



Republic of the Philippines
Department of Education
CARAGA REGION

JANUARY 20, 2026

REGIONAL MEMORANDUM
No. 0037, s. 2026

To: Schools Division Superintendents
All Others Concerned

FINAL AND OFFICIAL LIST OF PARTICIPANTS AND RESOURCE PERSONS FOR
THE SCHOOL HEADS FOUNDATIONAL LEADERSHIP PROGRAM (SHFLP)
FOR THE NEWLY HIRED SCHOOL HEADS OF CARAGA

1. This office announces the final and official list of participants for the conduct of the **School Heads Foundational Leadership Program** (SHFLP) Batch 1 on January 12-14, 2026 at NEAP-CARAGA for the **newly appointed** school heads.
2. Enclosed are the following:
 - a. Official List of Batch 1
 - b. List of Resource Persons
 - c. Program of Activities
 - d. List of Program Management Team
5. The costs for meals and accommodation for all participants, resource persons, and the Project Management Team (PMT) will be covered by the continuing funds under OSEC-13-24-1741. Travel and incidental expenses for participants and resource persons will be charged to their respective local funds. All expenditures are subject to standard government accounting and auditing rules and regulations.
6. Participants, Resource Persons and Program Management Team (PMTs) attending on weekends or holidays are entitled to Service Credit (SC) or Compensatory Time-Off (CTO) as per DepEd Order 53, s. 2003.
7. For clarifications, please coordinate with **Analou O. Hermocilla**, Education Program Supervisor, Human Resource Development Division via email at rneap@deped.gov.ph.
8. Immediate dissemination of this Memorandum is desired.

MARIA INES C. ASUNCION

Director IV
Regional Director

Encl.: As stated

Reference: DepEd Order No. 011, s. 2019

To be indicated in the Perpetual Index under the following subjects:

PROGRAM TRAINING WORKSHOPS

HRDD/aoh
1/13/202

Enclosure 1 of RM No. 0037 s. 2026

OFFICIAL LIST OF PARTICIPANTS
Batch 1 (January 12-14,2026)

No.	Division	Name
1.	AGUSAN DEL NORTE	Mylene B. Zaballero
2.	AGUSAN DEL NORTE	Richelle T. Virtudazo
3.	AGUSAN DEL NORTE	Mark P. Ranises
4.	AGUSAN DEL NORTE	Ronald D. Ompoc
5.	AGUSAN DEL NORTE	Mirlinda L. Apduhan
6.	AGUSAN DEL NORTE	Edgar H. Galla
7.	AGUSAN DEL NORTE	Arnulfo Lomagod
8.	AGUSAN DEL NORTE	Kristine Marie G. Ponay
9.	AGUSAN DEL NORTE	Saldie M. Teclere
10.	AGUSAN DEL NORTE	Lyra P. Moran
11.	AGUSAN DEL NORTE	Sweet Loueljie A. Arciete
12.	AGUSAN DEL SUR	Aries Ramos Hinaniban
13.	AGUSAN DEL SUR	Junry G. Pugata
14.	AGUSAN DEL SUR	Ramel B. Labalan
15.	AGUSAN DEL SUR	Clifford G. Onarse
16.	AGUSAN DEL SUR	Imme C. Perez
17.	AGUSAN DEL SUR	Nilo C. Zolina
18.	AGUSAN DEL SUR	Ronald R. Diozo
19.	AGUSAN DEL SUR	Rosevil B. Royo
20.	AGUSAN DEL SUR	Ace Michael B. Magalso
21.	AGUSAN DEL SUR	Junalyn A. Dajotoy
22.	BAYUGAN CITY	John Philips F. Baynosa
23.	BAYUGAN CITY	Ariel John G. Socorro
24.	BISLIG CITY	Romil B. Vestudio
25.	BISLIG CITY	Mischelle L. Prado
26.	BISLIG CITY	Climfel Maries T. Datoon
27.	BISLIG CITY	Joren Vic C. Odares
28.	BUTUAN CITY	Johanna s. Romano
29.	BUTUAN CITY	Ian S. Ortojan
30.	BUTUAN CITY	Leonard D. Chavit
31.	BUTUAN CITY	James Ryan Yngson Sarucam
32.	BUTUAN CITY	Aljim B. Lituañas
33.	BUTUAN CITY	Mary Genelyn G. Dagala
34.	CABADBARAN CITY	Jenny J. Tampus
35.	CABADBARAN CITY	Lorelie M. Ortega
36.	CABADBARAN CITY	Elmart C. Mangao
37.	DINAGAT ISLANDS	Honey A. Abuyme
38.	DINAGAT ISLANDS	Jennifer E. Degorio
39.	SIARGAO	Arlene H. Cometa
40.	SIARGAO	Gebb Manriv L. Ocon
41.	SIARGAO	Meriam E. Jabines
42.	SIARGAO	Emalyn R. Blancada
43.	SIARGAO	Jamelle M. Cubillan

44.	SURIGAO CITY	Jam Z. Saladores
45.	SURIGAO CITY	Grazel G. Cabelas
46.	SURIGAO CITY	Freddie E. Confessor
47.	SURIGAO CITY	Melanie B. Juaton
48.	SURIGAO CITY	Maria Vanessa T. Resullar
49.	SURIGAO CITY	Raxiey G. Adolfo
50.	SURIGAO DEL NORTE	Ma Jenitth C. Saba
51.	SURIGAO DEL NORTE	Leonardo C. Binag Jr.
52.	SURIGAO DEL NORTE	Jovan C. Monato
53.	SURIGAO DEL NORTE	Gabriel E. Gumapac
54.	SURIGAO DEL NORTE	Ma. Leny G. Pana
55.	SURIGAO DEL NORTE	Ranulfo J. Canda
56.	SURIGAO DEL SUR	Alex M. Asis
57.	SURIGAO DEL SUR	Annaliza T. Luarez
58.	SURIGAO DEL SUR	Diodora J. Maisog
59.	SURIGAO DEL SUR	Marlibeth I. Miranda
60.	SURIGAO DEL SUR	Marchelyn U. Pingol
61.	SURIGAO DEL SUR	Arieljun P. Rosal
62.	SURIGAO DEL SUR	Susan R. Villaflor
63.	TANDAG CITY	Thelma D. Ramos
64.	TANDAG CITY	Jocelyn S. Madangit

Enclosure 2 of RM No. 0037 s. 2026

OFFICIAL LIST OF RESOURCE PERSONS

Batch 1

Name	Designation	Schools Division Office
Havana, Jine L.	Principal II	Agusan del Sur
Macadatar, Alejandro P.	Chief, FTAD	DepEd Regional Office
Hermocilla, Aldin A.	Principal I	Butuan City
Carlos, Gewaresel T.	Principal III	Butuan City
Havana, Joseph Joy G.	Principal III	Agusan del Sur
Angwas, Rowena O.	Principal I	Agusan del Sur
Rañin, Marcelina C.	Principal III	Agusan del Norte
Hermocilla, Analou O.	EPS-HRDD	DepEd Regional Office
Cos, Fluellen L.	Chief, CLMD	Surigao del Sur
Edradan, Maria Ruth R.	EPS-CLMD	DepEd Regional Office
Bolotaolo, Rexan O.	Principal IV	Agusan del Norte
Diva, Jimuel A.	EPS-HRDD	DepEd Regional Office
Dones, Fernando Jr. A.	EPS-CID	Siargao

Enclosure 3 of RM No. 0037 s. 2026

Program of Activities

Batch 1

Time	Activity	Resource Speaker/Facilitator
Day 1 7:00-8:00 am	PRELIMINARIES Registration and Opening Program Opening Program · National Anthem · Ecumenical Prayer · DepEd QPS · Welcome Remarks/Chief, HRDD Message RD Asuncion · Introduction of Participants · Photo Documentation · Pre-Test	Program Management Team
8:01 am-9:30 am	Session 1 Discussion of RA 9155	REXAN A. BOLOTAOLO, PhD EPS-SDO ADN
9:31 am-11:00 am	Session 2 Overview of the Philippine Professional Standards for School Heads	JINE L. HAVANA School Principal II
11:00 am-12:00 noon	Session 3: PPSSH Domain 1: Leading Strategically	ALEJANDRO P. MACADATAR Chief, FTAD-Regional Office
12:01pm-1:00 pm	LUNCH BREAK	
1:00 pm - 1:30 pm	Con't Session 3: PPSSH Domain 1: Leading Strategically	ALEJANDRO P. MACADATAR Chief, FTAD-Regional Office
1:31pm-3:00 pm	Session 4A: PPSSH Domain 2: Managing School Operations and Resources	ALDIN A. HERMOCILLA Principal I
3:01pm-4:30pm	Session 4B PPSSH Domain 2: Managing School Operations and Resources Strands:	ALDIN A. HERMOCILLA Principal I Butuan City Division

	4. Management of staff 5. School safety, disaster preparedness, mitigation and resiliency 6. Emerging opportunities and challenges	
4:31pm-5:00 pm	Online Evaluation	Program Management Team (PMT)
Day 2 7:30 am – 8:00 am	Management of Learning (MOL)	Program Management Team (PMT)
8:01am-8:45 am	Session 5A Domain 3: Focusing on Teaching and Learning Strand 3.1: School-based review, contextualization and implementation of learning standards Indicator 3.1.1: Demonstrate knowledge and understanding of school-based review, contextualization and implementation of learning standards. Strand 3.2: Teaching standards and pedagogies Indicator 3.2.1: Demonstrate knowledge and understanding of teaching standards and pedagogies within and across learning areas to provide technical assistance to teachers to improve their teaching practice.	GEWARESEL T. CARLOS Principal III Butuan City Division
8:46 am-9:30 am	Session 5B Domain 3: Focusing on Teaching and Learning	JOSEPH JOY G. HAVANA Principal III Agusan del Sur Division

	Strand 3.3-Teacher Performance Feedback Strand 3.4-Learners Achievement and Other Performance	
9:31 am- 10:15 am (45 minutes)	Domain 3: Focusing on Teaching and Learning Strand 3.5: Learning Assessment Indicator 3.5.1: Demonstrate knowledge and understanding of learning assessment tools, strategies and utilization of results consistent with curriculum requirements. Strand 3.6: Teaching standards and pedagogies Indicator 3.6.1: Demonstrate understanding of managing a learner- friendly, inclusive and healthy learning environment.	MARCELINA C. RANIN Principal II SDO-Agusan del Norte
10:16 am - 11:00 am	Session 5D Domain 3: Focusing on Teaching and Learning Strand 3.7: Career Awareness and Opportunities	ROWENA O. ANGWAS Principal II Agusan del Sur Division

	Indicator 3.7.1 Demonstrate knowledge and understanding of the integration of career awareness and opportunities in the provision of learning experiences aligned with the curriculum. Strand 3.8: Learner Discipline Indicator 3.8.1 Demonstrate knowledge and understanding of existing national and local policies related to learner discipline.	
11:01-12:00 noon	Session 5E Designing Data-based Intervention for Instructional Leaders Domain 3: Focusing on Teaching and Learning	ANALOU O. HERMOCILLA EPS-HRDD
12:01pm-1:00pm	LUNCH BREAK	
1:01pm-1:30 pm	Con't Session 5E Designing Data-based Intervention for Instructional Leaders Domain 3: Focusing on Teaching and Learning	ANALOU O. HERMOCILLA EPS-HRDD
1:31pm - 3:30pm (120 minutes)	Session 6 PPSSH Domain 4: Developing Self and Others ✓ The essence of personal and professional development is the	FLUELLEN L. COS Chief-Curriculum Implementation Division SDO-Surigao del Sur

	continuous process of improving oneself and assisting others in their growth and development as well. ✓ Deepening the understanding of PPSSH Domain 4 ✓ The aspects of Human Resource Management and development and the Strategic HRMD Framework ✓ The Results Based Performance Management System Learning and Development Cycle	
5:00 PM-6:00 PM	Online Evaluation	PMT
Day 3	Management of Learning (MOL)	PMT
8:01 am-10:00 am	Session 8 Writing of Workplace Application Plan (WAP) ✓ Results-Based Performance Management System (DO 002, s. 2015) ✓ Core Behavioral and Leadership Competencies contained in the Office/Individual	FERNANDO A. DONES, JR. EPS-SDO Siargao

	Performance Commitment Review Form (OPCRF/IPCRF)	
10:01am-11:00 pm	Session 9 Discussion of <i>CODE OF CONDUCT AND ETHICAL STANDARDS FOR PUBLIC OFFICIALS AND EMPLOYEES</i> (RA 6713) Domain 4 – Developing Self and Others 4.2 Professional Reflection and Learning 4.3 Professional Networks 4.7 General welfare of human resources	REXAN O. BOLOTAOLO Principal IV SDO-ADN
11:00 am - 12:00 noon	Session 10 Overview of Classroom Observable Indicators (COI) and Non Classroom Observable Indicators (NCOI)	JIMUEL A. DIVA EPS-HRDD
12:01 pm- 1:00 pm LUNCH BREAK		
1:01pm-2:30 pm	Session 11:Buidling Connections	Maria Ruth R. Edradan EPS-CLMD
2:30 pm-4:00 pm	Writeshop and Presentation of Workplace Application Plan (WAP) Giving of Critique regarding WAP	FERNANDO A. DONES, JR. EPS-SDO Siargao
4:01pm-5:00 pm	Giving of Post Test	PMT
5:01pm-6:00pm	CLOSING PROGRAM	PMT
6:00PM Onwards	HOME SWEET HOME	

Enclosure 4 of RM No. 0037 s. 2026

Program Management Team

Program Manager: Flordelisa R. Dalin

Program Owner: Analou O. Hermocilla

Process Observer: Elmer F. Conde

Members:

Junnah B. Tiu

Jimuel A. Diva

Isidra C. Moral

Roy S. Rele

Glaiza A. Lloren

Tichelyn G. Caparoso

Thresia Kate A. Alipaspas

Jovanie B. Sumayo

Carolyn B. Gambe

Nilda M. Precioso