



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION

OCT 14 2025

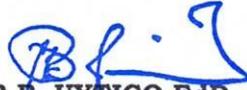
**REGIONAL MEMORANDUM**

No. 491 s. 2025

**ORIENTATION- TRAINING ON THE REVISED DEPED ORDER ON THE RPMS  
GUIDELINES WITH APPROVING AUTHORITIES**

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

1. Attached is DepEd Advisory from the Human Resource and Organizational Development dated on October 7, 2025 regarding the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities**.
2. Attention is particularly invited to paragraphs 2, 3, 4, 5, and Annexes A and B of the said Memorandum.
3. The Orientation-Training for the Luzon Cluster, which includes Regions IV-A & B, V, VI, VII, and Negros Island Region (NIR) is scheduled on October 15-17, 2025 at the Bellavista Hotel, Lapu-Lapu City, Cebu.
4. All participants are enjoined to take note of the schedule and venue and are requested to confirm their attendance through this link: <https://tinyurl.com/PMESOreintationTrainingng>.
5. 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.
6. For further queries, contact Mr. Joe Marie C. Dolino, OIC-SEPS, NEAP-R at +639391825379 and Ms. Bebce O. Gentilezo, OIC- EPS II, at 09166358266.
7. Immediate dissemination of and compliance with this Memorandum are directed.

  
**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Encl: As stated  
Reference: Advisory  
To be indicated in the Perpetual Index  
under the following subjects:

TRAININGS

PROGRAMS

RPMS

JMCD/BBOG/HRDD-RM- Advisory: Orientation-Training on the revised Order on the RPMS Guidelines  
121/October 14, 2025



Address: Batinguel, Dumaguete City, 6200  
Telephone Nos:  
Email Address: nir@deped.gov.ph  
Website: depednir.net



DEPARTMENT OF EDUCATION  
**RELEASED**  
 CO - OUHROD  
**Oct 08, 2025**  
 HRDD-ADV-2025-24  
 By: R Malate 09:56 am



HRDD-ADV-2025-24

Republika ng Pilipinas  
**Department of Education**  
 OFFICE OF THE UNDERSECRETARY  
 HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**ADVISORY**  
 October 07, 2025

This has reference to the **Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities** with AR No. 2025-CO-07014 dated July 16, 2025 and DM-OUHROD-2025-2424 issued last 22 August 2025.

Please be informed on the schedule and exact venue of the following activities:

ACTIVITY	SCHEDULE	VENUE
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - Luzon Cluster ( <b>Regions IV-A&amp;B, V, VI, VII &amp; NIR</b> )	October 15-17, 2025	The Bellavista Hotel, Lapu Lapu City (Cebu)
Orientation-Training on the Revised DepEd Order on the RPMS Guidelines with Approving Authorities - ( <b>Regions VIII, IX, X, XI, XII &amp; XIII</b> )	October 28-30, 2025	Panorama Summit Hotel, Davao City

DepEd officials and personnel listed in **Annex A** or his/her identified representative who do not register yet through this link <https://tinyurl.com/PMESOrientationTraining> are **required to confirm their attendance** and **directed to do the pre-work assignments** prior the scheduled activity detailed in **Annex B**.

Board and lodging of all the participants shall be charged against OPDNTP Funds (Current fund for FY 2025) while the travel expenses shall be charged as follows:

Fund Source	Participant's Role
Local Funds	Participants (i.e., Undersecretaries/Assistant Secretaries, Bureau/Service Directors, RDs/ARDs, SDS/ASDS <b>or his/her authorized representative</b> )  <i>Note: <b>One (1) representative only</b> from Central Office, Regional Offices or School Division Offices.</i>
GMS Fund 2025	BHROD-OED Representative and HROD Resource Speaker
OPDNTP Current Fund 2025	CO Program Management Team and External Resource Speaker

All expenses are subject to existing budgeting, accounting, and auditing rules and regulations.



Address: Room 102 Rizal Bldg., DepEd Complex, Meralco Ave., Pasig City, Metro Manila  
 Telephone Nos.: 8637-7206  
 Email Address: usec.hrod@deped.gov.ph  
 Website: <https://www.deped.gov.ph>

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Effectivity	09.20.21	Page	1 of 3



**Kindly be advised that the board and lodging, including meals of drivers of the participants (if any) shall not be covered by the program organizers.**

**Furthermore, all participants are required to bring their laptops during the entire orientation-training activity.**

For questions and/or concerns, please contact BHROD-HRDD through **Mr. Crisanto V. Lucaba** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

For your information and appropriate action.

  
E-signed by  
Wilfredo Cabral  
03/23/23, 7:58:09 PM  
**WILFREDO E. CABRAL**  
*Undersecretary for Human Resource and  
Organizational Development*

**Kindly be advised that the board and lodging, including meals of drivers of the participants (if any) shall not be covered by the program organizers.**

**Furthermore, all participants are required to bring their laptops during the entire orientation-training activity.**

For questions and/or concerns, please contact BHROD-HRDD through **Mr. Crisanto V. Lucaba** or **Ms. Ma. Mystica P. Esparas-Yu Oh** at telephone no. (02) 8470-6630 or email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph).

For your information and appropriate action.

E-signed by  
Wilfredo Cabral  
10/12/2025, 7:58:19 PM  
**WILFREDO E. CABRAL**  
*Undersecretary for Human Resource and  
Organizational Development*

## Annex A

### List of Participants for the Orientation-Training on the Revised DepEd Order on the Results-Based Performance Management System Guidelines with Approving Authorities

Luzon Cluster (Regions NCR, CAR, I, II & III) | October 8-10, 2025

Name	Position	Regional Office
1. Jocelyn DR. Andaya	Regional Director	NCR
2. Estela L. Cariño	Regional Director	CAR
3. Tolentino G. Aquino	Regional Director	I (Ilocos)
4. Benjamin D. Paragas	Regional Director	II
5. Ronnie S. Mallari	Regional Director	III
6. Cecille G. Carandang	Schools Division Superintendent	NCR - Caloocan City
7. Melody P. Cruz (OIC)	Schools Division Superintendent	NCR - Las Piñas City
8. Ma. Evalou Concepcion A. Agustin	Schools Division Superintendent	NCR - Makati City
9. Juan C. Obierna	Schools Division Superintendent	NCR - Malabon City
10. Romela M. Cruz	Schools Division Superintendent	NCR - Mandaluyong City
11. Nerissa R. Lomeda (OIC)	Schools Division Superintendent	NCR - Manila City
12. Alejandro G. Ibanez	Schools Division Superintendent	NCR - Marikina City
13. Violeta M. Gonzales (OIC)	Schools Division Superintendent	NCR - Muntinlupa City
14. Meliton P. Zurbano	Schools Division Superintendent	NCR - Navotas City
15. Loreta B. Torrecampo	Schools Division Superintendent	NCR - Parañaque City
16. Joel T. Torrecampo	Schools Division Superintendent	NCR - Pasay City
17. Sheryll T. Gayola	Schools Division Superintendent	NCR - Pasig City
18. Carleen S. Sedilla	Schools Division Superintendent	NCR - Quezon City
19. Angelita P. Cornejo (OIC)	Schools Division Superintendent	NCR - San Juan City
20. Cynthia L. Ayles	Schools Division Superintendent	NCR - Taguig City - Pateros
21. Noel D. Bagano (OIC)	Schools Division Superintendent	NCR - Valenzuela City
22. Amador D. Garcia, Sr	Schools Division Superintendent	CAR - Abra
23. Irene S. Angway	Schools Division Superintendent	CAR - Apayao
24. Estela P. Leon-Cariño (OIC) Concurrent	Schools Division Superintendent	CAR - Benguet

25. Gloria B. Buya-ao	Schools Division Superintendent	CAR - Ifugao
26. Ginaldine L. Balogso (OIC)	Schools Division Superintendent	CAR - Kalinga
27. Benilda M. Daytaca	Schools Division Superintendent	CAR - Mt. Province
28. Soraya T. Faculo	Schools Division Superintendent	CAR - Baguio City
29. Benedicta B. Gamatero	Schools Division Superintendent	CAR - Tabuk City
30. Donato D. Balderas, Jr.	Schools Division Superintendent	I - Ilocos Norte
31. Joel B. Lopez	Schools Division Superintendent	I - Ilocos Sur
32. Jorge M. Reinante	Schools Division Superintendent	I - La Union
33. Fatima R. Boado	Schools Division Superintendent	I - Pangasinan I
34. Vivian Luz S. Pagatpatan	Schools Division Superintendent	I - Pangasinan II
35. Ely S. Ubaldo	Schools Division Superintendent	I - Alaminos City
36. Anselmo R. Aludino	Schools Division Superintendent	I - Batac City
37. Gemma Q. Tacuycuy	Schools Division Superintendent	I - Candon City
38. Rowena C. Banzon	Schools Division Superintendent	I - Dagupan City
39. Joann A. Corpuz	Schools Division Superintendent	I - Laoag City
40. Diosdado I. Cayabyab	Schools Division Superintendent	I - San Carlos City
41. Shiela Marie A. Primicias	Schools Division Superintendent	I - San Fernando City
42. Aguedo C. Fernandez	Schools Division Superintendent	I - Urdaneta City
43. Vilma D. Eda	Schools Division Superintendent	I - Vigan City
44. Dante J. Marcelo	Schools Division Superintendent	II - Batanes
45. Reynante Z. Caliguiran	Schools Division Superintendent	II - Cagayan Province
46. Rachel R. Llana	Schools Division Superintendent	II - Isabela
47. Orlando E. Manuel	Schools Division Superintendent	II - Nueva Vizcaya
48. Madelyn L. Macalling	Schools Division Superintendent	II - Quirino
49. Cherry S. Ramos	Schools Division Superintendent	II - Cauayan City
50. Eduardo C. Escorpiso, Jr.	Schools Division Superintendent	II - Ilagan City

51. Alfredo B. Gumaru Jr.	Schools Division Superintendent	II - Santiago City
52. Gilbert N. Tong	Schools Division Superintendent	II - Tuguegarao City
53. Dante G. Parungao	Schools Division Superintendent	III - Aurora
54. Carolina S. Violeta	Schools Division Superintendent	III - Bataan
55. Rowena T. Quiambao	Schools Division Superintendent	III - Baliwag City
56. Cecilia E. Valderama	Schools Division Superintendent	III - Bulacan
57. Ronaldo A. Pozon	Schools Division Superintendent	III - Nueva Ecija
58. Romeo M. Alip	Schools Division Superintendent	III - Pampanga
59. Ma. Irelyn P. Tamayo	Schools Division Superintendent	III - Tarlac
60. William Roderick R. Fallorin	Schools Division Superintendent	III - Zambales
61. Edgard C. Domingo	Schools Division Superintendent	III - Angeles City
62. Roland M. Fronda	Schools Division Superintendent	III - Balanga City
63. Catalina P. Paez	Schools Division Superintendent	III - Cabanatuan City
64. Enrique E. Angeles, Jr. (OIC)	Schools Division Superintendent	III - Gapan City
65. Maria Carmen P. Cuenco	Schools Division Superintendent	III - Mabalacat City
66. Leilani S. Cunanan	Schools Division Superintendent	III - Malolos City
67. Merlina P. Cruz	Schools Division Superintendent	III - Meycauayan City
68. Imelda P. Macaspac (OIC)	Schools Division Superintendent	III - Olongapo City
69. Shirley B. Zipagan	Schools Division Superintendent	III - San Fernando City
70. Josie C. Palioc (OIC)	Schools Division Superintendent	III - San Jose City
71. Leonardo C. Canlas ((OIC)	Schools Division Superintendent	III - San Jose del Monte
72. Johanna N. Gervacio	Schools Division Superintendent	III - Science City of Muñoz
<i>Two (2) Participants/ Representatives from BHROD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHROD-HRDD Program Management Team</i>		

**Luzon and Visayas Cluster (Regions IV-A, IV-B, V, VI, Negros Island and VII) |  
October 15-17, 2025**

<b>Name</b>	<b>Position</b>	<b>Regional Office</b>
1. Alberto T. Escobarte	Regional Director	IV-A
2. Nicolas T. Capulong	Regional Director	IV-B
3. Gilbert T. Sadsad	Regional Director	V
4. Cristito A. Eco (OIC)	Regional Director	VI
5. Ramir B. Uytico	Regional Director	Negros Island Region
6. Salustiano T. Jimenez	Regional Director	VII
7. Marites A. Ibañez	Schools Division Superintendent	IV-A – Batangas Province
8. Rosemarie D. Torres	Schools Division Superintendent	IV-A - Cavite
9. Editha M. Atendido	Schools Division Superintendent	IV-A - Laguna
10. Rommel C. Bautista	Schools Division Superintendent	IV-A - Quezon
11. Doris DJ. Estalilla	Schools Division Superintendent	IV-A - Rizal
12. Lerma L. Flandez	Schools Division Superintendent	IV-A - Antipolo City
13. Babylyn M. Pambid	Schools Division Superintendent	IV-A - Bacoor City
14. Hermogenes M. Panganiban	Schools Division Superintendent	IV-A - Batangas City
15. Arlene S. Ricasata (OIC)	Schools Division Superintendent	IV-A - Biñan City
16. Gregorio T. Mueco (OIC)	Schools Division Superintendent	IV-A - Calaca City
17. Christopher R. Diaz	Schools Division Superintendent	IV-A - Cabuyao City
18. Merthel M. Evardome	Schools Division Superintendent	IV-A - Calamba City
19. Gregorio A. Co, Jr. (OIC)	Schools Division Superintendent	IV-A - Cavite City
20. Elias A. Alicaya, Jr. (OIC)	Schools Division Superintendent	IV-A - Dasmariñas City
21. Homer N. Mendoza (OIC)	Schools Division Superintendent	IV-A - Imus City
22. Felizardo O. Balanos	Schools Division Superintendent	IV-A - Lipa City
23. Susan DL. Oribiana	Schools Division Superintendent	IV-A - Lucena City
24. Gerlie M. Ilagan	Schools Division Superintendent	IV-A - San Pablo City
25. Hereberto Jose D. Miranda	Schools Division Superintendent	IV-A - Sta. Rosa City
26. Nicolas M. Burgos	Schools Division Superintendent	IV-A - Tanauan City
27. Celedonio B. Balderas, Jr.	Schools Division Superintendent	IV-A - Tayabas City

28. Ivan Brian L. Inductivo	Schools Division Superintendent	IV-A - General Trias City
29. Phillip B. Gallendez	Schools Division Superintendent	IV-A - San Pedro City
30. Neil G. Angeles	Schools Division Superintendent	IV-A - Sto. Tomas City
31. Lynn G. Mendoza (OIC)	Schools Division Superintendent	IV-B - Marinduque
32. Loida P. Adornado (OIC)	Schools Division Superintendent	IV-B - Occidental Mindoro
33. Maria Luisa D. Servando	Schools Division Superintendent	IV-B - Oriental Mindoro
34. Nicolas T. Capulong (OIC)	Schools Division Superintendent	IV-B - Palawan
35. Roger F. Capa	Schools Division Superintendent	IV-B - Romblon
36. Susana M. Bautista	Schools Division Superintendent	IV-B - Calapan City
37. Laida M. Lagar-Mascareñas	Schools Division Superintendent	IV-B - Puerto Princesa City
38. Nene R. Merioles	Schools Division Superintendent	V - Albay
39. Crestito M. Morcilla	Schools Division Superintendent	V - Camarines Norte
40. Norma B. Samantela	Schools Division Superintendent	V - Camarines Sur
41. Ma. Jeany T. Abayon (OIC)	Schools Division Superintendent	V - Catanduanes
42. Raymundo M. Cantojos	Schools Division Superintendent	V - Masbate
43. Jose L. Doncillo	Schools Division Superintendent	V - Sorsogon
44. Maria Magnolia Brioso	Schools Division Superintendent	V - Iriga City
45. Danilo E. Despi	Schools Division Superintendent	V - Legazpi City
46. Nympha D. Guemo	Schools Division Superintendent	V - Ligao City
47. Nelson S. Morales, Jr.	Schools Division Superintendent	V - Masbate City
48. Susan S. Collano	Schools Division Superintendent	V - Naga City
49. William E. Gando	Schools Division Superintendent	V - Sorsogon City
50. Fatima D. Buen	Schools Division Superintendent	V - Tabaco City
51. Feliciano C. Buenafe, Jr.	Schools Division Superintendent	VI - Aklan
52. Nicasio S. Frio	Schools Division Superintendent	VI - Antique
53. Roel F. Bermejo	Schools Division Superintendent	VI - Capiz

54. Novelyn M. Vilchez	Schools Division Superintendent	VI - Guimaras
55. Ernesto F. Servillion, Jr.	Schools Division Superintendent	VI - Iloilo
56. Ma. Luz M. De Los Reyes	Schools Division Superintendent	VI - Iloilo City
57. Ma. Roselyn J. Palcat	Schools Division Superintendent	VI - Passi City
58. Renato T. Ballesteros	Schools Division Superintendent	VI - Roxas City
59. Gladys Amylaine D. Sales	Schools Division Superintendent	Negros Occidental
60. Neri C. Ojastro	Schools Division Superintendent	Negros Oriental
61. Rosalie M. Pasaol	Schools Division Superintendent	Siquijor
62. Dennis G. Develos (OIC)	Schools Division Superintendent	Bacolod City
63. Neri Anne M. Alibuyog	Schools Division Superintendent	Bago City
64. Bernadette A. Susvilla	Schools Division Superintendent	Bais City
65. Anelito G. Bongcawil	Schools Division Superintendent	Bayawan City
66. Arlene G. Bermejo	Schools Division Superintendent	Cadiz City
67. Salvacion J. Senayo (OIC)	Schools Division Superintendent	Canlaon City
68. Edmark Ian L. Cabio	Schools Division Superintendent	Dumaguete City
69. Peter O. Galimba (OIC)	Schools Division Superintendent	Escalante City
70. Orlando G. Cadano	Schools Division Superintendent	Guihulngan City
71. Lynee A. Peñaflor (OIC)	Schools Division Superintendent	Himamaylan City
72. Ferdinand S. Sy	Schools Division Superintendent	Kabankalan City
73. Ermi V. Miranda	Schools Division Superintendent	La Carlota City
74. Dannie Clark M. Uguil (OIC)	Schools Division Superintendent	Sagay City
75. Ma. Teresa P. Geroso (OIC)	Schools Division Superintendent	San Carlos City
76. Salvador D. Ochavo, Jr.	Schools Division Superintendent	Silay City
77. Bernie L. Libo-on	Schools Division Superintendent	Sipalay City
78. Estela B. Susvilla (OIC)	Schools Division Superintendent	Tanjay City
79. Portia M. Mallorca	Schools Division Superintendent	Victorias City

80. Fay C. Luarez	Schools Division Superintendent	VII - Bohol
81. Senen P. Paulin	Schools Division Superintendent	VII - Cebu
82. Leah P. Noveras	Schools Division Superintendent	VII - Bogo City
83. Cartesa M. Perico	Schools Division Superintendent	VII - Carcar City
84. Nimfa D. Bongo	Schools Division Superintendent	VII - Cebu City
85. Roseller N. Gelig	Schools Division Superintendent	VII - Danao City
86. Marilyn S. Andales	Schools Division Superintendent	VII - Lapu-Lapu City
87. Bianito A. Dagatan	Schools Division Superintendent	VII - Mandaue City
88. Ronald G. Gutay	Schools Division Superintendent	VII - Naga City
89. Wilfreda D. Bongalos	Schools Division Superintendent	VII - Tagbilaran City
90. Arden D. Monisit	Schools Division Superintendent	VII - Talisay City
91. Joseph Irwin A. Lagura	Schools Division Superintendent	VII - Toledo City
<i>Two (2) Participants/Representatives from BHROD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHROD-HRDD Program Management Team</i>		

**Visayas and Mindanao Cluster (Regions VIII, IX, X, XI, XII, & CARAGA) | October 28-30, 2025**

<b>Name</b>	<b>Position</b>	<b>Regional Office</b>
1. Ronelo Al K. Firmo (OIC)	Regional Director	VIII
2. Ruth L. Fuentes	Regional Director	IX
3. Arturo B. Bayocot	Regional Director	X
4. Allan G. Farnazo	Regional Director	XI
5. Carlito D. Rocafort	Regional Director	XII
6. Maria Ines C. Asuncion	Regional Director	CARAGA
7. Roberto N. Mangaliman (OIC)	Schools Division Superintendent	VIII - Biliran
8. Antonio P. Delos Reyes (OIC)	Schools Division Superintendent	VIII - Eastern Samar
9. Mariza S. Magan	Schools Division Superintendent	VIII - Leyte
10. Gaudencio C. Aljibe, Jr.	Schools Division Superintendent	VIII - Northern Samar
11. Moises D. Labian, Jr.	Schools Division Superintendent	VIII - Samar (Western)
12. Josilyn S. Solana	Schools Division Superintendent	VIII - Southern Leyte
13. Manuel P. Albaño	Schools Division Superintendent	VIII - Baybay City
14. Gorgonio G. Diaz, Jr.	Schools Division Superintendent	VIII - Borongan City
15. Margarito A. Cadayona	Schools Division Superintendent	VIII - Calbayog City
16. Carmela R. Tamayo	Schools Division Superintendent	VIII - Catbalogan City
17. Genis S. Murallos	Schools Division Superintendent	VIII - Maasin City
18. Carmelino P. Bernadas	Schools Division Superintendent	VIII - Ormoc City
19. Sherlita A. Palma (OIC)	Schools Division Superintendent	VIII - Tacloban City
20. Majarani M. Jacinto	Schools Division Superintendent	IX - Zamboanga del Norte
21. Ma. Judelyn J. Ramos	Schools Division Superintendent	IX - Zamboanga del Sur
22. Virgilio P. Batan, Jr.	Schools Division Superintendent	IX - Zamboanga Sibugay
23. Jay S. Montealto (OIC)	Schools Division Superintendent	IX - Dapitan City
24. Ma. Liza R. Tabilon	Schools Division Superintendent	IX - Dipolog City
25. Ma. Laarni T. Villanueva (OIC)	Schools Division Superintendent	IX - Isabela City
26. Danny B. Cordova	Schools Division Superintendent	IX - Pagadian City
27. Gregorio Cyrus R. Elejorde (OIC)	Schools Division Superintendent	IX - Zamboanga City

28. Victoria V. Gazo	Schools Division Superintendent	X - Bukidnon
29. Lorebina C. Carrasco (OIC)	Schools Division Superintendent	X - Camiguin
30. Edwin R. Maribojoc	Schools Division Superintendent	X - Lanao del Norte
31. Reynaldo E. Manuel, Jr.	Schools Division Superintendent	X - Misamis Occidental
32. Edilberto L. Oplenaria	Schools Division Superintendent	X - Misamis Oriental
33. Roy Angelo E. Gazo	Schools Division Superintendent	X - Cagayan de Oro City
34. Randolph B. Tortola	Schools Division Superintendent	X - El Salvador City
35. Edgardo V. Abanil	Schools Division Superintendent	X - Gingoog City
36. Jonathan S. Dela Peña	Schools Division Superintendent	X - Iligan City
37. Cherry Mae L. Limbaco-Reyes	Schools Division Superintendent	X - Malaybalay City
38. Jean G. Veloso	Schools Division Superintendent	X - Oroquieta City
39. Nimfa R. Lago (OIC)	Schools Division Superintendent	X - Ozamis City
40. Shambaeh A. Abantas-Usman	Schools Division Superintendent	X - Tanguib City
41. Jesnar Dems S. Torres	Schools Division Superintendent	X - Valencia City
42. Phoebe Gay L. Refamonte	Schools Division Superintendent	XI - Davao de Oro
43. Reynaldo B. Mellorida	Schools Division Superintendent	XI - Davao del Norte
44. Lorenzo E. Mendoza	Schools Division Superintendent	XI - Davao del Sur
45. Rommel R. Jandayan	Schools Division Superintendent	XI - Davao Occidental
46. Josephine L. Fadul	Schools Division Superintendent	XI - Davao Oriental
47. Reynante A. Solitario	Schools Division Superintendent	XI - Davao City
48. Melanie P. Estacio	Schools Division Superintendent	XI - Digos City
49. Winnie E. Batoon	Schools Division Superintendent	XI - Mati City
50. Jinky B. Firman	Schools Division Superintendent	XI - Panabo City
51. Nelson C. Lopez	Schools Division Superintendent	XI - Samal City
52. Alona C. Uy	Schools Division Superintendent	XI - Tagum City
53. Romelito G. Flores	Schools Division Superintendent	XII - Cotabato

54. Ruth L. Estacio	Schools Division Superintendent	XII - Sarangani
55. Leonardo M. Balala	Schools Division Superintendent	XII - South Cotabato
56. Crispin A. Soliven, Jr.	Schools Division Superintendent	XII - Sultan Kudarat
57. Isagani S. Dela Cruz	Schools Division Superintendent	XII - General Santos City
58. Miguel P. Fillalan, Jr.	Schools Division Superintendent	XII - Kidapawan City
59. Roberto J. Montero	Schools Division Superintendent	XII - Koronadal City
60. Gildo G. Mosqueda	Schools Division Superintendent	XII - Tacurong City
61. Jeanie L. Mativo	Schools Division Superintendent	XIII - Agusan del Norte
62. Josita B. Carmen	Schools Division Superintendent	XIII - Agusan del Sur
63. Florence E. Almaden	Schools Division Superintendent	XIII - Dinagat Islands
64. Karen L. Galanida	Schools Division Superintendent	XIII - Surigao del Norte
65. Lorenzo O. Macasocol	Schools Division Superintendent	XIII - Surigao del Sur
66. Ma. Teresa M. Real (OIC)	Schools Division Superintendent	XIII - Bayugan City
67. Gemma A. De Paz (OIC)	Schools Division Superintendent	XIII - Bislig City
68. Minerva T. Albis	Schools Division Superintendent	XIII - Butuan City
69. Imelda N. Sabornido	Schools Division Superintendent	XIII - Cabadbaran City
70. Manuel O. Caberte (OIC)	Schools Division Superintendent	XIII - Siargao
71. Marilou B. Dedumo	Schools Division Superintendent	XIII - Surigao City
72. Jasmin R. Lacuna (OIC)	Schools Division Superintendent	XIII - Tandag City
<i>Two (2) Participants/ Representatives from BHRD-Organization Effectiveness Division</i>		
<i>One (1) Resource Speaker</i>		
<i>Four (4) BHRD-HRDD Program Management Team</i>		

**Central Office | November 04, 2025 (8:00 AM-6:00 PM) | Bulwagan ng Karunungan  
at DepEd Techzone, Makati City**

Name	Position	Bureau/Service/ Office	Confirmation Status
1. Joseph Conrad B. De Rama	Director IV	Administration Service	
2. Ella Cecilia G. Naliponguit	Director III	Administration Service	Confirmed
3. Marilette R. Almayda	Director IV	Bureau of Alternative Education	Confirmed
4. Suzette T. Gannaban-Medina (OIC)	Director IV	Bureau of Learning Resources	Confirmed
5. Peter Marc D. Magsalin	Director IV	Bureau of Curriculum Development	Confirmed
6. Ma. Guia M. Del Valle-Ramoso	Director III	Bureau of Curriculum Development	Confirmed
7. Ebenezer A. Beloy	OIC-Director III	Bureau of Curriculum Development	Confirmed
8. Gerson Marvin M. Abesamis	Director IV	Bureau of Learning Delivery	
9. Armando C. Ruiz	Director IV	Finance Service	
10. Ariz Delson Acay D. Cawilan	Director IV	Operations	
11. Felino O. Castro	Director IV	Disaster Risk Reduction and Management Service	
12. Miguel Angelo S. Mantaring	Director IV	Bureau of Learner Support Services	Confirmed
13. Janine Nicole O. Chua	Director IV	Legal Service	Confirmed
14. Dexter N. Pante (OIC)	Director III	Bureau of Human Resources and Organizational Development	
15. Michael P. Cabautan	Director IV	National Educators Academy of the Philippines	Confirmed
16. Rhoan L. Orebia	Director IV	Procurement Management Service	Confirmed
17. Marivic R. Leaño	Director III	Strategic Management	Confirmed
18. Kevin Carl P. Santos	Director IV	Bureau of Education Assessment	Confirmed
19. Maria Clarisse T. Ligunas-Roque	Director IV	Policy and Planning Service	
20. Blanquita Dolores B. Fontanilla	Chief Administrative Officer	Public Affairs Service	Confirmed

	(Alternate Representative of Director Jan Kevin M. Rivera)		
21. Graciela E. Mendoza	Director IV	External Partnership Service	Confirmed
22. Paolo Mikael E. Quilala	Director IV	Internal Audit Service	
23. Hana Kamille A. Escueta	Director IV	Legislative Liaison Office	Confirmed
24. Atty. Christian E. Rivero	Director IV	Sites Titling Office	Confirmed
25. Vernice Lorraine D. Quintana	Director III	Private Education Office	Confirmed
26. Michael Oliver M. De Guzman	Director III	Education Facilities Division	Confirmed
27. Mary Jane B. Feliciano	Planning Officer V	Policy and Planning Service	Confirmed
28. Atty. Tara Triztina C. Rama	Project Manager III	Finance Service - Education Programs Management Office	Confirmed
29. Mercy C. Trio	Project Development Officer IV	Education Management Information System Division (PS-EMISD)	Confirmed
30. Encarnacion, T, Escuadro	Information Technology Officer III	Information and Communications Technology Service	Confirmed
31. Gina L. Cruz	OIC-Senior Education Program Specialist	BLSS-Youth Formation Division	Confirmed
32. Ahnee Lae M. Abutin	Project Development Officer V	Project Management Service – Project Development Division	Confirmed
33. Louie C. Duterte	Project Development Officer V	Finance Service - Operations and Data Management Division (GASS-ODMD)	Confirmed
34. Cholita F. Tiong	Chief Administrative Officer	Finance Service	Confirmed
35. Ariel C Tandingan	Supervising Administrative Officer	Employee Account Management Division (FS-EAMD)	Confirmed
36. Apple M. Sernicula	Alternate Representative of Undersecretary Rowena M. Candice	OSEC – Procurement and Finance Oversight	Confirmed
37. Odylane Norma V. Uy	Alternate Representative of Undersecretary Filemon Ray L. Javier	Office of the Undersecretary for Legal and Legislative Affairs	Confirmed

<b>One (1) Division Chief from Operations, ProcMS, BLR, BLD, DRRMS, NEAP, IAS and ICTS</b>	Waiting for confirmation
One (1) Resource Speaker	Confirmed
Five (5) BHROD-HRDD Program Management Team	Confirmed

## Annex B

### I. Participant's Pre-Work Assignment

Instructions	Link	QR code
a. <b>Read</b> the article " <b>How to Conduct a Great Performance Review</b> " authored by Frank V. Cespedes and published by Harvard Business Review prior to the scheduled activity.	<a href="https://tinyurl.com/HBRPRArticle">https://tinyurl.com/HBRPRArticle</a>	
b. <b>Read</b> the article " <b>The Leader as Coach</b> " published by Harvard Business Review prior to the scheduled activity.	<a href="https://tinyurl.com/HBRLCArticle">https://tinyurl.com/HBRLCArticle</a>	
c. <b>Accomplish</b> the <b>Online Pre-Test Form</b> prior to the scheduled activity.	<a href="https://tinyurl.com/PMESGEMPRETEST">https://tinyurl.com/PMESGEMPRETEST</a>	
d. <b>Access</b> the <b>Participant's Padlet</b> which contains the library of training materials.	<a href="https://tinyurl.com/PMESGEMPadlet">https://tinyurl.com/PMESGEMPadlet</a>	
e. <b>Accomplish</b> the <b>Online Non-Disclosure Agreement Form</b> prior to the scheduled activity.	<a href="https://tinyurl.com/NDALST">https://tinyurl.com/NDALST</a>	
f. <b>Accomplish</b> the <b>Online Leadership Style Test</b> prior to the scheduled activity.	<a href="https://tinyurl.com/PMESLST">https://tinyurl.com/PMESLST</a> (Batch 1: ROs NCR, CAR, I, II and III)	
	<a href="https://tinyurl.com/PMESLSTB2">https://tinyurl.com/PMESLSTB2</a> (Batch 2: DepEd Central Office)	
	<a href="https://tinyurl.com/PMESLSTB3">https://tinyurl.com/PMESLSTB3</a> (Batch 3: ROs IV-A, IV-B, V, VI, VII, and Negros Island Region)	
	<a href="https://tinyurl.com/PMESLSTB4">https://tinyurl.com/PMESLSTB4</a> (Batch 4: ROs VIII, IX, X, XI, XII and XIII)	

**Note:** All confirmed participants from Central Office, Luzon, Visayas, and Mindanao Clusters are **required** to do the above pre-work assignments.