



Republic of the Philippines  
**Department of Education**  
CARAGA REGION



OCT 11 2025

REGIONAL MEMORANDUM  
CLMD – 2025 –1071

To: Schools Division Superintendents

- ) Division of Agusan del Norte
- ) Division of Agusan del Sur
- ) Division of Bayugan City
- ) Division of Butuan City
- ) Division of Bislig City
- ) Division of Cabadbaran City
- ) Division of Dinagat Islands
- ) Division of Siargao
- ) Division of Surigao del Norte
- ) Division of Tandag City

All Others Concerned

**BENCHMARKING VISIT TO CENTRAL VISAYAN INSTITUTE FOUNDATION (CVIF)  
FOR DYNAMIC LEARNING PROGRAM (DLP) IMPLEMENTATION**

1. To promote quality and accessible basic education and strengthen the implementation of the Alternative Delivery Mode in Education in Emergencies (ADM-EiE), this Office, through the Curriculum and Learning Management Division (CLMD), will conduct a CVIF-DLP Benchmarking Visit to Jagna, Bohol, on October 21-23, 2025, exclusive of travel time.
2. This initiative is anchored on the provisions of DepEd Order No. 22, s. 2024, which mandates the integration of ADM in all Learning Continuity Plans (LCPs), particularly in disaster-prone and geographically isolated areas. It also adopts flexible measures in the event of face-to-face class suspensions. The activity aligns with DepEd Order No. 54, s. 2012, which institutionalizes ADM as a strategic response to access issues in basic education, and supports the implementation of DepEd Order No. 12, s. 2025 – Multi-Year Implementing Guidelines on the School Calendar and Activities, which provides a structured framework for academic years starting SY 2025-2026. This framework emphasizes optimized instructional time and preparedness for disruptions caused by natural disasters and emergencies.
3. The general objective of the activity is to benchmark the implementation of the CVIF-Dynamic Learning Program (CVIF-DLP) in Jagna, Bohol, with the overarching goal of institutionalizing adaptive and resilient ADM strategies for disaster-prone and geographically challenged schools in the Caraga Region. Specifically, the activity aims to:



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- a. assess the effectiveness of CVIF-DLP in ensuring learning continuity during emergencies;
- b. document best practices and implementation models from the Central Visayan Institute Foundation (CVIF) adaptable to the socio-cultural and geographical context of Caraga;
- c. generate evidence-based insights to inform the development of region-specific guidelines and protocols for CVIF-DLP adoption in ADM implementation.
- d. support the implementation of **Edukahon FlexPath**, a learner-centered, modular, and flexible learning pathway complementing CVIF-DLP and other ADM modalities; and
- e. promote cross-regional collaboration and innovation in education delivery, particularly in the context of Education in Emergencies (EiE).

4. The participants in this activity are as follows:

| No. | Governance Level | Name                  | Position/ Designation | Station              |
|-----|------------------|-----------------------|-----------------------|----------------------|
| 1   | Region           | Bernabe L. Linog      | Chief                 | CLMD                 |
| 2   | Region           | Leowenmar A. Corvera  | EPS                   | CLMD                 |
| 3   | Region           | Maripaz F. Magno      | EPS                   | CLMD                 |
| 4   | Region           | Celsa M. Cataluña     | EPS                   | CLMD                 |
| 5   | Division         | Nonita C. Patalinhug  | Chief                 | CID- Bislig          |
| 6   | Division         | Imee R. Vicariato     | Chief                 | CID-Bayugan          |
| 7   | Division         | Kevin Hope Z. Salvaña | Chief                 | CID-Butuan           |
| 8   | Division         | Dominico P. Larong    | Chief                 | CID-Agusan del Sur   |
| 9   | Division         | Lorna P. Gayol        | Chief                 | CID-Agusan del Sur   |
| 10  | Division         | Joel Pelenio          | Chief                 | CID- Cabadbaran      |
| 11  | Division         | Gemna G. Pobe         | Chief                 | CID- Siargao         |
| 12  | Division         | Nilo R. Verdon        | EPS                   | CID-Agusan del Norte |
| 13  | Division         | Lelani R. Abutay      | EPS                   | CID-Agusan del Sur   |
| 14  | Division         | Corazon F. Adrales    | EPS                   | CID-Bayugan City     |
| 15  | Division         | Mario C. Lozada       | EPS                   | CID-Bislig           |
| 16  | Division         | Fe C. Varona          | EPS                   | CID-Butuan City      |
| 17  | Division         | Ruther B. Forinas     | EPS                   | CID-Cabadbaran       |



|    |          |                     |                 |                               |
|----|----------|---------------------|-----------------|-------------------------------|
| 18 | Division | Mildred C. Abarico  | EPS             | CID- Dinagat                  |
| 19 | Division | Michael C. Paso     | EPS             | CID-Dinagat                   |
| 20 | Division | Larry G. Morandante | EPS             | CID- Surigao del Norte        |
| 21 | Division | Randy A. Rudilla    | EPS             | CID-Siargao                   |
| 22 | Division | Carolina M. Rogero  | EPS             | CID- Tandag City              |
| 23 | Division | Voltaire C. Asildo  | EPS             | CID- Tandag City              |
| 24 | Division | Gemma P. Espadero   | EPS             | CID- Tandag City              |
| 25 | Division | Donald Orbillas     | EPS             | CID-Butuan City               |
| 26 | Division | Genevieve Verceles  | EPS             | CID-Bayugan                   |
| 27 | Division | Benny T. Abala      | EPS             | CID- Tandag City              |
| 28 | School   | Elmer M. Cataluña   | School Head     | ANHS-Butuan City              |
| 29 | School   | Edwin Fuego         | Master Teacher  | BCCHS- Butuan City            |
| 30 | School   | Warren Alicante     | School head     | Binucayan NHS- Agusan del Sur |
| 31 | School   | Eleanor Masul       | Department Head | ANHS-Butuan City              |

5. All participants are expected to arrive at the CVIF on or before October 21, 2025. Throughout the activity, each participant shall accomplish a Work Application Plan (WAP) and a daily Reflection Journal. Each School Division Office (SDO), through its ADM Focal Person, is encouraged to collaborate with the Education Program Supervisor for Learning Resources in preparing an Activity Proposal to support DLP implementation in their respective divisions.

6. Templates for the required documents are provided in Enclosure 2, while the activity matrix is in Enclosure 1.

7. All expenses related to transportation, accommodation, meals, snacks, and other incidental costs shall be charged against downloaded FLO-ADM funds. If the actual expenses exceed the amount transferred to the respective SDOs, local funds may be utilized to cover the additional costs, subject to existing budgeting, accounting, auditing, and procurement laws, rules, and regulations.

8. For inquiries and other concerns, contact Mr. Leowenmar A. Corvera, Regional ADM Focal Person, at **leowenmar.corvera001@deped.gov.ph**.

9. Immediate dissemination of this memorandum is highly desired.

**MARIA INES C. ASUNCION**  
Director IV  
Regional Director

Encl.: As stated

Reference: DepEd Orders (No. 12, s. 2025, No. 22, s. 2025, and No. 54, s. 2012)

To be indicated in the Perpetual Index

under the following subjects:

TRAVEL

TRAINING PROGRAM

VISIT

CLMD/lac  
10/06/2025



Republic of the Philippines  
**Department of Education**  
 CARAGA REGION

Enclosure 1 to Regional Memorandum ,s 2025

**BENCHMARKING VISIT TO CENTRAL VISAYAS INSTITUTE FOUNDATION  
 (CVIF) FOR DYNAMIC LEARNING PROGRAM (DLP) IMPLEMENTATION**

**ACTIVITY MATRIX**

| Day              | Time/Session      | Activity                                                                                                               | Method                                                                                                              | Responsible Person                                                    |
|------------------|-------------------|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| October 21, 2025 | Morning Session   | Introduction to the CVIF-Dynamic Learning Program (DLP)                                                                | Presentation and Q&A                                                                                                | CVIF-DLP Facilitator                                                  |
| October 21, 2025 | Afternoon Session | Guided tour of the campus and classroom visits                                                                         | Observation of DLP implementation, learning materials, and teaching strategies used across different learning areas | Host School learners & Coordinators<br><br>Classroom/Subject Teachers |
| October 22, 2025 | Morning Session   | Focus Group Discussions (FGD) on Deepening Understanding through Shared Experiences and insights on DLP implementation | Focus Group Discussions                                                                                             | FGD Facilitator<br><br>DLP Coordinators<br>Teachers<br>Learners       |
| October 22, 2025 | Afternoon Session | Presentation of CVIF's DLP protocols, challenges, and innovations                                                      | Lecture and open forum                                                                                              | CVIF-DLP Experts<br>Coordinators<br>Teachers                          |
| October 23, 2025 | Morning Session   | Co-creation Workshop on Localization and Adoption                                                                      | Collaborative workshop and planning session                                                                         | Regional ADM Focal Person and CVIF-DLP Team                           |



Republic of the Philippines  
**Department of Education**

National Educators Academy of the Philippines

**Sample Workplace Application Plan (WAP) Template**

|                                         |                     |  |
|-----------------------------------------|---------------------|--|
| Name of Learner<br>Title of PD Programs | Office and Position |  |
|                                         | Date of Delivery    |  |
|                                         | PD Program Provider |  |
| Name of Immediate Supervisor            | Office and Position |  |

Background and Rationale of WAP Plan:

|                                  |                    |                                               |
|----------------------------------|--------------------|-----------------------------------------------|
| Expected Performance Improvement |                    |                                               |
| Competencies for Development     | Key Result Area(s) | Expected Improvement in Performance Indicator |
|                                  |                    | Means of Verification                         |



| Type of Intervention                                                                                                                                                                                                           |  |                     |  |                                          |                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------|--|------------------------------------------|-------------------------|
| Committee Work                                                                                                                                                                                                                 |  | Job Shadowing       |  | Informal JEL Activities (Please specify) | Others (Please specify) |
| Job Expansion                                                                                                                                                                                                                  |  | Special Project     |  |                                          |                         |
| Job Rotation                                                                                                                                                                                                                   |  | Stretch Assignments |  | WAP Implementation                       |                         |
| Briefly describe the intervention (e.g., type of special project, nature of committee and role of learners, etc.), and specify duration and offices where learner will be assigned, if appropriate. Use one to two paragraphs. |  |                     |  |                                          |                         |

| Application Objective                                                                                                        |                                                                                        |                                          |                                                                                  |                                                               |
|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------|
| State what learner will be able to do by the end of the WAP, following ABCD (Audience-Behavior-Condition-Degree) guidelines. |                                                                                        |                                          |                                                                                  |                                                               |
| Learning Objectives<br>(What learner be able to do by the end of an activity/ learning session)                              | Activities<br>(Activities that learner will engage in to meet each learning objective) | Timeline<br>(Start-end of each activity) | Learning Facilitator<br>(Immediate Supervisor or peer assigned to guide learner) | Support/Resources<br>(Office order, information, etc. needed) |
|                                                                                                                              |                                                                                        |                                          |                                                                                  |                                                               |

|                                  |                     |      |
|----------------------------------|---------------------|------|
| Prepared by (name and position): | Learner's Signature | Date |
|                                  |                     |      |

|                                  |           |      |
|----------------------------------|-----------|------|
| Reviewed by (name and position): | Signature | Date |
|                                  |           |      |

|                                  |                     |      |
|----------------------------------|---------------------|------|
| Approved by (name and position): | Learner's Signature | Date |
|                                  |                     |      |