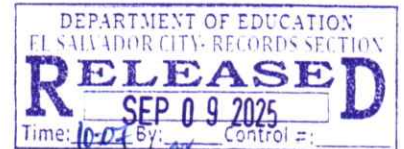




Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



September 05, 2025

DIVISION MEMORANDUM
No. 308, s. 2025

ARAL PROGRAM ORIENTATION FOR SCHOOL HEADS
AND SDO PERSONNEL

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

1. Pursuant to Republic Act No. 12028, otherwise known as the *Academic Recovery and Accessible Learning (ARAL) Program Act*, which establishes a national learning intervention ensuring that learners struggling in Reading, Science, and Mathematics can attain the most essential learning competencies, and in compliance with DepEd Order No. 018, s. 2025, which provides the implementing guidelines for the ARAL Program, this Office will conduct **ARAL Program Orientation for School Heads and SDO Personnel** on September 10, 2025, at Hotel Monicon, Poblacion, El Salvador City.
2. The participants to this orientation are found in Enclosure A.
3. This ARAL Orientation aims to
 - a. improve the leadership capacity of School Heads and SDO Personnel in implementing data-driven and community-driven approaches to enhance literacy in the Revised K to 12 Curriculum Key Stages 1 to 3; and
 - b. 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 related to venue, materials, and meals, shall be charged to Program Support Funds 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 Pre-work Orientation

RE: ARAL Program Orientation for School Heads and SDO Personnel

CID/jdc



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Enclosure A to Division Memorandum 308, s. 2025

LIST OF PARTICIPANTS

No.	Name	Plantilla/Position	Official Station
1	Randolph B. Tortola, PhD	SDS	Division Office
2	Conniebel C. Nistal, PhD	ASDS	Division Office
3	Ninian A. Alcasid, PhD	Chief ES/ CID	Division Office
4	Rolly B. Labis	Chief ES/SGOD	Division Office
5	Jovit D. Comon, PhD	EPS	Division Office
6	Genevieve E. Lusterio, PhD	EPS	Division Office
7	Margie R. Valmoria, PhD	EPS	Division Office
8	Anabelle M. Mamacalay, PhD	EPS	Division Office
9	Marie Jade A. Cacayan, PhD	EPS	Division Office
10	Lina C. Bejiga, PhD	EPS	Division Office
11	Vanity Jade C. Lazaga	EPS	Division Office
12	Melanie M. Ligutom, PhD	EPS	Division Office
13	Lorna H. Estrosas, PhD	EPS	Division Office
14	Roque R. Sabasaje	EPS	Division Office
15	Analyn F. Galagnara, PhD	EPS	Division Office
16	Maricris P. Quismundo	SEPS	Division Office
17	Karen Rose A. Serrania	SEPS	Division Office
18	Cheriemy D. Generol	EPS-II	Division Office
19	Jessie P. Bongolto	Master Teacher I	Cogon ES
20	Rigalad Pabololot	Master Teacher	Cogon NHS
21	Wilma Olaer	Master Teacher II	ECCS
22	Klaudine Ixie Asuncion	Master Teacher I	ECCS
23	Niezl Fabria	Master Teacher II	ECCS
24	Jayson Rey Romasanta	Master Teacher I	ECNHS
25	Jocelyn Bonayog	Master Teacher I	ECNHS
26	Lito Bejiga	Master Teacher II	Kalabaylabay IS
27	Pureza Oco	Master Teacher II	Molugan Central School
28	Raphy B. Buma-at	Master Teacher I	Molugan NHS
29	Nemelie Ral	Master Teacher I	Molugan NHS
30	Eljior Estrada	Master Teacher I	Molugan NHS
31	Giovanie Mangayan	Master Teacher I	Molugan NHS
32	Rhea Batutay	Master Teacher II	Sinaloc ES
33	Roger E. Pagayon	Head Teacher IV	Amoros ES
34	Helen S. Palasan	Principal III	Badiangon ES/ Molugan CS
35	Rolly A. Molina	Head Teacher I	Bolisong ES
36	Bob T. Paquinol	Head Teacher I	Cogon ES
37	Melanie M. Fabrea	Principal I	Cogon NHS
38	Sammy S. Tres Reyes	Principal I	ECCS
39	Nilo L. Lomongo	Head Teacher III	ECNHS
40	Zigger E. Villahermosa	Head Teacher I	Himaya ES
41	Salvador T. Bendijo II	Head Teacher II	Himaya NHS
42	Jigger M. Tomarong, PhD	MT-II/ SIC	Hinigdaan ES
43	Lindo M. Cayadong, PhD	Principal I	Hinigdaan NHS



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44	Arnel A. Superable	T-III/ SIC	KaIS
45	Chuchie A. Quiring	Head Teacher II	KaIS JHS
46	Ma. Lou Lea C. Nob	Principal II	Kibonbon ES
47	Marivic S. Torres	Principal I	Molugan NHS
48	Charlotte J. Ytang	Principal II	PSB ES
49	Rosemarie U. Saguing	Head Teacher III	Sambulawan ES
50	Joey A. Oco	Teacher III/ TIC	Sambulawan NHS
51	Ivy Mae P. Bergado	Teacher III/ TIC	SFDA ES
52	Mark Anthony G. Arrieta	Teacher III/ TIC	SFDA NHS
53	Jessica Marie B. Ramos, PhD	Head Teacher III	Sinaloc ES
54	Ron Merogim P. Mugot, PhD	MT-I/ SIC	Sinaloc NHS
55	Ian Khay H. Castro	Principal I	Taytay ES
56	Jovel C. Labis	Head Teacher I	Ulaliman ES



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