



Republic of the Philippines
Department of Education
 REGION VIII - EASTERN VISAYAS

August 15, 2025

REGIONAL MEMORANDUM

No. **991**, s. 2025

UPDATES ON THE CONFIRMED PARTICIPANTS TO THE PROFESSIONAL DEVELOPMENT PROGRAM "BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS' COMPETENCE IN CONTENT AND PEDAGOGY" (BATCH 1)

To: Schools Division Superintendents
 All Others Concerned

- In reference to **Memorandum DM-OUHROD-2025-1708** and **Regional Memorandum No. 896, s. 2025**, this Office, through the Human Resource Development Division (HRDD) and National Educators Academy of the Philippines – Region VIII (NEAP-RVIII), announces the conduct of the **PROFESSIONAL DEVELOPMENT PROGRAM "BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS' COMPETENCE IN CONTENT AND PEDAGOGY (BATCH 1)"**. The list of updated participants, schedule, and locations for the professional development program series are outlined in the attached enclosures.
- This program aims to enhance teachers' pedagogical content knowledge, subject-matter expertise, and instructional strategies to strengthen their teaching competencies across various learning areas and key stages.
- The program is composed of five (5) days of in-person sessions complemented by forty (40) hours of asynchronous experiential professional learning. The participants will be given five (5) months to complete their Workplace Application Plans (WAPs).
- The participants are reminded to bring their own laptops, chargers, extension cords, other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.), and any necessary medication/s.
- The participants are entitled to Vacation Service Credits (VSCs) in accordance with DepEd Order No. 013, s. 2024 "Revised Guidelines on the Grant of VSCs for Teachers" or Compensatory Time-Off pursuant to CSC-DBM Joint Circular No. 2, s. 2004 "Non-Monetary Remuneration for Overtime Services Rendered," whichever is applicable.
- The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.



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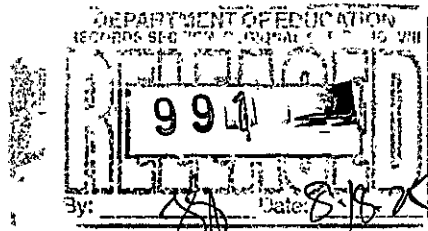
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7. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO/school/local funds, subject to the usual accounting and auditing rules and regulations. On the other hand, the travel expenses of the regional PMT shall be charged against HRTD funds, subject to the usual accounting and auditing rules and regulations.

8. For inquiries, contact **Mr. Israel Gilvani D. Malaca, EPS II, NEAP R-8** through **neap.region8@deped.gov.ph**.

9. Immediate dissemination of and strict compliance with this Memorandum are desired.



RONELO AL K. FIRMO, CESO IV
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Enclosures: As stated

References: As stated

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

PARTICIPANTS PROFESSIONAL DEVELOPMENT
TRAINING

HRDD-NEAPRVIII-IGDM

Enclosure No. 1 to Regional Memorandum No. 9911, 2025

BATCH 1							
Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy for Key Stage 3: August 18-22, 2025, Baguio Teachers Camp, Baguio City							
LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
PHYSICAL SCIENCE	1. CHRISTIE ANNE D. BIHAG	MT IV	SDO Leyte		F	christianne.bihag@deped.gov.ph	0908 284 1582
	2. CELESTIE APITA	MT II	SDO Borongan		F	celestie.apita@deped.gov.ph	9173020275
ENGLISH	1. ELMA O. ZANTUA	MT II	SDO Eastern Samar	60	F	elma.zantua001@deped.gov.ph	9565213164
MATH	1. CHRISTINE TASIC-DELORINO	Master Teacher III	SDO Northern Samar	44	Female	christine.delorino@deped.gov.ph	9276438718
	2. PATRICIO P. LAURITO JR.	HT IV	SDO Biliran	51	Male	patricio.laurito@deped.gov.ph	9175436131
	3. LOWEL G. CANTOJA	HT-I	SDO Ormoc	40	Male	Lowel.cantoja@deped.gov.ph	9065605246
EPP / TLE	1. MARIA ROTE A. JABONERO	MT-I	SDO Catbalogan	38	Female	mariarotea.jabonero@deped.gov.ph	9278702144
	2. SANCHA A. LUCENDA	Master Teacher I	SDO Tacloban	52	Female	sancha.lucenda@deped.gov.ph	9204149990
	3. DIOSITA N. CAMILOTES	Teacher III	SDO Baybay	33	Female	diosita.nayre@deped.gov.ph	9677466031
GMRC / VALUES EDUCATION	1. CARLO FRANCIS O. DAGUMAN	Master Teacher II	SDO Samar	37	Male	daguman.carlofrancis@deped.gov.ph	9300929829
	2. CHARON V. DECIO	T-III	SDO Ormoc	46	Female	charon.decio029@deped.gov.ph	9606573964

Enclosure No. 2 to Regional Memorandum No. 9911 s. 2025**BATCH 1****Building Teacher Expertise: Enhancing Early Childhood Education Teacher's Competence in Content and Pedagogy: October 20-24, 2025, NEAP NCR, Marikina City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
EARLY CHILDHOOD EDUCATION	1. BERNIE P. CHINEL	Teacher I	SDO Eastern Samar	33	M	bernie.chinel@deped.gov.ph	9815525185
	2. CELSO E. PADECIO	Teacher III	SDO Maasin	40	M	celso.padecio@deped.gov.ph	9979263177
	3. LUCILLE C. COZO	T III	SDO Biliran	37	F	Lucille.cozo@deped.gov.ph	0935-053-8845

Enclosure No. 3 to Regional Memorandum No. 9911 11 2025

Terms of Reference for the RO-PMT

Program Management Team members assigned to session rooms are expected to carry out the following tasks to ensure the **smooth, effective, and learner-centered implementation** of the program:

1. **Assist the Central Office - Program Management Team (NEAP-PMT)** in supervising the overall implementation of the program within the assigned session room, ensuring a constructive and engaging learning environment.
2. **Coordinate with resource persons and/or learning area experts** to ensure that the program is delivered in alignment with the approved instructional design and session objectives.
3. **Establish a conducive learning atmosphere** by initiating unfreezing activities, aligning participant expectations, and setting learning norms at the start of the program.
4. **Monitor and respond to emerging learning needs and challenges** within the session room, referring complex issues to the Program Lead as necessary for resolution or escalation.
5. **Facilitate the execution of scheduled learning activities** and provide logistical and instructional support for any required adjustments.
6. **Ensure the proper administration of both pre-test and post-test assessments**, in accordance with the program's assessment protocols.
7. **Document the learning sessions accurately**, including key discussions, activities, insights, and participant engagement. Capture relevant photographs to support program documentation and reporting.
8. **Assist in the distribution of learning materials and necessary supplies**, ensuring participants have access to required resources throughout the training.
9. **Ensure the completion and submission of daily attendance sheets and daily evaluation forms** by participants to designated NEAP personnel.

Enclosure No. 4 to Regional Memorandum No. **9911** -s. 2025

Indicative Program of Activities, Meal Provision and Accommodation Details

A. INDICATIVE PROGRAM OF ACTIVITIES:

Time	Day 1	Day 2	Day 3	Day 4	Day 5
8:00-8:30 AM	Registration		Preliminaries / Management of Learning (MOL)		
8:30-9:00 AM	Opening Program -Nationalistic Song -Prayer -Messages from Executive Committee -General Guidelines and Procedures of the training. -Pre-Test	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
9:00-10:00 AM	Training Proper Break - Out Sessions (per Learning Area) -Discussion -Workshop -Session Activities -Completion of Session Outputs	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
10:00-10:30 AM	HEALTH BREAK				
10:30 AM-12:00 Noon	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
12:00 NN-1:00 PM	LUNCH BREAK				
1:00-1:15 PM	MANAGEMENT OF LEARNING				
1:15-3:00 PM	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
3:00-3:15 PM	HEALTH BREAK				
3:15-4:30 PM	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Post-Test Closing Program
4:30-5:00 PM	END OF THE DAY EVALUATION / PMT DEBRIEFING				

B. MEAL PROVISION:

Meals	DAY 0 (Sunday)	DAY 1 (Monday)	DAY 2 (Tuesday)	DAY 3 (Wednesday)	DAY 4 (Thursday)	DAY 5 (Friday)
Breakfast			✓	✓	✓	✓
AM Snack			✓	✓	✓	✓
Lunch			✓	✓	✓	✓
PM Snack			✓	✓	✓	✓
Dinner	✓		✓	✓	✓	

C. ACCOMMODATION DETAILS:

The participants are required to check in on the afternoon of Day 0 and check out on the afternoon of Day 5.

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Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

July 29, 2025

REGIONAL MEMORANDUM
No. **896** s. 2025

**CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM
"BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS'
COMPETENCE IN CONTENT AND PEDAGOGY"**

To: Schools Division Superintendents
All Others Concerned

1. In reference to **Memorandum DM-OUHROD-2025-1708**, this Office, through the Human Resource Development Division (HRDD) and National Educators Academy of the Philippines – Region VIII (NEAP-RVIII), announces the conduct of the **PROFESSIONAL DEVELOPMENT PROGRAM "BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS' COMPETENCE IN CONTENT AND PEDAGOGY"**. The schedule and locations for the professional development program series are outlined in the attached enclosures.
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6. The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.
7. The participants' board and lodging will be charged against **local funds** and the travel expenses of the regional PMT shall be charged against HRTD funds, subject to the usual accounting and auditing rules and regulations.
8. For inquiries, contact **Mr. Israel Gilvani D. Malaca, EPS II, NEAP R-8** through **neap.region8@deped.gov.ph**.



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DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

9. Immediate dissemination of and strict compliance with this Memorandum are desired.


EVELYN R. FETALVERO, CESO III
Regional Director

Enclosures: As stated

References: As stated

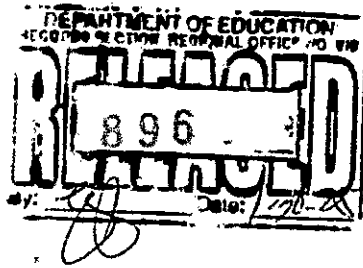
To be indicated in the Perpetual Index under the following subjects:

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PROFESSIONAL DEVELOPMENT

TRAINING

HRDD-NEAPRVIII-IGDM



Enclosure No. 1 to Regional Memorandum No. 855 s. 2025

**Building Teacher Expertise: Enhancing Teacher's Competence in Content and
Pedagogy for Key Stage 2
(BATCH 1) August 4-8, 2025, Baguio Teachers Camp, Baguio City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
PHYSICAL SCIENCE	1. Iohannes Paoli B. Baldomar	MT II	SDO Eastern Samar	38	Male	iohannesp aoli.baldo mar@deped.gov.ph	995632 4912
	2. Ma. Natividad C. Costo	master Teacher II	SDO Samar	55	Female	manatividad.costo@deped.gov.ph	960661 6941
	3. ROHEN T. CAPUYAN	T-II	SDO Ormoc	33	Male	Rohen.capuyan001@deped.gov.ph	096580 56052
ENGLISH	1. Gerome Negad	Principal 1	SDO Leyte	36	Male	gerome.negad@deped.gov.ph	0927 355 6299
	2. Melanie C. Bation	THI	SDO Biliran	44	Female	melanie.bation003@deped.gov.ph	975294 1627
	3. Rosalyn A. Sosing	Principal IV	SDO Northern Samar	46	Female	rosalyn.sosing@deped.gov.ph	968579 8279
MAPEH	1. Faye De Lacerna Yaranon	THI	SDO Baybay	44	Female	faye.yaranon@deped.gov.ph	927351 4167
	2. Jennifer L. Balibalita	T1	SDO Tacloban	28	Female	jennifer.balibalita@deped.gov.ph	951194 5691
	3. Allan Cipriano	T-II	SDO Catbalogan	28	Male	allan.cipriano@deped.gov.ph	092027 28310
EPP / TLE	1. Maricel N. Borden	THI	SDO Samar	44	Female	maricel.borden001@deped.gov.ph	966648 1834
	2. Richie C. Blasabas	EPS	SDO Maasin	38	Male	richie.blasabas@deped.gov.ph	961141 2783
	3. Maria Norieta D. Alpez	PSDS	SDO Borongan		Female	Marianorietta.alpez@deped.gov.ph	094550 64789

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
AMENIA C. ASPA	EDUCATION PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	56	F	amcna.aspa001@deped.gov.ph	9171034156

DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

Enclosure No. 2 to Regional Memorandum No. 86 - 4 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy for Key Stage 3
(BATCH 1) August 18-22, 2025, Baguio Teachers Camp, Baguio City

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
PHYSICAL SCIENCE	1. Christie Anne D. Bihag	MT IV	SDO Leyte			christieanne.bihag@deped.gov.ph	0908 284 1582
ENGLISH	1. Elma O. Zantua	MT II	SDO Eastern Samar	60	F	elma.zantua001@deped.gov.ph	956521 3164
MATH	1. Christine Tasic-Delorino	Master Teacher III	SDO Northern Samar	44	Female	christine.delorino@deped.gov.ph	927643 8718
	2. Patricio P. Laurito Jr.	HT IV	SDO Biliran	51	Male	patricio.laurito@deped.gov.ph	917543 6131
	3. Lowel G. Cantoja	HT-I	SDO Ormoc	40	Male	Lowel.cantoja@deped.gov.ph	090656 05246
EPP / TLE	1. Maria Rotea A. Jabonero	MT-I	SDO Catbalogan	38	Female	mariarotea.jabonero@deped.gov.ph	927870 2144
	2. Sancha A. Lucenda	Master Teacher I	SDO Tacloban	52	Female	sancha.lucenda@deped.gov.ph	920414 9990
	3. Diosita N. Camilotes	Teacher III	SDO Baybay	33	Female	diosita.nayre@deped.gov.ph	967746 6031
GMRC / VALUES EDUCATION	1. Carlo Francis O. Daguman	Master Teacher II	SDO Samar	37	Male	daguman.carlofranciss@deped.gov.ph	930092 9829
	2. Melchy O. Orito	EPS	SDO Maasin	49	Female	Melchy.orito001@deped.gov.ph	099233 05909

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
Bernaldo A. Basiano	EDUCATION PROGRAM SUPERVISOR	SDO Tacloban	44	M	bernaldo.basiano@deped.gov.ph	09275270357



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Enclosure No. 3 to Regional Memorandum No. _____ s. 2025

**Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy for Key Stage 3
(BATCH 1) August 18-22, 2025, Baguio Teachers Camp, Baguio City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
EARLY CHILDHOOD EDUCATION	1. Bernie P. Chinel	Teacher I	SDO Eastern Samar	33	M	bernie.chinel@deped.gov.ph	981552 5185
	2. CELSO E. PADECIO	Teacher III	SDO Maasin	40	M	celso.padcio@deped.gov.ph	997926 3177
	3. LUCILLE C. COZO	T III	SDO Biliran	37	F	Lucille.cozo@deped.gov.ph	0935-053-8845



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Enclosure No. 4 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy (BATCH 2)
Key Stage 2- Physical Science
SEPTEMBER 1-5, 2025, Baguio Teachers Camp, Baguio City

KEY STAGE/ LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 2 - PHYSICAL SCIENCE	1. Bernie P. Chinel	Teacher I	SDO Eastern Samar	33	M	bernie.chinel@deped.gov.ph	9815525185
	2. ELAINE V. FERNANDEZ	Master Teacher II	SDO Maasin	40	M	elaine.fernandez001@deped.gov.ph	09705996194
	3. Vera Leonora B. Balasanos	MT II	SDO Leyte	46	F	veraleonora.balasanos@deped.gov.ph	09277569412
	4. Romar T. Cabuello	Teacher III	SDO Samar	30	M	romar.cabuello@deped.gov.ph	09953066878
	5. Mary Vale Cagang	T-III	SDO Ormoc	32	F	MaryvaleCagang@deped.gov.ph	09284489953
	6. Lucell C. Jampas	MT II	SDO Biliran	43	F	Lucell.jampas001@deped.gov.ph	09165734852
	7. Joy B. Saldana	EPS	SDO Calbayog		M	Joy.saldana1@deped.gov.ph	09177955097
	8. Gennie S. Lacanaria	MT 2	SDO Tacloban	53	F	Gennie.lacanaria@deped.gov.ph	09778110470

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
RYAN R. TIU	EDUCATION PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	42	M	ryan.tiu@deped.gov.ph	9298833771



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Enclosure No. 5 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy

**KEY STAGE 3-ENGLISH and KEY STAGE 2 -MAPEH (BATCH 2)
SEPTEMBER 22-26, 2025, Baguio Teachers Camp, Baguio City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 3 - ENGLISH	1. AGNES C. GACELOS	Master Teacher I	SDO Samar	40	Female	agnesgacelos@deped.gov.ph	9171240095
	2. Fay Ann Q. Godoy	T-III	SDO Baybay	42	F	fayann.godoy@deped.gov.ph	9926267504
	3. Mary Ann T. Garado	MT I	SDO Eastern Samar		F		
	4. Adrinor Niña D. Mancera	MT I	SDO Maasin City	34	F	Adrinornina.mancera@deped.gov.ph	09173129052
	5. Maria Celeste L. Vincoy	P I	SDO Leyte	35	F	mariacelestevincoy@deped.gov.ph	09056023282
	6. Erwin L. Purcia	EPS	SDO Calbayog	35	M	erwin.purcia@deped.gov.ph	09088810747
KEY STAGE 2 - MAPEH	1. Fay Ann Q. Godoy	T-III	SDO Baybay	42	F	fayann.godoy@deped.gov.ph	9926267504
	2. Constantino L. Cañedo	T-III	SDO Ormoc	29	M	Constantino.canedo@deped.gov.ph	092777713816
	3. NOEL C. NICART	P-I	SDO Leyte	53	M	noel.nicart001@deped.gov.ph	09051014238
	4. GREGORIO CAINTO		SDO Eastern Samar		M		

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
NOVA P. JORGE	EDUCATION PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	52	F	nova.jorge@deped.gov.ph	9171440573



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Enclosure No. 6 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy FOR KEY STAGE 3 -VALUES EDUCATION (BATCH 2) SEPTEMBER 29 – OCTOBER 3, 2025, Baguio Teachers Camp, Baguio City

KEY STAGE/ LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 3 – VALUES EDUCATION	1. Virgilio R. Bacaycay, Jr.	Master Teacher I	SDO Samar	31	Male	virgilio.bacaycay001@deped.gov.ph	9606617181
	2. Jomar L. Caube	Teacher III	SDO Maasin City	29	M	Jomar.caube@deped.gov.ph	09566533443
	3. Desiree M. Noveda	P2	SDO Leyte	51	F	desiree.molabola001@deped.gov.ph	09606636458
	4. Joey L. Escorido	MT-I	SDO Calbayog	37	M	joey.escorido@deped.gov.ph	09606563151
	5. Nelson R. Bello	EPS	SDO Calbayog	39	M	nelson.bello@deped.gov.ph	09761749013
	6. Emma A. Eval	HT 3	SDO Tacloban	48	F	Emma.eval001@deped.gov.ph	09456048477
	7. Wovilla F. Laurente	MT-I	SDO Ormoc	50	F	Wovilla.laurente@deped.gov.ph	09182660896
	8. JACKIE LOU B. CANDELARIO-ARIAS	Teacher II	SDO Eastern Samar	39	F	Jackielou.arias@deped.gov.ph	09606564070

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
ROWEN A D. ABAN	EDUCATION PROGRAM SUPERVISOR	SDO CATBALOGAN	54	F	rowena.aban001@deped.gov.ph	9171022224

Enclosure No. 7 to Regional Memorandum No. _____ S. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy

**KEY STAGE 2-EPP/TLE and KEY STAGE 3-MATHEMATICS (BATCH 2)
OCTOBER 13-17, 2025, Baguio Teachers Camp, Baguio City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 2 - EPP	1. Bernadeth Fernandez	Master Teacher 1	Baybay City	35	Female	bernadeth.fernandez@deped.gov.ph	9919678911
	2. Julian M. Daguil	Principal 2	SDO Leyte		M	julan.daguil001@deped.gov.ph	9070524647
	3. Mary Rose B. Bacarra	MT I	SDO Samar		F	Maryrose.bacarra@deped.gov.ph	09264174902
	4. Annie Vir D. Tariao	MT-II	SDO Ormoc	42	F	annievir.tariao@deped.gov.ph	09478970821
	5. Jenelind J. Manus	MT-I	SDO Tacloban	44	F	jenelind.manus001@deped.gov.ph	09171176183
KEY STAGE 3 - MATH	1. Ruby Q. Remaldora	Master Teacher I	Baybay City	45	Female	ruby.remaldora@deped.gov.ph	9499099624
	2. Leoncio Pablo Cecogo	Teacher III	SDO EASTERN SAMAR		Male	leonciopablo.cecogo@deped.gov.ph	9454001364
	3. Junaz S. Emboy	Head Teacher I	SDO Maasin City	34	Male	junaz.emboy@deped.gov.ph	9466623724
	4. JOSEPH R. OLEGARIO	Teacher III	SDO Samar	35	Male	josepholegario@deped.gov.ph	9684566837
	5. Milagros M. Macasusi	P2	SDO Leyte		F	milagros.macasusi001@deped.gov.ph	09171554242

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
GLENDAL E LAMISERIA	EDUCATIONAL PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	51	F	glendale.lamiseria@deped.gov.ph	9985797617



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Enclosure No. 8 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy

**KEY STAGE 2-ENGLISH and KEY STAGE 3-PHYSICAL SCIENCE (BATCH 2)
NOVEMBER 3-7, 2025, Baguio Teachers Camp, Baguio City**

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 2 - ENGLISH	1. CHRISTYL B. CUBELO	Master Teacher I	SDO Samar	40	Female	christylcubelo@deped.gov.ph	9606615910
	2. Mary Ann A. Paloma	Teacher III	SDO Maasin City	31	F	maryann.asis01@deped.gov.ph	09950358038
	3. Jayson B. Closa	Principal 4	SDO Leyte		M	Jayson.closa001@deped.gov.ph	09282773916
	4. Lido C. Manicane	MT-II	SDO Calbayog	35	M	lido.manicane1@deped.gov.ph	09606562543
	5. Alma Mendoza	MT I	SDO Tacloban	56	F	Alma.medoza004@deped.gov.ph	09975180607
KEY STAGE 3 - PHYSICAL SCIENCE	1. Eureka Trisha A. Balagbis	Teacher I	SDO Eastern Samar	25	Female	eurekatrisaha.balagbis@deped.gov.ph	9685690936
	2. Myra E. Cardona	Master Teacher II	SDO Maasin City			myra.cardona@deped.gov.ph	
	3. ARLENE C. BAGUNAS	Teacher III	SDO SAMAR	38	Female	arlene.bagunas001@deped.gov.ph	9178942598
	4. Irhyn V. Reyes	MT 4	SDO LEYTE	44	Female	Irhyn.reyes001@deped.gov.ph	09474889577
	5. Carina D. Desor	T1	SDO Ormoc	38	F	Carina.desor21@gmail.com	09606573605

RO-PMT

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
Artigo Salvador	Education Program Supervisor	SDO Southern Leyte				

Enclosure No. 9 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy
KEY STAGE 2- GMRC/VALUES EDUCATION AND KEY STAGE 3- TLE (BATCH 2)
NOVEMBER 17-21, 2025, Baguio Teachers Camp, Baguio City

LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
KEY STAGE 2 - GMRC	1. Reymarc Jonvil F. Dacallos	Master Teacher I	SDO Samar	35	M	reymarcjonvil.dacallos002@deped.gov.ph	9684583579
	2. Aileen B. Relevo	P3	SDO Leyte	54	F	Aileen.relevo001@deped.gov.ph	09493062157
	3. MA. ABEGAIL B. MACASIL	TEACHER III	SDO Eastern Samar	31	F	Maabegail.macasil@deped.gov.ph	
	4. Weirna F. Dapuran	T-III	SDO Ormoc	48	M	Weirna.dapuran001@deped.gov.ph	0992374008
	5. BLANCHIE B. VALERIANO	T-I	SDO Tacloban	34	F	blanchie.baino@deped.gov.ph	09159689861
KEY STAGE 3 - TLE	1. Leonimae P. Ampong	TIII	SDO EASTERN SAMAR	30	F	maleonimae.ampong@deped.gov.ph	9753851214
	2. Iris Mae S. Tomon	Master Teacher II	SDO MAASIN CITY		F	irismae.tomon@deped.gov.ph	
	3. Paul Brian B. Singcol	Master Teacher I	SDO Leyte		M		
	4. Maricon Elardo		SDO Tacloban	40		Maricon.elardo001@deped.gov.ph	09397020045
	5. Arnold M. Jaraba	EPS	SDO Calbayog	55	M	arnold.jaraba@deped.gov.ph	09176212770

RO-PMT

DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
ERNANI S. FERNANDEZ JR.	EDUCATIONAL PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	48	M	ernani.fernandez001@deped.gov.ph	954261122

Enclosure No. 10 to Regional Memorandum No. _____ s. 2025

Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy

EARLY CHILDHOOD EDUCATION (BATCH 2)
NOVEMBER 24-28, 2025, Baguio Teachers Camp, Baguio City

KEY STAGE/ LEARNING AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
EARLY CHILDHOOD EDUCATION	1. Manilyn A. Cabanag	Master Teacher-I	SDO Catbalogan	37	F		9606674580
	2. Ma. Idohna R. Gallamaso	Teacher 3	SDO Catbalogan	34	F		
	3. ERIKA MAE C. CABEZAS	Master Teacher I	SDO Samar	35	F	erikamae.cabezas@deped.gov.ph	9295960191
	4. Vilma I. Villas	HT I	SDO Leyte	52	F	vilma.villas@deped.gov.ph	09171123520
	5. Althea Maria C. Doblas	MT I	SDO Leyte	52	F	althea.doblas@deped.gov.ph	09773644961
	6. Jenny C. Samares	Master Teacher I	SDO Maasin	37	F	jenny.samares@deped.gov.ph	09606533187
	7. Lourdes L. Matan	EPS	SDO Calbayog	50	F	lourdes.matan@deped.gov.ph	09665410322
	8. Ariel S. Balagbis		SDO Eastern Samar			Ariel.balagbis@deped.gov.ph	09692046989
	9. Adelfa R. Balderian	MT-II	SDO Ormoc	46	F	adelfa.balderian001@deped.gov.ph	09638320915
	10. Jovilyn A. Macawile		SDO Tacloban	47	F	Jovilyn.macawile@deped.gov.ph	09606617638

RO-PMT



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DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
DEAN RICHARD M. ENDRIANO	EDUCATION PROGRAM SUPERVISOR	REGIONAL OFFICE VIII	47	M	dean.endriano@deped.gov.ph	9274183061

Enclosure No. 11 to Regional Memorandum No. _____ s. 2025

Terms of Reference for the RO-PMT



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Terms of Reference

Program Management Team members assigned to session rooms are expected to carry out the following tasks to ensure the smooth, effective, and learner-centered implementation of the program:

1. **Assist the Central Office - Program Management Team (NEAP-PMT) in supervising the overall implementation of the program within the assigned session room, ensuring a constructive and engaging learning environment.**
2. **Coordinate with resource persons and/or learning area experts to ensure that the program is delivered in alignment with the approved instructional design and session objectives.**
3. **Establish a conducive learning atmosphere by initiating unfreezing activities, aligning participant expectations, and setting learning norms at the start of the program.**
4. **Monitor and respond to emerging learning needs and challenges within the session room, referring complex issues to the Program Lead as necessary for resolution or escalation.**
5. **Facilitate the execution of scheduled learning activities and provide logistical and instructional support for any required adjustments.**
6. **Ensure the proper administration of both pre-test and post-test assessments, in accordance with the program's assessment protocols.**
7. **Document the learning sessions accurately, including key discussions, activities, insights, and participant engagement. Capture relevant photographs to support program documentation and reporting.**
8. **Assist in the distribution of learning materials and necessary supplies, ensuring participants have access to required resources throughout the training.**
9. **Ensure the completion and submission of daily attendance sheets and daily evaluation forms by participants to designated NEAP personnel.**

Enclosure No. 12 to Regional Memorandum No. _____ s. 2025

Indicative Program of Activities, Meal Provision and Accommodation Details



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DEPARTMENT OF EDUCATION REGION VIII - EASTERN VISAYAS

A. INDICATIVE PROGRAM OF ACTIVITIES:

Time	Day 1	Day 2	Day 3	Day 4	Day 5
8:00-8:30 AM	Registration		Preliminaries / Management of Learning (MOL)		
8:30-9:00 AM	Opening Program Nationalistic Song Prayer Messages from Executive Committee General Guidelines and Procedures of the training Pre Test	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)
9:00-10:00 AM	Training Proper Break Out Sessions (per Learning Area) Discussion Workshop Session Activities Completion of Session Outputs	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)
10:00-10:30 AM	HEALTH BREAK				
10:30 AM-12:00 Noon	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)
12:00 NN-1:00 PM	LUNCH BREAK				
1:00-1:15 PM	MANAGEMENT OF LEARNING				
1:15-3:00 PM	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)
3:00-3:15 PM	HEALTH BREAK				
3:15-4:30 PM	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Training Proper Break Out Sessions (per Learning Area)	Post Test Closing Program
4:30-5:00 PM	END OF THE DAY EVALUATION / PMT DEBRIEFING				

B. MEAL PROVISION:

Meals	DAY 0 (Sunday)	DAY 1 (Monday)	DAY 2 (Tuesday)	DAY 3 (Wednesday)	DAY 4 (Thursday)	DAY 5 (Friday)
Breakfast			✓	✓	✓	✓
AM Snack			✓	✓	✓	✓
Lunch			✓	✓	✓	✓
PM Snack			✓	✓	✓	✓
Dinner	✓		✓	✓	✓	

C. ACCOMMODATION DETAILS:

The participants are required to check in on the afternoon of Day 0 and check out on the afternoon of Day 5.



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Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025-1703

TO : Regional Directors
 Schools Division Superintendents
 HRDD Chiefs / NEAP R Focal Persons
 CLMD Chiefs
 All Others Concerned

FROM : *Wilfredo E. Cabral*
WILFREDO E. CABRAL
 Undersecretary
 Human Resource and Organizational Development

Carmela C. Oracion
CARMELA C. ORACION
 Assistant Secretary
 Human Resource and Organizational Development
 (National Educators Academy of the Philippines)

SUBJECT : CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM
 "BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS'
 COMPETENCE IN CONTENT AND PEDAGOGY"

DATE : 26 June 2025

- The National Educators Academy of the Philippines (NEAP) will conduct the professional development program "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy" across learning areas and key stages (KS), with the following schedule and details:

Activity	Date & Venue	Target Participants per Learning Area per RO	Registration Link
Batch 1			
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 2	04-08 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - MAPEH: 3 - EPP: 3 - GMRC: 3	https://tinyurl.com/B1-NEAP-BTE Deadline: 25 July 2025
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 3	18-22 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - Mathematics: 3 - TLE: 3 - Values Education: 3	
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	20-24 October 2025 Venue: NEAP Marikina City	- Early Childhood Education: 3	



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
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Batch 2			
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	01-05 September 2025 Venue: NEAP Baguio	- Physical Science (KS 2): 15	https://tinyurl.com/B2-NEAP-BTE Deadline: 22 August 2025
	22-26 September 2025 Venue: TBA	- English (KS 3): 9 - MAPEH (KS 2): 9	
	29 September – 03 October 2025 Venue: TBA	- Values Ed (KS 3): 15	
	13-17 October 2025 Venue: TBA	- EPP (KS 2): 9 - Mathematics (KS 3): 9	
	03-07 November 2025 Venue: TBA	- English (KS 2): 9 - Physical Science (KS 3): 9	
	17-21 November 2025 Venue: TBA	- GMRC (KS 2): 9 - TLE (KS 3): 9	
	24-28 November 2025 Venue: TBA	- Early Childhood Education: 15	
Note: Exact venues and other relevant details of the activities will be disseminated through a separate memorandum/ advisory.			

2. This program aims to enhance teachers' pedagogical content knowledge, subject-matter expertise, and instructional strategies to strengthen their teaching competencies across various learning areas and key stages.
3. The program is composed of five (5) days of in-person sessions complemented by forty (40) hours of asynchronous experiential professional learning. The participants will be given five (5) months to complete their Workplace Application Plans (WAPs).
4. In this regard, the **Regional Offices (ROs)**, through the **HRDD Chiefs/NEAP R Focal Persons**, in coordination with concerned **Schools Division Offices (SDOs)**, are **requested to endorse participants** based on the allocated slots per learning area provided above, **selected according to the qualification standards prescribed in the Guidelines in the Selection of Participants (Enclosure 1)**.

Furthermore, each **RO is requested to endorse relevant regional personnel to serve as a member of the Program Management Team (PMT)**, based on the allotted number of PMT members per region indicated in the **PMT Composition and Terms of Reference (Enclosure 2)**.

The selected participants and RO PMT Members must be endorsed to the NEAP Central Office using the prescribed template (*editable file accessible via the link <https://tinyurl.com/Template-for-Endorsement-Form>*) through the Microsoft Forms link <https://forms.office.com/r/cmUG7Ly5Qss> on or before **25 July 2025**.

5. Enclosed are the following documents, for reference:

- a. **Enclosure 1** *Guidelines in the Selection of Participants*
- b. **Enclosure 2** *PMT Composition and Terms of Reference*
- c. **Enclosure 3** *National Technical Working Group Members*
- d. **Enclosure 4** *Indicative Program of Activities and Meal Provision and Accommodation Guide*

6. In preparation for the said activities, an **Online Orientation Meeting** will be conducted with the **HRDD Chiefs** (or their designated representatives) on **23 July 2025, 1:30 – 3:30 p.m.** via **Microsoft Teams** (Meeting Link: <https://tinyurl.com/NEAPxHRDDCoorMtgReBTE>).

7. The participants are reminded to bring their own laptops, chargers, extension cords, other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.), and any necessary medication/s.
8. The participants are entitled to *Vacation Service Credits (VSCs)* in accordance with DepEd Order No. 013, s. 2024 "Revised Guidelines on the Grant of VSCs for Teachers" or *Compensatory Time-Off* pursuant to CSC-DBM Joint Circular No. 2, s. 2004 "Non-Monetary Remuneration for Overtime Services Rendered," whichever is applicable.
9. The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.
10. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO/school/local funds, subject to the usual accounting and auditing rules and regulations.
11. Should you have questions and concerns, please coordinate with **Ms. Joy Magalona**, Senior Education Program Specialists, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph / joy.magalona001@deped.gov.ph or landline (02) 8715-9919.
12. For immediate dissemination and appropriate action.

Copy furnished:
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OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

[NEAP - PDD / J.S. Magalona]



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