



Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

AUG 06 2025

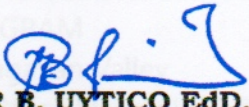
REGIONAL MEMORANDUM

No. 258 s. 2025

**CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC
RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM**

To: Schools Division Superintendents
All Others Concerned

1. Attached is DepEd Memorandum No. DM-OULS-2025-026 titled Capacity Building of Core and Division Trainers on the Academic Recovery and Accessible Learning (ARAL) Program.
2. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl.: None

Reference: As Stated

To be indicated in the Perpetual Index

under the following subjects:

CURRICULUM

PROGRAMS

TEACHERS

JEB/CLMD-RMWLC- Capacity Building of Core and Division Trainers on the Academic Recovery and Accessible Learning (ARAL) Program
000/August 5, 2025



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Republic of the Philippines
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OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

MEMORANDUM
DM-OULS-2025-026

TO : ASSISTANT SECRETARIES
BUREAU DIRECTORS
REGIONAL DIRECTORS
ALL OTHERS CONCERNED

FROM : *Carmela C. Oracion*
CARMELA C. ORACION
Assistant Secretary
Officer-in-Charge
Undersecretary for Learning Systems

SUBJECT : **CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM**

DATE : August 4, 2025

1. In line with the enactment of the Republic Act No. 12028 or the *Academic Recovery and Accessible Learning (ARAL) Program Act of 2024*, the Department of Education (DepEd) is mandated through the National Educators Academy of the Philippines (NEAP), Bureau of Learning Delivery (BLD), and Bureau of Curriculum Development (BCD), to implement capacity-building initiatives for teachers and school leaders. These initiatives focus on developing the teacher-tutors' competencies in creating varied classroom assessments to identify specific learning competencies that learners struggle with, and design corresponding, need-based remediation materials and activities.
2. To accomplish these goals, the following activities shall be conducted:

Activity	Date	Venue	Participants
ARAL Orientation of Resource Persons	August 8–9, 2025 (Friday & Saturday)	NEAP Facility, Marikina	Identified Resource Persons for the ARAL Trainings
ARAL Orientation for SDS and ASDSs	August 18–21, 2025	Within Cebu (official venue to be released in a separate advisory)	All SDSs and ASDSs Regional HRDD and CLMD Chiefs



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Activity	Date	Venue	Participants
ARAL School Head Orientation Batch 1	August 14, 2025	TBA	CAR
		TBA	Region I
		TBA	NCR
		TBA	Region II
ARAL Regional Training Batch 1	August 15-16, 2025	TBA	CAR
		TBA	Region I
		TBA	NCR
		TBA	Region II
ARAL School Head Orientation Batch 2	August 18, 2025	TBA	Region III
		TBA	Region IV-A
		TBA	Region VIII
		TBA	Region IX
		TBA	Region X
ARAL Regional Training Batch 2	August 19-20, 2025	TBA	Region III
		TBA	Region IV-A
		TBA	Region VIII
		TBA	Region IX
		TBA	Region X



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Activity	Date	Venue	Participants
ARAL School Head Orientation Batch 3	August 22, 2025	TBA	NIR
		TBA	Region V
		TBA	Region VI
		TBA	Region VII
ARAL Regional Training Batch 3	August 23 – 24, 2025	TBA	NIR
		TBA	Region V
		TBA	Region VI
		TBA	Region VII
ARAL School Heads Orientation Batch 4	August 22, 2025	TBA	Region XI
		TBA	Region XII
		TBA	Region XIII
		TBA	Region IV-B
ARAL Regional Training Batch 4	August 23 – 24, 2024	TBA	Region XI
		TBA	Region XII
		TBA	Region XIII
		TBA	Region IV-B

3. The Regional Directors and Superintendents are requested to identify five (5) representatives from each of their School Division Offices (SDO) to attend the Regional Training. These representatives will participate in the ARAL Regional Trainings and will be tasked with cascading the ARAL Program Training to



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their respective divisions and schools. The SDO-based Training of ARAL Tutors must be completed before September 5, 2025.

4. The Regional Directors and Superintendents are requested to engage all School Heads from their respective region to attend the one-day ARAL School Head Orientation.
5. All 17 regions mentioned above are tasked to convene and form their ARAL Training Program Management Team (PMT) composed of personnel from the Human Resource Development Division (HRDD), Curriculum Learning Management Division (CLMD), and the Quality Assurance Division (QAD) for the conduct and implementation of the program, who may or may not yet be a member of the ARAL Regional Technical Working Group (TWG).
6. The Regional PMT shall:
 - a) Serve as PMT in all activities related to ARAL
 - b) Create a registration link for all ARAL Trainings that will be disseminated through an advisory
 - i) All participants are required to complete this form prior to attending the training.
 - c) Secure the venues for the ARAL School Head Orientation and ARAL Regional Training as well as disseminate information once they have been identified;
 - d) All data and information concerning the ARAL Program shall be submitted to the ARAL Secretariat. It is advised that a regional and division dashboard for data collection and consolidation be in place for ready reference.
7. Attached are the matrices for:
 - a) ARAL Orientation of Resource Persons
 - b) ARAL Orientation and Training of SDS and ASDSs,
 - c) ARAL School Heads Orientation,
 - d) and ARAL Regional Training.
8. Travel expenses, per diem, and other incidental expenses incurred by the participants shall be charged against the downloaded funds for ARAL, and should there be insufficiencies, incurred expenses may be charged against the MOOE, HRRD, Local, or BEC Funds. Board and lodging for SDSs, ASDSs, PMTs, and Resource Persons shall be charged to CO HRDD/BEC Funds, subject to usual auditing and accounting rules and regulations.



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9. The honoraria and travel expenses of Resource Persons, as well as the travel expenses and per diem of PMTs, along with expenses for supplies, certificates, and other expenses incidental to the conduct of the said activity, shall likewise be charged to CO HRDD/BEC Funds, in accordance with usual auditing and accounting rules and regulations.

10. All participants are requested to bring their laptops, extension cords, portable wifi, and other writing materials.

11. Further details regarding the program flow, accommodation, and downloading of funds will be communicated through a separate advisory.

12. Please send all queries and concerns to aralprogram@deped.gov.ph.



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ACTIVITY MATRIX: TRAINING OF RESOURCE PERSONS (AUG 8 – 9)

SCHEDULE	ACTIVITIES			
	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 2025	Key Points per Session and /or Expected Output
8:00- 8:30	Travel and Arrival of Participants		Management of Learning	• Overview of the agenda/sessions • See the connection between Day 1 sessions and Day 2 sessions
8:30- 9:00	Opening Program • Nationalistic Song • Prayer • Energizer (by groups)			
9:00 – 9:30			Session 4: Conducting a Filipino Session	• Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension
9:30 – 10:00			Session 5: Conducting an English Session	• Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension
10:00-10:15	First Meal AM Snacks		Health Break / Morning Snacks	
10:15 – 11:00	Session 1.a: Status of Literacy in the Country Understanding the ARAL-Reading Program	• Current state of literacy levels nationwide • Key findings from national assessments • Identification of persistent gaps: early grade reading, comprehension, and access.		
11:00 – 12:00	Session 1.b: Responsibilities of the School Head in		Session 6: Conducting a Session for Key Stages 1, 2 and 3 Learners	• Learn new strategies in teaching reading to learners from Key Stages 2 and 3



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ACTIVITIES			
SCHEDULE	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 2025
	the Implementation of ARAL-Reading	• Implications of low literacy for learners' future education and employment • The urgency of recovery and acceleration efforts after learning losses (e.g., pandemic impact) • Overview of the ARAL Program as a national learning recovery initiative. • Objectives: bridging learning gaps, strengthening foundational skills, and improving reading proficiency. • Key features of the ARAL-Reading Program (target learners, intervention design, strategies). • Expected outcomes and learner competencies • How the program	• Develop more interesting activities for the remediation sessions



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ACTIVITIES				
SCHEDULE	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 2025	Key Points per Session and /or Expected Output
		aligns with national education policies and literacy goals		
12:00-1:00	Lunch			
1:00 – 1:15	Energizer (dance or interactive game)			
1:15 – 2:00	Session 2: Understanding the ARAL Learners; Confusabet Activity	- Understanding of Socio-emotional development by age of (7-16 year olds) Grades 1-10 students - Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support - Confusabet Activity: put the participants in the shoes of learners who can't read	Session 7 Sample Demo Class Brief walk-through of Teaching Guide and Learner's Workbook	- Showcase new competencies learned through a class demonstration - Learn to utilize teaching guides and the Learners' workbook properly
2:00 – 2:30				
2:30 – 3:00				
3:00-3:15	Health Break			
3:15 – 4:15	Session 3: The Teacher as ARAL Tutor	- Difference between teaching regular and remediation classes - Changing one's perspective based on the learner's needs	Session 8: Learning Session	Walk through of the learning session and how to conduct this



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SCHEDULE	ACTIVITIES			Key Points per Session and /or Expected Output
	Day 1 Aug 8, 2025	Day 2 August 9, 2025		
4:15 -5:00	Closing Program • Inspirational Message • Reminders for Day 2	Closing Program • Reminders for the Regional Training		• Remind RPs of the needed documents and resource materials (slide deck, session guides, etc.)



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ACTIVITY MATRIX: Driving Literacy Improvement in Divisions Through Community and Data-Driven Approaches

SCHEDULE	ACTIVITIES			
	DAY 0 (Aug 18, 2025) Travel and Arrival of Participants	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025) Breakfast
8:00- 8:30	Continuation of Activity	Opening Program • Nationalistic Song • Prayer • Energizer (dance)	Opening Program • Nationalistic Song • Prayer • Energizer (dance)	
8:30- 9:00		Welcoming Remarks • Opening Remarks • Collaborative Shared Leadership	Session 1: Revisiting the ARAL Law • DO, DM, Guidelines • Overview of the ARAL Program and Implementation • Expectations, etc.	
9:00 – 9:30		Pakikisalo sa Pamumuno: Bayanihan Para sa Kinabukasan Workshop/Activity		
9:30 – 10:00				
10:00-10:15			Health Break / Morning Snacks	
10:15-11:00	Continuation of Activity	Continuation of Session 1		
11:00 – 11:15	Continuation of Session 1			
11:15 – 12:00				
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ACTIVITIES			
SCHEDULE	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)
			DAY 3 (Aug 21, 2025)
12:00-1:00	Travel and Arrival of Participants Check-in and Registration of Participants (2PM)	Continuation of Activity	Check out of Participants (12NN)
1:00 – 1:10			
1:10 – 2:00			
2:00 – 2:30			
2:30 – 3:00			
		Lunch	
			Energizer
			Session 3: School-Based M&E Framework for ARAL • Purpose & Objective • Data Collection • Strategies • Tools & Mechanisms • Common Challenges and how to Overcome them
3:00-4:00			Session 4: Effective Community Engagement Strategies • Identifying Key Stakeholders • Modes of Engagement • Strategies for Mobilizing Support • Action Planning Activity (targets per region, plan on how to do this)
4:00 – 4:45			Inspirational Message and Call to Action
4:45-5:00		Closing of Day 1 & Evaluation	Closing Message & Evaluation of



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SCHEDULE	ACTIVITIES			
	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
8:00 - 8:30		Evaluation Form Reminders for Day 2	Day 2	

8:30 - 9:30	Opening Program - Nationalistic Song - Prayer - Emergence (Alumni) Session 1.A Status of Literacy in the Country Understanding the ADEL Reading Program Session 1.B: Understanding the ADEL Reading Program	Session 1A - Current state of literacy levels nationwide - Key findings from national assessments - Identifications of persistent gaps: early grade reading, comprehension, and writing - Implications of low literacy for learners' future education and employment - The urgency of re-entry and acceleration efforts after learning losses (e.g., pandemic impact) Session 1.B - Overview of the ADEL Program as a national learning recovery initiative - Objectives: bridging learning gaps, strengthening foundational skills, and improving reading proficiency - Key features of the ADEL Reading Program (target learners, intervention design, strategies) - Expected outcomes and learner competencies - How the program aligns with national education policies and literacy goals		
9:30 - 10:00				
10:00 - 10:30				
10:30 - 11:00				
11:00 - 11:30				
11:30 - 12:00				
12:00 - 1:00				
1:00 - 1:15				



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ACTIVITY MATRIX: SCHOOL HEADS ORIENTATION

ACTIVITIES		Key Points per Session and /or Expected Output	
SCHEDULE	Day 1 Aug 2025		
8:00- 8:30	Travel and Arrival of Participants		
8:30- 9:00			
9:00 – 9:30			
9:30 – 10:00			
10:15 – 10:30	Opening Program • Nationalistic Song • Prayer • Energizer (dance)		
10:30-11:00	Session 1.a. Status of Literacy in the Country		
11:00 – 11:15	Understanding the ARAL-Reading Program		
11:15 – 12:00	Session 1.b: Understanding the ARAL-Reading Program		
12:00-1:00	Lunch		
1:00 – 1:15			
	Energizer		



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SCHEDULE	ACTIVITIES	
	Day 1 Aug 2025	Key Points per Session and /or Expected Output
1:15 – 2:00 2:00 – 2:30 2:30 – 3:00	Session 2: Implementing Guidelines of the ARAL-Reading Program	• Structure and framework of implementation (who, what, when, where). • Roles of key stakeholders: DepEd offices, teachers, LGUs, parents, community partners • Scheduling, learning delivery modes, and integration in school programs • Monitoring and evaluation mechanisms (tracking learner progress) • Available resources and support (teaching guides, modules, partnerships)
3:00-3:15		PM Snacks
3:15 – 4:15 4:15 – 4:45	Session 3: Responsibilities of the School Head in the Implementation of ARAL-Reading	• Leadership role in championing ARAL at the school level • Ensuring teacher preparedness and capacity building • Engaging parents and local stakeholders to support learner participation • Monitoring and evaluating implementation as well as reporting progress • Sustaining the program through integration with existing school initiatives
4:45 – 5:00	Closing Program End of Activity Evaluation	



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ACTIVITY MATRIX: CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM

ACTIVITY MATRIX: CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM				
ACTIVITIES				
SCHEDULE	Day 1 Aug 2025	Key Points per Session and /or Expected Output	DAY 2 August, 2025	Key Points per Session and /or Expected Output
8:00- 8:30	Travel and Arrival of Participants		Management of Learning - Nationalistic Song - Prayer - Recap - Energizer	- Prepare the participants for the next day's activities - See the connection of Day 1 sessions with Day 2
8:30- 9:00			Session 4: Conducting a Filipino Session	- Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension - Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension
9:00 - 9:30				
9:30 - 10:00			Session 5: Conducting an English Session	
10:00-10:15	Opening Program - Nationalistic Song - Prayer - Energizer Session 1 a. Status of Literacy in the Country Understanding the ARAL-Reading Program	Health Break / Morning Snacks	Session 6: Conducting a Session for Key Stages 1, 2 and 3 Learners	- Breakout sessions - Learn new strategies in teaching reading to learners from Key Stages 1 and 3 - Develop more interesting activities for the remediation sessions
10:15 -10:30				
10:30-11:00				
11:00 - 11:15				
11:15 - 11:30	Session 1 b.			
11:30 - 12:00				



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ACTIVITIES			
SCHEDULE	Day 1 Aug 2025	Key Points per Session and /or Expected Output	DAY 2 August, 2025
	Understanding the ARAL Learners; <i>Confusabet</i> Activity		Key Points per Session and /or Expected Output
12:00-1:00	Lunch		
1:00 – 1:15	Energizer		
1:15 – 2:00	Session 2: The Teacher as ARAL Tutor	- Understanding of Socio-emotional development by age ng Grades 1-10 (7-16 year olds) - Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support	Session 7 Conduct of Professional Learning Community in the implementation of ARAL
2:00 – 2:30			
2:30 – 3:00			
	Health Break		
3:00-3:15	Session 3: Walk-through of Teaching Guide and Learner’s Workbook	- Difference between teaching regular and remediation classes - Changing one’s perspective based on the learner’s needs	Session 9: BLSS-SHD Vision Screening
3:15 – 4:15			
4:15 -4:45			
4:45 - 5:00	End of Day Evaluation Evaluation Form		Closing Program and End of Day Evaluation - Closing Remarks - Evaluation Form - Reminders for Day 3
			Wrap up the two-day activity and post a challenge/call to action



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SCHEDULE	ACTIVITIES		Key Points per Session and /or Expected Output	DAY 2 August, 2025	Key Points per Session and /or Expected Output
	Day 1 Aug 2025	Key Points per Session and /or Expected Output			
	• Reminders for Day				



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