



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

February 24, 2026

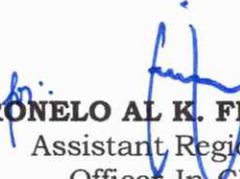
REGIONAL MEMORANDUM

No. **241** s. 2026

**RECONSTITUTION OF THE COMPOSITION OF THE REGIONAL GENDER AND
DEVELOPMENT FOCAL POINT SYSTEM (GFPS) AND
SUBMISSION OF THE SDO GFPS**

To: Schools Division Superintendents
Regional Office Division Chiefs
Public Elementary and Secondary School heads
All Others Concerned

1. With reference to DepEd Order No. 27, s. 2013 titled Guidelines and Procedure on the Establishment of DepEd Gender and Development (GAD) Focal Point System (GFPS) at the Regional, Division and school Levels and DepEd Order No. 32, s. 2017 titled Gender-Responsive Basic Education Policy, this Office hereby presents the attached Reconstituted Regional GFPS. (Enclosure No. 1)
2. The tasks and functions of the members of the GFPS shall be part of their regular key result areas (KRAs), work plans and performance assessment indicators, and shall be given due consideration in the entire performance management system.
3. Capacity development programs shall be provided to the GFPS members to enhance skills on gender sensitivity training, gender analysis, gender-responsive planning and budgeting, gender audit and other updates on GAD related laws, policies, and instruments. Please refer to Enclosure No. 2 for the functions of the GFPS.
4. Likewise, this office requests each Schools Division Office to submit their GAD FPS via email at hrdd.region8@deped.gov.ph attention: Rowena T. Vacal on or before March 2, 2026.
5. Immediate dissemination of and 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: DO No. 27, s. 2013 and DO No. 32, s. 2017

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

GAD FOCAL POINT SYSTEM GFPS



HRDD-RTV



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Enclosure No. 1

RECONSTITUTED COMPOSITION OF THE REGIONAL GAD FOCAL POINT SYSTEM (GFPS)

Designation	Name	Sex	Office	Alternate	Sex
GFPS Head or Chairperson	Ronelo Al K. Firmo CESO IV OIC-Regional Director	M	Office of the Regional Director		
Head, Technical Working Group (TWG)	MARILYN B. SIAO CESO IV Assistant Regional Director		Office of the Assistant Regional Director		
Member	Jim Albert A. Lagado Information Technology Officer I	M	ICT Unit	Mikko S. Duero Computer Programmer II	M
Member	Atty. Eleanor C. Calumpiano Attorney IV	F	Legal Unit	Atty. Dulce C. Catubao Attorney III	F
Member	Jasmin F. Calzita Administrative Officer V	F	PAU	Floramay Q. Bacus Project Development Officer II	F
Member	Gertrudes C. Mabutin Chief Education Supervisor	F	CLMD	Dandy G. Acuin Education Program Supervisor	M
Member	Alejandra B. Lagumbay Chief Education Supervisor	F	ESSD	Brent Andrada Project Development Officer II	M
Member	Mercedes D. Sarmiento Chief Education Supervisor	F	FTAD	Geraldine M. Mangaliman Education Program Supervisor	F
Member	Rita R. Dimakiling Chief Education Supervisor	F	PPRD	Jennylynd D. Daya Education Program Specialist II	F
Member	Rosemarie M. Guino Chief Education Supervisor	F	Administrative Division	Elizabeth E. Caboboy Supervising Administrative Officer	F
Member	Alma E. Suyom Chief Administrative Officer	F	Finance Division	Gladys J. Fabillo Supervising Administrative Officer	F
Member and Regional GAD Coordinator	Rowena T. Vacal Education program Supervisor	F	Human Resource Development Division	Marilyn G. Trinidad Education Program Specialist II	F
Head of Secretariat	Harvie D. Villamor Chief Education Supervisor	M	Human Resource Development Division	Dina S. Superable Education Program Supervisor	F
Secretariat	Queennielyn C. Yu	F	Administrative Division		
	Ted Juan C. Peleño	M	HRDD		
	Clark Dave P. Arante	M	HRDD		
	Fritz G. Melchor	M	HRDD		
Monitoring and Evaluation	Sonny S. Tayum OIC-Chief Education Supervisor	M	Quality Assurance Division	Jimmy G. Gula Education Program Supervisor	M

Enclosure 2

The GAD Focal/Point Persons are expected to:

1. lead in the gender mainstreaming in policies, plans and programs, projects and activities (PPAs) and in the Assessment of gender-responsiveness of systems, structures, policies, procedures and programs based on priority thrusts, needs and concerns of DepEd for its stakeholders, particularly students, teachers and employees;
2. analyze programs and projects using the Harmonized GAD Guidelines for Programs and projects to determine the gender sensitivity;
3. recommend formulation/revision of policies in advancing women's status and child protection;
4. lead in the review and updating of sex-disaggregated data for GAD database to serve as basis in performance-based gender responsive planning;
5. implement advocacy activities, including the development of information, education and communication materials to ensure consciousness-building and generating support for GAD;
6. identify gender issues arising from gender analysis and audit to serve as basis for determining PPAs in the GAD Plan;
7. prepare GAD plans and budgets and accomplishment reports and ensure their timely submission to the Central Office (CO) GAD Focal Point Persons;
8. ensure the effective and efficient implementation of the GAD Plan and PPAs and the judicious utilization of the GAD budget;
9. recommend awards, recognition and other incentives (including performance-based bonus (PBB) to outstanding institutional GAD programs, activities and projects for GAD Focal Point members and other personnel/teachers;
10. build and strengthen partnership with all GAD Focal Point Persons in the Department, the Philippine Commission on Women (PCW), National Economic and Development Authority (NEDA), Department of Budget and Management (DBM), GAD-non-government organizations (NGOs) and other partners; and
11. coordinate GAD efforts of all offices/units/functional divisions. **The GFPS Secretariat shall:**
 - a. provide administrative support to the GFPS
 - b. document GAD activities and minutes of meeting
 - c. assist in the preparation of GAD plan and accomplishment reports and inn the conduct of GAD activities, programs and projects.

The M&E Team shall lead the gender audit and evaluation of all GAD PPAs.