



Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

**Office of the Regional Director**

**Advisory No. 468, s. 2025**

November 20, 2025

In compliance with DepEd Order (DO) No. 8, s. 2013 this advisory is issued not for endorsement per DO 28, s. 2001, but only for the information of DepEd officials, personnel/staff, as well as the concerned public.  
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**ADDENDUM TO THE CONDUCT OF THE PHASE 2 TRAINING ON “ENRICHING PEDAGOGICAL SKILLS OF KEY STAGE 1 TEACHERS (ACTIVITY 5)”**

This Addendum is issued to provide important updates in relation to **Regional Memorandum No. 587, s. 2025**, titled “*Mentoring the Mentors on Enriching Pedagogical Skills of Teachers in Teaching Literacy and Numeracy*,” which will be conducted on **December 5–8, 2025 at Chandler Suites Hotel, Pagadian City**. This professional development initiative is designed to strengthen the capability of teacher-mentors to effectively lead and facilitate continuous learning among teachers handling **Key Stage 1 learners**, with a strong focus on evidence-based literacy and numeracy pedagogies.

The **List of Participants and the Program Matrix** are presented in the annexes.

Immediate dissemination of this Advisory is hereby requested.

For clarification and inquiries, please contact:

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- Curriculum and Learning Management Division
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CLMD/EBP/dfs/RA  
 100/November 20, 2025

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REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

### Annex A: LIST OF PARTICIPANTS

#### A.1 CLASS 1

Name	School	Division
1. Analisa A. Bagarinao	N/A	Dapitan City
2. Lindo O. Adasa Jr.	N/A	Dapitan City
3. Esmeralda A. Bagaipo	N/A	Dapitan City
4. Jephone P. Yorong	N/A	Dapitan City
5. Ma. Perga A. Cadiente	N/A	Dapitan City
6. Marlyn E. Esmade	N/A	Dapitan City
7. Joy I. Cagbabanua	N/A	Dapitan City
8. Elsa Q. Aranas	N/A	Dapitan City
9. Jimmy B. Gahuman	N/A	Dapitan City
10. Jose C. Overa	N/A	Dapitan City
11. Rizza A. Daboda	N/A	Dapitan City
12. Jocelyn E. Acorin	San Nicolas Elementary School	Dapitan City
13. Lyra L. Balladares	Polo Elementary School	Dapitan City
14. Genelyn M. Dabodabo	Taguilon Elementary School	Dapitan City
15. Camila Jeanette J. Debaloy	Potungan Central School	Dapitan City
16. Gilyn E. Gallemit	Tamion Elementary School	Dapitan City
17. Love J. Abello	Larayan Elementary School	Dapitan City
18. Liezl Y. Ombay	Carang Elementary School	Dapitan City
19. Ma. Shelva L. Carpenteros	Oyan Elementary School	Dapitan City
20. Anita T. Saguin	Dapitan City Central School	Dapitan City
21. Gracia R. Adrias	Dapitan City Central School	Dapitan City
22. Ma. Teresa C. Briones	Dapitan City Central School	Dapitan City
23. Melvie Mae E. Busico	Dapitan City Central School	Dapitan City
24. Cheryl D. Ruiz	Dapitan City Central School	Dapitan City
25. Aubrey Gleer C. Potoy	Dapitan City SPED Center	Dapitan City
26. Carona R. Paez	Capucao Elementary School	Dapitan City
27. Maria Katrina Jean T. Cadano	Barcelona Central School	Dapitan City
28. Emily I. Maglinte	Barcelona Central School	Dapitan City
29. Berlie Jean A. Empeynado	Ba-ao Elementary School	Dapitan City
30. Loure Ann L. Dalman	Ilaya Elementary School	Dapitan City
31. Phoebe Gian Marie A. Hamoy	Yabu Elementary School	Dapitan City
32. Cherry Meeh D. Baid	Oyan Elementary School	Dapitan City
33. Anelita Bulay-og	Baylimango Elementary School	Dapitan City
34. Clair G. Labisig	Taguilon Elementary School	Dapitan City
35. Sheila Mae F. Otic	Canlucani Elementary School	Dapitan City
36. Flordelyn A. Rico	Bacong Elementary School	Dapitan City



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## Department of Education

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37. Shemei B. Cagandahan	Potungan Central School	Dapitan City
38. Margie D. Dondoyano	Dampalan Elementary School	Dapitan City
39. Dianne Mae D. Elumbaring	Masidlakon Elementary School	Dapitan City
40. Noel Ian C. Decipolo	Aseniero Elementary School	Dapitan City
41. Wilmar N. Gajetela	Sigayan Elementary School	Dapitan City
42. Mary Ann G. Gumalal	San Nicolas Elementary School	Dapitan City
43. Jessiel Mae P. Alcos	San Francisco Elementary School	Dapitan City
44. Ma.Fe M. Navarro	Sicayab Elementary School	Dapitan City
45. Allan C. Edayan	Owaon Elementary School	Dapitan City
46. Melissa B. Elcamel	Sulangon Elementary School	Dapitan City
47. Marie Xelty L. Enjambre	Aliguay Elementary School	Dapitan City
48. Rueda H. Fuentes	San Pedro Integrated School	Dapitan City
49. April Rose D. Galleposo	Larayan Elementary School	Dapitan City
50. Raquel M. Lagarnia	Antipolo Elementary School	Dapitan City
51. Rosela C. Drilon	Owaon Elementary School	Dapitan City
52. Kimberly B. Uguis	Aliguay Integrated School	Dapitan City
53. Jeanelou C. Sario	Dapitan City Experimental Elementary School	Dapitan City

#### A.2 CLASS 2

1. Cherry Mae B. Eltanal	N/A	SDO Dipolog City
1. Maria Lisa E. Valdehueza	N/A	SDO Dipolog City
2. Granifer A. Jauculan	Gulayon Integrated School	Dipolog City
3. Jovencia M. Samante	N/A	SDO Dipolog City
4. Rossalyn Z. Montealto	N/A	SDO Dipolog City
5. Dexter A. Elumba	N/A	SDO Dipolog City
6. Lyn A. Carpio	N/A	SDO Dipolog City
7. Vilma C. Velasco	N/A	SDO Dipolog City
8. Serapino E. Estebat Jr.	N/A	SDO Dipolog City
9. Melanie B. Bantilan	N/A	SDO Dipolog City
10. Monina R. Antiquina	N/A	SDO Dipolog City



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

11. Jesse P. Samaniego	N/A	SDO Dipolog City
12. Genevieve B. Miranda	N/A	SDO Dipolog City
13. Adrian G. Refugio	N/A	SDO Dipolog City
14. Olalio D. De los Santos	N/A	SDO Dipolog City
15. Petrush G. Macute	N/A	SDO Dipolog City
16. Bernie P. Laranjo	N/A	SDO Dipolog City
17. Juhaira Ismael. Hussien	Sinaman Integrated School	Dipolog City
18. Ricardo A. Dagpin	Linay Elementary School	Dipolog City
19. Lane L. Gargarita	San Alfonso Elementary School	Dipolog City
20. Susan O. Padayhag	Laoy Olingan Elementary School	Dipolog City
21. Neil Nonato F. Sebastian	Cayasan Integrated School	Dipolog City
22. Candelaria A. Mercadera	Pamansalan Elementary School	Dipolog City
23. Jayson A. Dapiton	Virginia Elementary School	Dipolog City
24. Lindy Lou C. Pasco	San Jose Elementary School	Dipolog City
25. Khings Novie J. Soya	Guinsangaan Elementary School	Dipolog City
26. Verlina O. Torres	Lugdungan Elementary School	Dipolog City
27. Elmer M. Omandam	Dicayas Elementary School	Dipolog City
28. Leonardo B. Obnimaga	Sto. Niño Elementary school	Dipolog City
29. Psyche G. Macute	Turno Elementary School	Dipolog City
30. Nora A. Llorito	Biasong Elementary School	Dipolog City
31. Mariavi M. Enao	Punta Central School	Dipolog City
32. Jazelda D. Sy	Cogon Elementary School	Dipolog City
33. Macias Jr. D. Regañon	Sangkol Elem. School (JBLJMS)	Dipolog City
34. Maria Teresita L. Ronolo	Tubod Integrated School	Dipolog City
35. Gemini D. Noel	Magsaysay Elementary School	Dipolog City
36. Sunny O. Zapanta	Estaka Central School	Dipolog City
37. Ferdinand R. Cornelio	Upper Dicayas Integrated School	Dipolog City
38. Ramil V. Adaro	Minaog Elementary School	Dipolog City



Republic of the Philippines

## Department of Education

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39. Sharika D. Jumawan	Barra Elementary School	Dipolog City
40. Susana B. Perong	Sta. Cruz Elementary School	Dipolog City
41. Maria Fe Grace P. Dinampo	Olingan ES	Dipolog City
42. Ma. Jennifer G. Benong	Dipolog Pilot Demonstration School	Dipolog City
43. Annabel B. Gatchalian	Sicayab Elementary School	Dipolog City
44. Ferdinand B. Dinampo	Olingan South Elementary School	Dipolog City
45. Gina D. Regencia	Sta. Filomena Integrated School	Dipolog City
46. Arvie B. Villazorda	Miputak East Central School	Dipolog City
47. Evelyn P. Alabastro	Galas Elementary School	Dipolog City
48. Jimmy T. Gemina	Linabo Elementary School	Dipolog City
49. Remryan R. Rebutazo	Special Education Center	Dipolog City
50. Nellie S. Mercado	Kepiyanan Elementary School	Dipolog City
51. Jackie Lyn Z. Dalman	Tubod Integrated School	Dipolog City
52. Micherose D. Saladaga	Sta. Isabel Elementary School	Dipolog City
53. Erma P. Ajero	St. John Elementary School	Dipolog City
54. Maria Riza Z. Lagroma	Gulayon Integrated School	Dipolog City
55. Venus J. Catipay	Diwan Elementary School	Dipolog City
56. AGUSTINA P. MAGALSO	PAMANSALAN ES	Dipolog City
57. JOYCE S. OZARAGA		Dipolog City

### A.3 CLASS 3

1. 1. JULIE ANN A. JAIN	SUMAGDANG ELEMENTARY SCHOOL	ISABELA CITY
2. JUHRA M DAHORROY	CALVARIO PEAK NATIONAL HIGH SCHOOL	ISABELA CITY
3. JAYMAR I. PAEL	LANOTE ELEMENTARY SCHOOL	ISABELA CITY
4. ROSELLER S. OBEDENCIA	KAWA-KAWA ELEMENTARY SCHOOL	ISABELA CITY
5. RAQUEL A. TANANGONAN	CARO NHS	ISABELA CITY
6. JEMHAR A. PAREDES	MALAMAWI NATIONAL HIGH SCHOOL	ISABELA CITY
7. ETHEL M. GREGANA	PANIGAYAN INTEGRATED SCHOOL	ISABELA CITY



Republic of the Philippines

## Department of Education

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8. DIANAH JEAN D. SEGAYO	BADJAO FLOATING INTEGRATED SCHOOL	ISABELA CITY
9. EKMAR J. SAKIB	ISMAEL INTEGRATED SCHOOL	ISABELA CITY
10. KIMHAR A. GARINGAN	BASILAN NATIONAL HIGH SCHOOL-NIGHT	ISABELA CITY
11. MARGARITO S. REYES JR.	GERAS INTEGRATED SCHOOL	ISABELA CITY
12. DARLENE A. TANQUIAMCO	TAMPALAN ES	ISABELA CITY
13. NEHAR W. BALADJI	SUNSET ELEMENTARY SCHOOL	ISABELA CITY
14. ERLYN C. AMMAD	BALAWATIN/BALATANAY/MA KIRI ELEM. SCHOOL	ISABELA CITY
15. YASHIER U. SUSULAN	DIVISION OFFICE	ISABELA CITY
16. MARICEL D. DAGOY	PANUNSULAN ELEMENTARY SCHOOL	ISABELA CITY
17. EDNA S. MONTEBON	Bishop Querexeta ES	Isabela City
18. EVELYN H. FERNANDEZ	ISABELA EAST CENTRAL ELEMENTARY SCHOOL	ISABELA CITY
19. AJID J. MILGARIL	HJI. AMILHAMJA LAHABA MEMORIAL ES	ISABELA CITY
20. Ma. Zerimar L. Jalon	Isabela Central Elementary Pilot School	Isabela City
21. JULAKMAD I. MOHAMMAD	Division Office	ISABELA CITY
22. HUSHILDA U. UTO	USTADZ WAHAB AKBAR ELEMENTARY SCHOOL	ISABELA CITY
23. JEHAN S. JUL	PANIGAYAN INTEGRATED SCHOOL	ISABELA CITY
24. MAYLENE H. SAAVEDRA	BADJAO FLOATING INTEGRATED SCHOOL	ISABELA CITY
25. HAMIDA T. ISMAEL	Malamawi Central Elementary School	Isabela City
26. JAMIR A. LUJUMAN	Division Office	Isabela City
27. ROMEL P. TINGUJA	Ajibon Elementary School	Isabela City
28. ELSIE MARIE B. SUAIB	Tabiawan Elementary School	Isabela City
29. JOCELYN R. BUENAVENTURA	ISABELA CENTRAL ELEMENTARY PILOT SCHOOL	ISABELA CITY
30. Rasheeva A. Atara	Kaumpurnah Elementary School	Isabela City
31. SHERLAINE Q. TUBAT	ISABELA EAST CENTRAL ELEMENTARY SCHOOL	ISABELA CITY
32. AGRIPINO G. ALONZO III	SIMEON AND JOSEFA OBSEQUIO ELEMENTARY SCHOOL	ISABELA CITY



Republic of the Philippines

## Department of Education

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33. RACHEL G. OLIVEROS	Division Office	ISABELA CITY
34. ESTER S.LARRACOCHEA	Division Office	ISABELA CITY
35. Sayana S. Hasan	Division Office	Isabela City
36. Reynajoyce B. Barutu	Division Office	Isabela City
37. MYRNA M. SARAPUDDIN	DIVISION OFFICE	Isabela City
38. Nuayme S.Enriquez	DIVISION OFFICE	Isabela City
39. Louie M. Eugenio	Begang Central Elementary School	Isabela City
40. RASIDA J. HAMAN	Division Office	Isabela City
41. EVELYN C. AFUNDAR	Masola Elementary School	Isabela City
42. Elsa A. Usman	Division Office	Isabela City
43. Josiah F. Tuballa	Division Office	Isabela City
44. SAHDIYA ABDULAJID	DIVISON OFFICE	Isabela City
45. Violeta M.Sta Elena	Division Office	Isabela City
46. Fe Carna F. Jabarani	Division Office	Isabela City
47. Mark Randy B. Bertulfo	GERAS INTEGRATED SCHOOL	Isabela City
48. Murada M. Danial	Division Office	Isabela City
49. Fadher G. ismael	Division Office	Isabela City
50. HATTA A. AMIL	Division Office	Isabela City

#### A.4 CLASS 4

1. ALEGARBES, MAYFLOR D.	Pagadian City Pilot School	PAGADIAN CITY
2. Anghad, Christian Rainie Z.	Lala ES	Pagadian City
3. ANITO, CHERRY F.	WHITE BEACH ES	Pagadian City
4. ANTALAS, ANALYN C.	Bentud Pinukis Penintuluan Nu Piksabalukan Subanen	Pagadian City
5. ARUELO, CARMAE JOY T.	Upper Sibatang ES	Pagadian City
6. Baldoza, Pedrita H.	San Pedro Central ES	Pagadian City
7. BOBITA, ARMENE GAY B.	Pagadian City Pilot School	PAGADIAN CITY
8. BOLORON,JESSEVIC D.	Ballesteros Sr. ES	Pagadian City
9. BUTAC, FE M	Tomas Sagun IS	Pagadian City



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

10. CABRIDO, GERLEE JOY C.	Dao Elementary School	Pagadian City
11. Ceño, Ma. Alita T.	Kawit ES	Pagadian City
12. CLAROS, ELSA A.	Bogo IS	Pagadian City
13. CORDOVA, JANET T.	MANGA ES	Pagadian City
14. Cortes, Mary Jane C.	Balangasan Central ES	Pagadian City
15. CRUZ, MAYETTE LORA R.	Deborok ES	Pagadian City
16. DELA CRUZ, CONCEPCION B.	Napolan ES	Pagadian City
17. DELEGERO, SARAH B.	Banale ES	
18. DENIEGA, JEANETTE O.	Dumagoc ES	PAGADIAN CITY
19. DOMINGO, ERNILO C.	Palpalan ES	Pagadian City
20. Duran, Mary Ann M.	La Suerte IS	Pagadian City
21. Edang, Ma. Mildred K.	Pagadian City Pilot School	PAGADIAN CITY
22. FLORES, MARITES A.	Sto. Niño ES	PAGADIAN CITY
23. Fundal, Jerome M.	Buenavista ES	Pagadian City
24. GALANG, ELMER S.	Dumagoc ES	Pagadian City
25. GALLEGOS, AGUSTIN D.	Pagadian City Pilot School	Pagadian City
26. GALVEZ, DULCE AMOR A.	Sto. Nino ES	Pagadian City
27. HUELAR, JANICE MARIE C.	Pagadian City Pilot School	PAGADIAN CITY
28. LARUBIS, BERLYN T.	Lenienza ES	PAGADIAN CITY
29. LAYUGUE, ADRIANNE JAN T.	Tiguma ES	Pagadian City
30. LLAGAS, JOLLYBIE C.	Pagadian City Pilot School	PAGADIAN CITY
31. Llagas, Junard L.	Poloyagan IS	Pagadian City
32. MALINAO, CHARISA D.	Napolan ES	PAGADIAN CITY
33. Malmis, JENNY FE F.	Bogo IS	PAGADIAN CITY
34. Marquez, Grace D.	Rotary Inner Wheel Village ES	Pagadian City
35. MELENDRES ANNIE ROSE F.	Baloyboan ES	Pagadian City
36. MONDARTE, JUDE S.	Pagadian City Pilot School	PAGADIAN CITY





Republic of the Philippines

## Department of Education

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37. MONTES, JOYLYN B.	Balangasan Central ES	PAGADIAN CITY
38. MORANTA, ALMINDA A.	Dampalan ES	Pagadian City
39. ONG, NONA J	Kalasan IS	Pagadian City
40. ORIGENES, FERDINAND, Q.	Gubak ES	Pagadian City
41. ORTEGA, ALBERTA S.	Macasing ES	Pagadian City
42. PAGLINAWAN, MIRAFLOR C.	Bulatok IS	PAGADIAN CITY
43. PASGALA, REYNALYN B.	Bagong Silang ES	Pagadian City
44. PERCALES, MA. GRIZSHILYN T.	Tuburan Central ES	PAGADIAN CITY
45. Pueblas, Romel B.	Lapedian ES	Pagadian City
46. PUERTO, RENEN V	Lumad ES	Pagadian City
47. RAGUINE, NANCY D.	Pagadian City Pilot School	PAGADIAN CITY
48. RAMOS, MIRA D.	San Jose ES	PAGADIAN CITY
49. ROMANILLOS, PENELOPE V	Tulawas IS	Pagadian City
50. SALAZAR, NANCY S.	San Jose ES	Pagadian City
51. SAMSON, EDMAR A.	Warlito E. Pulmones ES	Pagadian City
52. SANCHEZ, SONIA LYN L.	Balangasan Central ES	PAGADIAN CITY
53. SIRAD, REYDENTHOR L.	Lison Valley ES	Pagadian City
54. SORIANO, JESSICA A.	Sta. Lucia Central ES	PAGADIAN CITY
55. SUGANOB, JANICE J.	PAGADIAN CITY PILOT SCHOOL	PAGADIAN CITY
56. VIADOR, NILO N.	Banale ES	Pagadian City
57. YCOT, CRISANTA C.	Pedulonan ES	Pagadian City
58. Delegero, Nena		Pagadian City
59. SABASALES, REA P.		Pagadian City
60. SIALANA, MARIBEL C.		Pagadian City

#### A.5 CLASS 5

1. Lorena Q. Bejerano	Zamboanga City
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**Department of Education**  
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

2. Annaliza D. Martin	Sta. Barbara CS	Zamboanga City
3. Amina T. Lumandong	Mariki ES	Zamboanga City
4. Myrna Cabanes	Zamboanga CS	Zamboanga City
5. Roberly J. Sotero	Curuan CS	Zamboanga City
6. Emma F. Fanilag	Sibutat ES	Zamboanga City
7. Jemie W. Nicdao	Natividad M. Medalle Pres ES	Zamboanga City
8. Raymond A. Zapanta	Talabaan ES	Zamboanga City
9. Verjar M. Ismael	Tagasilay ES	Zamboanga City
10. Alvin L Cuartacruz	Bermuda ES	Zamboanga City
11. Lilian Muta	Licombo ES	Zamboanga City
12. Edlin H. Aizon	Mangga ES	Zamboanga City
13. Joan Manlangit	Sangali ES	Zamboanga City
14. Michelle F. Carzada	Sapa Seco	Zamboanga City
15. John Paul F. Victoriano	Tigtabon ES	Zamboanga City
16. Ronal F. Aba-a	Talon Talon CS	Zamboanga City
17. Jseph C. Luania	Tugbungan ES	Zamboanga City
18. Helen Abad	Guiwan ES	Zamboanga City
19. Floriano Lumagbas Jr.	DGEMS	Zamboanga City
20. Miguel Q. Ibero Jr.	Dulian ES	Zamboanga City
21. Annabelle M. Congreso	Pasonanca ES	Zamboanga City
22. Jonna P. Piedad	Upper Pasonanca ES	Zamboanga City
23. Lilian Locson	Mulu-Muluan ES	Zamboanga City
24. Ma. Socorro Linao	Culianan LC	Zamboanga City
25. Emirose Calo	Lanote ES	Zamboanga City
26. SALVADOR M PATRICIO	Pole Duitay ES	Zamboanga City



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

27. Roche Ria Lacsina	San Ramon ES	Zamboanga City
28. Rolda A. Torino	Campo Uno ES	Zamboanga City
29. Janneth C. Sanchez	Southern Support Command ES	Zamboanga City
30. Sherwin P. Saavedra	San Jose Gusu ES	Zamboanga City
31. Glenn Lusaya	Malagutay ES	Zamboanga City
32. Criselda D. Fernando	Lumayang ES	Zamboanga City
33. Eileen Pearl P. Aca-ac	Lumbangan ES	Zamboanga City
34. Lucena A. Dolar	Balunu ES	Zamboanga City
35. Zosimo T. Beira Jr.	Recodo ES	Zamboanga City
36. Georgette D. Nodado		Zamboanga City
37. Hazel C. Subiza	Baluno ES	Zamboanga City
38. Reynel Rebollos	Victoria ES	Zamboanga City
39. Lorean F. Ceniza	San Roque ES	Zamboanga City
40. Kristin Joy Z .Antao	Salum ES	Zamboanga City
41. Ruth I. Cabral	Ayala CS	Zamboanga City
42. Nerwisa A. Buhayan	Sinunuc ES	Zamboanga City
43. Marilyn G. Ganohay	JSMES	Zamboanga City
44. Michelle A. Rufino	Zamboanga CS	Zamboanga City
45. Alimar Quibilan kasim	pasilmanta ES	Zamboanga City
46. Annaliza A. Duterte	Tugbungan ES	Zamboanga City
47. Elowisa Garcia	DGEMS	Zamboanga City
48. Elyn S. Fernandez	Anuling ES	Zamboanga City
49. Salma S. Asani	Sangali ES	Zamboanga City
50. Charlyn M. Templado	Sangali ES	Zamboanga City
51. Georgina R. Pahagas	Mercedes CS	Zamboanga City



Republic of the Philippines

**Department of Education**

**REGIONAL OFFICE IX, ZAMBOANGA PENINSULA**

52. Eliza B. Sayod	Landang Laum ES	Zamboanga City
53. Agnes M. Taruc	Divisoria ES	Zamboanga City
54. Lina D. Bastasa	Putik CS	Zamboanga City
55. Fe V. Porras	Taguiti ES	Zamboanga City
56. Madelyn D. Angelada	Mampang ES	Zamboanga City
57. Jeylyn D. Pagotaisidro	Simanta ES	Zamboanga City
58. MICHELLE G. BENJAMIN	SAPA MANOK ES	Zamboanga City

**A.6 CLASS 6**

		<b>DISTRICT (ZAMBO. NORTE)</b>
1. Aladin G. Jumawan	Pangandao Elementary School	MANUKAN I
2. MARIETTA S. EGUIA	Villaramos Elementary School	MANUKAN II
3. WILMA A. MAYORMITA	Ponot Central School	PONOT
4. MARIA RUENA A. TUMALES	APOLONIO MOLINA INTEGRATED SCHOOL	SINDANGAN CENTRAL
5. GRADE 3	SINDANGAN NORTH	TEACHER 1
6. AIRAM ITALY L. ALCALDE	Makayas Elementary School	SINDANGAN SOUTH
7. VICENTA P. ACAYLAR	MUÑOZ ELEMENTARY SCHOOL	SIAYAN
8. AIREN R. AGAPAY	BANUANGAN INTEGRATED SCHOOL	GODOD
9. MYRNA N. MARIBOJOC	MUCAS ELEMENTARY SCHOOL	SALUG I
10. Prelyn Talaid- Brobo	Ipilan ES	SALUG II
11. LEONILA A BANGA	STA. CRUZ E.S.	LILOY I
12. LENDIE A. DONDOYANO	CONCEPCION ELEMENTARY SCHOOL	KALAWIT
13. ROSALIA C. DELA CRUZ	Patawag Elementary School	LABASON
14. MONICA DIANNE D DINGCONG	Cuyan ES	SIOCON
15. Raquel R. Alas-as	Paniran E/S	SIBUCO
16. RADZMALYN B. SARAIL	PIACAN ELEMENTARY SCHOOL	SIRAWAI
17. Jay Rose L. Eribal	Sta. Maria elementary school	SIOCON



Republic of the Philippines

**Department of Education**

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18. ALMERA R. MACASLING	TIPAN ELEMENTARY SCHOOL	GUTALAC II
19. VERONICA L. BAGSIKAN	SAN JUAN ELEMENTARY SCHOOL	GUTALAC I
20. EVELYN TABUGON GALOS	LA UNION INTEGRATED SCHOOL	LABASON
21. Jerlyn S. Gallon	Camul Elementary School	TAMPILISAN
22. Emma R APATAN	San Jose Elementary School	KALAWIT
23. MIRASOL D. BALASUELA	TIMAN ELEMENTARY SCHOOL	LILOY II
24. ARCELITA T. POCONG	GOIN ELEMENTARY SCHOOL	LILOY I
25. MA. DOBIELYN T. RETUYA	BACONG CENTRAL SCHOOL	SALUG II
26. NITA L. UTONG	Liguac Elementary School	SALUG I
27. HAZEL PAMELA C. AJERO	Dipopor Elementary School	GODOD
28. TERESA O. PILAR	Domogok Elementary School	SIAYAN
29. TERESITA V. DEL PRADO	BALACBAAN ES	TAMPILISAN
30. CRISTE MAE L. FEROLINO	PALANDOK ELEMENTARY SCHOOL	BACUNGAN
31. KATHLEEN MAY D. SUANA	MAMAWAN ELEMENTARY SCHOOL	BALIGUIAN
32. JUDILYN C. BALANGITAO	SIBUTAD CENTRAL ELEMENTARY SCHOOL	SIBUTAD
33. CHERRY B. FLORIDA	MERCEDES ES	LA LIBERTAD
34. GLENAFE P. ENTION	Daan Tipan Elementary School	PIÑAN
35. MAGNOLIA R. DAHILOG	MUTIA CENTRAL SCHOOL	MUTIA
36. MARGARITA S. ANGHAG	MAPANG ELEMENTARY SCHOOL2	RIZAL
37. SONNY G ATEs	POLANCO CENTRAL SCHOOL	POLANCO I
38. VERBENA O. VIOS	San Pedro Elementary School	POLANCO II
39. CRISTINA S. PAULICAN	Liwanag Elementary School	SERGIO OSMEÑA I
40. RENEFE D. RUMOGA	Miatan Elementary School	KATIPUNAN I
41. MARYGOLD S. BENOY	Seres Elementary School	KATIPUNAN II
42. Marietta A. Jalnaez	Sibatog Elementary School	ROXAS I
43. EMMA B. REALIZA	Moliton Elementary School	ROXAS II
44. DAISYLOU B. SAMANTE	Tampilisan Central School	TAMPILISAN
45. Kyndra E. Jumoad	Biwa Elementary School	BACUNGAN
46. PEACHIE JOUI M. ALPUERTO	Linay ES	BALIGUIAN



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**Department of Education**

**REGIONAL OFFICE IX, ZAMBOANGA PENINSULA**

47. Flora B. Bicoy	Marapong Elementary School	SIBUTAD
48. ARNOLD S. MAGHANOY	MERCEDES ELEMENTARY SCHOOL	LA LIBERTAD
49. MAMIE B. HORTELANO	Gumay Elementary School	PIÑAN
50. LANIE B. CALASANG	Mutia Central School	MUTIA
51. Remelyn L. Lactuan	Nasipang Elementary School	RIZAL
52. Charry V. Miano	OBAY ELEMENTARY SCHOOL	POLANCO I
53. JANICE C.CABANOG	SILAWE CENTRAL SCHOOL	POLANCO II
54. RICHLIE B.CANAMA	Wilben Elementary School	SERGIO OSMEÑA I
55. MOLANDE M. DANAOTO	SAN JUAN	SERGIO OSMEÑA I
56. MARY JANE A. ANG-OG	DABIAK ELEMENTARY SCHOOL	KATIPUNAN I
57. Maribel G. Cumanal	Basagan Elementary School	KATIPUNAN II
58. CHERRY MEE L. TENIDO	PIAO ELEMENTARY SCHOOL	ROXAS I

**A.7 CLASS 7**

1. Evangeline C. Lamayo	n/a- PSDS	Zamboanga del Sur
2. Liza V. Legaria	n/a- PSDS	Zamboanga del Sur
3. Marites G. Abad	n/a- PSDS	Zamboanga del Sur
4. Norlyn P. Sundo	n/a- PSDS	Zamboanga del Sur
5. Gigi R. Datwin	n/a- PSDS	Zamboanga del Sur
6. Mary Sul A. Magallanes	n/a- PSDS	Zamboanga del Sur
7. Ambert Saavedra	n/a- PSDS	Zamboanga del Sur
8. Ruel M. Fuerzas	n/a- PSDS	Zamboanga del Sur
9. Horace Paul Cordova	n/a- PSDS	Zamboanga del Sur



Republic of the Philippines

## Department of Education

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10. Arturo Jr S. Antiquina	n/a- PSDS	Zamboanga del Sur
11. Jessie Tanola	n/a- PSDS	Zamboanga del Sur
12. Juanita A. Vasquez	n/a- PSDS	Zamboanga del Sur
13. Jose Sagrado Estano	n/a- PSDS	Zamboanga del Sur
14. Jomar T. Anig	n/a- PSDS	Zamboanga del Sur
15. Randy Butch Gamboa	n/a- PSDS	Zamboanga del Sur
16. Melrose A. Saliot	EPS	Zamboanga del Sur
17. Minda S. Castillo	EPS	Zamboanga del Sur
18. Mary Seal C. Pejo	MT-1	Zamboanga del Sur
19. Lazara Capadngan	Kaangayan Elem School	Zamboanga del Sur
20. Jerome Afable	Concepcion Elem. School	Zamboanga del Sur
21. Ernilyn E. Ligan	Camanga Elementary School	Zamboanga del Sur
22. Michael Tano	Digon ES	Zamboanga del Sur
23. Jenni Lou S. Forro	Upper Dimorok IS	Zamboanga del Sur
24. Ivan Hamlag	Lourmah ES	Zamboanga del Sur
25. Adora B. Delos Reyes	Lower Pulacan ES	Zamboanga del Sur
26. Alfeluna Baja	Tabina Central ES	Zamboanga del Sur
27. Jhon Rey M. Plantar	Noburan IS	Zamboanga del Sur
28. Meljovent Dela Cruz	Dumingag SPED CENTER	Zamboanga del Sur
29. Jungie G. Calaycay	Tungawan Integrated School	Zamboanga del Sur



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

30. Leziel Mag-usara	JOSEFINA CES	Zamboanga del Sur
31. Merben Arsenal	La Fortuna ES	Zamboanga del Sur
32. Cindy A. Cordova	New Oroquita ES	Zamboanga del Sur
33. Kenneth George Araneta	Rebokon Elementary School	Zamboanga del Sur
34. Neil Sarsalejo	Dumalinao Regional Pilot School	Zamboanga del Sur
35. Rema Palahang	Regla ES	Zamboanga del Sur
36. Roselyn Onez	Guipos Central Elementary School	Zamboanga del Sur
37. Brian O. Dela Torre	Bag-ong Dalaguete Elementary School	Zamboanga del Sur
38. Aljem N. Tubigon	Sawa Elementary School	Zamboanga del Sur
39. Sheila Faith R. Calunod	Blancia Central School	Zamboanga del Sur
40. Adelo S. Canon	Margosatubig Regional Pilot School	Zamboanga del Sur
41. Genalin A. Burlas	Sumadat ES	Zamboanga del Sur
42. Rolanie Barbon	Biswangan Elementary School	Zamboanga del Sur
43. Rostom G. Monilar	Limbatong Elementary School	Zamboanga del Sur
44. Lovilla A. Ordinario	Katipunan Elementary School	Zamboanga del Sur
45. Maria Carmen A. Butac	Dumalinao RPS-SPED	Zamboanga del Sur
46. Amalia B. Cabilin	Bayog Central Elementary School	Zamboanga del Sur
47. Marjorie Ann T. Loquire	Panubigan Elementary School	Zamboanga del Sur
48. Joseph L. Araneta	Pitogo Central Elementary School	Zamboanga del Sur
49. Elfie Marante	Molave RPS Training Center	Zamboanga del Sur





Republic of the Philippines

## Department of Education

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50. Maribel C. Lelis	Upper Tiparak ES	Zamboanga del Sur
51. Johanna C. Gallardo	Danan ES	Zamboanga del Sur
52. Merlou Dela Pena	Kundom ES	Zamboanga del Sur
53. Aiza Zulueta-Villanueva	Kapamanok ES	Zamboanga del Sur
54. Crisvie P. Lusay	Bacawan ES	Zamboanga del Sur
55. Corazon M. Rosales	Bayog CES SPED	Zamboanga del Sur
56. Edelyn N. Godin	Bayog CES Regular	Zamboanga del Sur
57. Novelyn B. Manadalupa	Upper Landing ES	Zamboanga del Sur
58. Lorna V. Quiachon	Langapud IS	Zamboanga del Sur
59. Jhezylye Maire C. Bitat	Dimataling CES	Zamboanga del Sur
60. Jennibel S. Humpa	Maruing ES	Zamboanga del Sur

#### A.8 CLASS 8

1. Shawntel M. Babaran	Zamboanga Sibugay
2. Divine Grace B. Abdon	Zamboanga Sibugay
3. Maribeth C. Ocampo	Zamboanga Sibugay
4. Necie R. Sandil	Zamboanga Sibugay
5. APRILIALYN A. TEJEDOR	Zamboanga Sibugay
6. MARY ROSE T. MONCADA	Zamboanga Sibugay
7. CHARISSA D. TACTACON	Zamboanga Sibugay
8. Mary Joy B. Ybañez	Zamboanga Sibugay
9. Ronalyn L. Gimpayan	Zamboanga Sibugay
10. REIGN HEART A. DELVO	Zamboanga Sibugay



Republic of the Philippines  
**Department of Education**  
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11. ALDWIN B. MORRE	Zamboanga Sibugay
12. DEVINE Z. HIBAYA	Zamboanga Sibugay
<b>13.</b> MAY B. VERGARA	Zamboanga Sibugay
14. ANGELICA A. CARTALLA	Zamboanga Sibugay
15. DULCE MAY F. EGIPTO	Zamboanga Sibugay
16. ROSEVILLE T. MAKASIAR	Zamboanga Sibugay
17. MERCY C. BUNGAY	Zamboanga Sibugay
18. GERRYLYN D. COLLANTES	Zamboanga Sibugay
19. JENNIFER F. GADIAN	Zamboanga Sibugay
20. JUNA V. JOPSON	Zamboanga Sibugay
21. EDESA T. ETOLLE	Zamboanga Sibugay
22. GENALYN O. ESPARAGUERA	Zamboanga Sibugay
23. ANNA JOERMIE H. MABANAL	Zamboanga Sibugay
24. MARGARITA V. CARCUEVA	Zamboanga Sibugay
25. RAQUEL T. MONTEZA	Zamboanga Sibugay
26. ELIZABETH A. BARLOSO	Zamboanga Sibugay
27. LUCIA K. RIVERA	Zamboanga Sibugay
28. MARICRIS T. PANTOLLANA	Zamboanga Sibugay
<b>29.</b> FE B. BARON	Zamboanga Sibugay
30. AIREEN B. MACAPALA	Zamboanga Sibugay
31. ALMALIK A. AUD	Zamboanga Sibugay
32. DOROTHY JOY P. MATULAC	Zamboanga Sibugay
<b>33.</b> PRELYN B. PALLON	Zamboanga Sibugay
34. MARGIE A. TORRE	Zamboanga Sibugay
35. KHAREN D. SAROMINES	Zamboanga Sibugay
36. GINA R. GUZMAN	Zamboanga Sibugay
37. Ma. Catherine S ANIÑON	Zamboanga Sibugay
38. MA. ELENA A. MUYCO	Zamboanga Sibugay



Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

39. GENNIE T. PARACALE	Zamboanga Sibugay
40. GEMA B. COMIE	Zamboanga Sibugay
41. SHEILA Q. PIALA	Zamboanga Sibugay
42. AIZA L. ARANDUQUE	Zamboanga Sibugay
43. JISIEL D. CADUNGOG	Zamboanga Sibugay
44. LYNN T. CANTON	Zamboanga Sibugay
45. ROWENA D. QUIBOYEN	Zamboanga Sibugay
46. ORLYN L. TANO	Zamboanga Sibugay
47. MARY ANN CAHANAP	Zamboanga Sibugay
48. KRISTEL MAE ACLAO	Zamboanga Sibugay
49. Lovely O. Aringoy	Zamboanga Sibugay
50. Pearl Grace S. Macalisang	Zamboanga Sibugay
51. Charity O. Pabuaya	Zamboanga Sibugay
52. Meishel Batan	Zamboanga Sibugay
53. Marilou B Chio	Zamboanga Sibugay
54. Mardie Acontanza	Zamboanga Sibugay
55. Dennis Silva	Zamboanga Sibugay
56. Hope Acuesta	Zamboanga Sibugay
57. Silveria P Pagayon	Zamboanga Sibugay
58. Rosana Wooton	Zamboanga Sibugay

**PROGRAM MANAGEMENT TEAM AND RESOURCE SPEAKERS FOR ACTIVITY 5**

Name	Position	Office/Functional Division
1. Dr. Eugenio B. Penales	Chief Education Supervisor	CLMD
2. Marie Concepcion Celesio	EPS/TEACEP Focal	CLMD
3. Sonia Gonzales	EPS/ LRMS	CLMD



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

4. Reinerio Salomes	EPS Mathematics	CLMD
5. Angelo Malon	AA III	HRDD
6. Henry Bernabe Grageda	TEACEP Project Manager	CLMD
7. Donna Fatima M. Sahial	TEACEP TA III	CLMD
8. Matt Heaven M. Casonete	TEACEP TA II	CLMD
9. Junel Jacob A. Casera	TEACEP TA I	CLMD
10. EDGAR C. DINGAL	EPS/ Alternate Teacep Focal	Dipolog
11. RIELA ANGELA C. JOSOL	EPS/ Teacep Focal	Dipolog
12. ARACELI CAGADAS	EPS/ Teacep Focal	Pagadian
13. GRACE TAN DELA CRUZ	EPS/ Teacep Focal	Zambo. Norte
14. HELEN DE LEON	EPS/ Teacep Focal	Zambo. Sibugay
15. HELEN CALAGUIAN	EPS/ Teacep Focal	Dapitan City
16. MYRNA G. JALA	EPS/ Teacep Focal	Zambo. Sur
17. ROLANDO VERGARA	EPS/ Teacep Focal	Zambo. Sibugay
18. JONATHAN TARROZA	EPS/ Teacep Focal	Zamboanga City
19. Maria Katrina Jean T. Cadano	MT I	Dapitan City
20. Eldie D. Robaro	SP I	Dapitan City
21. Jerlina O. Enguito	MT II	Dapitan City
22. Josefa S. Jumud	MT II	Dapitan City
23. MARY ANN Z. CAGATAN		Dapitan City
24. Sherlaine Q. Tubat	MT III	Isabela City
25. Wila N. Evangelista	MT I	Isabela City
26. Kathryn Jean P. Imbo	MT I	Isabela City
27. Melba I. Ramirez	P I	Isabela City
28. Joan U. Paster	SP I	Zambo. Sibugay



Republic of the Philippines

## Department of Education

### REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

29. Reynaldo A. Alvador	P4	Zambo. Sibugay
30. Mark Jumil A. Padilla	TIC	Zambo. Sibugay
31. Myrrha C. Mejia	MT II	Zambo. Sibugay
32. Jerome B. Alban	SP II	Zambo. Sibugay
33. Kathrin Camille Bacoboy	MT I	Zamboanga City
34. Helen C. Busaing	MT II	Zamboanga City
35. Joan C. Tinaytina	MT II	Zamboanga City
36. Alimar Q. Kasim	P 1	Zamboanga City
37. Mary Ann M. Gumalal	T III	Zambo. Norte
38. Regner J. Saguban	TIII	Zambo. Norte
39. Nipany Joy R. Alcalde	MT I	Zambo. Norte
40. Nillie Gay P. Maniwan	MT I	Zambo. Norte
41. Jeanette Y. Bael	MT I	Zambo. Norte
42. Joji Marie M. Janolino	MT I	Zambo. Norte
43. Joana Neczy Z. Lusayan	P II	Zambo. Sur
44. Jamaica Syria C. Cartaciano	P II	Zambo. Sur
45. Joel Jr. C. Delliva	P2	Zambo. Sur
46. Venus Joy V. Moslares	MT II	Zambo. Sur
47. Hazel M. Hamili	P IV	Zambo. Sur
48. Agrecilo P. Racoma Jr.	P I	Zambo. Sur
49. Sarrah Gay Q. Ybanez	T III	Pagadian City
50. May Judiser Suralta	MT I	Pagadian City
51. Criscel M. Molejon	MT I	Pagadian City
52. Eva M. Dumas-ag	MT II	Pagadian City
53. Normina Bacar	MT I	Pagadian City



Republic of the Philippines

**Department of Education**

**REGIONAL OFFICE IX, ZAMBOANGA PENINSULA**

54. Johna Fe B. Cabanes	MT I	Pagadian City
55. Ferdinand R. Cornelio	SP III	Dipolog
56. Tereza G. Ybanez	MT I	Dipolog
57. Rose Marie H. Apilan	MT I	Dipolog
58. Marietta C. Jauculan	MT I	Dipolog
59. Rubylyn I. Nocete	MT I	Dipolog
60. Alvic S. Roda	NURSE	Pagadian City

**B. Program of Activities**

Day 1 December 5, 2025	10:00-12:00	Arrival and Registration
	12:00-1:00	Lunch Break
	1:00-3:00	Opening Program and Training Overview
	3:00-3:15	Health Break
	3:15-4:30	Session 1: Recognizing Literacy and Numeracy Challenges in Early Grade Classrooms
Day 2- December 6, 2025	8:00-8:30	MOL
	8:30-10:30	Session 2: Making Sense of Assessment Data to Inform Instruction
	10:30-10:45	Health Break AM
	10:45-12:00	Session 3: Connecting Pedagogies to the MATATAG Curriculum
	12:00-1:00	Lunch Break
	1:00-3:00	Session 4: Principles of Developing and Adapting Instructional Materials for Literacy and Numeracy
	3:00-3:15	Health Break PM
3:15-5:00	Workshop 1: Workshop on Developing and Adapting Instructional Materials for Integrated Teaching	



Republic of the Philippines

# Department of Education

REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

Day 3- December 7, 2025	8:00-8:30	MOL
	8:30-10:00	Workshop 1 Continuation
	10:00-10:30	Workshop 2: Presentation and Peer Review of Teaching Materials
	10:30-10:45	Health Break AM
	10:45-12:00	Continuation Workshop 2
	12:00-1:00	Lunch Break
	1:00-3:00	Session 5: Designing Lessons that Integrate Literacy and Numeracy Concepts
	3:00-3:15	Health Break PM
	3:15-5:00	Session 6: Facilitating Learning Through Assessment and Reflection
Day 4- December 8, 2025	8:00-8:30	MOL
	8:30-10:30	Session 7: Demonstration Teaching of Literacy and Numeracy Lessons
	10:30-10:45	Health Break AM
	10:45-12:00	Plenary/Closing



Republic of the Philippines  
**Department of Education**  
 REGIONAL OFFICE IX, ZAMBOANGA PENINSULA



**Office of the Regional Director**

October 27, 2025

**REGIONAL MEMORANDUM**

No. 587, s. 2025

**CONDUCT OF SEMINAR-WORKSHOP ON LEARNING AND DEVELOPMENT (L&D) OF KEY STAGE 1 TEACHERS IN TEACHING LITERACY AND NUMERACY**

To: Schools Division Superintendents  
 Assistant Schools Division Superintendents  
 Functional Division Chiefs  
 All Others Concerned  
 This Region

- Building on the first phase of training on Literacy and Numeracy for Key Stage 1 teachers, conducted from October 2024 to June 2025 at Regions IX, the Department of Education finds it necessary to implement a second phase with a focused approach on instructional strategies, the creation and effective use of teaching materials, the integration of assessment to drive better learning results, and to equip teachers with practical tools aligned with the Philippine Professional Standards for Teachers (PPST), ultimately enhancing classroom instruction and improving student learning outcomes.
- In pursuit of this objective, the Department of Education Region IX, through the Curriculum and Learning Management Division (CLMD) in Collaboration with Human Resource Development Division (HRDD) recognizes the need to conduct a Phase 2 of the TEACEP training program entitled "*Learning and Development (L&D) of Key Stage 1 Teachers in Teaching Literacy and Numeracy.*" Details of which are found in the table below.

Activity	Date	Number of Participants	Venue
Activity 5- Mentoring the Mentors on Enriching Pedagogical Skills of Teachers in Training Literacy and Numeracy	December 5-8, 2025	514 participants	To be arranged

- In connection with this, **Five Hundred Fourteen (514)** are identified to actively participate in the said activity. The list of participants shall be issued in a separate advisory. The Indicative Program of Activities is attached as **Annex A** for your guidance and reference.
- Participants are advised to bring their **laptops** to facilitate discussions and workshops.





Republic of the Philippines  
**Department of Education**  
REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

5. The travelling and other incidental expenses of the participants incurred during the activity shall be **charged against Local Funds/MOOE** or other available and applicable sources, subject to the usual accounting and auditing rules and regulations.
6. For more information and/or clarifications, please contact the CLMD Chief, Dr. Eugenio B. Penales through the TEACEP Project Manager, Henry Bernabe A. Grageda through [henry.grageda@gmail.com](mailto:henry.grageda@gmail.com).
7. Immediate and wide dissemination of this Memorandum is desired.

  
**RUTH L. FUENTES, CESO III**  
Regional Director

Legaspi Ruth Fuentes  
CN=Legaspi Ruth Fuentes  
SERIALNUMBER=  
012BN0045dcS. O=  
Deped Regional Office IX,  
C-PII

CLMD/EBP/mclc/RM  
289/October 27, 2025



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Annex A.

**Activity 5 Program Matrix**

<b>Time</b>	<b>Day 1</b>	<b>Day 2</b>	<b>Day 3</b>
8:00am-9:00am	Registration	Management of Learning	
8:30am-9:00am		Session 4: Principles of Developing and Adapting Instructional Materials for Literacy and Numeracy	Session 5: Designing Lessons that Integrate Literacy and Numeracy Concepts
9:00am-10:30am	Opening Program and Training Overview		
10:30am-10:45am	<b>Health Break</b>		
10:45am-12:00nn	Session 1: Recognizing Literacy and Numeracy Challenges in Early Grade Classrooms	Workshop 1: Workshop on Developing and Adapting Instructional Materials for Integrated Teaching	Session 6: Facilitating Learning Through Assessment and Reflection
12:00nn-1:00pm	<b>Lunch Break</b>		
1:00-3:00pm	Session 2: Making Sense of Assessment Data to Inform Instruction	Continuation of Workshop 1	Session 7: Demonstration Teaching of Literacy and Numeracy Lessons
3:00pm-3:15pm	<b>Health Break</b>		
3:15pm-4:30pm	Session 3: Connecting Pedagogies to the MATATAG Curriculum	Workshop 2: Presentation and Peer Review of Teaching Materials	Closing Program
4:30pm-5:00pm	End of Day Evaluation		



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## DOCUMENT SLIP

This document has been encoded in the DepEd - Document Management System and routed to the appropriate office/s with the following information:

Subject: **TEACHER EFFECTIVENESS AND COMPETENCIES ENHANCEMENT PROJECT (TEACEP) FOURTH IMPLEMENTATION SUPPORT MISSION\MID-TERM REVIEW**

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2025  
Oct. 27

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PMD

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Republic of the Philippines  
Department of Education  
PROJECT MANAGEMENT SERVICE

MEMORANDUM  
PMS-PMD-2025-\_\_\_\_\_

FOR : **CARMELA C. ORACION** *Carmela Oracion*  
Assistant Secretary  
Officer-in-Charge  
Office of the Undersecretary for Learning Systems

FROM : **AHNEE LAE M. ABUTIN** *Ahnee*  
Project Development Officer V  
Officer-in-Charge  
Project Management Service – Office of the Director

SUBJECT : **COMPLETED STAFF WORK FOR THE TEACHER EFFECTIVENESS AND COMPETENCIES ENHANCEMENT PROJECT (TEACEP) FOURTH IMPLEMENTATION SUPPORT MISSION/MID-TERM REVIEW**

DATE : October 23, 2025

This is to respectfully request the OIC-Undersecretary for Learning Systems Strand's consideration and approval on the conduct of Joint World Bank (WB) and Department of Education (DepEd) **Fourth Implementation Support Mission (ISM) / Mid-term Review (MTR) for Loan 9481-PHI: Teacher Effectiveness and Competencies Enhancement Project (TEACEP)**. As indicated in the letter of WB dated October 13, 2025, the ISM/MTR will include **Field Visits, Thematic Meetings**, and **Wrap-Up Meeting** scheduled from **November 4 to 21, 2025**.

**I. BACKGROUND**

As part of the loan agreement, WB and DepEd will conduct a joint Implementation Mission on a semi-annual basis to assess the project's progress, identify challenges, and refine implementation strategies. This mission will also incorporate activities for the Mid-Term Review (MTR), which aims to assess whether any project deliverables require recalibration, determine the need for budget realignment, and evaluate the feasibility of extending the project duration, if necessary.

The ISM will include **field visits to Schools Division Offices (SDO) and Schools in Region IX** scheduled on **November 5 to 8, 2025** (inclusive of travel time), to gather comprehensive data on project deliverables, including the current status, best practices, challenges, and areas requiring improvement.

The data collected during these field visits will be analyzed and presented in the **thematic meetings**, scheduled for **November 4, 10 to 11, 14, and 17 to 19, 2025**. These meetings will serve as platform for Project Implementation Units (PIUs) to

discuss findings, address bottlenecks, and recommend targeted interventions to enhance the project's implementation.

Moreover, the **Wrap-up Meeting** scheduled on **November 21, 2025** will serve to agree on the identified support mechanisms, capacity-building initiatives, or policy adjustments needed to ensure the project's success and sustainability and to approve project deliverables recalibration, budget realignment, and extending the project duration if found to be necessary.

## **II. CONDUCT OF THE TEACEP FOURTH IMPLEMENTATION SUPPORT MISSION FIELD VISITS**

This field visit will provide a strategic opportunity for the Project Management Service – Project Management Division (PMS-PMD), together with the National Educators Academy of the Philippines (NEAP), Bureau of Human Resource and Organizational Development (BHROD), and the WB to monitor and evaluate the following in Region IX:

1. Implementation of DepEd Order 024 s. 2025 on the Career Progression Policy;
2. Implementation of DepEd Order 005 s. 2024 on the Teacher Workload Policy;
3. Existing Classroom Observation Tool (COT) being utilized by schools to evaluate teacher performance following their participation in TEACEP-supported literacy and numeracy training programs in relation for the development of Hybrid COT;
4. Learning and Teaching/Training Materials that can be supported by the project;
5. Measures to address at-risk learners;
6. Effect of TEACEP Trainings; and
7. Strengths and areas for improvement on the implementation of policies and conduct of TEACEP-related activities.

The team will conduct Focus Group Discussions with teachers to gather firsthand insights on the application of policies and tools. Key Informant Interviews with School Heads and SDO officials will be conducted to assess the program's school and division-wide implementation and monitoring. Furthermore, the field visit will also include the conduct of a teacher assessment using WB's teach tool and DepEd's COT. The SDOs are requested to identify at least three (3) schools for the field visits. An itinerary of the visit is attached for reference.

## **III. CONDUCT OF THEMATIC MEETINGS AND WRAP-UP MEETING**

The thematic meetings will provide an avenue for implementing units to comprehensively assess the status of project deliverables, highlight notable best practices, and address persistent challenges and implementation gaps at the field level. Led by the Project Integration and Coordination Office (PICO), in coordination with the PIUs and the WB, the presentations and discussions will focus on the following key areas:

1. Field visit findings including the implementation progress of DepEd Policies and existing COT to support the development of a Hybrid COT aligned with TEACEP training
2. Items to be procured in line with the reallocated budget



3. Review of Performance-Based Conditions (PBCs) achievement and status and possibility of extending the project implementation period
4. Implementation updates from BARMM activities
5. Procurement status of consultancy services and goods
6. Financial management and fund utilization

The consolidated agreements and action items arising from these discussions will be presented to the Executive Committee of DepEd, beneficiary regions, and relevant oversight agencies during the Wrap-up Meeting. This aims to secure high-level alignment and decision-making on project directions, policy refinements, and strategic resource allocation. Furthermore, discussion on mobilizing inter-office support, reinforcing accountability mechanisms, and ensuring timely resolution of implementation bottlenecks critical to the achievement of TEACEP's objectives.

#### **IV. CLEAR STATEMENT OF REQUEST AND RECOMMENDED ACTION**

This is to respectfully request for the OIC-Undersecretary for Learning Systems Strand's consideration and approval on the conduct of the Fourth Implementation Support Mission / Mid-Term Review with Field Visit on **November 5 to 8, 2025 (inclusive of travel time), in Dapitan City and Dipolog City, Region IX, and Thematic and Wrap-up meetings at Central Office, Pasig City and/or Techzone, Makati City from November 4, 10 to 11, 14, and 17 to 19, 2025.**

#### **V. ACTION DOCUMENTS**

Attached for the consideration are the following:

- Concurrence Letter to World Bank;
- Memorandum to DepEd Region IX and SDOs of Dapitan City and Dipolog City for the field visits;
- Memorandum to DepEd Central Office PIUs for the conduct of Thematic Meetings

#### **VI. REFERENCE DOCUMENT**

- Letter from World Bank dated October 13, 2025

Should there be any inquiries and concerns, your staff may contact PMS-PMD ([pms.pmd@deped.gov.ph](mailto:pms.pmd@deped.gov.ph)) and TEACEP PICO ([teacep@deped.gov.ph](mailto:teacep@deped.gov.ph)). Attention: Engr. Jason A. Almoite or Ms. Angelene B. Ramos. OK

Thank you.

Encl: As stated



Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

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October 23, 2025

**ZAFER MUSTAFAOGLU**

Country Director  
World Bank  
Brunei Darussalam, Malaysia, and Philippines  
26F One Global Place, 5th Avenue corner 25th Street  
Bonifacio Global City, Taguig City, Philippines

Attention: **Mr. Koji Miyamoto**  
Senior Economist and Task Team Leader

**Ms. Tara Beteille**  
Lead Economist and Task Team Leader

Subject: **TEACHER EFFECTIVENESS AND COMPETENCIES  
ENHANCEMENT PROJECT (TEACEP) FOURTH  
IMPLEMENTATION SUPPORT MISSION**

Dear **Country Director Mustafaoglu**:

The Department of Education (DepEd) acknowledges and concurs with the proposed mission objectives and schedule of World Bank's Fourth Implementation Support Mission (ISM) / Mid-Term Review (MTR) for Loan Number 9481-PH: Teacher Effectiveness and Competencies Enhancement Project (TEACEP) from November 4 to 21, 2025 for the field visits and on the conduct of thematic meetings.

DepEd, through this Office and the Project Management Service (PMS), will work closely with your representatives to ensure the success of this activity.

We look forward to further collaborating with you on this project in ensuring the delivery of quality basic education to our learners.

Thank you.

Very truly yours,

*Carmela Oracion*

**CARMELA C. ORACION**

Assistant Secretary  
Officer-in-Charge, Office of the Undersecretary for Learning Systems *a*

Copy Furnished:

**SONNY ANGARA**  
Secretary for Education

**RONALD U. MENDOZA, Ph.D.**  
Undersecretary for Strategic Management



Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

**MEMORANDUM**  
**OM-OULS-2025-135**

FOR : **RUTH L FUENTES**  
Regional Director, DepEd Region IX

**JAY S. MONTEFALCO**  
OIC - Schools Division Superintendent  
DepEd - SDO Dapitan City

**MA. LIZA R. TABILON**  
Schools Division Superintendent  
DepEd – SDO Dipolog City

FROM : *Carmela C. Oracion*  
**CARMELA C. ORACION**  
Officer-in-Charge  
Office of the Undersecretary for Learning Systems

SUBJECT : **TEACHER EFFECTIVENESS AND COMPETENCIES  
ENHANCEMENT PROJECT (TEACEP) FOURTH  
IMPLEMENTATION SUPPORT MISSION FIELD VISIT**

DATE : October 23, 2025

This is to inform the Regional Office (RO) and identified Schools Division Offices (SDO) in Region IX on the conduct of Fourth Implementation Support Mission (ISM) / Mid-Term Review (MTR) Field Visits scheduled on **November 5 to 8, 2025** (inclusive of travel date) under the Teacher Effectiveness and Competencies Enhancement Project (TEACEP).

The conduct of the field visit will provide a strategic opportunity for the Project Management Service – Project Management Division (PMS-PMD), together with the National Educators Academy of the Philippines (NEAP), Bureau of Human Resource and Organizational Development (BHROD), and the WB to monitor and evaluate the following in Region IX:

1. Implementation of DepEd Policy on Career Progression for Teachers;
2. Implementation of DepEd Order 005 s. 2024 on the Teacher Workload Policy;
3. Existing Classroom Observation Tool (COT) being utilized by schools to evaluate teacher performance following their participation in TEACEP-supported literacy and numeracy training programs in relation for the development of Hybrid COT;
4. Learning and Teaching/Training Materials that can be supported by the project;
5. Measures to address at-risk learners;
6. Effect of TEACEP Trainings; and



7. Strengths and areas for improvement on the implementation of policies and conduct of TEACEP-related activities.

The team will conduct Focus Group Discussions (FGDs) with teachers to gather firsthand insights on the application of policies and tools. Additionally, Key Informant Interviews (KIIs) with School Heads and SDO officials will be conducted to assess the program's school and division-wide implementation and monitoring. Furthermore, the field visit will also include the conduct of a teacher assessment using WB's teach tool and DepEd's COT. The SDOs are requested to identify at least three (3) schools for the field visits. An itinerary of the visit is attached for reference.

In this regard, a team composed of staff from the PMS-PMD, representatives from NEAP and BHRD personnel, Project Management Office (PMO) in Region IX, and WB representatives, will be deployed to the SDOs of Dapitan City and Dipolog City from **November 5 to 8, 2025**, namely:

**From World Bank:**

1. Koji Miyamoto
2. Tara Beteille
3. Maria Felda Alarkon
4. Melissa Santiago – Yan
5. Aisha De Guzman
6. Agnes Balota

**From DepEd PMS-PMD**

7. Ms. Melody Galap
8. Mr. Maui Magat

**From DepEd Central Office**

9. Representative/s from NEAP
10. Representative/s from BHRD – School Effectiveness Division (SED)
11. Representative/s from BHRD – Human Resource Development Division (HRDD)

**From PMO in Region IX**

12. Mr. Henry Grageda
13. Ms. Donna Fatima Sahial
14. Mr. Matt Heaven Casonete
15. Mr. Junel Jacob Casera

**From SDO Dapitan City and Dipolog City**

16. TEACEP Focal Personnel from SDO Dapitan City
17. TEACEP Focal Personnel from SDO Dipolog City

To ensure the attainment of the activity objective, all concerned personnel from the RO, SDOs, and schools involved in implementing the project are requested to provide necessary support and assistance, specifically on the following coordination tasks at their respective governance levels:

Regional Office (RO)	<ul style="list-style-type: none"> <li>• Facilitate coordination with SDO representatives;</li> <li>• Prepare available project data specific to RO level;</li> <li>• Attend pre-visit orientation and exit conference; and</li> <li>• Participate in KIIs.</li> </ul>
Schools Division Office (SDO)	<ul style="list-style-type: none"> <li>• Determine project focal person/s to participate in KIIs;</li> <li>• Prepare available project data specific to SDO level</li> <li>• Attend orientation and exit conference;</li> <li>• Participate in KIIs;</li> <li>• Provide logistical support for school visits within the SDO; and</li> <li>• Identify at least three (3) schools for the field visits.</li> </ul>
School	<ul style="list-style-type: none"> <li>• Prepare available project data specific to school level;</li> </ul>

	<ul style="list-style-type: none"> <li>• Determine participants for the FGDs;</li> <li>• Participate in KIIs and FGDs;</li> <li>• Determine classroom for the conduct of teacher assessment utilizing the existing COT of DepEd and WB Teach</li> <li>• Provide logistical support for the conduct of KIIs and FGDs; and</li> <li>• Attend orientation and exit conference.</li> </ul>
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The transportation and incidental costs incurred by the RO, SDOs, and/or schools shall be charged against their respective local funds, subject to existing guidelines.

Should there be any inquiries and concerns, your staff may contact PMS-PMD ([pms.pmd@deped.gov.ph](mailto:pms.pmd@deped.gov.ph)) and TEACEP PICO ([teacep@deped.gov.ph](mailto:teacep@deped.gov.ph)). Attention: Engr. Jason A. Almoite or Ms. Angelene B. Ramos.

Thank you.

Copy furnished:

**WILFREDO E. CABRAL**  
Undersecretary for Human Resource and Organizational Development

**RONALD U. MENDOZA, Ph.D.**  
Undersecretary for Strategic Management

**DR. MALCOLM S. GARMA**  
Undersecretary for Operations

**DR. DEXTER A. GALBAN**  
Assistant Secretary for Strategic Management

Encl: As stated

**Loan 9481-PHI Teacher Effectiveness and Competencies  
Enhancement Project (TEACEP) Field Visit  
November 5-7, 2025**

Reminders:

1. The Focus Group Discussions (FGDs) and Key Information Interviews (KIIs) among the participants (school head and teachers) will be conducted simultaneously and shall be designated in separate rooms.
2. The teachers shall be selected randomly with the guidance of the school head/head teacher.

from	to	November 5, 2025 (Wednesday)	Expected participants
5:00 am	7:00: AM	NAIA to Dipolog City Airport	
7:00: AM	8:30: AM	Travel from Airport to Accommodation and check-in	
8:30: AM	9:00: AM	Travel from Accommodation to SDO Dipolog	
9:00: AM	1:00: PM	Conduct of Courtesy Call and FGD to SDO Dipolog City and SDO Dapitan (Venue: SDO Dipolog City)	<ul style="list-style-type: none"> <li>• Schools Division Superintendents</li> <li>• TEACEP Project Focal Person and SDO Chiefs</li> <li>• Project Management Service – Project Management Division (PMS-PMD)</li> <li>• Project Management Office (PMO) in RIX</li> <li>• National Educators Academy of the Philippines (NEAP)</li> <li>• BHROD - Human Resource Development Division</li> <li>• BHROD - Schools Effectiveness Division</li> <li>• World Bank (WB)</li> </ul>
1:00 pm	1:30: PM	Travel from SDO to School 1	
1:30: PM	4:00: PM	<p>Simultaneous conduct of the following by 3 teams:</p> <p>Team 1: KII with School Leaders Team 2: FGD with Teachers Team 3: Assessment of teachers using existing COT and WB Teach</p>	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
4:00: PM	4:30: PM	Travel from School 1 to Accommodation	
6:00 pm	7:00: PM	Dinner / Debriefing / Consolidation of Data	

from	to	November 6, 2025 (Thursday)	Expected participants
8:00: AM	8:30: AM	Travel from Accommodation to School 2 (Dipolog City)	
8:30: AM	10:30: AM	<p>Simultaneous conduct of the following by 3 teams:</p> <p>Team 1: KII with School Leaders            Team 2: FGD with Teachers            Team 3: Assessment of teachers using existing COT and WB Teach</p>	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
10:30: AM	11:00AM	Travel from School 2 to School 3 (Dipolog City)	
11:00 am	12:00: NN	Lunch	
12:00: PM	2:00: PM	<p>Simultaneous conduct of the following by 3 teams:</p> <p>Team 1: KII with School Leaders            Team 2: FGD with Teachers            Team 3: Assessment of teachers using existing COT and WB Teach</p>	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
2:00: PM	2:30: PM	Travel from School 3 to School 1 (Dapitan City)	
2:30: PM	4:30: PM	<p>Simultaneous conduct of the following by 3 teams:</p> <p>Team 1: KII with School Leaders            Team 2: FGD with Teachers            Team 3: Assessment of teachers using existing COT and WB Teach</p>	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
4:30: PM	5:00: PM	Travel from School 1 to accommodation	
5:30: PM	6:30: PM	Dinner / Debriefing / Consolidation of Data	

from	to	November 7, 2025 (Friday)	Expected participants
8:00: AM	8:30: AM	Travel from Accommodation to School 2 (Dapitan City)	

8:30: AM	10:30: AM	Simultaneous conduct of the following by 3 teams:  Team 1: KII with School Leaders Team 2: FGD with Teachers Team 3: Assessment of teachers using existing COT and WB Teach	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
10:30: AM	11:00: AM	Travel from School 2 to School 3 (Dapitan City)	
11:00: AM	12:00: NN	Lunch	
12:00: NN	2:00: PM	Simultaneous conduct of the following by 3 teams:  Team 1: KII with School Leaders Team 2: FGD with Teachers Team 3: Assessment of teachers using existing COT and WB Teach	<ul style="list-style-type: none"> <li>• School head</li> <li>• Teachers (7 pax from Kinder – Grade 6)</li> <li>• PMS-PMD</li> <li>• PMO in RIX</li> <li>• NEAP</li> <li>• BHROD – HRDD</li> <li>• BHROD – SED</li> <li>• WB</li> </ul>
2:00: PM	2:30: PM	Travel from School 3 to SDO Dapitan City	
2:30: PM	3:30: PM	Preparation for the Exit Conference	
3:30: PM	5:30: PM	Exit Conference Venue: SDO Dapitan City	<ul style="list-style-type: none"> <li>• Regional Director</li> <li>• Assistant Regional Director</li> <li>• Schools Division Superintendents</li> <li>• School Heads of participating schools</li> <li>• TEACEP Project Focal Person and SDO Chiefs</li> <li>• Project Management Service – Project Management Division (PMS-PMD)</li> <li>• Project Management Office (PMO) in RIX</li> <li>• National Educators Academy of the Philippines (NEAP)</li> <li>• BHROD - Human Resource Development Division</li> <li>• BHROD - Schools Effectiveness Division</li> <li>• World Bank (WB)</li> </ul>
6:00: PM	6:30: PM	Travel from SDO Dapitan City to accommodation	

from	to	November 8, 2025 (Saturday)	Expected participants
7:30 am	9:00: AM	Flight back to Mnl	



Republic of the Philippines  
**Department of Education**  
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

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**MEMORANDUM**  
**OM-OULS-2025-035**

FOR : **ATTY. FATIMA LIPP D. PANONTONGAN**  
Undersecretary, Office of the Secretary

**ATTY. ROWENA CANDICE M. RUIZ**  
Undersecretary for Procurement and Finance Oversight

**ATTY. FILEMON RAY L. JAVIER**  
Undersecretary for Legal and Legislative Affairs

**WILFREDO A. CABRAL**  
Undersecretary for Human Resource and Organizational Development

**ATTY. EDSON BYRON K. SY**  
OIC - Undersecretary for Finance

**MARCELINO G. VELOSO III**  
Assistant Secretary for Information and Communications Technology Service

**JANIR T. DATUKAN**  
Assistant Secretary for Learning System Strand

**DR. JEROME T. BUENVIAJE**  
Assistant Secretary for Learning Systems Strand

**GRACIELA E. MENDOZA**  
Director IV, External Partnership Service

**DR. PETER MARC D. MAGSALIN**  
Director IV, Bureau of Curriculum Development

**GERSON MARVIN M. ABESAMIS**  
Director IV, Bureau of Learning Delivery

**ATTY. RHOAN L. OREBIA**  
Director IV, Procurement Management Service

**ARMANDO C. RUIZ**  
Director IV, Finance Service

**ATTY. JANINE NICOLE O. CHUA**  
Director IV, Legal Service

**KEVIN CARL P. SANTOS**



Director IV, Bureau of Education Assessment

**MARIA CLARISSE T. LIGUNAS-ROQUE**

Director IV, Policy and Planning Service

**ATTY. SUZETTE T. GANNABAN - MEDINA**

OIC - Director IV, Bureau of Learning Resources

**JOSE ENRIQUE R. CORPUS**

Director IV, Monitoring and Evaluation Office

**DEXTER N. PANTE**

OIC - Director IV, Bureau of Human Resources and Organizational Development

**MICHAEL JOSEPH P. CABAUTAN**

Director III, National Educators Academy of the Philippines

**MARIA LOURIE VICTOR**

Technical Assistant IV, Indigenous Peoples Education Office

*Carmela Oracion*

FROM : **CARMELA C. ORACION**  
Assistant Secretary  
Officer-in-Charge  
Office of the Undersecretary for Learning Systems

SUBJECT : **JOINT WORLD BANK AND DEPED FOURTH IMPLEMENTATION SUPPORT MISSION (ISM) FOR TEACHER EFFECTIVENESS AND COMPETENCIES ENHANCEMENT PROJECT (TEACEP)**

DATE : October 23, 2025

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This is to invite you and/or your representative/s to the upcoming **Joint World Bank (WB) and Department of Education (DepEd) Fourth Implementation Support Mission/Mid-Term Review (MTR) for the Teacher Effectiveness and Competencies Enhancement Project (TEACEP)** scheduled on **November 3 to 21, 2025**.

TEACEP, funded by WB through a loan amounting to USD110M, is being implemented over a period of five (5) years (2023-2028) to support DepEd in institutional reforms on teacher professional development and competency standards. TEACEP aims to improve education quality and access for Kindergarten to Grade 6 in Region IX, Region XII, and Bangsamoro Autonomous Region for Muslim Mindanao (BARMM) through various interventions.

As part of the loan agreement, WB and DepEd will conduct a joint Implementation Mission on a semi-annual basis to assess the project's progress, identify challenges, and refine implementation strategies. This mission will also incorporate activities for the Mid-Term Review (MTR), which aims to assess whether any project deliverables require recalibration, determine the need for budget realignment, and evaluate the feasibility of extending the project duration, if necessary. The mission intends to

collect data through a series of thematic meetings with the designated Project Implementing Units (PIUs) and field visits to project beneficiaries.

Other agenda items for the Implementation Support Mission are the following:

1. Review the progress of implementation of the project activities by components, including the achievement of the Performance Based Conditions (PBCs) and key project performance indicators;
2. Conduct field visits to monitor the implementation of DepEd Policies under PBC 1;
3. Assessment of DepEd existing Classroom Observation Tool (COT) and World Bank Teach Tool
4. Discuss progress in fiduciary aspects, including disbursement progress, status of the Annual Work Plan and Budget, and compliance with safeguard measures; and
5. Presentation on the progress of following indicators in Regions IX, XII, and BARMM for the Results Framework:
  - a. Percentage of schools which take measures to address at-risk students disaggregated by gender, ethnicity, and Indigenous Peoples (IPs);
  - b. Percentage of beneficiaries satisfied with learning materials and modalities (Citizen Engagement Measure);
  - c. Percentage of learners receiving printed or digital materials for K-6 for literacy and numeracy/reading and math; and
  - d. Impact of TEACEP-related activities.

The thematic meetings with the respective PIUs will be conducted per PBC which will follow the attached indicative schedule (**Attachment 1**). PIUs are requested to **present updates and progress related to the project implementation and PBC achievements**.

Additionally, a Wrap-Up Meeting to formally conclude the support mission and present the agreements is scheduled on **November 21, 2025** at **World Bank Office Manila, Bonifacio Global City, Taguig City**.

To confirm your and/or your representative/s' attendance or for any concerns, your staff may coordinate with TEACEP Project Integration and Coordination Office ([teacep@deped.gov.ph](mailto:teacep@deped.gov.ph)) Attention: Engr. Jason A. Almoite or Ms. Angelene B. Ramos.

Thank you.

Encl: As stated

Copy Furnished:

**RONALD U. MENDOZA, PhD**  
Undersecretary for Strategic Management

**DR. DEXTER A. GALBAN**  
Assistant Secretary for Strategic Management



## MISSION SCHEDULE

Teacher Effectiveness and Competencies Enhancement Project  
Fourth Implementation Support Mission  
November 10 – 21, 2025  
Thematic Meeting and Wrap-up

Responsible and Participating Office/s	Agenda Items	Time	Venue
<b>Day 1 (November 10, 2025: Monday)</b>			
Project Management Service – Project Management Division (PMS-PMD)	Opening Activities, Discussion of Mission Objectives and Status Update of Agreed Actions from last Implementation Support Mission	10:15 a.m. – 12:00 n.n	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City
LUNCH BREAK			
BHROD – Human Resource and Organizational Development  National Educators Academy of the Philippines (NEAP)  Bayan Academy for Social Entrepreneurship and Human Resource Development (Bayan Academy)	Presentation and discussion of PBC 1: Implementation of Policy on the Teacher Workload	1:30 p.m. – 2:30 p.m.	
<b>Day 2 (November 11, 2025: Tuesday)</b>			
PMS-PMD  National Educators Academy of the Philippines (NEAP)  Bureau of Learning Delivery (BLD)	Discussion on results/findings on the implementation of training rollout during the filed visits undertaken in November 5-7  Discussion on follow-up activities (NEAP's supplementary modules and training in BARMM) related to K-3 teachers' training (PBC 2 and 10)	9:00 a.m. – 12:00 n.n.	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City

Responsible and Participating Office/s	Agenda Items	Time	Venue
<b>LUNCH BREAK</b>			
PMS-PMD, NEAP BLD  Bayan Academy	Discussion on verification of PBC 2 and 10  Discussion on initial agreements on the engagement of CPDP firm (roles, responsibilities, and budget allocation by NEAP to support the CPD firm)	1:00 p.m. – 4:00 p.m.	
<b>Day 3 (November 14, 2025: Friday)</b>			
PMS-PMD  Indigenous Peoples Education Office (IPsEO)  Information and Communications Technology Service (ICTS)  Asset Management Division (AS-AMD)	Presentation and discussion regarding environmental and social aspects of the project	10:00 a.m. – 12:00 n.n	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City
<b>Day 4 (November 17, 2025: Monday)</b>			
PMS-PMD, NEAP  AS-AMD, ICTS  Procurement Management Service (ProcMS)  Bureau of Learning Resources (BLR)  BARRM-MBHTE	Presentation and discussion on the procurement status of individual consultants, consulting firms, and goods	10:00 a.m. – 12:00 n.n	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City
<b>LUNCH BREAK</b>			
PMS-PMD, NEAP  Finance Service (Accounting Division and Budget Division)	Presentation and discussion on financial management including AWPB, eligible expenditures under PBC, IFRs, and submission of withdrawal application	1:00 p.m. – 4:00 p.m.	
<b>Day 5 (November 18, 2025: Tuesday)</b>			

Responsible and Participating Office/s	Agenda Items	Time	Venue
PMS-PMD, NEAP, BLD, BHROD-HRDD IPsEO  Orient Integrated Development Consultants Inc. (OIDCI)  University of the Philippines-Assessment Curriculum and Technology Research Centre (UP-ACTRC)  Bayan Academy	Discussion with project firms	10:00 a.m. – 12:00 n.n	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City
LUNCH BREAK			
PMS-PMD, OIDCI ACTRC, Bayan Academy, NEAP BLD, BHROD-HRDD IPsEO	Discussion with project firms	1:00 p.m. – 4:00 p.m.	
<b>Day 6 (November 19, 2025: Wednesday)</b>			
PMS-PMD  Department of Finance (DOF)  Department of Economy, Planning, and Development (DEPDev)	Discussion on the restructuring to allow for funding flexibility  Identification of issues to raise to the Project Steering Committee	9:00 a.m. – 12:00 n.n.	PMS Conference Room, 2 <sup>nd</sup> Floor Mabini Building, DepEd CO, Pasig City
LUNCH BREAK			
PMS-PMD	Preparation for the wrap-up meeting (mission findings, agreements and next steps, including Aide Memoire	1:00 p.m. – 4:00 p.m.	
<b>Day 7 (November 21, 2025: Friday)</b>			
DepEd Execom  PMS-PMD, NEAP Finance Service BLR, ProcMS, BHROD, ICTS, COA	Implementation Support Mission Wrap-up meeting: Presentation of Mission Findings	9:30 a.m. – 12:00 n.n	TBA

Responsible and Participating Office/s	Agenda Items	Time	Venue
DOF, DBM, DEPDev	Agreements and next steps (World Bank)  Closing remarks: PSC Chairperson, DepEd		



ZAFER MUSTAFAOĞLU  
Division Director  
Philippines, Malaysia and Brunei

October 13, 2025

Hon. Juan Edgardo “Sonny” M. Angara  
Secretary  
Department of Education  
DepEd Complex, Meralco Avenue  
Pasig City

Dear Secretary Angara:

*PHILIPPINES: Teacher Effectiveness and Competencies Enhancement Project  
4<sup>th</sup> Implementation Support Mission  
November 4-21, 2025*

We are pleased to inform you that the World Bank will be conducting the Fourth Implementation Support Mission (ISM) for the Teacher Effectiveness and Competencies Enhancement Project (TEACEP) from November 4 to 21, 2025.

The mission’s primary objectives are as follows:

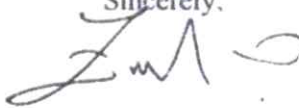
- i. Review the progress of implementation of the project activities by component, including towards the achievement of the Performance Based Conditions (PBCs) and key project performance indicators;
- ii. Conduct field visits in Region IX to monitor the outcomes of the completed Training of Teachers and Training of School Heads and Supervisors under PBC 2 and 10;
- iii. Explore the option to restructure the project to allow for flexibility in using funding for TV and radio-based instructional materials to purchase laptops and tablets as well as other learning materials; and
- iv. Discuss progress in fiduciary aspects, including disbursement progress, status of the Annual Work Plan and Budget, compliance with safeguard measures, as well as monitoring and evaluation (M&E).

Attached is a copy of the Mission Schedule for reference (Annex A). The World Bank Project Task Team will work closely with the Department of Education (DepEd) Project Integration and Coordination Office (PICO) to finalize the itinerary for the field visit and overall mission schedule. By the end of the mission, the team will prepare an Aide Memoire, which will include findings and agreed next steps.

The mission team will be co-led by Koji Miyamoto, Task Team Leader and Senior Economist, and Tara Beteille, Co-Task Team Leader and Lead Economist, and will be joined by

World Bank staff and consultants who are working on this project. The full list of mission members is in Annex B of this letter.

We sincerely appreciate your continued cooperation and support and we look forward to the successful conduct of this mission. For any questions or clarification, please contact Koji Miyamoto ([kmiyamoto@worldbank.org](mailto:kmiyamoto@worldbank.org)) or Tara Beteille ([tbeteille@worldbank.org](mailto:tbeteille@worldbank.org)).

Sincerely,  


Enclosure: as stated

cc: Hon. Ralph Recto, Secretary, Department of Finance  
Hon. Amenah Pangandaman, Secretary, Department of Budget and Management  
Hon. Arsenio Balisacan, Secretary, Department of Economy, Planning, and Development  
Mr. Joven Balbosa, Undersecretary, Department of Finance  
Mr. Joselito Basilio, Undersecretary, Department of Budget and Management  
Mr. Rolando Toledo, Undersecretary, Department of Budget and Management  
Mr. Joseph Capuno, Undersecretary, Department of Economy, Planning, and Development  
Ms. Rosemarie Edillon, Undersecretary, Department of Economy, Planning, and Development  
Mr. Peter Irving Corvera, Undersecretary, Department of Education  
Ms. Fatima Panontongan, Undersecretary, Department of Education  
Mr. Trygve Olaivar, Undersecretary, Department of Education  
Mr. Ronald Mendoza, Undersecretary, Department of Education  
Mr. Wilfredo Cabral, Undersecretary, Department of Education  
Ms. Donalyn Minimo, Assistant Secretary, Department of Finance  
Ms. Mary Anne Dela Vega, Assistant Secretary, Department of Budget and Management  
Mr. Jonathan Uy, Assistant Secretary, Department of Economy, Planning, and Development  
Mr. Roderick Planta, Assistant Secretary, Department of Economy, Planning, and Development  
Ms. Vivien Labastilla, Director, Department of Budget and Management  
Mr. Aldwin Urbina, Director, Department of Economy, Planning, and Development  
Ms. Ross Glyne Aquino, Division Chief, Department of Finance  
Ms. Ahnee Abutin, OIC-Project Development Officer V, Department of Education  
Mr. Marcos Chiliatto, Executive Director for the Philippines, World Bank Group  
Mr. Erwin Sta. Ana, Senior Advisor to the Executive Director for the Philippines, World Bank Group

**Annex A: Draft Mission Schedule**  
**TEACEP Fourth Implementation Support Mission**  
**November 5-8, 2025 (Field Visits)**  
**November 4, 10-11, 17-18, 21, 2025 (Thematic Meetings)**

**Mission team members from World Bank:** Koji Miyamoto (Task Team Leader and Senior Economist), Tara Beteille (Co-Task Team Leader and Lead Economist), Aisha Lanette N. De Guzman (Senior Financial Management Specialist), Melissa Santiago Yan (Procurement Specialist), Agnes Chung Balota (Senior Environmental Specialist), Jun Zeng (Senior Social Development Specialist), Maria Felda Alarkon (Consultant), Edwehna Paderna (Consultant), and Joanna Yu (Team Assistant)

**Tuesday, November 4, 2025**

Kick off meeting with World Bank and DepEd (online)

- Discussion of the Mission Objectives and Status update of agreed actions from the 3<sup>rd</sup> Implementation Support Mission (PMS-PMD, WB)

**Wednesday - Saturday, November 5-8, 2025**

Field visit: Field Visit (Region IX)

To monitor the outcomes of the completed Training of Teachers and Training of School Heads and Supervisors under PBC 2 and 10.

WB: Mission Team

DepEd: PMS and TEACEP PIUs (NEAP)

November 5, 2025: Travel Time to the Region (Dipolog City)

November 5-7, 2025: Conduct of Courtesy Call and KII to SDO (Venue: SDO Dipolog City and Dapitan City), school visits (KII, FGD, Assessment of teachers using existing COT)

Nov. 8, 2025: Travel Time to Manila

**Monday, November 10, 2025**

10:15 a.m. – 4:00 p.m.

- Presentation and discussion on the status of PBCs:

WB: Mission Team

DepEd: PMS-PMD, BHROD-SED, BHROD-HRDD

Venue: PMS Conference Room

<b>Tuesday, November 11, 2025</b>	
9:00 a.m. – 4.00 p.m.	<ul style="list-style-type: none"> <li>• Discussion on results/findings on the implementation of training rollout during the field visits undertaken in November 5-7</li> <li>• Discussion on follow-up activities (NEAP's supplementary modules and training in BARMM) related to K-3 teacher's training (PBC 2 and 10)</li> <li>• Discussions on verifications of PBC 2 and 10 (roles of NEAP to support the IVA)</li> <li>• Discussions on initial agreements on the engagement of CPD firm (roles, responsibilities, and budget allocation by NEAP to support the CPD firm)</li> </ul> <p>WB: Mission Team DepEd: PMS-PMD, NEAP, and BLD Venue: PMS Conference Room</p>
<b>Friday, November 14, 2025</b>	
11:00 a.m. – 12.00 p.m	<ul style="list-style-type: none"> <li>• Presentation and discussion regarding environmental and social aspects of the project</li> </ul> <p>WB: Mission Team DepEd: PMS-PMD Venue: PMS Conference Room</p>
<b>Monday, November 17, 2025</b>	
10:00 a.m. – 4:00 p.m.	<ul style="list-style-type: none"> <li>• Presentation and discussion on the procurement status of individual Consultants, consulting firms, and goods</li> <li>• Presentation and discussion on financial management including AWPB, eligible expenditures under PBC, IFRs, and submission of withdrawal application</li> </ul> <p>WB: Mission Team DepEd: PMS, ProcMS, BARMM-MBHTE, FS, and TEACEP Procurement TWG Venue: PMS Conference Room</p>



<b>Tuesday, November 18, 2025</b>	
10:00 a.m. – 4:00 p.m.	<ul style="list-style-type: none"> <li>• Discussions with the contractors (CPD, Impact Evaluation, and IVA)</li> </ul> <p>WB: Mission Team            DepEd: PMS-PMD            Contractors: CPD, impact evaluation, and IVA            Venue: PMS Conference Room</p>
<b>Wednesday, November 19, 2025</b>	
9:00 a.m. – 4.00 p.m.	<ul style="list-style-type: none"> <li>• Discussions on the restructuring to allow for funding flexibility</li> <li>• Identification of issues to raise to the Project Steering Committee.</li> <li>• Preparation for the wrap-up meeting (mission findings, agreements and next steps, including Aide Memoire)</li> </ul> <p>WB: Mission Team            DepEd: PMS-PMD            Venue: PMS Conference Room</p>
<b>Thursday, November 20 – Friday, November 21, 2025</b>	
9:30 a.m. – 12:00 n.n.	<ul style="list-style-type: none"> <li>• Implementation Support Mission Wrap -up meeting: Presentation of Mission Findings</li> <li>• Agreements and next steps (World Bank)</li> <li>• Closing remarks: PSC Chairperson. DepEd</li> </ul> <p>WB: Mission Team            DepEd: PMS, TEACEP PIUs (NEAP, FS, PS, BLR, ProcMS, BHROD, &amp; ICTS), COA, DOF, DBM, &amp; NEDA representatives, PSC members            Venue: TBA</p>

**Annex B: TEACEP Mission Team**

1. Koji Miyamoto, Task Team Leader and Senior Economist
2. Tara Beteille, Co-Task Team Leader and Lead Economist
3. Aisha Lanette N. De Guzman, Senior Financial Management Specialist
4. Melissa Santiago Yan, Procurement Specialist
5. Agnes Chung Balota, Senior Environmental Specialist
6. Jun Zeng, Senior Social Development Specialist
7. Maria Felda Alarkon, Consultant
8. Edwehna Paderna, Consultant
9. Joanna Yu, Team Assistant)