



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

JUL 24 2025

REGIONAL MEMORANDUM

No. 180 s. 2025

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

To: OIC-Assistant Regional Director
Schools Division Superintendents
Regional Functional Division Chiefs
All Others Concerned

1. Attached is DM-OUHROD-2025-1708 from the Office of the Undersecretary for the Human Resource and Organizational Development dated June 26, 2025 regarding the **Conduct of the Professional Development Program "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy."**
2. Attention is particularly invited to paragraphs 1,3, 4, 5, 6, 7, and 8 of the said Memorandum.
3. Attached are the List of Identified Participants, Indicative Program of Activities, Accommodation, and Meal Provision Guide. The participants are advised to register through this link: Batch 1- <https://tinyurl.com/B1-NEAP-BTE> and Batch 2- <https://tinyurl.com/B2-NEAP-BTE>.
4. Equal Opportunity Principle (EOP) shall be exercised to underscore the Department's policy of no discrimination against any personnel for professional learning and development regardless of age, gender, civil status, disability, region, ethnic group, and political beliefs.
5. For further queries, contact Mr. Joe Marie C. Dolino, OIC-SEPS, NEAP-R at +639391825379.



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6. Immediate dissemination of and compliance with this Memorandum are desired.

RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl: As stated
Reference: DM-OUHROD-2025-1708

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

TRAINING PROGRAMS

ORIENTATION

JMCD/BBOG/HRDD-RM- PDP "BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS' COMPETENCE
041/July 24, 2025



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LIST OF TRAINING PARTICIPANTS

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

LEARNIN G AREA	NAME of PARTICIPANT	CURRENT POSITION	SDO	AG E	SEX (F/M)	DepEd E- mail Address	Contact Number
PHYSICAL SCIENCE	1. John Caesar B. Torrecam po	1Principal	SDO Bacolod City	44	M	johncaesar.torrecampo@deped.gov.ph	0912 885 8969
	2. Analyn S. Misajon	Principal I	SDO Bago Ci ty	50	F	analyn.misajon@deped.gov.ph	0945820 5125
	3. Octavio P. Cabio Jr.	School Principal II	SDO Bais City	42	M	octavio.cabiojr@deped.gov.ph	0997136 4563
ENGLISH	1. Necyl S. Galicia	Principal 1	SDO Bayawan City	54	F	necyl.galicia@deped.gov.ph	0997981 1442
	2. Hel S. Patricio, PhD	Public Schools District Supervisor	SDO Cadiz City		M	hel.patricio@deped.gov.ph	0926701 4046
	3. Jessa B. Galeta	Teacher III/TIC	SDO Canlaon City	34	F	jessa.bongcawil@deped.gov.ph	0936167 2184
MAPEH	1. Rodly P. Lim	MT 1	SDO Escalante City	45	M	rodly.lim@deped.gov.ph	0954400 6686



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	2. Christy Omni S. Albores	MT 1	SDO Guihulngan City	36	F	christyomni.albores@deped.gov.ph	None
EPP / TLE	1. Reynaldo P. Evangelio	Education Program Supervisor	SDO Himamaylan City	55	M	reynaldo.angelio002@deped.gov.ph	0997419 5998
	2. Rebecca S. Adlaon	Head Teacher III	SDO Kabankalan City	50	F	rebeEPPcca.adlaon@deped.gov.ph	0915932 7173
	3. Geraldine H. Tarcita	Master Teacher I	SDO La Carlota City	52	F	geraldine.tarcita@deped.gov.ph	0908282 88715
GMRC / VALUES EDUCATION	1. Carmelita Segara	Education Program Supervisor	SDO Negros Occ.	61	F	carmelita.segara001@deped.gov.ph	0928832 7229
	2. Dr. Monica B. Maxino	PSDS	SDO Negros. Or.	57	F	monica.maxino@deped.gov.ph	0945629 2209

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LIST OF TRAINING PARTICIPANTS

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. Homeylin U. Birondo	Principal I	SDO San Carlos City	41	F	homeylin.birondo@deped.gov.ph	09933005061
	2. Rodel L. Abellar	Master Teacher I	SDO Silay City	47	M	rodel.abellar001@deped.gov.ph	9271627003
	3. Kent Charles G. Arnibal	EPS	SDO Sipalay City	37	M	kentcharles.arnibal@deped.gov.ph	09171680465
ENGLISH	1. Maria Liwanag G. Tacdoro Phd	Head Teacher IV	SDO Bacolod City	45	F	marialiwanag.tacdoro@deped.gov.ph	09322157023
	2. Carlito A. Tapis Jr.	T-III	SDO Tanjay City	30	M	carlito.tapis@deped.gov.ph	09611930914
	3. Mary Grace Sumugat	Master Teacher	SDO Victorias City	58	F	marygrace.sumugat@deped.gov.ph	09502906168



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MATH	1. Lilibeth M. Feril	District Supervisor	SDO Bayawan City	48	F	lilibeth.feril@deped.gov.ph	09534474606
	2. Julius S. Ongalon	Principal I	SDO Kabankalan City	43	M	julius.ogalon@deped.gov.ph	09125553702
	3. Rebiana G. Barilea	Head Teacher III	SDO Victorias City	49	F	rebiana.bareli001@deped.gov.ph	092708378146
EPP / TLE	1. Roden P. Patribo	Master Teacher I	SDO Bago City	45	M	roden.patribo@deped.gov.ph	09199932258
	2. Glenda D. Libertad, Phd	HT-III	SDO Cadiz City	49	F	glenda.libertad@deped.gov.ph	09293575229
	3. Anna-Liza S. Jimenez	Master Teacher I	SDO Siquijor	52	F	annaliza.jimenez@deped.gov.ph	09267334626
GMRC / VALUES EDUCATION	1. Joecylida Perez	Teacher III	SDO Himamaylan City	37	F	joecylida.perez@deped.gov.ph	09956224666
	2. Mariza M. Villasor	Principal I	SDO San Carlos	40	F	mariza.villasor@deped.gov.ph	09154616754
	3. Hur A. Quibal	HT I	SDO Tanjay	31	M	hur.quibal@deped.gov.ph	09631715369



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LIST OF TRAINING PARTICIPANTS

Building Teacher Expertise: Enhancing Early Childhood Education Teacher's
Competence in
Content and Pedagogy (BATCH 1)
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. Mila Rose T. Suarez	MT1	SDO Neg. Occ.	39	F	mlarose.suarez@deped.gov.ph	09075437321
	2. Dr. Nida L. Bersabal	PSDS	SDO Neg. Or.	50	F	nida.bersabal@deped.gov.ph	09177021716
	3. Jocelyn T. Lumansoc	PSDS	SDO Siquijor	49	F	jocelyn.lumansoc@deped.gov.ph	09064330750



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LIST OF TRAINING PARTICIPANTS

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. Jovel J Oberio, PhD	EPS-1	SDO CADIZ		M	jovel.oberio@deped.gov.ph	
	2. Mona Lisa A. Ongco	MT-II	SDO CANLACION	57	F	mona.ongco@deped.gov.ph	091779 58411
	3. Rose L. Lizarido	Principal 1	SDO ESCALANTE	42	F	rose.lizarido001@deped.gov.ph	096053 67806
	4. Maybelen O.	Master Teacher 2	SDO GUIHULNGAN	31	F	maybele.n.trinidad	095370 39400



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5.	Milarose Ramoran	Teacher III	SDO HIMAMAYLAN	49	M	milarose.ramoran@deped.gov.ph	09455106887
6.	Elma C. Reyes	Master Teacher I	SDO KABANKALAN	39	F	elma.reyes003@deped.gov.ph	09606181733
7.	ANA MAY B. TALEON	P-1	SDO LA CARLOTA	52	F	ana.taleon@deped.gov.ph	09327493112
8.	Mila Rose T. Suarez	Master Teacher 1	SDO NEG. OCC.	39	F	milarose.suarez@deped.gov.ph	9075437321
9.	Maricris D. Uayan	MT 1	SDO NEG. OR.	35	F	maricris.uayan@deped.gov.ph	09761337613



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	10. Maricel V. Geopano	Head Teacher III	SDO SAN CARLOS	43	F	maricel.geopano@deped.gov.ph	09610294228
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	12. Liza T. Rubio	Education Program Supervisor	SDO SIQUIOR	49	F	liza.rubio@deped.gov.ph	09653389436
	13. Laarni G. Futalan	Master Teacher 1	SDO TANJAY	35	F	laarni.futalan@deped.gov.ph	09759658350
	14. Rusil Sombito	EPS-Science	SDO VICTORIAS	56	M	rusil.sombito001@deped.gov.ph	9088238339



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LIST OF TRAINING PARTICIPANTS

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. Daryl D. Ariola	Master Teacher II	SDO BACOD	52	F	daryl.ariola@deped.gov.ph	090822 68479
	2. Helen Guijaro	Master Teacher I	SDO BAGO	51	F	helen.guijaro@deped.gov.ph	096053 28234
	3. Lounisa C. Catarman	Master Teacher I	SDO BAIS	41	F	lounisa.catarman001@deped.gov.ph	099957 67731
	4. Marie Ann M. Trayvilla	MT1	SDO BAYAWAN	54	F	marieann.trayvilla@deped.gov.ph	090677 1609



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	5. Rhea O. Marimla	Master Teacher I	SDO SAN CARLOS	35	F	rhea.marimla@deped.gov.ph	09190056846
	6. Nanette Sudayan	Master Teacher II	SDO SILAY	49	F	nanette.sudayan01@deped.gov.ph	09167677529
	7. Vincent J. Castro	Master Teacher I	SDO SIPALAY	32	M	vincent.castro@deped.gov.ph	09104320552
	8. Maria Enin R. Cuevas	Education Program Supervisor	SDO SIQUIOR	55	F	mariaenin.cuevas@deped.gov.ph	09955531361
	9. Ma. Lourdes M. Tagyamon	Teacher III	SDO TANJAY	37	F	malourdes.tagyamon@deped.gov.ph	09069440071



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KEY STAGE 2 - MAPEH	1. Ma. Czarina R. Gaudit	P1	SDO NEG. OCC.	36	F	maczarina.gaudite@deped.gov.ph	99353258 61
	2. Jinky A. Larena	MT 1	SDO NEG. OR.	35	F	jinky.larena@deped.gov.ph	091629 67511
	3. Rose Cythia S. Tividad	MT 1	SDO SAGA Y	47	F	rose.tividad@deped.gov.ph	091715 81748
	4. Juditha A. Longakit	Principal I	SDO SAN CARL OS	42	F	juditha.longakit@deped.gov.ph	0965792 8947
	5. Kenneth P. Lacson	Principal I	SDO SILAY	46	M	kenneth.lacson@deped.gov.ph	096725 58057



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	6. Reynaldo O. Galicia	Education Program Supervisor	SDO SIPALAY	59	M	reynaldo.galicia@deped.gov.ph	095311 00121
	7. Earl J. Aso	Education Program Supervisor	SDO SIQUIOR	55	M	earl.aso@deped.gov.ph	091750 72062
	8. Carl T. Torres	EST III	SDO TANJAY	34	M	carl.torres@deped.gov.ph	0995377 4924
	9. Dr. Dem Cesar Barcelona	Education Program Supervisor - MAPEH	SDO VICTORIAS	47	M	dem.barcelona@deped.gov.ph	0907537843 4

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LIST OF TRAINING PARTICIPANTS

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/ LEARNIN G AREA	NAME of PARTICIPAN T	CURRENT POSITION	SDO	AG E	SE X (F/ M)	DepEd E-mail Address	Contact Numbe r
KEY STAGE 3 – VALUES EDUCATIO N	1. Jomonn a B. Raboy	Master Teacher 1	SDO BACO LOD	57	F	jomonna.raboy001@deped.gov.ph	0968880 2090
	2. Venus Capatar	Master Teacher I	SDO BAGO	49	F	venus.capatar@deped.gov.ph	0997705 6262
	3. Jocelyn E. Luba EdD	Education Program Supervisor	SDO BAIS	64	F	jocelyn.luba001@deped.gov.ph	0999348 4230
	4. Juliet G. Alanano	Education Program Supervisor	SDO BAYA WAN	58	F	juliet.alanano@deped.gov.ph	0995721 4880



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5.	Jennifer Magsucang	Master Teacher I	SDO CADI Z	52	F	jennifer.magsucang@deped.gov.ph	09513060557
6.	Joanna Maurine M. Salimbot	Teacher III	SDO ESCALANTE	38	F	joannam.aurene.salimbot@deped.gov.ph	09605394449
7.	Alfredith Fuentesbilla	Assistant Principal I	SDO HIMAYLAN	50	F	alfredith.fuentesbilla@deped.gov.ph	09605370332
8.	Bercy E. Sapanza	Principal I	SDO KABANKALAN	48	F	bercy.sapanza@deped.gov.ph	9942963340
9.	Dandy O. Regala	Master Teacher 1	SDO NEG. OCC.	41	M	dandy.regala@deped.gov.ph	9998230125
10.	Lorna R. Renacia	MT 1	SDO NEG. OR.	47	F	lorna.renacia@deped.gov.ph	09179944006



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	11. Juvi Ann J. Jadloc	TIII/School Head	SDO SAGAY		F	juviann.jadloc@deped.gov.ph	09166136672
	12. Joven C. Cahaban	Assistant Principal II	SDO SAN CARLOS	46	M	joven.cahaban001@deped.gov.ph	09293892171
	13. Baby Allea S. Mercado	Education program Supervisor	SDO SIPALAY	44	F	babyallea.mercado@deped.gov.ph	09291510841
	14. Izel D. Daug-Quidlat	Master Teacher I	SDO SIQUIJOR	40	F	izel.daugquidlat@deped.gov.ph	09770875211
	15. Mary Ann Ballados	Master Teacher 1	SDO VICTORIAS	45	F	maryann.ballados@deped.gov.ph	09052226331



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LIST OF TRAINING PARTICIPANTS

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

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KEY STAGE 2 – EPP	1. Wilmar T. Tumbali	Principal 1	SDO BACOD	45	M	wilmar.tumbali01@dep.ed.gov.ph	09171197451
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	4. Rey G. Torremoro	Head Teacher 1	SDO BAYAWAN	46	M	rey.torremoro@deped.gov.ph	09924028237
	5. Sandra A Garzon, PhD	EPS 1	SDO CADIZ	60	F	sandra.garzon@deped.gov.ph	09171141730
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	7. Randy V. Relota	Head Teacher I	SDO KABANKALAN	55	M	randy.relota001@deped.gov.ph	09770469240
	8. Jeanalyn L. Jamison	EDUCATION PROGRAM SUPERVISOR I	SDO LA CARLOTA	59	F	jeanalyn.jamison@deped.gov.ph	09310532874
	9. Raymund G. Grijaldo	P1	SDO NEG. OCC.	34	M	raymund.grijaldo@deped.gov.ph	9688561931



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KEY STAGE 3 - MATH	1. Karla Victoria Ong	Head Teacher I	SDO BACO LOD	37	f	karlavictoria.inventor@deped.gov.ph	0998990 6387
	2. Ma Luz N. Vargas	Head Teacher I	SDO BAGO	58	F	maluz.vargas@deped.gov.ph	0967168 9372
	3. Joe Eric O. Jaudian	Headteacher 1	SDO BAYA WAN	46	M	joe.jaudian@deped.gov.ph	0951240 28237
	4. Susan B Pastera, PhD	EPS 1	SDO CADIZ	59	F	susan.pastera@deped.gov.ph	
	5. Rosalin a A. Marina y	MT-I	SDO CANL AON	56	F	rosalina.marinay@deped.gov.ph	0921767 8511
	6. Elward S. De Asis	MT-2	SDO GUIH ULNG AN	47	M	elward.deasis@deped.gov.ph	None



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	7. Nick C. Gador	Head Teacher II	SDO KABANKALAN	26	M	nick.gador@deped.gov.ph	09451833738
	8. Glenn E. Alegre	MT 1	SDO LA CARLOTA	42	M	glenn.alegre@deped.gov.ph	09606187072

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LIST OF TRAINING PARTICIPANTS

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

LEARNIN G AREA	NAME of PARTICIPAN T	CURREN T POSITIO N	SDO	AG E	SE X (F/ M)	DepEd E- mail Address	Cont act Num ber
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	3. Elisa C. Sevilla EdD	Education Program Supervisor	SDO BAIS	56	F	elisa.sevilla@deped.gov.ph	0935 1320 469
	4. Jeffrey N. Tito	Principal 1	SDO BAYA WAN	39	M	jeffrey.tito@deped.gov.ph	0997 7487 008



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	5. Myshiel M. Banico	MT-I	SDO CANL AON	49	F	myshiel.banico@deped.gov.ph	0908 7050 541
	6. Jade M. Arro	Master Teacher I	SDO DUMA GUETE	34	M	jade.arro@deped.gov.ph	0915 3527 554
	7. Anjeanette A. Calumpita	Principal II	SDO ESCALANTE	51	F	anjeanette.calumpita@deped.gov.ph	0947 2101 304
	8. Archie L. Baseliote	MT 1	SD GUIHULNGAN	41	M	archie.baseliote@deped.gov.ph	None
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	2. Jonah D. Denlos	MT 1	SDO ESCALANTE	45	F	jona.denlos@deped.gov.ph	0928 9656 384
	3. Christian Edu	Principal II	SD GUIH	35	F	christianedu.villegas@deped.gov.ph	0997 3373 974



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5.	Liezl G. Tan	Master Teacher I	SDO KABANKALAN	45	F	leizel.tan@deped.gov.ph	0938 6498 117
6.	ROCHELLE T. PASTIAS	HT- VI	SDO LACARLOTA	51	F	rochelle.pastias001@deped.gov.ph	0929 5802 391
7.	ARJIE T. PALUMPA	PRINCIPAL II	SDO NEGOR.	40	M	arjie.palumpa@deped.gov.ph	0977 1709 792
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LIST OF TRAINING PARTICIPANTS

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

LEARNIN G AREA	NAME of PARTICIPAN T	CURREN T POSITIO N	SDO	A G E	SE X (F/ M)	DepEd E-mail Address	Contac t Numbe r
KEY STAGE 2 - GMRC	1. Edelyn M. Dayot	Principal III	SDO NEG. OCC	48	F	edelyn.d ayot001 @deped. gov.ph	099553 89010
	2. Dr. Menchu T. Santos	PSDS	SDO NEG. OR.	52	F	menchu. santos@ deped.go v.ph	091711 49914
	3. Regielee Flores	HT III	SDO SAGA Y	36	F	regielee. flores@ deped.go v.ph	097621 44054
	4. Leah V. Nemanzo	Education Program Supervisor	SDO SAN	49	F	leah.neme nzo@depe d.gov.ph	0915516 7643



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		- GMRC/Va IEd	CARL OS				
5.	Julius Ceasar B. Oñot	Principal II	SDO SILAY	43	M	juliusceasar.ot@deped.gov.ph	094789 07316
6.	Elireza G. Bermosa	PSDS	SDO SIPAL AY	54	F	elireza.bermosa001@deped.gov.ph	090642 28270
7.	Florence Eve C. Saliot	Principal I	SDO SIQUI OR	47	F	florence.saliot@deped.gov.ph	092788 37898/ 096065 49000
8.	Blanche Faith A. Fortuna	ESP I	SDO TANJ AY	31	F	blanchefaieth.apoli@deped.gov.ph	093643 59527
9.	Dr. Emma P. Dequito	EPS- GMRC/Va lues Ed.	SDO VICTO RIAS	51	F	emma.dequito@deped.gov.ph	9995869104



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KEY STAGE 3 - TLE	1. Javen Soberano Siosan	MT1	SDO NEG. OCC.	27	M	javen.siosan@deped.gov.ph	094526 41267
	2. Maria Farina G. Calumba	MT 1	SDO NEG. OR.	42	F	mariafarina.calumba@deped.gov.ph	092793 89185
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	4. Arnold P. Mahinay	Education Program Supervisor - EPP/TLE	SDO SAN CARLOS	42	M	arnold.mahinay002@deped.gov.ph	0945733 5175
	5. Lilibeth Villegas	Master Teacher 2	SDO SILAY	55	M	lilibeth.villegas004@deped.gov.ph	092839 47947
	6. Domingo O. Borres	Education Program Supervisor	SDO SIPALAY	50	M	domingo.borres01@deped.gov.ph	093995 01651



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	9. Jave Ann Precilda	Master Teacher 1	SDO VICTORIAS	43	F	javeann.arquisola@deped.gov.ph	092868 04336

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NAME	CURRENT POSITION	SDO	AGE	SEX (F/M)	DepEd E-mail Address	Contact Number
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LIST OF TRAINING PARTICIPANTS

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. Lowelyn D. Escalona	Education Program Supervisor	SDO BACOD LOD	57	F	lowelyn.escalona@deped.gov.ph	0977 4492 403
	2. Mateo E. Bimbao Jr	Education Program Supervisor	SDO BAGO	55	M	mateo.bimbao@deped.gov.ph	09177 10307 9
	3. Cristina A. Domocol	Education Program Supervisor	SDO BAIS	56	F	cristina.domocol01@deped.gov.ph	0915 6002 253
	4. Reyna A. Sadiasa	Teacher 3	SDO BAYAWAN	29	F	reyna.abordo@deped.gov.ph	0993 9375 791



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5.	Teodora A Lamis, PhD	PSDS	SDO CADIZ	48	F	teodora.lamis@deped.gov.ph	0991 5499 16
6.	Jerry D. Fajanela	HT-III	SDO CANL AON	48	M	jerry.fajanela@deped.gov.ph	0963 0092 833
7.	Robie Nifhretti re E. Jarina	Principal I	SDO ESCA LANT E	40	F	robienifhrettire.jarina@deped.gov.ph	0906 9791 959
8.	MARIS SA B. PEROC HO	MT 1	SDO GUIH ULNG AN	46	F	marissa.perocho@deped.gov.ph	None
9.	April M. Villalob os	Teacher III	SDO HIMA MAYL AN	32	F	april.villalobos@deped.gov.ph	0912 6960 440



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	10. Xyzette V. Ganza	Education Program Supervisor	SDO KABA NKAL AN	45	F	xyzette.ganza@deped.gov.ph	0939 9236 75
	11. DANILDA V. ABLERO	HEAD TEACHER 3	SDO LA CARLOTA	49	F	danilda.ablero@deped.gov.ph	0907 6095 930
	12. Christine S. Modelo	P1	SDO SAGAY	41	F	christine.modelo002@deped.gov.ph	0910 3903 959
	13. Antonette Espora	Master Teacher I	SDO SILAY	49	F	antonette.espora@deped.gov.ph	0981 1789 002
	14. Sheilamae P. Mayonila	Education Program Supervisor	SDO VICTORIAS		F	sheilamae.mayonila@deped.gov.ph	09284902 701



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OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM

DM-OUHROD-2025-1708

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

FROM : **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

1. 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	

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

- 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).
- 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**.

- Enclosed are the following documents, for reference:
 - Enclosure 1** Guidelines in the Selection of Participants
 - Enclosure 2** PMT Composition and Terms of Reference
 - Enclosure 3** National Technical Working Group Members
 - Enclosure 4** Indicative Program of Activities and Meal Provision and Accommodation Guide
- 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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Department of Education
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

Enclosure 1: Guidelines in the Selection of Participants for the Training

To ensure the overall success of the program and uphold the quality and integrity of its implementation, NEAP strongly encourages the conduct of a rigorous evaluation process at all levels of governance. This is to guarantee that only the most qualified individuals are selected and endorsed to the official pool of trainers.

All nominated participants must meet the following **Qualification Standards (QS)**:

1.	Must be currently holding any of the following positions: Master Teacher, Head Teacher, School Principal, Assistant School Principal, Public Schools District Supervisor and Education Program Supervisor with at least Master's degree and/or Doctorate Degree in a specialization relevant to the identified Learning Areas
2.	Must have at least a Very Satisfactory (VS) performance rating for the last rating period
3.	Must NOT be currently serving or have previously served as a trainer in any ongoing NEAP or DepEd recognized Professional Development Programs.
4.	Must possess good facilitation skills to effectively and engagingly deliver professional development programs.

The participants are expected to attend the **entire duration of the in-person training and complete all required tasks** for the asynchronous component of the program.

Please be reminded that **tardiness, absences, or failure to fulfill assigned tasks** may result in **non-completion of the program** and **disqualification from receiving certification**.



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Enclosure 2: Program Management Team Composition and Terms of Reference

A. NEAP – Central Office (PMT)

NO.	NAME	OFFICE / UNIT	POSITION/ DESIGNATION
1	Marife T. Morcilla	NEAP - PDD	Project Development Officer V
2	Alexander Simagala	NEAP - PDD	Project Development Officer IV
3	Joy S. Magalona	NEAP - PDD	Senior Education Program Specialist
4	Jhoanna C. Javier	NEAP - PDD	Senior Education Program Specialist
5	Lourdes Arguelles	NEAP - PDD	Education Program Specialist II
6	Loverly O. Seda	NEAP - PDD	Technical Assistant II
7	Cielmer A. Bolante	NEAP - PDD	Technical Assistant II
8	Adison Lozano	NEAP - PDD	Technical Assistant II

B. Regional / Division PMT Member

All ROs are advised to identify the number of PMT members as indicated in the table below. Identified PMT members are likewise requested to register through the link provided in the memorandum.

Activity	Date and Venue*	Learning Area	RO-PMT Member per Region
Batch 1			
1. Mentoring the Mentors on Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy for Key Stage 2	August 4-8, 2025 Venue: NEAP Baguio City	A. Physical Science	1
		B. English	
		C. MAPEH	
		D. EPP	
		E. GRMC	
2. Mentoring the Mentors on Building Teacher Expertise: Enhancing Teacher's Competence in Content and Pedagogy for Key Stage 3	August 18-22, 2025, Venue: NEAP Baguio City	A. Physical Science	1
		B. English	
		C. Mathematics	
		D. TLE	
		E. Values Education	



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3. Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	October 20-24, 2025, <i>Venue: NEAP Marikina City</i>	Early Childhood Education	None
Batch 2			
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	September 1-5, 2025 <i>Venue: NEAP Baguio City</i>	A. Physical Science (KS 2)	1
	September 22-26, 2025, VENUE: TBA	B. English (KS 3)	1
		C. MAPEH (KS 2)	
	September 29 – October 3, 2025, VENUE: TBA	D. Values Education (KS 3)	1
	October 13-17, 2025, VENUE: TBA	E. EPP (KS 2)	1
		F. Mathematics (KS 3)	
	November 3-7, 2025, VENUE: TBA	G. English (KS 2)	1
		H. Physical Science (KS 3)	
	November 17-21, 2025, VENUE: TBA	I. GRMC (KS 2)	1
		J. TLE (KS 3)	
	November 24-28, 2025, VENUE: TBA	K. Early Childhood Education	1
<i>Note: Exact venues for the majority of Batch 2 activities shall be disseminated through a separate advisory.</i>			

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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.

[NEAP - PDD / J.S. Magalona]



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Enclosure 3 – Members of the National Technical Working Group

A. LEARNING AREA EXPERTS / WRITERS

LEARNING AREA	NAME	AFFILIATION
ARALING PANLIPUNAN	Andie P. Padernilla	DepEd Region VI
	Jerry P. Ramirez	DepEd Region V
	Omar Hussein	DepEd Region X
	Arthur S. Abulencia	PNU- Manila
	Ma. Victoria Culminas-Colis	PNU- Manila
	Marivic M. Pimentel	PNU- Manila
	Portia R. Soriano	PNU- Manila
	Rommel E. Bachoco	PNU- Visayas
	Victor P. Estrella	PNU- Manila
EARLY CHILDHOOD EDUCATION	Michael M. Uy	DepEd Region V
	Josephine M. Calamlam	PNU- Manila
	Joyce L. Bautista	PNU- Manila
	Katrina Guila A. Peñafiel	PNU- Manila
	Marcia Nina Capule-Salvador	PNU- Manila
ENGLISH	Angelina A. Peralta	DepEd Region I
	Gaile Malibiran	DepEd Region IV-A
	Lanie M. Salazar	DepEd Region IV-A
	Ma. Concepcion Y. Raymundo	PNU- Manila
	Marla C. Papango	PNU- Manila
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	Richard P. Moral Jr.	DepEd Region XII
	Cristina D. Macascas	PNU- Manila
	Joel C. Malabanan	PNU- Manila
	Mercy B. Abuloc	PNU- Mindanao
GMRC / VALUES EDUCATION	Marilou A. Federi	DepEd Region IV-B
	Nimfa Medriano	DepEd Region I
	Carl O. Dellomos	PNU - Manila
	Marie Chiela C. Malcampo	PNU - Manila
	Maryfe M. Roxas	PNU -Manila
MAPEH	Kristine Cinco	DepEd Region IV-A
	Maila E. Avellaneda	DepEd NCR
	Maria Ayrin B. Adriano	DepEd Region V



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	Jayson L. Devera	PNU - Manila
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	Mel Joy Barral	DepEd Region XI
	Christine Ann C. Juan	CEU - Manila
	Romina G. Bautista	CEU - Manila
	Shirley N. Cerbo	PNU - Manila
TLE / EPP	Alfred Gonzales	DepEd Region I
	Dionvic R. Rafanan Jr.	DepEd NCR
	Karen Booc	DepEd NCR
	Aaron Jed Y. Tumbali	PNU - South Luzon
	Jay-Ar G. Baluag	PNU - North Luzon
	Lorena A. Castro	PNU - Manila

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B. VALIDATORS

LEARNING AREA	LEARNING AREA EVALUATORS	AFFILIATION
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	Laurenz Timothy B. Ranera	University of the Philippines-Diliman
	Gerry C. Areta	PNU-Manila
	Jovar G. Pantao	Mindanao State University
	Gina Lynn O. Cocoy	DepEd-CAR
	Ronaldo H. Lamit	DepEd-Region VI
	Louise L. Lumanug	DepEd-Region III
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	Danielle P. Ochoa	University of the Philippines-Diliman
	Mila Rose T. Suarez	DepEd-Region VI
ENGLISH	Janet A. Mananay	Cebu Normal University
	Babylyn M. Gadaza	DepEd-Region IVA
	Judy S.Hicap	DepEd-Region IX
	Rex C. Briones	DepEd-Region VIII
	Imelda V. Boquiren	DepEd-NCR
FILIPINO	Benjie D. Olazo	DepEd-Region IVA
	Marife A. Paredes	DepEd Region IVB
	Tinnah J. Escalona	DepEd Region XII
	Leonard M. Aquino	DepEd CAR
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	Shiela Marie P. Dela Pena	PNU-Manila
	Merimee T. Siena	PNU-Manila
	Ma. Laarni D. Buenaventura	PNU-Manila
	Iona Ofelia B. Zanoria	PNU-Manila
	Leah A. Manogan	DepEd Region I
	Rovi D. Siloterio	DepEd Region XII
	Elizabeth M. Ysulan	DepEd Caraga
	Judith B. Abellaneda	DepEd Region VII
MAPEH	Melanie Romero-Junio	Pangasinan State University
	Myren Yabut-Ginoy	Aklan State University
	Ramil L. Dacal	Pangasinan State University
	Joseph A. Tanagan	DepEd-NCR



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	Arlene A. Abiang	DepEd Region I
	Ryan T. Casulang	DepEd Region V
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	Christ John M. Pastor	PNU-Manila
	Lexter R. Natividad	Central Luzon State University
	Ethel N. Urian	
	Rodrigo F. Roxas	DepEd Region III
	Anthony M. Macaya	DepEd Region VI
SPECIAL NEEDS EDUCATION	Lutze-Sol A. Vidal	University of the Philippines-Diliman
	Elsie C. Amorin	DepEd Region I
	Gilda G. Bancog	DepEd Region VII
TLE / EPP	Laarni A. Urbiztondo	PNU-Manila
	Nino D. Naldoza	PNU-Manila
	Charess E. Goles	Cebu Normal University
	Sean A. Catelo	DepEd-Region IVB
	Girly A. Pedregosa	DepEd-Region IX
	Zimmy A. Cabatu	DepEd-Cagayan
	Aprilyn G. Reyes	DepEd-NCR

[NEAP - PDD / J.S. Magalona]



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Enclosure 4 – 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				

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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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