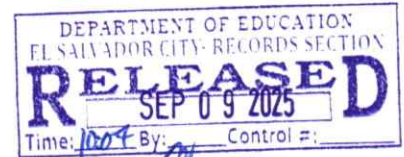




Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



September 08, 2025

DIVISION MEMORANDUM
No. 307, s. 2025

**TRAINING OF SCHOOL LEADERS ON THE REVISED K TO 12 CURRICULUM
IMPLEMENTATION PHASE 2 CUM TRAINING OF TUTORS AND INSTRUCTIONAL
LEADERS ON ARAL PROGRAM IMPLEMENTATION**

To: Assistant Schools Division Superintendent
Chiefs of CID and SGOD
Education Program Supervisors
Public Elementary and Secondary School Heads
Public Elementary and Secondary School Teachers
All Others Concerned

1. In line with the phased implementation of the Revised K to 12 Curriculum and to strengthen the capacity of school leaders, tutors, and instructional leaders in ensuring quality delivery of basic education, this Division shall conduct the **Training of School Leaders on the Revised K to 12 Curriculum Implementation Phase 2 cum Training of Tutors and Instructional Leaders on ARAL Program Implementation** on September 11-12, 2025 at De Luxe Hotel, Cagayan de Oro City.
2. The participants to this training are found in **Enclosure A**. Furthermore, the flow of the training is also attached as **Enclosure B**.
3. This training aims to
 - a. capacitate school leaders on the principles, content, and instructional shifts in the Revised K to 12 Curriculum Implementation Phase 2;
 - b. improve the leadership capacity of School Heads and teacher-tutors in implementing data-driven and community-driven approaches to enhance literacy in Key Stages 1 to 3; and
 - c. integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights, in the provision and governance of basic education.
4. Expenses relative to the conduct of the training, such as board and lodging, meals, venue, and supplies shall be charged against Program Support Fund and HRTD Fund while other incidental costs shall be charged to Local or School Funds, subject to existing accounting and auditing policies.
5. This Office adheres to the Equal Opportunity Principle (EOP) in observing all policies and protocols of the said activity. Hence, all actions shall be based on guidelines set with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.



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6. This Office directs the immediate dissemination and strict compliance of this memorandum.


RANDOLPH B. TORTOLA
Schools Division Superintendent

To be indicated in the **Perpetual Index**
under the following subject:
ARAL Training Tutors K-12 Curriculum

RE: Training of School Leaders on the Revised K to 12 Curriculum Implementation Phase 2 cum Training of Tutors and Instructional Leaders on ARAL Program Implementation

CID/jdc



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Enclosure A to Division Memorandum _____, s. 2025

LIST OF PARTICIPANTS

No.	Name	Plantilla	Official Station
1	TORTOLA, RANDOLPH B.	SDS	Division Office
2	NISTAL, CONNIEBEL C.	ASDS	Division Office
3	ALCASID, NINIAN A.	CHIEF EDUCATION SUPERVISOR	Division Office
4	LABIS, ROLLY B.	CHIEF EDUCATION SUPERVISOR	Division Office
5	BEJIGA, LINA C.	EPS	Division Office
6	CABELTES, GLADYS GRACE H.	MEDICAL OFFICER III	Division Office
7	CACAYAN, MARIE JADE A.	EPS	Division Office
8	COMON, JOVIT D.	EPS	Division Office
9	ESTROSAS, LORNA H.	EPS	Division Office
10	FABRIA, ANALYN G.	EPS	Division Office
11	GENEROL, CHERIEMY D.	EPS II	Division Office
12	LAZAGA, VANITY JADE C.	EPS	Division Office
13	LIGUTOM, MELANIE M.	EPS	Division Office
14	LUSTERIO, GENEVIEVE E.	EPS	Division Office
15	MAMACLAY, ANABELLE M.	EPS	Division Office
16	SABASAJE, ROQUE R.	EPS	Division Office
17	SERRANIA, KAREN ROSE A.	SEPS	Division Office
18	VALMORIA, MARGIE R.	EPS	Division Office
19	PAGAYON, ROGER E.	HEAD TEACHER IV	Amoros ES
20	BENDIJO, SALVADOR T. II	HEAD TEACHER I	Himaya NHS
21	TOMARONG, JIGGER M.	MASTER TEACHER II	Hinigdaan ES
22	SUPERABLE, ARNEL A.	TEACHER I	Kalabaylabay IS
23	RAMOS, JESSICA MARIE B.	HEAD TEACHER III	Sinaloc ES
24	LABIS, JOVEL C.	HEAD TEACHER I	Ulaliman ES
25	Aileen B. Castro	Master Teacher I	Amoros ES
26	Ellen P. Ebajay	Teacher I	Amoros ES
27	Elvy I. Pairat	Teacher III	Amoros ES
28	Eva Mae S. Baculio	Teacher I	Amoros ES
29	Ma. Ednelyn Grace V. Enerio	Teacher II	Amoros ES
30	Marcelyn F. Fabria	Teacher III	Amoros ES
31	Cyra Jimma A. Melendez	Teacher I	Badiangon ES
32	Celia O. Taganas	Teacher I	Bolisong ES
33	ZARAH MARIE F. BONGOLTO	Teacher I	Bolisong ES
34	RITA JEAN T. HALENA	Teacher I	Bolisong ES
35	Christine Mae B. Abucay	Teacher I	Bolisong ES
36	Jebie C. Lomandong	Teacher I	Bolisong ES
37	Maria Faye C. Cagalitan	Teacher II	Bolisong ES
38	Lizel D. Adesas	Teacher I	Cogon ES
39	Jamaica A. Gaid	Teacher I	Cogon ES
40	Jennifer R. Nob	Teacher III	Cogon ES
41	Elda C. Geminez	Teacher I	Cogon ES



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42	Glendarnie P. Trasona	Teacher II	Cogon ES
43	Rovelyn D. Agarpao	Teacher I	Cogon ES
44	Algie M. Mangayan	Teacher I	Cogon NHS
45	Angeline B. Fabro	Teacher II	Cogon NHS
46	Daisy V. Mansugutan	Teacher I	Cogon NHS
47	Geraldina I. Generol	Master Teacher I	Cogon NHS
48	Glory Mae A. Cuenza	Teacher III	Cogon NHS
49	Johan Marie V. Villagrancia	Teacher I	Cogon NHS
50	Kimberly Anne T. Labial	Teacher I	Cogon NHS
51	Marilou O. Nacua	Teacher I	Cogon NHS
52	RICHIEL Q. AMPOYO	Teacher I	ECCS
53	ROWENA P. OPLAS	Teacher II	ECCS
54	AIMELYN G. ABRATIGUIN	Teacher I	ECNHS
55	ELIZABETH B ACUNO	Teacher III	ECNHS
56	JOCELYN Y. JAGONAL	Teacher III	ECNHS
57	ROY A. ABAD	Master Teacher I	ECNHS
58	Andrie Cris L. Saguin	Teacher I	Himaya ES
59	ANGELES L. MALOLOT	Teacher I	Himaya ES
60	JESSA MAE I. LAID	Teacher I	Himaya ES
61	Florie Joy T. Socobos	Teacher III	Himaya ES
62	Mae B. Padios	Teacher I	Himaya ES
63	Rosalyn V. Monto	Teacher I	Himaya ES
64	Carmille V. Gahay	Teacher III	Himaya NHS
65	Kim J. Jurado	Teacher I	Himaya NHS
66	Lynnel B. Uayan	Teacher III	Himaya NHS
67	Sahara Brigitte Louise Abellanosa	Teacher I	Himaya NHS
68	Yolly Kaye G. Lignes	Teacher I	Himaya NHS
69	Charmie Love M. De Felix	Teacher III	Hinigdaan ES
70	Jan Marie A. Gabule	SPET I	Hinigdaan ES
71	Maricel C. Montalba	Teacher III	Hinigdaan ES
72	Julie-Ann A. De La Cruz	Teacher I	Hinigdaan ES
73	Mary Ann C. Bejega	Teacher I	Hinigdaan ES
74	Mary Jane P. Laure	Teacher I	Hinigdaan ES
75	Cherie-an G. Alinsonorin	Teacher I	Hinigdaan NHS
76	Dhan Jason B. Saplot	Teacher I	Hinigdaan NHS
77	Francis A. Rubi	Teacher I	Hinigdaan NHS
78	Glaiza Hope D. Lorono	Teacher I	Hinigdaan NHS
79	Grace M. Bermudez	Teacher I	Hinigdaan NHS
80	Janlyen P. Llagas	Teacher I	Hinigdaan NHS
81	Jenevie M. Bautro	Teacher I	Hinigdaan NHS
82	Johnevie A. Bonglay	Teacher I	Hinigdaan NHS
83	Laifanie M. Edorot	Teacher I	Hinigdaan NHS
84	Leizl S. Pabololot	Teacher I	Hinigdaan NHS
85	Lovely P. Aguirre	Teacher I	Hinigdaan NHS
86	Miraflor R. Quilab	Teacher I	Hinigdaan NHS



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87	Nikki F. Bangad	Teacher I	Hinigdaan NHS
88	Richard D. Aguirre	Teacher I	Hinigdaan NHS
89	Sheila C. Baculio	Teacher I	Hinigdaan NHS
90	Sheila Jean B. Encabo	Teacher I	Hinigdaan NHS
91	Vence Shelley C. Ragmac	Teacher I	Hinigdaan NHS
92	Ana Marey Buna	Teacher I	Kalabaylabay IS
93	CHERRYMER BANCIS	Teacher I	Kalabaylabay IS
94	Angeline Vacalares	Teacher I	Kalabaylabay IS
95	Renief Anthony Saplot	Teacher III	Kalabaylabay IS
96	Irika Mae Capili	Teacher I	Kalabaylabay IS
97	Lougie Mae Batalla	Teacher I	Kalabaylabay IS
98	Ma. Luisa Akut	Teacher I	Kalabaylabay IS
99	Maria Kimberly Yabo	Teacher I	Kalabaylabay IS
100	Melody Bulat-Ag	Teacher I	Kalabaylabay IS
101	Sahanie Mikunug	Teacher I	Kalabaylabay IS
102	JELLY JOY A. BUNA	Teacher I	Kibonbon ES
103	LEONORA ANN B. PAUMAR	Teacher I	Kibonbon ES
104	ARTURO S. SEGUROS	Teacher I	Kibonbon ES
105	ETHEL G. GABUTAN	Teacher I	Kibonbon ES
106	MA. AURA E. GAID	Teacher I	Kibonbon ES
107	ROSEN P. PACUMA	Teacher I	Kibonbon ES
108	Karen W. Fabria	Teacher III	Molugan CS
109	Honeylette D. Tayong	Teacher I	Molugan CS
110	Glacibel Kaye G Cello	Teacher I	Molugan CS
111	Hirah Marie B. Chua	Master Teacher I	Molugan CS
112	Emmie C. Tecson	Teacher I	Molugan CS
113	Sharmaine C. Sabellina	Teacher I	Molugan CS
114	Dulce C. Nobleza	Teacher I	Molugan CS
115	Sheilalyn S. Centeno	Teacher I	Molugan CS
116	Dorothy T. Pila	Teacher I	Molugan NHS
117	Eric Gabriel C. Balili	Teacher I	Molugan NHS
118	Katrina A. Duetes	Teacher I	Molugan NHS
119	Lea D. Deveza	Teacher III	Molugan NHS
120	Leslie U. Obligado	Teacher I	Molugan NHS
121	Liberty G. Puertos	Teacher III	Molugan NHS
122	Wendy Macarine	Teacher I	Molugan NHS
123	Romeo A. Abuhan	Teacher III	Molugan NHS
124	Rona Ann R. Bengar	Teacher III	Molugan NHS
125	Alitha S. Igloria	Teacher II	PSB ES
126	Jesusa S. Ampo	Teacher I	PSB ES
127	Cristine G. Maestre	Master Teacher I	PSB ES
128	Mary Jit D. Sumastre	Teacher III	PSB ES
129	Rosela A. Bahian	Teacher I	PSB ES
130	Stella Marie A. Mendoza	Teacher III	PSB ES
131	WINNIE JANE C. MALINAO	Teacher I	Sambulawan ES



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132	Cherrylene C. Sanoria	Teacher III	Sambulawan ES
133	MA.IVY MAE N. REALES	Teacher II	Sambulawan ES
134	JEZIEL M. BALASABAS	Teacher II	Sambulawan ES
135	MECHELLE JOY G. MAGLANGIT	Teacher I	Sambulawan ES
136	MICHAEL CLINT E. ESTRADA	Teacher I	Sambulawan ES
137	Jemwel M. Otamias	Teacher I	Sambulawan NHS
138	Joan F. Eran	Teacher III	Sambulawan NHS
139	Joerigene Odette C. Neri	Teacher III	Sambulawan NHS
140	Maricar Y. Escalante	Teacher I	Sambulawan NHS
141	Arlyn V. Colicol	Teacher I	SFDA ES
142	Bonny O. Macarandan	Teacher I	SFDA ES
143	Kristine Grace U. Pagasijan	Teacher I	SFDA ES
144	Lindy O. Maestre	Teacher III	SFDA ES
145	Roxan M. Barina	Teacher I	SFDA ES
146	Vangie P. Macarandan	Teacher I	SFDA ES
147	Angie O. Sabasaje	Teacher I	SFDA NHS
148	Jomar N. Apus	Teacher I	SFDA NHS
149	Kristianne Marie M. Yamaro	Teacher I	SFDA NHS
150	Edwina F. Balansag	Teacher I	SFDA NHS
151	NOEMI L. RUITA	Master Teacher I	Sinaloc ES
152	BELCHEZAR A. MACALAGUING	Teacher I	Sinaloc ES
153	MARIA ELAINE LOU P. WABE	Teacher I	Sinaloc ES
154	MARISSA B. SAGUING	Teacher I	Sinaloc ES
155	MAUREEN GRACE V. VILLAREAL	Teacher I	Sinaloc ES
156	MYRNA S. PIODINA	Teacher I	Sinaloc ES
157	Earl Ronald S. Macapayag	Teacher I	Sinaloc NHS
158	Gicel Queen D. Maghanoy	Teacher I	Sinaloc NHS
159	Jomer T. Paquinol	Teacher II	Sinaloc NHS
160	Leah P. Maestre	Teacher III	Sinaloc NHS
161	Maristel C. Castanos	Teacher I	Sinaloc NHS
162	Noralie B. Morales	Teacher III	Sinaloc NHS
163	Rex D. Edrozo	Teacher I	Sinaloc NHS
164	Luzmin Gaid	Teacher II	Taytay ES
165	Janeve I. Caballa	Master Teacher I	Taytay ES
166	Regie Lumamba	Teacher I	Taytay ES
167	Darlin Quilab	Teacher I	Taytay ES
168	Ma. Carmen Rosa Ana Cabunoc	Teacher II	Taytay ES
169	Vanessa Pacamalan	Teacher I	Taytay ES
170	Clyde Kaye M. Picot	Teacher I	Ulaliman ES
171	DEVY S. NARANJO	Teacher I	Ulaliman ES
172	JULNITZ F. ARNAIZ	Teacher I	Ulaliman ES
173	Cruzita C. Lacang	Teacher I	Ulaliman ES
174	Helbert N. Quilab	Teacher I	Ulaliman ES
175	Vanessa V. Buray	Teacher I	Ulaliman ES



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

Enclosure B to Division Memorandum _____, s. 2025

PROGRAM FLOW

Date	Time	Activity	Participant	Facilitator/In-Charge
Day 1 September 11, 2025	8:00 – 8:30	Registration of Participants	School Heads, EPSs, Teacher-tutors	Program Management Team
	8:30 – 9:00	Opening Program		
	9:00 – 10:00	Session 1: Bridging the Gaps – Leading Curriculum Progression Across Key Stages		Learning Management Team
	10:00 – 10:15	Health Break		Program Management Team
	10:15 – 11:00	Session 2.a Status of Literacy in the Country		Learning Management Team
	11:00 – 12:00	Session 2.b Understanding the ARAL Reading Program		Learning Management Team
	12:00 – 1:00	Lunch Break		Program Management Team
	1:00 – 1:15	Energizer		Program Management Team
	1:15 – 3:00	Session 3: The Teacher as ARAL Tutor		Learning Management Team
	3:00 – 3:15	Health Break		Program Management Team
	3:15 – 4:45	Session 4: Walk-through of Teaching Guide and Learner's Workbook		Learning Management Team
	4:45 - 5:00	End of Day Evaluation		Program Management Team
Day 2 September 12, 2025	8:00 – 8:30	Management of Learning - Nationalistic Song - Prayer - Recap - Energizer	School Heads, EPSs, Teacher-tutors	Program Management Team
	8:30 – 9:30	Session 5: Conducting a Filipino Session		Learning Management Team
	9:30 – 9:45	Health Break		Program Management Team
	9:45 – 10:45	Session 6: Conducting an English Session		Learning Management Team



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	10:45 – 12:00	Session 7: Conducting a Session for Key Stages 1, 2 and 3		Learning Management Team
	12:00 – 1:00	Lunch Break		Program Management Team
	1:00 – 1:15	Energizer		Program Management Team
	1:15 – 3:00	Session 8: Conduct of Professional Learning Community in the Implementation of ARAL		Learning Management Team
	3:00 – 3:15	Health Break		Program Management Team
	3:15 – 4:45	Session 9: BLSS-SHD Vision Screening		Learning Management Team
	4:45 - 5:00	Closing Program and End of Day Evaluation		Program Management Team



Republic of the Philippines
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REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

Day	Time	Speakers		
		Key Stage 1	Key Stage 2	Key Stage 3
Day 1 September 11, 2025	9:00 – 10:00	Session 1: Bridging the Gaps – Leading Curriculum Progression Across Key Stages Mr. Jovel C. Labis	Session 2.b Understanding the ARAL Reading Program Ms. Carmille V. Gahay	Session 2.a Status of Literacy in the Country Jovit D. Comon, PhD
	10:15 – 11:00	Session 2.a Status of Literacy in the Country Jovit D. Comon, PhD	Session 1: Bridging the Gaps – Leading Curriculum Progression Across Key Stages Mr. Jovel C. Labis	Session 2.b Understanding the ARAL Reading Program Ms. Carmille V. Gahay
	11:00 – 12:00	Session 2.b Understanding the ARAL Reading Program Ms. Carmille V. Gahay	Session 2.a Status of Literacy in the Country Jovit D. Comon, PhD	Session 1: Bridging the Gaps – Leading Curriculum Progression Across Key Stages Mr. Jovel C. Labis
	1:15 – 3:00	Session 3: The Teacher as ARAL Tutor Ms. Janeve I. Caballa	Session 4: Walk-through of Teaching Guide and Learner's Workbook Ms. Rowena P. Oplas	Session 5: Conducting a Filipino Session Ms. Richiel Q. Ampoyo
	3:15 – 4:45	Session 4: Walk-through of Teaching Guide and Learner's Workbook Ms. Rowena P. Oplas	Session 3: The Teacher as ARAL Tutor Ms. Janeve I. Caballa	Session 6: Conducting an English Session Ms. Jamaica A. Gaid
	8:30 – 9:30	Session 5: Conducting a Filipino Session Ms. Richiel Q. Ampoyo	Session 6: Conducting an English Session Ms. Jamaica A. Gaid	Session 3: The Teacher as ARAL Tutor Ms. Janeve I. Caballa
	9:45 – 10:45	Session 6: Conducting an English Session Ms. Jamaica A. Gaid	Session 5: Conducting a Filipino Session Ms. Richiel Q. Ampoyo	Session 4: Walk-through of Teaching Guide and Learner's Workbook Ms. Rowena P. Oplas
	10:45 – 12:00	Session 7: Conducting a Session for Key Stages 1, 2 and 3 Genevieve E. Lusterio, PhD	Session 8: Conduct of Professional Learning Community in the Implementation of ARAL Mr. Roger E. Pagayon	Session 9: BLSS SHD Vision Screening Jigger M. Tomarong, PhD
	1:15 – 3:00	Session 8: Conduct of Professional Learning Community in the Implementation of ARAL Mr. Roger E. Pagayon	Session 9: BLSS SHD Vision Screening Jigger M. Tomarong, PhD	Session 7: Conducting a Session for Key Stages 1, 2 and 3 Genevieve E. Lusterio, PhD
Day 2 September 12, 2025	3:15 – 4:45	Session 9: BLSS SHD Vision Screening Jigger M. Tomarong, PhD	Session 7: Conducting a Session for Key Stages 1, 2 and 3 Genevieve E. Lusterio, PhD	Session 8: Conduct of Professional Learning Community in the Implementation of ARAL Mr. Roger E. Pagayon