



Republic of the Philippines
Department of Education
CARAGA REGION

FEBRUARY 3, 2026

REGIONAL MEMORANDUM
No. 0112, s. 2026

To: Schools Division Superintendents
All Others Concerned

OFFICIAL LIST OF PARTICIPANTS AND RESOURCE PERSONS FOR THE SCHOOL
HEADS FOUNDATIONAL LEADERSHIP PROGRAM (SHFLP) BATCH 3
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 3 on February 1-3, 2026 at NEAP-CARAGA for the **newly appointed** school heads.
2. Enclosed are the following:
 - a. Official List of Batch 3
 - 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
1/28/2026

Enclosure 1 of RM No. 0112 s. 2026

OFFICIAL LIST OF PARTICIPANTS

Batch 3 (February 1-3,2026)

No.	Division	Name
1.	AGUSAN DEL NORTE	Jonathan G. Cabajes
2.	AGUSAN DEL NORTE	Gypsy B.Gonzaga
3.	AGUSAN DEL NORTE	Marian E. Lafuente
4.	AGUSAN DEL NORTE	Rolando L. Alozo Jr
5.	AGUSAN DEL NORTE	Joel B. Tabamo
6.	AGUSAN DEL NORTE	Juish P. Dela Victoria
7.	AGUSAN DEL NORTE	Frank C. Prajes
8.	AGUSAN DEL NORTE	Armando L. Jagupit
9.	AGUSAN DEL NORTE	Jay-Lone O. Calamba
10.	AGUSAN DEL SUR	Norelyn M. Elladora
11.	AGUSAN DEL SUR	Cheryl Pamfilon Cena
12.	AGUSAN DEL SUR	Jerrilyn H.Macario
13.	AGUSAN DEL SUR	Jonbert H. Coguit
14.	AGUSAN DEL SUR	Josette Sarigumba Seno
15.	AGUSAN DEL SUR	Noel M. Millan
16.	AGUSAN DEL SUR	Maria Liza T. Escarda
17.	AGUSAN DEL SUR	Rolly Boy G. Villanueva
18.	AGUSAN DEL SUR	Edgar B. Eslier
19.	BISLIG CITY	Clarissa P. Feliscuzo
20.	BISLIG CITY	Maria Delia I. Comiling
21.	BISLIG CITY	Maria Elena G. Valencia
22.	BISLIG CITY	Sheila Mae P. Millan
23.	BUTUAN CITY	Sofie Jermaine A. Gabales
24.	BUTUAN CITY	Honorato D. Mendoza
25.	BUTUAN CITY	Maria Crestita S. Doria
26.	BUTUAN CITY	Erwin M. Adobas
27.	BUTUAN CITY	Anchela C. Dalaguete
28.	BUTUAN CITY	Marineil E. Pedrosa
29.	CABADBARAN CITY	Christina L. Papa
30.	CABADBARAN CITY	Thebert B. Cebrian
31.	CABADBARAN CITY	Lilibeth P. Delabahan
32.	CABADBARAN CITY	Jessie G. Mondejar
33.	SIARGAO	Eva B. Penecitos
34.	SIARGAO	John Mark D. Dominos
35.	SIARGAO	Krissia Y. Petallo
36.	SIARGAO	Arvee Joy S. Rocolcol
37.	SURIGAO CITY	Jejejiema D. Elano
38.	SURIGAO CITY	Grace E.Galagala
39.	SURIGAO CITY	Grace D. Nahial
40.	SURIGAO CITY	Aurae Juliet C. Morales
41.	SURIGAO CITY	Cathy D. Joria
42.	SURIGAO CITY	Maria Cynthia P. Endico
43.	SURIGAO CITY	John Carlo M. Ruaya

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44.	SURIGAO CITY	Frederick L. Lapiz
45.	SURIGAO CITY	Elaine L. Negro
46.	SURIGAO CITY	Liezel C. Cadayday
47.	SURIGAO CITY	Rotela C. Denzo
48.	SURIGAO CITY	Elgemary S. Abata
49.	SURIGAO DEL NORTE	Aimee R. Lubapis
50.	SURIGAO DEL NORTE	Niña Corazon E. Arayan
51.	SURIGAO DEL NORTE	Jayson P. Billona
52.	SURIGAO DEL NORTE	Maricel V. Odog
53.	SURIGAO DEL NORTE	Malou L. Alag
54.	SURIGAO DEL SUR	Victoria Cabuga Argote
55.	SURIGAO DEL SUR	Marilou P. Dayanan
56.	SURIGAO DEL SUR	Myracell Paguia Buenaflor
57.	SURIGAO DEL SUR	Ligaya Mollaneda Buniel
58.	SURIGAO DEL SUR	Wilfredo P. Puig Jr
59.	SURIGAO DEL SUR	Sandy G. Sapong
60.	SURIGAO DEL SUR	Princess Rotche E. Montenegro
61.	SURIGAO DEL SUR	Merlyn E. Lao-ay
62.	SURIGAO DEL SUR	Joseph S. Terse
63.	SURIGAO DEL SUR	Osias Manlucob Jr
64.	TANDAG CITY	Levedario B. Toral
65.	TANDAG CITY	Ruel C. Ala-An
66.	AGUSAN DEL NORTE	Jovelyn D. Amable

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OFFICIAL LIST OF RESOURCE PERSONS

Batch 3

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, CID	Surigao del Sur
Calumpang, Rowena C.	Principal III	Butuan City
Bolotaolo, Rexan O.	Principal IV	Agusan del Norte
Diva, Jimuel A.	EPS-HRDD	DepEd Regional Office
Dones, Fernando Jr. A.	EPS-CID	Siargao

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Program of Activities
Batch 3

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-9:00 am	Session 1 Discussion of RA 9155	REXAN A. BOLOTAOLO, PhD EPS-SDO ADN
9:01 am-10:00 am	Session 2 Overview of the Philippine Professional Standards for School Heads	JINE L. HAVANA School Principal II-SDO ADS
10:01 am-11:00 am	Session 3: PPSSH Domain 1: Leading Strategically	CARLOS TIAN CHOW CORREOS Chief, FTAD-Regional Office
11:01pm-12:00 noon	Session 4: Domain 3 Focusing on Teaching and Learning (Strands 3.3-3.4)	JOSEPH JOY G. HAVANA Principal III-SDO ADS
12:01-1:00 pm	LUNCH BREAK	
1:00 pm -2:30 pm	Session 5: Discussion of COI and NCOI	JIMUEL A. DIVA EPS-HRDD
2:31pm-5:00 pm	Session 6: Discussion of WAP	FERNANDO A. DONES, JR. EPS-SDO Siargao
5:01pm-5:30 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-9:30am	Session 7 Domain 2: Managing School Operations (Strands 2.1-2.3)	ROWENA A. CALUMPANG Principal III Butuan City Division

9:31 am-10:30 am	Session 8 Domain 3: Focusing on Teaching and Learning (Strands 3.1-3.2)	GEWARESEL T. CARLOS Principal III Butuan City Division
10:31 am-12:00 noon	Session 9 Domain 3: Focusing on Teaching and Learning (3.5-3.6)	MARCELINA C. RANIN Principal II SDO-Agusan del Norte
12:01pm-1:00pm	LUNCH BREAK	
1:01pm-2:30 pm	Session 10 Domain 3: Focusing on Teaching and Learning (Strands 3.7-3.8)	ROWENA O. ANGWAS Principal II Agusan del Sur Division
2:31pm - 5:00pm	Session 11 WAP Critiquing	FERNANDO A. DONES, JR. EPS-SDO Siargao
5:00 PM-6:00 PM	Online Evaluation	PMT
Day 3	Management of Learning (MOL)	PMT
8:01 am-10:00 am	Session 12 PPSSH Domain 4: Developing Self and Others	CARLOS TIAN CHOW CORREOS Chief, SGOD SDO Surigao del Sur
10:01am-11:00 pm	Session 13: Designing Data Based Intervention for Instructional Leaders	ANALOU O. HERMOCILLA EPS-HRDD
11:01 am - 12:00 noon	Session 14 Discussion of DepEd Order No. 30, s. 2019	PEDRO A. TECSON Administrative Officer V
12:01 pm- 1:00 pm	LUNCH BREAK	
1:01pm-2:30 pm	Session 15: Discussion of RA 6713	REXAN A. BOLOTAOLO Principal IV-SDO ADN
2:30 pm-3:30 pm	Session 16: Domain 2 Managing School Operations	ALDIN A. HERMOCILLA Principal I-SDO Butuan City
3:31pm-5:00 pm	Session 17 Domain 5: Building Connections	ROWENA A. CALUMPANG Principal III-SDO Butuan City
5:01pm-5:30 pm	Giving of Post Test	PMT
5:31pm-6:00pm	CLOSING PROGRAM	PMT

Enclosure 4 of RM No. 0112 s. 2026

Program Management Team

Program Manager: Flordelisa R. Dalin

Program Owner: Analou O. Hermocilla

Process Observer: Elmer F. Conde

QAME In-charge: Marygold C. Silao

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

Jovelito R. Ibano

