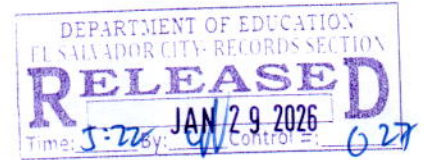




Republic of the Philippines
Department of Education
 REGION X - NORTHERN MINDANAO
 SCHOOLS DIVISION OF EL SALVADOR CITY



January 28, 2026

DIVISION MEMORANDUM
 NO. 027, s. 2026

1ST NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL PRINCIPALS' ASSOCIATION (NORMIN PESPA) REGIONAL CONGRESS CUM DEVELOPMENT TRAINING PROGRAM

To: Assistant Schools Division Superintendent
 Chief Education Supervisor, SGOD & CID
 School Governance and Operations Division
 Public Elementary School Heads
 All Others Concerned

1. In compliance with **Regional Memorandum No. 18, s. 2026** titled **1st Northern Mindanao Philippine Elementary School Principals' Association (NorMin PESPA) Regional Congress cum Development Training Program**, the following School Heads are hereby directed to attend the said activity on **February 2-4, 2026** at Luxe Hotel, Limketkai Drive, Cagayan De Oro City.

School	Name of School Head
1. Molugan Central School	Helen S. Palasan
2. Amoros Elementary School	Roger E. Pagayon
3. Bolisong Elementary School	Rolly A. Molina
4. Cogon Elementary School	Bob T. Paquinol
5. El Salvador City Central School	Sammy S. Tres Reyes
6. Himaya Elementary School	Zigger E. Villahermosa
7. Hlnigdaan Elementary School	Jigger M. Tomarong
8. Kalabaylabay Integrated School	Arnel A. Superable
9. Kibonbon Elementary School	Ma. Lou Lea C. Nob
10. PSB Elementary School	Charlotte J. Ytang
11. Sambulawan Elementary School	Rosemarie U. Saguing
12. San Francisco de Asis ES	Ivy Mae P. Bergado
13. Sinaloc Elementary School	Jessica Marie B. Ramos
14. Taytay Elementary School	Ian Khay H. Castro
15. Ulaliman Elementary School	Jovel C. Labis

2. A registration fee of Five Thousand and Five Hundred Pesos (P5,500.00) shall be charged to each participant on a live-out basis. The fee shall cover the cost of meals (snacks, lunch, and dinner), honoraria of the resource speaker persons, kits, venue, and other incidental expenses.



Address: Zone 3, Tuburan, Poblacion, El Salvador City
 Telephone Nos.: (088) 882-6326
 Email Address: elsalvador.city@deped.gov.ph
 Website: depedelsalvadorcity.org

Doc. Ref. Code	SDO-OSDS-F001	Rev	00
Effectivity	08.29.25	Page	1 of 2



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

3. The registration fee, travel expenses, and other allowable expenses are chargeable to local funds, subject to the usual accounting and auditing rules and regulations.
4. Further, this Memorandum shall serve as the **Authority to Travel** of the participants.
5. This Office shall adhere to Equal Opportunity Principle (EOP) in the steps undertaken for this purpose. Hence, all decisions and actions shall be based on guidelines set forth, with no discrimination on the account of age, gender, identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
6. This Office directs the immediate and wide dissemination of this Memorandum.


RANDOLPH B. TORTOLA
Schools Division Superintendent

M

ATCH.: As stated
Reference: Division Memorandum No.219, s. 2025
To be indicated in the Perpetual Index
under the following subjects:

PESPA

SGOD/rbl



Address: Zone 3, Tuburan, Poblacion, El Salvador City
Telephone Nos.: (088) 882-6326
Email Address: elsalvador.city@deped.gov.ph
Website: pedelsalvadorcity.org

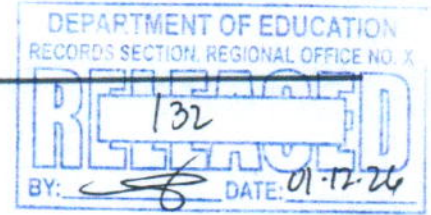
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RECORDS FILE

Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



January 7, 2026

REGIONAL MEMORANDUM
No. 019, s. 2025

1ST NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL
PRINCIPALS ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS
CUM DEVELOPMENT TRAINING PROGRAM

To: Schools Division Superintendents
All Others Concerned

1. Following the organization and rights provisions under the RA 4670, the Northern Mindanao Philippine Elementary School Principals Association (NorMin PESPA) will be holding its **First Northern Mindanao Philippine Elementary School Principals Association (NorMin PESPA) Regional Congress cum Development Training Program** with the theme "School Leadership Toward Nurturing, Inspiring and Resilient Schools" at the Luxe Hotel, Limketkai Drive, Cagayan de Oro City, on February 2-4.
2. This activity aims to
 - a. develop an efficient and effective school organization responsive to the vision and mission of the Department of Education (DepEd);
 - b. update school heads on the new-fangled and strategic approaches in leadership alongside with technology;
 - c. appreciate clear and merit-based career paths for meaningful professional growth and rewarding competency-based promotions; and
 - d. ensure compliance with DepEd policies, standards, and school legislations within the framework of governance.
3. The participants in this event include the PESPA Division and Regional Board of Directors, public elementary school principals, head teachers, teachers-in-charge and/or schools-in-charge. The participants' attendance shall be on OFFICIAL BUSINESS.
4. A registration fee of Five Thousand and Five Hundred Pesos (P5,500.00) shall be charged to each participant on a live-out basis. The fee shall cover cost of meals (snacks, lunch, and dinner), honoraria of resource persons, kits, venue, and other incidental expenses.



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region10@deped.gov.ph
Website: r10.deped.gov.ph

Doc. Ref. Code	RO-ORD-F013	Rev	01
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5. The registration fee, travel expenses, and other allowable expenses are chargeable to local funds, subject to the usual accounting and auditing rules and regulations.

6. Attached is the Activity Matrix for reference.

7. Confirmation of attendance must be done through online registration following this link <https://tinyurl.com/ax35uusc> not later than **January 28**. The name of the participant must appear on the scanned deposit slip before uploading it for online registration. **Onsite registration will be accommodated** on February 1, from 8:00 a.m. to 5:00 p.m.

8. Payments for the registration fee shall be made to this bank:

Account Name: PESPA INC.
LANDBANK Branch: DECS Extension Office
Account Number: 3341-0192-30


9. The first meal to be served will be **morning snacks on Day 1 (February 2)**, and last meal will be **lunch on the last day (February 4)**.

10. As to the Dress Code, the following shall be observed:

Day 1 – February 2, 2026 – Filipiniana/Barong
Day 2 – February 3, 2026 – Casual
Day 3 – February 4, 2026 – Conference T-shirt

11. For more details and further inquiries, contact Mr. Celso L. Pagulon, Principal, Lumbia Central School, Division of Cagayan de Oro City, and NorMin PESPA President, at 0917-858-6883.

12. This Office directs the immediate and wide dissemination of this Memorandum.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

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

CONFERENCES ORGANIZATIONS

RE: 1st Northern Mindanao Philippine Elementary
School Principals Association (NorMin PESPA) Regional Congress
cum Development Training Program

PESPA/clp



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
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1st NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL PRINCIPALS ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS CUM DEVELOPMENT TRAINING PROGRAM

Luxe Hotel, Limketkai Drive, Cagayan de Oro City

February 2 - 4, 2026

Activity Matrix

Theme: "School Leadership Toward Nurturing, Inspiring, and Resilient Schools"

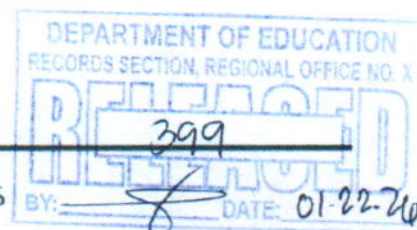
Day 1 – February 2, 2026 Monday	Day 2 – February 3, 2026 Tuesday	Day 3 – February 4, 2026 Wednesday
<p>8:00 am to 9:00 am – Arrival & Registration of Participants</p> <p>9:00 am to 12:00 nn National Anthem Doxology Recognition of Participants Deped Quality Policy Welcome Remarks . . . Mr. Celso L. Pagulon President, RX-PESPA</p> <p>Intermission Introduction of the Keynote Speaker Keynote Speaker . . . DR. ARTURO B. BAYOCOT, CESO III <i>Regional Director – Region X</i></p> <p>Intermission</p>	<p>8:00 – 10:00 – Session 3 "Expanded Career Progression" DR. WILFREDO E. CABRAL <i>DepEd Undersecretary for BHRD</i></p> <p>10:00 – 12:00 – Session 4 "Leading Reforms, Shaping School Outcomes" ATTY. MARIA ANTHONETTE V. ALLONES, CESO I <i>Chief Human Resource Officer, Metro Pacific Tollways Corporation</i></p>	<p>8:00 – 10:00 – Session 7 "School-Based Management in the Digital Era: Leveraging Technology and Shared Governance for System-Wide Impact" DR. EDIZON A. FERMIN <i>Vice President for Academic Affairs National Teachers College</i></p> <p>10:00 – 12:00 – Session 8 "PESPA Plans and Programs Blueprint: Strategic Enablement for School Heads" DR. FERDINAND MILLAN <i>National PESPA President</i></p>
12:00 – 1:00 LUNCH BREAK		
<p>1:00 – 3:00 Session 1 "Designing High-Impact School System: Leadership, Performance and Relationship at Scale" DR. ARTURO B. BAYOCOT <i>Regional Director – Region X</i></p> <p>3:00 5:00 - Session 2 "From Compliance to Quality: Encompassing Quality Management System in School Governance" DIR. MICHAEL JOSEPH P. CABAUTAN <i>Director III, National Educators Academy of the Philippines (NEAP)</i></p>	<p>1:00 – 3:00 – Session 5 "Legal Frameworks Supporting Mental and Psychological Well-Being in Schools: Leadership's Role in Nurturing Safe and Caring Community" ATTY. WADE A. LATAWAN <i>Senior Partner at Latawan & Villanueva Law Firm Executive Director of the Legal Edge Education Law Resources & Publications, Legal Counsel of PESPA</i></p> <p>3:00 – 5:00 - Session 6 "DepED Reforms in Action: Aligning School leadership with Innovation" DR. RUTH L. FUENTES, CESO IV <i>Regional Director – Region IX</i></p> <p>6:00pm onwards: DINNER / FELLOWSHIP NIGHT</p>	<p>1:00 – 1:30 Induction of Newly Organized RX-PESPA By: DR. ARTURO B. BAYOCOT, CESO III <i>Regional Director – Region X</i></p> <p>Intermission</p> <p>1:30 – 2:00 Closing Program/Acknowledgment</p>

*** HOME SWEET HOME ***



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Republic of the Philippines
Department of Education
 REGION X - NORTHERN MINDANAO



January 21, 2026

REGIONAL MEMORANDUM
 No. 073, s. 2026

UPDATED REGIONAL MEMORANDUM NO. 18, S. 2026
 (1ST NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL
 PRINCIPALS' ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS
 CUM DEVELOPMENT TRAINING PROGRAM)

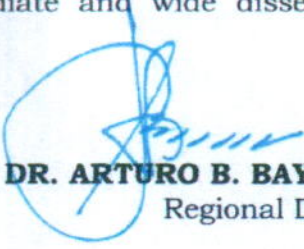
To: Schools Division Superintendents
 All Others Concerned

1. Regarding **Regional Memorandum No. 18, s. 2026**, dated January 7, 2026, titled **1st Northern Mindanao Philippine Elementary School Principals' Association (NorMin PESPA) Regional Congress cum Development Training Program**, the following is the number of participants expected per division based on the number of purely elementary schools:

Division	No. of Elem. Schools	Expected No. of Participants
Bukidnon	584	461
Cagayan de Oro City	65	51
Camiguin	50	40
El Salvador City	15	12
Gingoog City	64	51
Iligan City	79	62
Lanao del Norte	301	238
Malaybalay City	50	40
Misamis Occidental	275	217
Misamis Oriental	292	231
Oroquieta City	36	28
Ozamiz City	32	25
Tangub City	49	39
Valencia City	16	13
Total	1908	1508

2. However, the Schools Division Superintendents (SDSs) may send additional participants, including Integrated School principals and assistant school principals, to further strengthen their capacities in school governance.

3. All other provisions in the previous Memorandum shall remain effect.
4. This Office directs the immediate and wide dissemination of this Memorandum.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

ATCH.: None
To be indicated under the Perpetual Index
under the following subjects:

CONFERENCES PESPA

RE: Updated Regional Memorandum No. 18, s. 2026,
dated January 7, 2026, titled 1st Northern Mindanao
Philippine Elementary School Principals' Association (NorMin PESPA)
Regional Congress cum Development Training Program

FTAD/elc