



Republic of the Philippines
Department of Education
CARAGA REGION

DEPARTMENT OF EDUCATION
RECORDS UNIT, REGIONAL OFFICE - CARAGA
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JULY 10 2025

REGIONAL MEMORANDUM

No. 0687, s. 2025

To: Schools Division Superintendents
All Others Concerned

**PARTICIPATION TO THE PROFESSIONAL DEVELOPMENT PROGRAM
“TEACHING WITHOUT LIMITS: EMBRACING DIVERSITY
IN THE CLASSROOM”**

1. The National Educators Academy of the Philippines (NEAP), in collaboration with the Resource for Educators and Academic Professionals (REAP) and Thames International Business School, will conduct the professional development program titled “Teaching Without Limits: Embracing Diversity in the Classroom” via Microsoft Teams on the following dates: July 12, 2025; July 19, 2025; August 30, 2025; September 6, 2025; October 4, 2025; and October 11, 2025.
2. Attached is the List of Participants and Memorandum DM-OUHROD-2025-1527 for reference.
5. Immediate dissemination of this Memorandum is highly desired.

MARIA INES C. ASUNCION
Regional Director

Encl.: As stated
Reference: DM-OUHROD-2025-1527
To be indicated in the Perpetual Index
under the following subjects:

PROGRAMS

SCHOOL LEADERS

TEACHERS

HRDD/rsr
07/9/2025



Address: J.P. Rosales Avenue, Butuan City
Trunkline No: (085) 225-1151
Telefax No: (085) 342-5959
Email: caraga@deped.gov.ph
Website: caraga.deped.gov.ph



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Enclosure Number 1 to the Regional Memorandum 687s, 2025

LIST OF PARTICIPANTS

No.	Name	Position	SDO	School Name/District
1	Anniewen L. De Leon	T III	Agusan del Norte	RTR/Tagbongabong ES
2	Mark Elenic M. Remon	T III	Agusan del Norte	Santiago/Santiago CES
3	Paul John B. Manabat	T III	Agusan del Norte	Carmen/ San Agustin
4	Lurilyn M. Malbacias	T III	Agusan del Norte	Magallanes/ Caloc an ES
5	John Rey L. Rabuya	T I	Agusan del Norte	Tubay/Tubay CES
6	Richelle J. Cero	T III	Agusan del Norte	Kitcharao/ Kitcharao CES
7	Eric S. Rele	T III	Agusan del Norte	Nasipit/ Nasipit CES
8	Charmaine B. Alvares	T III	Agusan del Norte	Jabonga/ Jabonga CES
9	Sheila P. Douglas	T III	Agusan del Norte	Buenavista/ Buenavista SPED ES
10	Gluvell D. Siega	T III	Agusan del Norte	Las Nieves / Las Nieves CES
11	Maribeth F. Timogan	MT II	Agusan del Norte	Carmen/ Carmen CES
12	Hannah Faith L. Facura	MT I	Agusan del Norte	RTR/ Agay NHS
13	Alene N. Tulay	HT II	Agusan del Norte	Tubay/ Binuangan ES
14	Glenn Broncano	HT	Agusan del Norte	Jabonga/San Vicente
15	Prisco, Antonina A.	EPS	Agusan del Norte	Not Applicable
16	Charlyn A. Campos	Teacher II	Agusan del Sur	Consuleo ES (Bunawan)

17	Cresilda W. Cahoy		Agusan del Sur	Loreto
18	Janice P. Apduhan	Teacher II	Agusan del Sur	Esperanza NHS (Esperanza)
19	Mariamae M. Egtob-Rebucas	Teacher III	Agusan del Sur	Duangan NHS (Esperanza)
20	Louie D. Hamodiong	Teacher II	Agusan del Sur	Prosperidad NHS (Prosperidad)
21	Lecill E. Corvera		Agusan del Sur	Loreto
22	Gina M. Morgadez	Teacher I	Agusan del Sur	Manat NHS (Trento)
23	Mary Grace C. Dagohoy	Teacher III	Agusan del Sur	Teodoro B. Ong Yiu MS (San Francisco)
24	Virginia T. Magayon	Teacher III	Agusan del Sur	Salvacion ES (Prosperidad)
25	Raquel P. Octaviano	Teacher III	Agusan del Sur	Bayugan 3 NHS (Rosario)
26	Cristine Jane M. Caga-Anan	Teacher III	Agusan del Sur	Datu Lipus MNHS (Rosario)
27	Lya Irish Mae L. De Los Reyes	Teacher II	Agusan del Sur	Datu Lipus MNHS (Rosario)
28	Marycris Lucenio	Teacher I	Agusan del Sur	Bunawan NHS (Bunawan)
29	Keirra Joyce Angwas	Teacher I	Agusan del Sur	Magaud NHS (Loreto)
30	Lea Mae G. Cubero	Teacher I	Agusan del Sur	Corpuz NHS (Talacogon)
31	Jeurdeccl C. Martizano	Master Teacher I	Agusan del Sur	Prosperidad NHS (Prosperidad)
32	Chilou C. Roble	Master Teacher I	Agusan del Sur	Sibagat NHS (Sibagat)
33	Christine Canon		Agusan del Sur	
34	Romeo A. Villarin	Master Teacher II	Agusan del Sur	Bunawan NHS (Bunawan)
35	Ronald M. Pulido	Master Teacher I	Agusan del Sur	Sta. Isabel ES (Sta. Josefa)

36	Alvin O. Brady	Head Teacher I	Agusan del Sur	Magsaysay ES (Veruela)
37	Lyla D. Estilo	Teacher III/TIC	Agusan del Sur	Pan-ajatan ES (Loreto)
38	Lovely Gay E. Tagupa	Teacher III/TIC	Agusan del Sur	Kauswagan NHS (Loreto)
39	Waren N. Alicante	Head Teacher I	Agusan del Sur	Binucayan NHS (Loreto)
40	Rachel L. Gilos	Head Teacher II	Agusan del Sur	MJ Labindao ES (San Francisco)
41	Tomas M. Ferrol Iii	Division Focal Person	Agusan del Sur	CID
42	Jeffrey Q. Apat	EPS	Agusan del Sur	CID
43	Ma. Veronica Ivy C. Torre Franca	EPS	Agusan del Sur	CID
44	Pacot, Lyca Jeseca D.	Teacher III	Bayugan City	Lapana ES
45	Sagusay, Arlyn C.	Teacher III	Bayugan City	Lapana ES
46	Leybag, Jane A.	Teacher III	Bayugan City	Bayugan National Comprehensive High School
47	Mamugay, Rhyma D.	Teacher III	Bayugan City	Agusan del Sur Pilot Laboratory School
48	Balasabas, Jay A.	Teacher III	Bayugan City	Bayugan National Comprehensive High School
49	Cotiangco, Siuna S.	MASTER TEACHER II	Bayugan City	FILI NATIONAL HIGH SCHOOL
50	Eugene Alfie Gozon Trillo	MASTER TEACHER I	Bayugan City	Salvacion National High School
51	Lopez, Ramil L.	HEAD TEACHER IV	Bayugan City	Bayugan National Comprehensive High School
52	Cubarol, Vermar	HEAD TEACHER I	Bayugan City	Berseba National High School
53	Luna, Juvy B.	Education Program Supervisor	Bayugan City	N/A

54	Salcedo, Nor-Ain G.	Teacher I	Butuan City	Maibu National High School
55	Senados, Zarah Hazel D.	Teacher III	Butuan City	Pareja Integrated School
56	Romero, Roselyn G.	Teacher III	Butuan City	Pareja Integrated School
57	Insayoy, Jonathan G.	Teacher I	Butuan City	Pareja Integrated School
58	Pelino, Gretcel P.	Teacher III	Butuan City	Basag National High School
59	Caparo, Jane Dell P.	Teacher III	Butuan City	Pareja Integrated School
60	Leyson, Denise Jane A.	Teacher III	Butuan City	Ampayon National High School
61	Obiedo, Ramonito A.	Teacher III	Butuan City	Butuan City School of Arts and Trades
62	Puyo, Ganiby R.	Teacher I	Butuan City	Butuan City School of Arts and Trades
63	Busia, Manilyn A.	Teacher III	Butuan City	Butuan City School of Arts and Trades
64	Reyna, KC M.	Master Teacher II	Butuan City	Butuan City School of Arts and Trades
65	Calica, Carl Bernard O.	Master Teacher I	Butuan City	Pareja Integrated School
66	Madelo, Joemer G.	Head Teacher II	Butuan City	Maibu National High School
67	Moldes, Tammy Tara	Head Teacher III	Butuan City	Mabuhay Elementary School
68	Ramirez, Jean B.	Education Program Supervisor	Butuan City	SDO-CID
69	Sagot, Kryshia Laureen O.	T2	Cabadbaran City	NORCACES
70	Pardinas, Karen Mae M.	T-3	Cabadbaran City	Cabinet ES
71	Abequibel, Jasmin C.	T3	Cabadbaran City	Soriano ES
72	Anaya, Archie T.	T1	Cabadbaran City	CCNHS

73	Catubig, Niña Ricci E.	T1	Cabadbaran City	CCNHS
74	Ortillano, Grace B.	MT 1	Cabadbaran City	La Union JHS
75	Eugenio, Jerry T.	MT 1	Cabadbaran City	AC DAGANI IS
76	Culejara, Kimslyn V.	HT-1	Cabadbaran City	Mahaba IS
77	Cebrian, Thebert B.	HT-1	Cabadbaran City	Lusong NHS
78	Asotigue, Marilou D.	EPS	Cabadbaran City	Division Office
79	Urbuda, Claire Anne A.	TEACHER I	Dinagat Islands	MAGSAYSAY ES
80	Pegarro, Ma Linda P.	TEACHER III	Dinagat Islands	MAATAS ES
81	Labide, Dysmilrey V.	TEACHER I	Dinagat Islands	SAN JOSE ES
82	Eludo, Maria Loramel O.	TEACHER III	Dinagat Islands	VILLA ALCARIA ES
83	Dadobo, Jestonie Y	TEACHER II	Dinagat Islands	AURELIO ES
84	Langit, Janice L.	MT I	Dinagat Islands	TAG-ABACA NHS
85	Jornales, Jipny T.	MT I	Dinagat Islands	ALBOR NHS
86	Ga, Maria Adelina R.	HT I	Dinagat Islands	JUSTINIANA ES
87	Nolia, Jimuel B.	HT I	Dinagat Islands	NUEVA ESTRELLA ES
88	Labadora, Evangeline B.	EPS I	Dinagat Islands	SDO-CID
89	Louella G. Nogaliza	Master Teacher II	Siargao	Burgos Central Elementary School/Burgos District
90	Mirasol D. Gonzales	Master TEacher	Siargao	Cambas-ac Elementary School/Dapa West
91	Jamell Icill F. Padios	Head Teacher- I	Siargao	Mabuhay Elementary School/General Luna

92	Rose Karen May E. Sulima	Teacher II	Siargao	Cancohoy Elementary School/Numancia District
93	Bonifacio B. Decoy	Head Teacher III	Siargao	Caridad National High School/Pilar District
94	Danica E. Adlao	Teacher II	Siargao	Sapao National High School/Sapao District
95	Pia Mae P. Tamara	Teacher II	Siargao	San Benito Central Elementary School/San Benito District
96	Grace T. Nogaliza	TEacher II	Siargao	Roxas National High School/San Isidro District
97	Lovely Fe G. Monter	Teacher II	Siargao	Socorro National High School/Socorro East
98	Catherine B. Landao	EPS II	Siargao	SDO-Siargao/SGOD
99	Resnera , Joyce Jade D.	Teacher I	Surigao City	Vicente Cabilao CMES
100	Gitigan , Marivic S.	Teacher I	Surigao City	Punta Bilar ES
101	Cudillo, Flordilona C.	Teacher III	Surigao City	Surigao West Central ES
102	Abarca , Roxanrel R.	Teacher III	Surigao City	Wilfredo Rafols Memorial NHS
103	Lopez, Maricris O.	Teachers III	Surigao City	Surigao City Central ES
104	Acuña, Niña F.	Teacher III	Surigao City	BVasquez MCES/District 6
105	Labadia , Jacqueline B.	Teacher I	Surigao City	Margarita MCES
106	Jamera, Brian B.	Teacher III	Surigao City	Surigao City NHS
107	Escol , Algie L.	Teacher III	Surigao City	Canlanipa CES
108	Plaza , Pamela O.	Teacher I	Surigao City	Mat-i CES
109	Ibarra , Aicel K.	Master Teacher I	Surigao City	Surigao City Pilot School
110	Palin , Jemson B.	Master Teacher II	Surigao City	Surigao City NHS

111	Babas , Alvin M.	Head Teacher III	Surigao City	Martinez ES
112	Torrecampo , Jesyl A.	Head Teacher I	Surigao City	Cabrera-Altres NHS
113	Jeanit C. Besinga	SEPS	Surigao City	SDO SGOD
114	Alag, Meriam J.	T-III	Surigao Del Norte	Silop Elementary School / Mainit
115	Suyman, Angel Nicolín E.	T-II	Surigao Del Norte	Tubod National High School / Tubod
116	Espinosa, Irish S.	T-III	Surigao Del Norte	Timamana National High School / Tubod
117	Laurejas, Marites W.	T-III	Surigao Del Norte	Taganito National High School / Claver
118	Manlimos, Darile D.	T-III	Surigao Del Norte	Amando A. Fabio Mnhs / Placer
119	Saludes, Althea Mae P.	T-III	Surigao Del Norte	Taganito National High School / Claver
120	Besande, Liezl G.	T-II	Surigao Del Norte	San Pablo Elementary School / Sison
121	Pino, Lynie M.	T-II	Surigao Del Norte	Alegria Central Elementary School / Alegria
122	Elcullada, Alberto Jr. S.	T-III	Surigao Del Norte	Surigao Del Norte National High School
123	Lacson, Apple M.	T-III	Surigao Del Norte	Balite National High School / Anao-Aon
124	Rodriguez, Jessa G.	MT-I	Surigao Del Norte	San Pablo Elementary School / Sison
125	Bonite, Benjie D.	MT-I	Surigao Del Norte	Campo Elementary School / Bacuag
126	Montenegro, Juna B.	HT-III	Surigao Del Norte	Surigao Del Norte National High School
127	Gumapac, Gabriel E.	HT-III	Surigao Del Norte	Anibongan Elementary School / Gigaquit
128	Jaron, Lynette V.	EPS	Surigao Del Norte	SDO-CID
129	Lakag, Labim L.	Special Science Teacher I	Tandag City	Buenavista National High School/Tandag District II

130	Daleon, Mary Kendell G.	Teacher II	Tandag City	Tandag Pilot ES / Tandag I
131	Gallardo, Ma. Cristine S.	Teacher I	Tandag City	Rosario Integrated School/Tandag II
132	Haro Jr., Nilo C.	Special Science Teacher I	Tandag City	Tandag National Science High School/Tandag District II
133	Loyola, Amabelle P.	Teacher II	Tandag City	Special Science Elementary School/Tandag II
134	Bandoy, Milagros A.	Master Teacher I	Tandag City	Tandag Pilot ES / Tandag I
135	Azarcon, Angelita C.	Master Teacher I	Tandag City	Jacinto P. Elpa National High School
136	Sacal, Richard P.	Head Teacher - III	Tandag City	MAHANON ES /Tandag II
137	Salinas, Chaile N.	Head Teacher - III	Tandag City	Jacinto P. Elpa National High School
138	Sacay , Nieves B.	Education Program Supervisor	Tandag City	Division Office
139	Espiel, Kevin B.	Head Teacher I	Bislig City	Mangagoy National High School
140	Salilin, Ramel E.	Head Teacher I	Bislig City	Delot Elementary School
141	Salem, Arlyn L.	Master Teacher I	Bislig City	Requina Elem. School
142	Odi, Floralilia P.	Master Teacher I	Bislig City	San Antonio ES
143	Bucatora, Jordan G.	SPED Teacher	Bislig City	Mangagoy National High School
144	Manduyan, Andrea M.	Teacher III	Bislig City	Bislig City NHS
145	Tolentino, Jesystar A.	Teacher III	Bislig City	Gaspar-Serrano ES
146	Salas, Hansel N.	Teacher II	Bislig City	Coleto NHS
147	Pulot, Elena P.	Teacher III	Bislig City	Maharlika NHS

148	Nuñez, Vilma C.	Public Schools District Supervisor	Bislig City	Bislig B2B District
149	Marybi A. Tuba-On	Teacher III	SDO Surigao del Sur	Madrid District
150	Delia C. Bode	Teacher III	SDO Surigao del Sur	Madrid District
151	Jesthony D. Malubay	Teacher III	SDO Surigao del Sur	Cortes District
152	Kate D. Bardoquillo	Teacher III	SDO Surigao del Sur	Hinatuan North
153	Femie Ann M. Mariscal	Teacher III	SDO Surigao del Sur	Barobo District
154	Ana Maureen E. Cuarteron	Teacher III	SDO Surigao del Sur	San Miguel Dsitric
155	Annaliza B. Naranjo	Teacher III	SDO Surigao del Sur	Marihatag District
156	Clinton D. Sequihod	Teacher I	SDO Surigao del Sur	San Miguel Dsitric
157	Elaine Grace P. Plaza	Teacher I	SDO Surigao del Sur	Cantilan District
158	April Rose Cos	Teacher III	SDO Surigao del Sur	Cantilan District
159	Marilyn L. Mahinay		SDO Surigao del Sur	
160	Geman N. Sarceda	ALS teacher	SDO Surigao del Sur	
161	Mark Twine Buliyat	TEACHER III	SDO Surigao del Sur	Tagbina District
162	Kier M. Bulaquina	TEACHER III	SDO Surigao del Sur	Tagbina District
163	Jujie L. Quijada	TEACHER III	SDO Surigao del Sur	Bayabas District
164	Marlibeth I. Miranda	Master Teacher I	SDO Surigao del Sur	Cantilan District
165	Rio Jane T. Francia	Master Teacher I	SDO Surigao del Sur	Cantilan District
166	Celymay O. Buniel	Master Teacher II	SDO Surigao del Sur	Tago District
167	Jonard Q. Pia	Master Teacher I	SDO Surigao del Sur	Marihatag District
168	Danife B. Engcoy	Master Teacher I	SDO Surigao del Sur	Hinatuan North District
169	Alex M. Asis	Head Teacher III	SDO Surigao del Sur	Barobo District
170	Joselito C. Serna	Head Teacher III	SDO Surigao del Sur	Cantilan District
171	Alma N. Clarabal	Head	SDO Surigao	Liang District

		Teacher III	del Sur	
172	Johnson T. Cabuyoc, IV	Head Teacher I	SDO Surigao del Sur	San Agustin District
173	Kareen L. Cuadra	Head Teacher I	SDO Surigao del Sur	Tagbina I
174	Felisa B. Batistil	PSDS	SDO Surigao del Sur	Hinatuan North
175	Jeanette G. Quinto, Phd	PSDS	SDO Surigao del Sur	Cantilan District
176	Regina Euann A. Puerto	EPSVR	SDO Surigao del Sur	Division Office
-END-				



Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025- 1527

TO : **Regional Directors**
Schools Division Superintendents
HRDD Chiefs / NEAP R Focal Persons
All Others Concerned

FROM : 
WILFREDO E. CABRAL
Undersecretary
Human Resource and Organizational Development


CARMELA C. ORACION
Assistant Secretary
Human Resource and Organizational Development
(National Educators Academy of the Philippines)

SUBJECT : **CALL FOR PARTICIPANTS FOR THE PROFESSIONAL DEVELOPMENT PROGRAM "TEACHING WITHOUT LIMITS: EMBRACING DIVERSITY IN THE CLASSROOM"**

DATE : 15 June 2025

1. The National Educators Academy of the Philippines (NEAP), in partnership with the Resource for Educators and Academic Professionals (REAP) and the Thames International Business School, will conduct the professional development program **"Teaching Without Limits: Embracing Diversity in the Classroom"** via *Microsoft Teams*, according to the following schedule:

Session	Date
Session 1: Empathy and Excellence – Integrating Socio-Emotional Learning in Education	12 July 2025
Session 2: Every Learner Counts – Making Learning Engaging for Everyone through Universal Design for Learning (UDL) and Differentiated Instruction	19 July 2025
Session 3: Combating Bullying – Creating Safe Spaces in Physical and Digital Spaces	30 August 2025
Session 4: Transforming Challenges into Opportunities – Effective Interventions for Learners with Special Needs	06 September 2025

Session 5: In the Face of Crisis – Teachers as Immediate Support for Psychological Well-Being	04 October 2025
Session 6: Building a Safer Tomorrow – Unlocking Community Strength for Disaster Preparedness	11 October 2025

2. The program has the following objectives:

- Upskill teachers and education leaders by equipping them with the knowledge, skills, and strategies necessary to foster safe, inclusive, and positive learning environments, effectively address learner diversity, and cultivate a culture of responsiveness and preparedness;
- Capacitate teachers and education leaders to effectively integrate acquired knowledge, skills, and strategies into their daily teaching, leadership, and management practices; and
- Promote continuous professional development and reflective practice by encouraging teachers and education leaders to perpetually assess and refine their approaches to creating and sustaining safe, inclusive, and responsive learning environments.

3. In this regard, **the Regional Offices (ROs), through the HRDD/NEAP R, are requested to identify and endorse participants to the program.** To ensure comprehensive representation, **each RO is allotted 177 slots** subdivided to the following: **100 teachers; 30 master teachers; 30 head teachers; and 17 Schools Division Office (SDO) supervisors.** Prioritization of participants from the following job groups will be in place to ensure maximum impact of the program:

- Teachers** who will benefit from enriched knowledge, skills, and strategies aligned with the Philippine Professional Standards for Teachers (PPST) domains (Content Knowledge and Pedagogy, Learning Environment, Diversity of Learners, Community Linkages and Professional Engagement);
- Head Teachers** and **Master Teachers** whose participation will strengthen their capacity to provide advanced guidance and enrichment on managing diversity in the classroom for their supervised teachers;
- Supervisors** overseeing schools that require specialized technical assistance pertaining to the abovementioned PPST domains; and
- SDO/District Focal Persons** who will benefit from the sessions pertaining to inclusive education, anti-bullying, and disaster risk reduction and management.

The ROs are reminded to ensure equitable distribution of slots across SDOs, considering the various school types and categories.

4. **Each RO is advised to submit its list of 177 endorsed participants** using the prescribed template (**Enclosure 1; editable file accessible through the link tinyurl.com/TWL-Endorsetemplate**) through the link **tinyurl.com/TWL-submission** on or before **30 June 2025**.

5. **All endorsed participants will receive an email notification** five (5) days prior to the activity, confirming their slots/attendance and the *Microsoft Teams* link for the webinar sessions. All registered participants are required to attend all sessions to maximize learning and ensure the overall effectiveness of the program.
6. The *Indicative Program of Activities* (**Enclosure 2**) is attached, for reference.
7. Should you have further questions or concerns, please coordinate with **Ms. Hanifa Hadji Abas** or **Mr. Dustin Troy Joson**, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph or landline (02) 8715-9919.
8. For dissemination and appropriate action.

Copy furnished:

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OFFICE OF THE ASSISTANT SECRETARY FOR EXTERNAL PARTNERSHIPS SERVICE