional development programs and accredited courses; Incubation of Solutions, showcasing innovative designs in peace, social-emotional learning, and digital pedagogy; and Technology Transfer, reflecting the Centre’s role in providing technical assistance and knowledge-sharing across borders.

Competency Development

Through the USAID-funded *Opportunity 2.0 Program*, SEAMEO INNOTECH successfully delivered commitments under the said project and advanced ALS professionalization in the Philippines by developing the ALS Teacher Induction Program (ALS-TIP). Three courses were launched in late 2024:

ALS 101: Essentials of ALS	741 participants	97% completion rate	second batch with 469 enrollees
The ALS Learner	696 participants	422 completers	
ALS Teaching, Learning & Assessment Process	431 participants	185 completers	including 102 Learning Mentors-in-Training

The program culminated in a graduation and national launch on December 13, 2024, with the Philippine Department of Education (DepEd), EDC, and Teacher Education Council representatives. Complementing this, 55 officials joined ALS Monitoring and Evaluation (M&E) training, and a Community Learning Center (CLC) Analysis Report—covering 28,000 surveys—was disseminated nationwide as policy input. Collaborative Expertise Session (CES) Guides on Work-based Learning and Be Your Own Boss programs were developed, validated, and approved by EDC and DepEd BAE in November 2024, tried out in November–December 2024, and finalized for distribution to 17 DepEd Regional Offices in December 2024.

INNOTECH also rolled out accredited professional development courses under the PRC:

SUPEReXCELS in Pasig City	STI Course 1, SEA-TCF Course 1, and Early Literacy Instruction in Region X, collectively serving over 470 teachers and school heads . All courses earned Excellent ratings
66 participants	15 CPD Units

The Southeast Asian School Leadership Program (SEA-SLP) further expanded, engaging 207 leaders across three cohorts (online and blended). Notably, one participant came from Burkina Faso, marking the program’s first global reach.

INNOTECH also piloted micro-courses in Science and Mathematics with UP NISMED, reaching 44 teachers and affirming the model’s practicality for classroom application.

Finally, INNOTECH, in partnership with FIT-ED, initiated the CPD Program on Educational Technology for School Heads and Supervisors. Completed in April 2025, the project developed a competency and curriculum framework (Pillar 1) that sets national standards for effective EdTech leadership. This lays the foundation for institutionalizing CPD in educational technology.





ADVANCING PEACE EDUCATION. INNOTECH Centre Director Dr. Majah-Leah V. Ravago, Senior Specialist Ms. Michelle Sarabillo, and LDMO Manager Dr. Juan Robertino Macalde, together with INNOTECH staff, join education leaders from Save the Children Philippines and MBHE in the Review and Validation Workshop of the Grade 7 Peace and Justice Education course under Project SENANG, advancing inclusive and values-based learning in BARMM.

Incubation of Solutions

INNOTECH spearheaded innovative program designs to address emerging education challenges:

- Peace and Justice Education (Philippine Bangsamoro Autonomous Region in Muslim Mindanao): The Grade 7 course Finding Peace Within, Cultivating Peace Beyond was validated in May 2025 with MBHE and Save the Children. Modules integrate peacebuilding, identity, and responsible technology use, aligned with the MATATAG curriculum
- Social and Emotional Learning (SEL): Phase 2 of ExSELLEnt and the UNICEF-funded Go SELf Project produced training modules, guidebooks, and blended resources. Over 400 stakeholders contributed to Learning Needs Analyses, ensuring contextual design for mainstream schools and ALS
- UNESCO-INNOTECH Program on Digital Innovation in Teacher Education: Activities included:
 - Four-webinar series (2,029 faculty engaged).
 - Learning Needs Assessments in the Philippines and Thailand.
 - Workshops for 53 Philippine HEI faculty and 48 Thai faculty.
 - Technical Seminar on Action Research Presentation (May 15–16, 2025): Featured selected Teacher Education Institutions (TEIs) from the Philippines and Thailand showcasing their digital innovation research. The seminar drew 57 online and 96 onsite participants during the INNOTECH International Conference, with additional virtual attendees. Sessions were structured as formal academic presentations followed by open discussions, enabling cross-institutional learning, collaboration, and reflection on effective digital pedagogies
 - Youth Connect (Thailand): Phase 1 supported three youth innovators (Jirun Fueangnak, Sarasiri Chaiwat, and Nattapol Choeksungnoen) through mentorship with enablers and ASEAN Youth Organization support. Certificates and grants were awarded in August 2024, and formal recognition took place during the SEAMEO High Officials Meeting in Bangkok, November 2024



Technology Transfer

INNOTECH delivered targeted capacity-building for international and local partners:

- Customized Study Visit to Japan (TIP): 30 leaders benchmarked AI, innovation, and technopreneurship practices at the University of Tokyo, Tokyo Tech, and other institutions (July 2025). Action planning workshops enabled TIP to embed strategies into academic programs
- DepEd Caraga Design Thinking Workshop (Sept 2024): 60 personnel applied creative problem-solving to improve productivity
- Lao PDR Ministry of Education and Sports (Jan 2025): A 10-day program on Project Management and M&E equipped four officers with practical tools, culminating in the development of implementation plans
- In-Country Assistance in Muara Enim, Indonesia (July 2024): 52 teachers from South Sumatra participated in Empowering Teachers Through the SEA Teacher Competency Framework. The program strengthened classroom competencies and contextualized application of the SEA-TCF

INNOVATING THROUGH COLLABORATION. School leaders from across Southeast Asia gather for the SEA School Leadership Program, reflecting, connecting, and innovating under the theme "Innovating Through Collaboration for School Success" to shape future-ready, resilient schools.

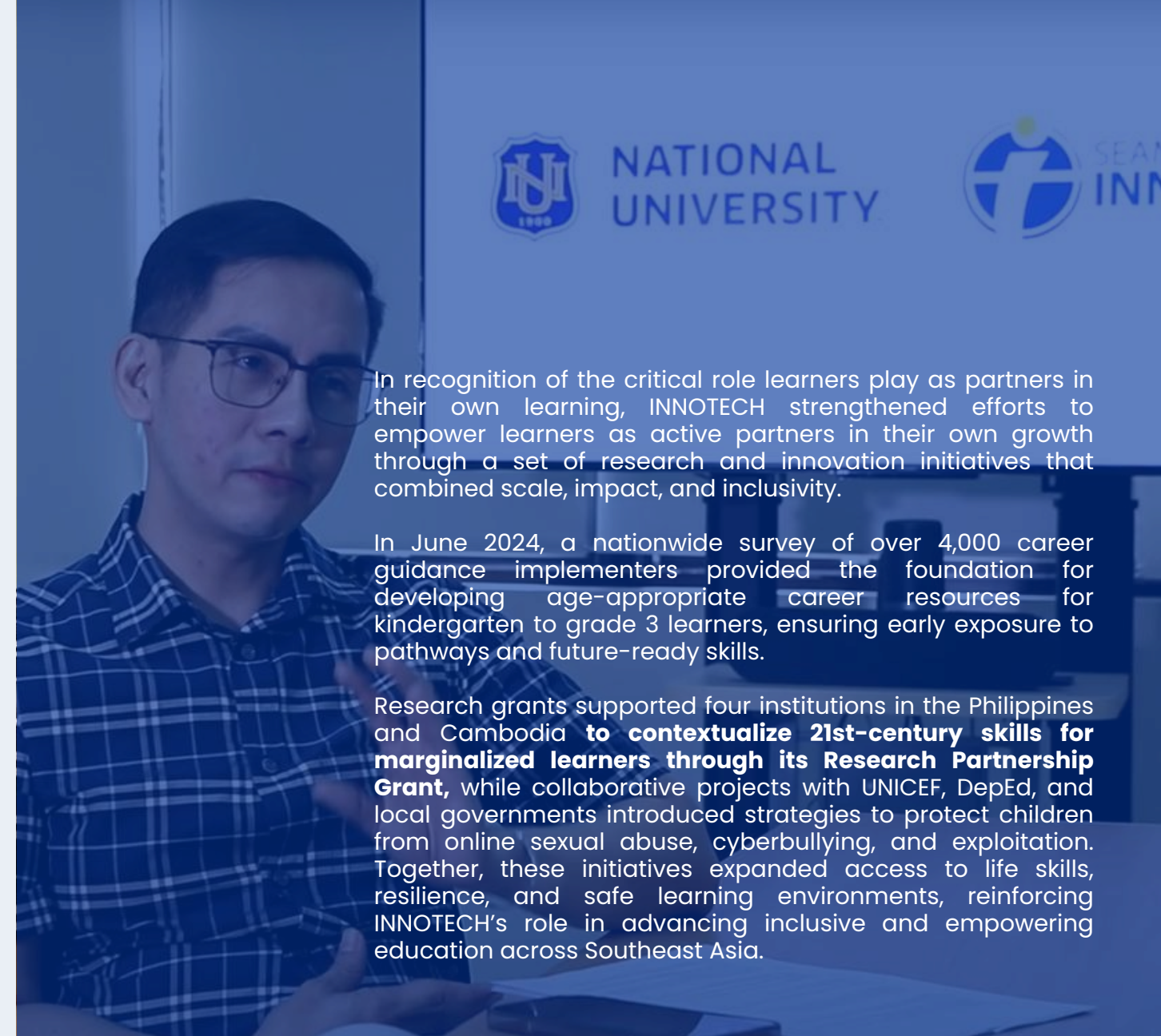
Progress on Outcome Statement 2

Supporting Learners' Life Skills and Empowerment

Engaged **100+ out-of-school children and youth (OOSCY)**, parents, and teachers in a regional study to inform inclusive education policies.

Supported **four research institutions in the Philippines and Cambodia** to contextualize 21st-century skills for marginalized learners through the Research Partnership Grant.

Collaborated with UNICEF, DepEd, and local governments to advance child protection strategies against online sexual abuse, cyberbullying, and exploitation.



In recognition of the critical role learners play as partners in their own learning, INNOTECH strengthened efforts to empower learners as active partners in their own growth through a set of research and innovation initiatives that combined scale, impact, and inclusivity.

In June 2024, a nationwide survey of over 4,000 career guidance implementers provided the foundation for developing age-appropriate career resources for kindergarten to grade 3 learners, ensuring early exposure to pathways and future-ready skills.

Research grants supported four institutions in the Philippines and Cambodia **to contextualize 21st-century skills for marginalized learners through its Research Partnership Grant**, while collaborative projects with UNICEF, DepEd, and local governments introduced strategies to protect children from online sexual abuse, cyberbullying, and exploitation. Together, these initiatives expanded access to life skills, resilience, and safe learning environments, reinforcing INNOTECH's role in advancing inclusive and empowering education across Southeast Asia.

Protecting Learners in the Digital Environment

The Rights-based Approach to Child Online Protection (SBCC-COP) project focused on reducing learners' vulnerability to online sexual abuse and exploitation of children (OSAEC) and cyberbullying through a structured social and behavior change communication plan. In August 2024, research findings were presented to the Tarlac Provincial Social Welfare and Development Office, the DepEd Schools Division of Tarlac, the DepEd Learners' Rights and Protection Office, and UNICEF Philippines. By April 2025, a rapid assessment research report covering Concepcion and Bamban, Tarlac Province, along with a co-created SBC communication plan, was completed. Through these milestones, the initiative strengthened the protection of learners in digital spaces and fostered safer, more resilient online practices.

Building Early Career Competencies

The Career Development for Children (CD4C) project, a research and development initiative, supported the early career awareness of young learners and helped equip them with foundational competencies for lifelong success. In June 2024, a nationwide survey involving over 4,000 DepEd career guidance implementers was completed to establish a baseline for policy and program development, followed by a national focus group discussion in August 2024 with guidance counselors and career designates from six regions and nine school divisions. The findings from these activities informed a research report that now guides the development of teaching and learning resources for kindergarten to grade 3 learners, fostering confidence and empowering them to explore meaningful learning and career pathways.

Addressing the Needs of Marginalized Learners

The Regional Scoping Study on Out-of-School Children and Youth (OOSCY) Project marked INNOTECH's contribution to the ASEAN-UK SAGE Programme where ERU served as the Philippine partner in the study that focused on strengthening the inclusion of marginalized learners. The study involved interviews with OOSCY, their parents or guardians, and teachers in the Philippines to capture first-hand experiences, as well as surveys distributed to stakeholders with direct program-level experience on OOSCY. By documenting barriers to education and amplifying the voices of OOSCY, the study informed regional strategies that advance equity and empowerment.

Contextualizing 21st-Century Skills

The SEAMEO INNOTECH Research Partnership Grant (SI RPG) – Batch 2, themed “Contextualizing 21st Century Skills in Different Realities of Learning among Children affected by Migration and Marginalization,” provided opportunities for innovation and collaboration by supporting four institutional grantees in the Philippines and Cambodia to conduct research on 21st-century skills in diverse learner contexts. The initiative generated evidence on how marginalized children and youth develop and apply competencies despite challenges of migration and exclusion, ensuring that life skills and 21st-century competencies are framed in ways that are inclusive, responsive, and adaptable to the realities of Southeast Asian learners.

Through Outcome Statement 2, SEAMEO INNOTECH advanced learner empowerment by protecting children in digital spaces, fostering early career awareness, amplifying the voices of marginalized youth, and contextualizing 21st-century skills. These initiatives underscore the Center's role in making education more inclusive and responsive, while laying the groundwork for future programs that equip Southeast Asian learners with the resilience and competencies to thrive in a rapidly changing world.



STRENGTHENING CAREER DEVELOPMENT. DepEd Assistant Secretary Dexter Galban, together with SEAMEO INNOTECH's ERIO Manager Dr. Diosdado M. San Antonio and Specialist Emmy Yanga-Domingo, and the DepEd Bureau of Learning Support Services–Youth Formation Division, collaborate on the Career Development for Children (CD4C) project – a joint research initiative to strengthen career guidance resources for Key Stage 1 learners under the MATATAG curriculum.

Progress on Outcome Statement 3

Enhancing the Quality of Learning Outcomes

10

Southeast Asian countries engaged in teacher motivation research.

9

ministries of education supported in analyzing teacher professional development systems.

2

grassroots innovations incubated through EIAP, reaching schools and communities.

1

ongoing national study on pedagogical approaches informing curriculum-aligned teaching practices in the Philippines

This section underscored SEAMEO INNOTECH's research and innovation as catalysts for better teaching, stronger education systems, and more resilient schools. The Center generated knowledge to inform systemic reforms—ranging from studies on classroom pedagogical practices in the Philippines, to a 10-country analysis of teacher motivations, to multi-ministry engagements on scaling professional development. At the same time, the incubation of local innovations showcased how technology-enabled remediation and community-based tutoring can directly enhance learning quality. Collectively, these efforts affirm INNOTECH's role in advancing evidence-based, context-sensitive solutions that elevate learning outcomes across Southeast Asia.

Strengthening Teaching Practices and Pedagogical Approaches

The Technical Assistance on Pedagogical Approaches Study (TA-PAS) was initiated to support the Philippine Department of Education (DepEd) in understanding how the five mandated pedagogical approaches are being applied in K-12 classrooms. During the fiscal year, ERU advanced this work by developing a comprehensive research report, reorganized into five working papers to address new directives. The study documented the level of teachers' understanding and actual implementation of the approaches, examined the relationship with the influencing factors, and provided recommendations for improving classroom practices. This evidence contributes directly to ensuring that instruction is aligned with curriculum goals and better supports student learning.

Expanding Evidence on Teacher Motivation and Retention

The regional research on the Motivations of Teachers in Southeast Asia sought to identify the policies and conditions that encourage teachers to remain in the profession. Building on an earlier Philippine-based study, the 2nd phase of the project expanded its scope to cover 10 Southeast Asian countries, with extensive quantitative data collection, validation of country-level reports, and preparation of a regional synthesis. Each country report and regional synthesis highlight the factors influencing retention, thereby strengthening teacher stability and contributing to sustained improvements in learning outcomes.

Improving Teacher Professional Development at Scale

Through the Empowering Teacher Initiative: TPD@Scale, ERU collaborated with FIT-ED and SEAMES to provide an in-depth analysis of teacher professional development systems in nine SEAMEO member states: Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand, Timor-Leste, and Vietnam. The study combined literature reviews, focus group discussions, and interviews with ministry officials and teachers to document the state of professional development. The resulting regional report identified current practices, systemic challenges, and policy directions, emphasizing the importance of scaling high-quality and equitable teacher development opportunities. By enhancing teacher capacities, the project directly contributes to raising the quality of instruction and the learning experiences of students.

Addressing the Needs of Marginalized Learners

At the school level, the Educational Innovation Accelerator Program (EIAP) provided technical assistance to promising grassroots initiatives that aim to address learning challenges in practical and scalable ways. Two innovations were nurtured during the first round of the program. Project Vincent introduced a chatbot system that delivers micro-lessons and remediation activities to learners at risk of failing, enabling personalized support and timely feedback. Meanwhile, E-Nay.Com established small community learning hubs where mothers were trained as tutors, extending learning support into homes and communities. These models were presented in the Educational Innovation Showcase in July 2024, allowing them to reach a wider audience and opening pathways for replication. By empowering schools and communities to design and implement solutions, the program directly enhanced the quality of learning outcomes and strengthened ownership at the grassroots level.



Progress on Outcome Statement 4

Managing the Learning Space of the Future



Successfully organized the **16th International Conference** on AI in Education.

Started the development of the **Regional AI Framework for Southeast Asia** with key partners in the region

Developed **30+ instructional and induction videos** supporting digital learning

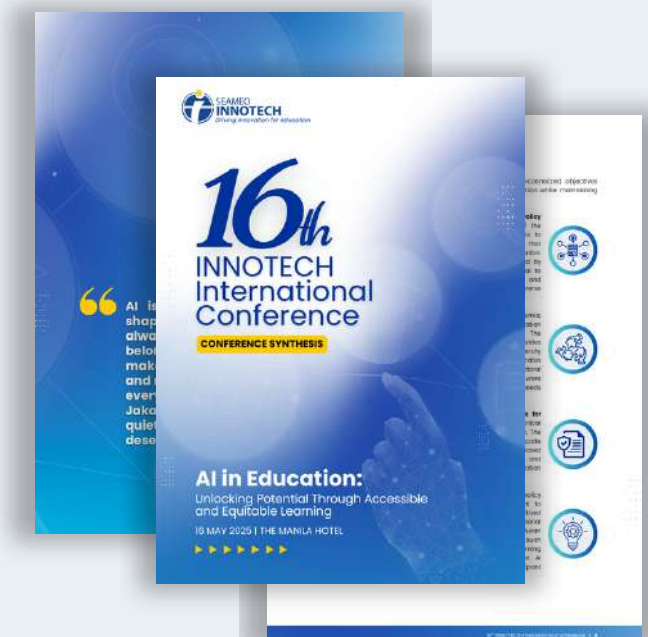
Digital ID system piloted for alumni



Outcome Statement 4 highlights SEAMEO INNOTECH's role in shaping responsive and innovative learning environments for the future. Through AI-centered programs, enhanced digital platforms, innovative media outputs, and influential knowledge initiatives, the Centre laid a strong foundation for equitable, technology-driven education across Southeast Asia. A key milestone in this commitment was the 16th SEAMEO INNOTECH International Conference in May 2025, which convened regional and global stakeholders around the theme of *AI in Education*.

Artificial Intelligence in Education

Artificial intelligence (AI) became the cornerstone of the Centre's work on future learning spaces. The 16th SEAMEO INNOTECH International Conference, held on 16 May 2025 at The Manila Hotel, showcased the breadth of AI's implications for education through the theme "AI in Education: Unlocking Potential Through Accessible and Equitable Learning." The conference gathered 267 registered onsite participants and 82 organizers from INNOTECH and DepEd, for a total in-person headcount of **349**. Its digital presence was even broader, with 2,000 participants on Zoom and more than 36,000 views on Facebook Live.



The conference achieved an excellent overall satisfaction rating of 4.6 out of 5, with participants commending the timeliness of the theme, the depth of discussions, and the expertise of the speakers. Sessions featured multi-sectoral perspectives, including education ministries, development partners, higher education institutions, and technology experts. Discussions ranged from AI governance and ethical use to classroom applications, data-driven decision-making, and ensuring equity of access. Beyond serving as a dialogue platform, the conference acted as a regional catalyst for action, positioning INNOTECH as a convener for shaping the responsible integration of AI in Southeast Asian education. The conference also witnessed the commitment setting of key partner institutions in the development of the Artificial Intelligence in Education Policy Framework for Southeast Asia.

Complementing this flagship event, the Fostering the "I" in AI webinar series (July–August 2024) spotlighted modern AI tools, governance, and teacher competencies, while the National Teachers' Month 2024 forum introduced AI as "the teacher's new ally." Together, these engagements reached tens of thousands of educators and stakeholders, broadening the conversation on AI's opportunities and challenges.

Partnerships also translated AI discussions into concrete capacity-building. In collaboration with UNESCO and higher education institutions in the Philippines and Thailand, INNOTECH developed AI-integrated teacher education programs. By 2025, 83 faculty members and leaders had completed training workshops embedding AI literacy, practical applications, and ethical frameworks in teacher education curricula.



Digital Platforms and Systems

Future-ready learning platforms remained at the core of expanding access. The iFLEX learning system was enhanced with a Tidio AI Chatbot to improve user support, while a new Canvas learning management system was introduced alongside Moodle to diversify delivery modes and strengthen digital credentialing. Alumni engagement was modernized through the launch of a Digital ID system, piloted in May 2024 and scheduled for phased rollout in the following year.

Digital Technology for Education of Parents (DT4E/Parents)

The Educational Innovation Unit (EIU) advanced digital learning beyond the classroom through the DT4E/Parents Project, Phase 2, which strengthened the capacity of Southeast Asian parents and caregivers to support their children's learning. In FY 2024–2025, the project produced seven new infographic sets that complemented the 10 earlier sets and 13 short-form videos developed in Phase 1.

Validation workshops were held in the Philippines and Malaysia in April 2025 to ensure that translations into Filipino and Bahasa Melayu were culturally appropriate and accessible. These resources empowered parents to engage more effectively in their children's education, bridging school and home learning environments, and showcasing how digital resources can expand inclusivity and learner support.

Media, Learning Resources, and Knowledge Dissemination

INNOTECH's learning spaces were further shaped through innovative media and strengthened communication channels. The Educational Media Unit (EMU) produced more than 30 induction and learning videos, including 22 for the ALS Teacher Induction Program and 3 for the Learning Action Cell project, while also providing livestream support for 11 major education events.

Podcasts, institutional videos, and documentary-style features showcased instructional strategies and innovations, amplifying access to resources across the region. The Information Management Unit (IMU) complemented these efforts by redesigning digital collaterals and optimizing the institutional website for mobile responsiveness and chatbot integration. The Centre's official Facebook page grew to 75,215 followers, with strong reach in the Philippines, Myanmar, Indonesia, and Timor-Leste. The Knowledge Resource Center (KRC) expanded its digital and print collections with a focus on technology-enabled innovations and AI integration, strengthening support for stakeholders seeking access to scholarly and practical resources.

Progress on Outcome Statement 5

Meaningful Engagement of Stakeholders, Target Clients and Interested Parties

Successfully launched the **GEM 2023 Philippine Version**

Organized the **UNESCO IIEP Regional Conference** on Educational Planning in Asia-Pacific

Gathered SEAMEO Member and Associate Member Country missions for a **Diplomatic Luncheon**

Conducted **Philippine VEX Robotics Nationals Competition**

Launched the **1st INNOTECH Seminar Series** on Education, Innovation and Technology

Celebrated the Centre **55th Founding Anniversary** with regional partners, diplomatic community, alumni, and stakeholders.

137 legal documents reviewed and processed, including contracts, job orders, and MOAs, ensuring compliance and protecting institutional interests.

Certified Under **ISO 9001:2015 and 29993:2017**, with **Very Satisfactory** rating from Clients.



BRIDGING DIGITAL DIVIDE. Philippine Department of Education Secretary and then SEAMEC President H.E. Sonny Angara, Malaysian Ambassador to the Philippines H.E. Dato' Abdul Malik Melvin Castelino, SEAMES Deputy Director Dr. John Arnold Siena, Commission on Higher Education (CHED) Commissioner Dr. Ethel Agnes Valenzuela, and SEAMEO INNOTECH Centre Director Dr. Majah-Leah V. Ravago led the launch of the UNESCO Global Education Monitoring (GEM) Report 2023 – Philippine Version.



Progress on Outcome Statement 5 reflects SEAMEO INNOTECH's sustained commitment to fostering strategic engagement with partners, clients, and communities in pursuit of regional education priorities. Throughout the fiscal year, the Centre undertook policy dialogues, reinforced diplomatic linkages, and implemented robotics competitions, commemorative events, and knowledge-sharing initiatives. These activities were further strengthened through structured media outreach and the consistent application of quality assurance systems, thereby ensuring active and sustained stakeholder participation in advancing inclusive, equitable, and future-ready education across Southeast Asia.

Global and Regional Partnerships

On 20 February 2025, the Centre, together with the SEAMEO Secretariat, UNESCO, and DepEd, launched the Philippine Version of the UNESCO Global Education Monitoring (GEM) Report 2023, bringing together senior policymakers, academe, and partners to localize global knowledge on technology in education. The event, led by the Office of the Centre Deputy Director, highlighted case studies from the Philippine Normal University and spurred dialogue on technology's role in inclusive and sustainable learning.

Earlier, from 6–8 November 2024, the Educational Innovation Unit (EIU) provided technical assistance to the UNESCO IIEP Regional Conference on Educational Planning in Asia-Pacific, reinforcing the Centre's contribution to cross-country learning and system-level planning.

INNOTECH also convened significant governance and diplomatic engagements that reinforced its role as a regional convener of ministries of education and development partners. The Centre organized two SEAMEO INNOTECH Governing Board Meetings, which bring together senior officials and ministers of education from across Southeast Asia to provide policy guidance and strategic direction. The 68th Governing Board Meeting, held in Brunei Darussalam in October 2024, was highlighted by the participation of the Minister of Education herself, reflecting the strong commitment of member countries to INNOTECH's mandate. This was followed by an Extraordinary Governing Board Meeting conducted virtually in January 2025 to deliberate on urgent matters and ensure continuity of the Centre's work.



68TH GOVERNING BOARD MEETING. Yang Berhormat Datin Seri Setia Dr. Hajah Romaizah binti Haji Md Salleh, Brunei Darussalam's Minister of Education and incoming SEAMEC President (seated 5th from the right), addressed the opening ceremony of the SEAMEO INNOTECH Governing Board Meeting held in Brunei Darussalam, underscoring the importance of regional cooperation and collective action in advancing education across Southeast Asia.

68th Governing Board (GB) Meeting INNOTECH Governing Board Members

- **Chair and GB Member for Brunei Darussalam:** **Ms. Jennifer Wong Yok Ting**, Head, School Leadership Unit, Brunei Darussalam Teacher Academy
- **Vice Chair and GB Member for the Philippines:** **Mr. Roger Masapol**, Assistant Secretary, Department of Education, Philippines
- **GB Member for Cambodia:** **Dr. Set Seng**, Director, Phnom Penh Teacher Education College
- **GB Member for Indonesia:** **Prof. Dr. Ir. M. Faiz Syaib**, Director of Research, Technology, and Community Service, Ministry of Education, Culture, Research, and Technology (represented virtually by **Prof. Dr. Ir. Sri Suning Kusumawardani, S.T., M.T.**, Director Learning and Student Affairs Office of the Directorate General of Higher Education Research and Technology Ministry of Education, Culture, Research and Technology)
- **GB Member for Lao PDR:** **Ms. Sitthatta Taikheophithoon**, Director, Education Research and Evaluation Center Research Institute for Educational Science (represented by **Asst. Prof. Vatsana Vongsila**, Deputy Director, Laos-India Training Center for English Language Training, Faculty of Letters, National University of Laos)
- **GB Member for Malaysia:** **Mr. Zainal bin Abas**, Director, Educational Technology and Resources Division, Ministry of Education
- **GB Member for Myanmar:** **Dr. Nay Win Oo**, Rector, East Yangon University
- **GB Member for Singapore:** **Mrs. Angeline Huang**, Director, Technologies for Learning, Educational Technology Division, Ministry of Education
- **GB Member for Thailand:** **Dr. Suthep Kaengsanthai**, Permanent Secretary, Ministry of Education, Thailand (represented by **Mrs. Kusuma Nawaphanpimol**, Director, Regional Cooperation Unit, Bureau of International Cooperation, Office of the Permanent Secretary, Ministry of Education; and **Ms. Hongfah Veeranopparat**, Foreign Relations Officer (Professional Level), Regional Cooperation Unit, Bureau of International Cooperation, Office of the Permanent Secretary, Ministry of Education)
- **GB Member for Timor-Leste:** **Mr. Afonso Soares**, Chief of Cabinet, Directorate General of Planning, Policy, Inclusion and Informatics, Ministry of Education (joined via Zoom)
- **GB Member for Vietnam:** **Dr. Phan Minh Duc**, Chair of School Council, Da Nang University
- **SEAMEO Secretariat:** **Datuk Dr Habibah Abdul Rahim**, Director, SEAMEO (represented by **Mr. Emiljohn C. Sentillas**, Policy and Planning Specialist, Program and Development Department, SEAMEO Secretariat)

Complementing these were major diplomatic initiatives, including the Diplomatic Luncheon (6 May 2025), which gathered representatives of SEAMEO Member and Associate Member Countries to strengthen ties with embassies and open new opportunities for bilateral and multilateral collaboration. Meanwhile, in partnership with the Royal Thai Embassy in Manila and the Colombo Plan Staff College (CPSC), the Centre commemorated 75 years of Philippine–Thailand diplomatic relations through symposia, knowledge exchanges, and cultural-education showcases, underscoring education as a bridge for diplomacy, technical cooperation, and mutual understanding.

Youth Engagement

The Centre maintained strong community ties through youth-centered innovation. In partnership with Hytec Power Inc. and the REC Foundation, IMU coordinated the 2024–2025 Philippine VEX Robotics Competition – National Championship, hosted at INNOTECH in December 2024. The event gathered schools nationwide to showcase STEM innovation and teamwork, with thousands more reached through livestreamed coverage.



STRENGTHENING PARTNERSHIPS FOR EDUCATIONAL TRANSFORMATION. From right to left: Philippine Department of Education Secretary H.E. Sonny Angara, Philippine Department of Economy, Planning, and Development Secretary H.E. Dr. Arsenio M. Balisacan, World Bank Country Director for the Philippines, Malaysia, and Brunei Darussalam Mr. Zafer Mustafaoğlu, INNOTECH Centre Director Dr. Majah-Leah V. Ravago, Malaysian Ambassador H.E. Dato' Abdul Malik Melvin Castelino bin Anthony, University of the Philippines Diliman Chancellor Edgardo Carlo L. Vistan II, and EDCOM II Executive Director Dr. Karol Mark Yee. The event featured the inaugural seminar of the INNOTECH Seminar Series on Education, Innovation, and Technology and the signing of new partnerships with key education and development institutions.



DIPLOMATIC LUNCHEON. Ambassadors H.E. Sonexay Vannaxay (Lao PDR), H.E. Agus Widjojo (Indonesia), H.E. Abdul Malik Melvin Castelino (Malaysia), H.E. Lai Thai Binh (Viet Nam), and Philippine Ambassador to Vietnam H.E. Atty. Francisco Noel Fernandez III joined Department of Education Undersecretary Ronald Mendoza, University of the Philippines President Atty. Angelo Jimenez, SEAMEO INNOTECH Centre Director Dr. Majah-Leah V. Ravago, and Centre Deputy Director Mrs. Kochakorn Khattapan-Acidre during the SEAMEO INNOTECH Diplomatic Luncheon held on 6 May 2025, strengthening partnerships and reaffirming the Centre's commitment to regional collaboration and educational transformation. Diplomats from Australia, Germany, Japan, Myanmar, and Timor-Leste were also present at the event.

Knowledge Sharing and Professional Communities

IMU sustained engagement with professional communities through the Seminar Series on Education, Innovation, and Technology, launched in May 2025 as a recurring platform for dialogue. The series convened leaders from government, academe, and industry to exchange insights on emerging issues such as AI ethics, innovation governance, and education financing.



INVESTING IN FUTURE INNOVATORS. Mr. Zafer Mustafaoglu, World Bank Country Director for the Philippines, Malaysia, and Brunei Darussalam, served as the inaugural speaker for SEAMEO INNOTECH's Seminar Series on Education, Innovation, and Technology. He delivered a compelling talk on "Investing in Future Innovators: Reforms to Prepare for Knowledge Economies," emphasizing the need for education systems to equip learners with the skills to thrive in a rapidly evolving global landscape (14 May 2025).

In addition to the seminar series, IMU organized a series of high-impact webinars that positioned INNOTECH as a regional hub for timely education insights. Among these were the Fostering the "I" in AI webinars on modern tools and governance (July and August 2024), the National Teachers' Month flagship session "Hi, AI: The Teacher's New Ally" (October 2024), the robotics-focused webinar From Classroom to Innovation (December 2024), and the regional webinar on Teacher Motivation for Staying in the Profession (March 2025). Each of these events convened diverse stakeholders—including government leaders, educators, and industry experts—to deliberate on pressing issues such as AI integration, teacher empowerment, and STEM innovation, further demonstrating the Centre's progress in strengthening professional communities and expanding knowledge sharing across Southeast Asia.

SEMINAR SERIES 2025



Atty. Ira Paulo A. Pozon
Manager,
Legal, Policy, and Quality Management Office,
SEAMEO INNOTECH
30 JUNE 2025



Usec. Claire Dennis S. Mapa, PhD
National Statistician and Civil
Registrar General,
Philippine Statistics Authority
31 JULY 2025



Dr. Shirley C. Agrupis
Chairperson,
Philippine Commission on Higher
Education
13 AUGUST 2025



Mr. Brad Ker
Director of Digital Learning, Labtech
International Limited
Worlddidac Council Member
02 SEPTEMBER 2025



Dr. LIM Cher Ping
Chair Professor, Learning
Technologies & Innovation
Co-Director, Global Institute for
Emerging Technologies
The Education University of Hong Kong
16 SEPTEMBER 2025



H.E. Amenah F. Pangandaman
Secretary,
Philippine Department of Budget
and Management
24 SEPTEMBER 2025



**National Teachers'
Month Special**
03 OCTOBER 2025



Majah-Leah V. Ravago, PhD
Centre Director,
SEAMEO INNOTECH
PLENARY SPEAKER



Dir. Marianne M. Santos
Director of ELFO,
Bangko Sentral ng Pilipinas
PANELIST



Mr. Jose Paolo R. Soliman
Senior Vice President,
Salary and Pension Loans
Business Head, City Savings Bank
PANELIST



Ms. Rellie N. Cometa
Technology and Livelihood
Education and Computer
Subject Teacher,
Arkong Bato National High School
PANELIST



Dr. Diosdado M. San Antonio
Manager,
Educational Research and
Innovation Office,
SEAMEO INNOTECH
12 NOVEMBER 2025

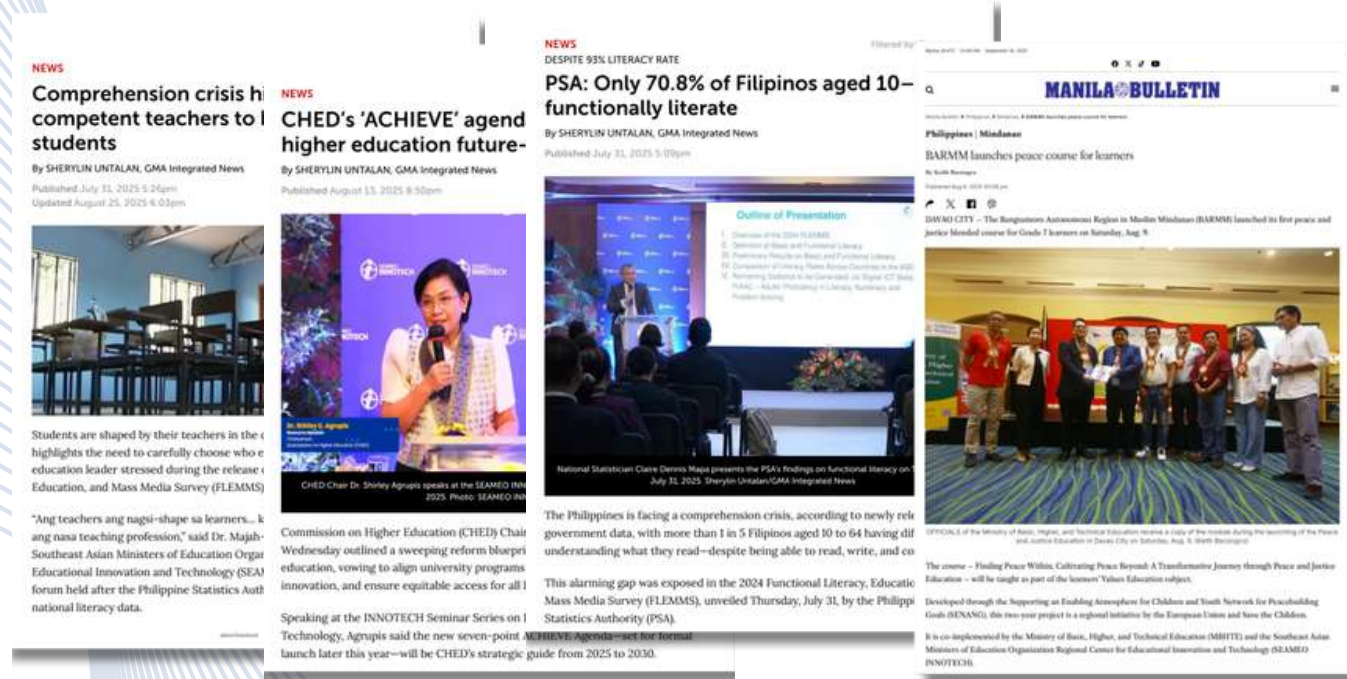


Dr. Karol Mark Yee
Executive Director,
The Second Congressional
Commission on Education (EDCOM 2)
10 DECEMBER 2025



Media, Visibility, and Commemorations

EMU amplified the Centre's visibility by producing more than 30 videos and livestreaming 11 major education events, including webinars, conferences, and institutional gatherings. IMU complemented this work by modernizing collaterals, strengthening the Centre's digital platforms, and expanding the official Facebook community to over 75,000 followers, with reach extending across the Philippines, Myanmar, Indonesia, and Timor-Leste.



A major highlight was the Southeast Asian Educational Innovation Awards (SEA EIA) 2024, with the international awarding ceremony held during the November 2024 High Officials Meeting. Three winners—from the Philippines, Malaysia, and Vietnam—were recognized for their outstanding contributions to education innovation. As part of their award, recipients were provided a travel grant that included participation in a knowledge forum, school visits, and a cultural tour in Bangkok, further reinforcing the Centre's role in celebrating and scaling transformative practices in the region.

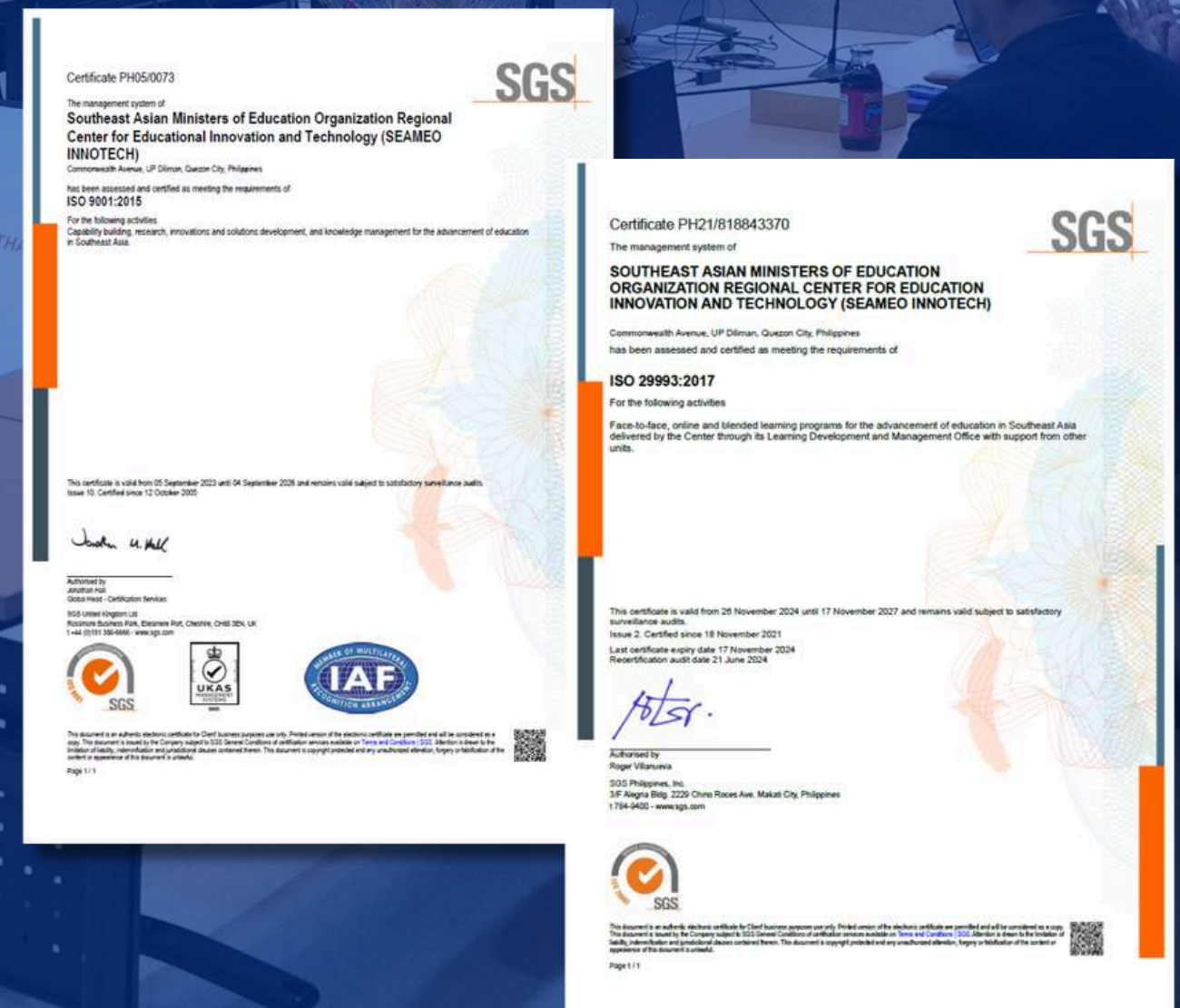
The year culminated with the 55th Anniversary celebration in January 2025, themed "Honoring a Legacy of Educational Innovation and Transforming Learning Futures." The commemoration reflected on five decades of achievement while reaffirming stakeholder commitment to the Centre's 2035 vision.

Client Satisfaction and Quality Assurance

LQMO safeguarded trust by ensuring robust quality management and satisfaction systems. In June 2025, the Centre successfully passed surveillance audits for ISO 29993:2017 (Learning Services Outside Formal Education) and ISO 9001:2015 (Quality Management Systems), both recommended for continued certification.

The Clients and Interested Parties Satisfaction Survey (CIPSS) reported a Very Satisfactory rating of 4.6/5, with respondents praising professionalism, responsiveness, and innovation. 100% of respondents agreed that INNOTECH programs were valuable, ISO certifications influenced their trust, and they were willing to re-engage and recommend the Centre.

The Centre also achieved a 97.63% completion rate for FY 2024–2025 deliverables (↑ from 95.96% in the previous year) and an overall performance rating of 4.17/5, demonstrating its consistency in quality, timeliness, and effectiveness.



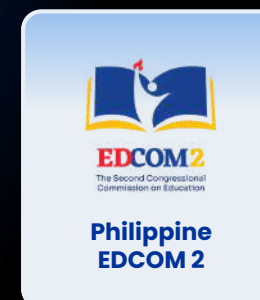


FORMALIZING PARTNERSHIPS FOR EDUCATIONAL TRANSFORMATION. Philippine Department of Education Secretary H.E. Sonny Angara, Philippine Department of Economic Development Secretary H.E. Arsenio M. Balisacan, University of the Philippines Diliman Chancellor Atty. Edgardo Carlo L. Vistan II, and Second Congressional Commission on Education (EDCOM II) Executive Director Dr. Karol Mark Yee signed Memoranda of Understanding with SEAMEO INNOTECH Centre Director Dr. Majah-Leah V. Ravago during the first run of the INNOTECH Seminar Series on Education, Innovation, and Technology. The signing underscored the Centre's commitment to fostering strong partnerships that drive educational innovation and transformation across Southeast Asia.

Legal Assistance and Support

To ensure smooth and compliant implementation of programs and partnerships, INNOTECH provided legal assistance across offices and stakeholder engagements. In FY 2024–2025, the Centre processed a total of 137 legal documents, including Contracts of Service, Job Orders, and Memoranda of Agreement (MOAs). This legal support safeguarded the Centre's interests, strengthened compliance with institutional policies and international standards, and reinforced stakeholder trust in INNOTECH's operations.

Signed Partnerships for F.Y. 2024–2025



Progress on Outcome Statement 6

Providing Technical and Administrative Support Services to Centre-Wide Operations and Undertakings

40+ staff engaged in training and conferences, plus **6 HReXCHANGE sessions on PDMS, ethics, and financial literacy.**

625 job orders, 81 major repairs, and over 1,000 supply requisitions completed, ensuring smooth operations.

254 internal and 35 external events supported, alongside guest room services for internal and external clients.

Infrastructure upgrades included **42 new smoke detectors, roofing works, waterproofing, and modernized AV systems.**

47 new laptops procured, 500 Mbps internet secured, and Wi-Fi 6 expanded across the campus.

Initiated and explored **ISO-ready paperless workflows** through the Therefore Document Management System and enhanced cybersecurity.

Conducted a strategic **external review process** to align operations and processes with the 11th Five-Year Development Plan

As the Centre transitioned to a new leadership, INNOTECH sustained its commitment to delivering reliable technical and administrative support that enables the Centre's programs and projects to thrive. Through the combined efforts of the Human Resource Unit (HRU), Facilities and Services Unit (FSU), Finance Unit (FIN), and Systems Management Unit (SMU), the Centre enhanced workforce development, optimized facilities and services, and modernized IT infrastructure. These improvements ensured that management, staff, partners, and clients operated in a safe, efficient, and future-ready environment.



RAISING THE BAR. The INNOTECH Expanded Management Committee (ManCom) convened for the strategic session “Raising the Bar through Performance Management and Development.” Featuring insights from HR experts Ms. Josefina Cruz and Ms. Sheryl Azusano of Quantrics Enterprise, Inc., the session emphasized that staff development is a strategic investment toward achieving organizational excellence.



CELEBRATIONS AT INNOTECH. Marking its 55th Anniversary and Year-End Celebration, INNOTECH gathered its community for a festive showcase of culture, talent, and shared milestones.

Workforce Growth and Staff Development

The Human Resource Unit (HRU) drove initiatives that strengthened INNOTECH’s workforce capacity and well-being

Staff Development and Training: Over 40 staff and personnel were sponsored for external training, seminars, and conferences in FY 2024–2025, covering fields such as AI in research, human-centered design, leadership in higher education, HR technology, finance, and international HR practices. HRU also facilitated the Primer on AI-Enabled Data Analytics for Research in Education (Nov 26–28, 2024), building digital competence in research across staff.

HReXCHANGE Sessions: HRU organized six (6) learning sessions, including archives management, PDMS updates, research ethics, and financial literacy in partnership with BPI and Pag-IBIG, strengthening professional knowledge and personal financial wellness.

Performance Development and Management System (PDMS): Following a comprehensive review, HRU implemented new performance rating rubrics and structured onboarding for new staff, alongside a PDMS reorientation series to ensure alignment with Centre standards.

Staff Engagement and Wellness: Centre-wide activities included the 55th Anniversary celebrations (Jan 27–28, 2025), the 2024 Year-End Celebration with a S.M.I.L.E (Dec 16, 2024), and staff wellness programs such as Zumba sessions, health bulletins on seasonal and chronic illnesses, and annual physical exams. These initiatives promoted camaraderie and safeguarded employee well-being.

Social Responsibility: HRU spearheaded charitable contributions during the year-end event, supporting organizations such as the Pangarap Foundation, Kanlungan ni Maria, Virlanie Foundation, Guanella Center, and Kythe Foundation, reflecting the Centre’s commitment to social responsibility.

Other activities involved the weekly flag ceremony signing the Philippine National Anthem and INNOTECH Hymn, and the launch of HuliKam or the campaign that aims to promote the new vision, mission and values of the Centre to its staff and stakeholders.

Efficient Facilities and Services Management

The Facilities and Services Unit (FSU), despite operating with a lean workforce, continued to ensure efficient delivery of core support services

Transactions and Requests: In FY 2024–2025, FSU processed 625 small job orders, 81 major repair projects, 418 messenger service requests, 143 travel bookings, 470 vehicle service requests, 560 purchase requests, and 1,053 supplies requisitions, reflecting the unit’s responsiveness to daily operational needs.

Events and Guest Rooms: FSU supported 254 internal events and 35 external events, alongside 21 bookings of IH guest rooms for external clients and 14 for internal use, prioritizing institutional and education-related engagements.

Campus Development: Infrastructure improvements included the replacement of 42 smoke detectors, fire alarm repairs, roof and gutter restoration, waterproofing, repainting, and the installation of new AV systems in function rooms. Beautification works enhanced campus aesthetics through landscaping, lobby upgrades, and signage replacement.

Ongoing Projects: Preparations began for a comprehensive structural assessment and retrofitting design, as well as the renovation of executive offices, ensuring safety and readiness for future expansion.

Client Satisfaction: Facility evaluations of function rooms, IH accommodations, and alternative venues consistently achieved a “Very Satisfied” rating in the annual survey.

Green Campus Initiatives: FSU advanced sustainability through inverter air-conditioning units, LED lighting, and eco-friendly supplies.

INNOTECH's 55th Anniversary



Functional and Responsive IT Infrastructure

The Systems Management Unit (SMU) strengthened the Centre's IT systems, digital infrastructure, and cybersecurity capacity.

Equipment and Peripherals: SMU procured 47 new laptops, upgraded 20 with SSDs, installed additional UPS units, and reassigned refurbished equipment to staff. It also modernized video conferencing facilities and installed LED walls in Pearl Hall and Soriano Hall.

Network Systems: The Centre achieved 500 Mbps of redundant internet bandwidth across three providers, supported by upgraded load-balancing hardware. LAN and Wi-Fi 6 technology ensured high-speed connectivity, while network switches are being upgraded to support future AI/ML workloads.

Cloud and SaaS Services: SMU expanded cloud adoption for LMS and websites, migrated SMS services to M360, and used SaaS platforms like Microsoft 365, Adobe Cloud, and SurveyMonkey to streamline workflows.

Data Security: The Centre adopted a Defense in Depth security model, renewed SSL certifications, and upgraded Kaspersky Endpoint Security. Plans are underway to replace firewalls with AI-enabled FortiGate systems.

Document Management: Implementation of the Therefore Document Management System simplified paperless workflows and ISO processes, supporting the Centre's digital transformation goals.

Multimedia Production: SMU upgraded audio-visual recording facilities to support high-quality knowledge products and institutional events.



Leadership Transition at SEAMEO INNOTECH

INNOTECH entered a period of leadership transition in early 2025, following the completion of the term of Dr. Leonor Magtolis-Briones, who served as Centre Director from August 1, 2022, to January 31, 2025. To ensure a smooth succession, the INNOTECH Governing Board convened an Extraordinary Meeting on January 16, 2025, held virtually via Zoom, to deliberate and approve the nomination of Dr. Majah-Leah V. Ravago, then President and CEO of the Development Academy of the Philippines, as the new Centre Director and Chief Executive. In the interim period from February 1 to 16, 2025, Deputy Centre Director Ms. Kochakorn Khattapan-Acidre was designated Officer-in-Charge, overseeing Centre operations pending the formal assumption of Dr. Ravago. Following the Governing Board's unanimous endorsement and subsequent SEAMEO Council appointment, Dr. Ravago officially began her term on February 17, 2025, marking a new phase of leadership committed to strengthening the Centre's culture of excellence and professionalism, and guiding SEAMEO INNOTECH toward fulfilling its vision of becoming a leading force in shaping learners into the changemakers of tomorrow.



SEAMEO Secretariat (SEAMES) Director Datuk Dr. Habibah Abdul Rahim, joined by SEAMES Deputy Director for Programme and Development Dr. John Arnold Siena, visited SEAMEO INNOTECH to officially meet new Centre Director, Dr. Majah-Leah V. Ravago, with the Centre Deputy Director Ms. Kochakorn Khattapan-Acidre.

Financial Statements and Analysis

Outcome Statement 6 demonstrates how technical and enabling services underpin the Centre's ability to deliver on its strategic goals. By investing in workforce growth, responsive facilities management, and resilient IT infrastructure, SEAMEO INNOTECH created a safer, more efficient, and innovation-ready environment. These efforts not only supported daily operations but also laid the groundwork for the Centre's 11th Five-Year Development Plan, ensuring that INNOTECH remains adaptive, future-ready, and trusted by stakeholders.

The Centre's Audited Financial Statements form an integral part of this Annual Report and may be accessed online at bit.ly/INNOTECHFinancialStatement.



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On behalf of the University of the Philippines, I am honored to be hosting SEAMEO INNOTECH inside our campus, and I hope to be hosting you as long as you continue to exist... As the region's premier center for education and innovation, INNOTECH continues to play a crucial role in shaping strategic dialogues and partnerships... The University of the Philippines stands with INNOTECH in these efforts. We share your commitment to excellence and equity in education.

— **Atty. Angelo A. Jimenez, President, University of the Philippines,**
INNOTECH Diplomatic Luncheon, 06 May 2025



The SEAMEO Regional Centre for Educational Innovation and Technology (**INNOTECH**) is one of the specialized centres of the Southeast Asian Ministers of Education Organization (SEAMEO), a regional intergovernmental body promoting cooperation in education, science, and culture across Southeast Asia.

Recognized by the Government of the Republic of the Philippines as an international organization, INNOTECH operates under a multilateral agreement among SEAMEO member countries to advance educational innovation, regional cooperation, and capacity development across Southeast Asia. The Philippines, represented by the **Department of Education (DepEd)** led by Secretary Sonny Angara—immediate past President of the SEAMEO Council—continues to provide strategic guidance and leadership in advancing SEAMEO's regional education agenda.

“

I am pleased to join today in expressing support for SEAMEO INNOTECH's call for greater action on educational transformation in Southeast Asia... By mobilizing action, allocating sufficient resources and using advanced technologies, we can transform education to build the foundations of a more sustainable and resilient future for our region.

— **Usec. Ma. Hellen De La Vega, Philippine Department of Foreign Affairs,**
INNOTECH Diplomatic Luncheon, 06 May 2025

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The Philippines, represented by the **Department of Education (DepEd)** led by Secretary Sonny Angara—immediate past President of the SEAMEO Council—continues to provide strategic guidance and leadership in advancing SEAMEO's regional education agenda.

INNOTECH is hosted by the Government of the Philippines through a Memorandum of Agreement (MOA) with the **University of the Philippines (UP)**, which provides the site for the Centre's premises. The **Department of Foreign Affairs (DFA)** oversees the country's hosting arrangements and manages the International Commitment Fund (ICF), which finances INNOTECH's operations. This continuing partnership underscores the Philippine Government's steadfast support and commitment to regional collaboration and educational development in Southeast Asia.

It feels like the Philippines is at an inflection point—an upwards inflection point—in terms of education. There's a growing consciousness about the need to do more, to invest more, to prime the ground... Many institutions have stepped up to the plate to really contribute to this effort... Let me take this opportunity to thank everyone for contributing to that, particularly SEAMEO INNOTECH.

— **H.E. Sonny Angara, Secretary, Philippine Department of Education,**
Inaugural INNOTECH Seminar Series, 14 May 2025





ANNUAL REPORT

F.Y. 2024-2025

***Driving innovation
for education***





**Southeast Asian Ministers of Education Organization
Regional Centre for Educational Innovation and Technology**

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 +632 8921 0224    @SEAMEOINNOTECH

