



Republic of the Philippines
Department of Education
REGION III – CENTRAL LUZON
SCHOOLS DIVISION OFFICE OF ANGELES CITY

11 Nov 2025

DIVISION MEMORANDUM

No. 389 s.2025

DIVISION TRAINING FOR SCHOOL HEADS: ECHOING BEST PRACTICES AND ADDRESSING CHALLENGES IN INSTRUCTIONAL LEADERSHIP

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. This is to inform the field of the conduct of the **Division Training for School Heads: Echoing Best Practices and Addressing Challenges in Instructional Leadership** on **November 25-27, 2025, 8:00 a.m. to 5:00 p.m.** at the **Gabaldon Building**, Pulungbulu, Angeles City.
2. The objectives of the training are the following:
 - Analyze key instructional leadership practices that have led to improved learner outcomes across diverse school contexts.
 - Reflect on current challenges faced by school heads—such as administrative overload, role ambiguity, and limited instructional time—and identify adaptive strategies to address them.
 - Apply the Philippine Professional Standards for School Heads (PPSSH) to real-world leadership scenarios, focusing on strategic leadership and teaching and learning domains.
 - Demonstrate effective techniques in instructional supervision, including classroom observation, coaching and feedback, and SLAC facilitation.
 - Design a Personal Leadership Action Plan (PLAP) aligned with school realities, PPSSH indicators, and NEAP-recognized CPD pathways.
3. Participants in this training are the Public Schools District Supervisors, School Principals, Assistant School Principals, and select Head Teachers. They are required to bring laptops and extension cords.
4. Meals of the participants shall be charged to HRTD Funds.



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5. Enclosed in this Memorandum are the following for reference and guidance:

Enclosure No. 1: List of Participants

Enclosure No. 2: Program Management Team and Resource Speakers

Enclosure No. 3: Training Matrix

6. This Memorandum serves as a **Travel Order** for the Participants.

7. Immediate and wide dissemination and strict compliance with this Memorandum are earnestly desired.

ENGR. EDGARD C. DOMINGO, PhD, CESO V
Schools Division Superintendent

Encl: As stated

Ref: As stated,

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

TRAINING
ADDRESSING CHALLENGES

ECHOING BEST PRACTICES
INSTRUCTIONAL LEADERSHIP

CID-PSDS/ATP/14 Nov 2025



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Enclosure No. 1 to the Division Memorandum No. 389 s. 2025

LIST OF PARTICIPANTS

No.	Name	Office	Position
SDO DISTRICT SUPERVISORS			
1	ANASTACIA NIMFA P. AQUINO EdD	Curriculum Implementation Division	PSDS
2	MARIA TARA D. CLEMENTE EdD	Curriculum Implementation Division	PSDS
3	WALTER C. ESTABILLO EdD	Curriculum Implementation Division	PSDS
4	CEZAR M. HERNANDEZ,	Curriculum Implementation Division	PSDS
5	ANA MERLA D. MAGTOTO	Curriculum Implementation Division	PSDS
6	AGNES G. MANABAT EdD	Curriculum Implementation Division	PSDS
7	ARIEL T. PEREZ	Curriculum Implementation Division	PSDS
9	AMELITA L. PINEDA	Curriculum Implementation Division	PSDS
9	LEONIDA K. QUINTO, PhD	Curriculum Implementation Division	PSDS
10	JAYSON A. TORRES	Curriculum Implementation Division	PSDS
SCHOOL PRINCIPALS			
11	LUCKY PAUL DAVID	Abelardo G. Tinio Elem. School	Principal I
12	ALAN B. NACU	Air Force City Elem. School	Principal I
13	CATHERINE D. MAUN	Alberto G. Pabalan Elem. School	Principal I
14	IMELDA S. GOZUN	Amsic Integrated School	Principal II
15	CAZARINA L. DAVID	Angeles City National High School	Principal IV
16	ELMER S. DAYRIT EdD	Angeles City National Trade School	Principal IV
17	MARJORIE D. LACSON	Angeles City Science HS	Principal III
18	AIZA G. LUGTU	Angeles City Senior High School	Principal III





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19	RICHARD U. AYSON	Angeles Elementary School	Principal IV
20	VICTORIA G. TORRES	Anunas Elem. School	Principal III
21	ELIZER Y. CALMA	Apung Guidang Nepomuceno Elem. School	Principal I
22	MARY ANN D. TENIDOR	Belen Homesite ES	Principal I
23	JENNIFER Y. SANTOS	Bonifacio V. Romero High School	Principal III
24	RANDY A. ROSALES	Claro M. Recto ICT HS	Principal II
25	LEONORA Z. AGUSTIN	Cuayan ES	Principal I
26	VILMA B. LIAO	Cutcut ES	Principal II
27	CARYL LISSETTE A. REYES, PhD	Cutud ES	Principal II
28	GLENDA N. NAGUIT, PhD	Don Ambrocio Integrated School	Principal II
29	ARIEL B. TAYAG	Don Pepe Henson ES	Principal II
30	NERISSA N. VALDEZ	Dr. Clemente N. Dayrit MHS	Principal I
31	ELMER T. HIVA	Dr. Clemente N. Dayrit Sr. ES	Principal I
32	MARILYN B. DINGAL	Enrica Sandico Integrated School	Principal II
33	NIÑO C. ARCEO	Epza Resettlement Elem.School	Principal II
34	HERMES P. VARGAS	Francisco G. Nepomuceno MHS	Principal IV
35	MA. LUINA G. RIVERA	Gov. Rafael Lazatin Integrated School	Principal III
36	MARIANNE D. PINEDA, PhD	Gueco Balibago ES	Principal II
37	NENITA H. JORQUIA	Jose P. Dizon ES	Principal IV
38	NICOLAS H. CONTRERAS JR.	Leoncia Village Integrated School	Principal I
39	ESPERANZA G. NABONG	Lourdes Northwest ES	Principal III
40	RITA A. DALUSUNG	M. Nepomuceno Elem. School	Principal III
41	CHERRY Y. HIPOLITO EdD	Malabanias Integrated School	Principal III
42	ISMAEL S. DELOS REYES PhD	Marisol Bliss Elementary School	Principal I
43	LUDIVINA D. MALLARI	Mining Elem. School	Principal I





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44	JEFERSON D. KARAGDAG	Northville Integrated School -JHS	Principal II
45	RAY JASON C. SANGUYU	Northville Integrated School -Elem	Principal I
46	HELEN G. JUGUILON	Pampang Elem. School	Principal IV
47	ROWENA P. KHOO	Pineda Gutierrez Elem. School	Principal III
48	MARIA CAROLINA C. VIRAY	Pulung Cacutud Elem. School	Principal III
49	HELEN T. CAHULOGAN	Pulungbulu Elem. School	Principal II
50	LARRY JUN R. LOBO	Rafael Lazatin Mem. HS	Principal II
51	NENETH C. TUAZON	Salapungan Elem. School	Principal I
52	JENNIFER S. QUIAZON	San Ignacio Elem. School	Principal I
53	ALMIRA S. MENDOZA	Sapalibutad Elem. School	Principal I
54	FREDERICK M. SIMBULAN	Sapangbato Elem. School	Principal III
55	ABDON D. AGUILAR	Sapangbato National High School	Principal II
56	ELVIRA P. GUINA	Sitio Pader Elem. School	Principal I
57	RENDON B. COLOMA	Sitio Target Integrated School	Principal I
58	ELIZA P. BUAN	Sta. Teresita Elem. School	Principal IV
59	ALLAN R. TRAQUINIA	Sto. Domingo Integrated School	Principal II
60	WILLIAMSON G. CANLAS	Sto. Rosario Elem. School	Principal III
61	DELIO B. SANNADAN	Tacondo Elem. School	Principal I
62	YVETTE ROSARIO ANNALI S. BATUL	Teodoro P. Tinio Elem. School	Principal I
63	MARIETTA R. DE LEON EdD	Virgen Delos Remedios Elem. School	Principal II
ASSISTANT SCHOOL PRINCIPALS			
64	ROVIC P. GUTIERREZ	Amsic IS	OIC-Asst. School Principal II
65	LUTGARDA C. DE JESUS	Angeles City National High School	Asst. School Principal II
66	NARCISO I. AMBROCIO JR.. PhD	Angeles City National High School	Asst. School Principal II
67	VILMA T. ENCISO	Angeles City National Trade School	Asst. School Principal II



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68	ALMA FLOR C. DAVID	Angeles City Science High School	Asst. School Principal II
69	JAYSON G. GUZMAN	Bonifacio V. Romero High School	Asst. School Principal II
70	MICHAEL H. SALINAS	Francisco G. Nepomuceno MHS	Asst. School Principal II
71	NELSON B. BONA OBRA	Gov. Rafael L. Lazatin IS	Asst. School Principal II
72	ARTURO S. DUNGCA III	Malabanias IS	OIC-Asst. School Principal II
73	JANICE M. POLICARPIO	Rafael L. Lazatin MHS-SHS	OIC-Asst. School Principal II
74	BENEDICK DANIEL O. YUMUL	Sapangbato NHS	Asst. School Principal II
75	PATRICK L. ACADEMIA, PhD	Sto. Domingo IS	Asst. School Principal II
ELEMENTARY AND SECONDARY HEAD TEACHERS			
76	REYMILLE B. ZAMORA EdD	Amsic Integrated School	Head Teacher III
77	CARINA G. TAYAG	Angeles Elementary School	Head Teacher III
78	AI KATHLEEN C. SAGARIO EdD	Anunas Elem School	Head Teacher III
79	JAY B. ANUNCIACION	Don Ambrocio IS	Head Teacher III
80	ARIEL C. GUZMAN	Epza Elem School	Head Teacher III
81	XERXIS NAEL F. VALENCIA	Gov. Rafael L. Lazatin IS	Head Teacher III
82	CAMILLE D. FUERTEZ	Gueco Balibago Elem School	Head Teacher III
83	JOMAR C. SAMPAGA	Malabanias Integrated School	Head Teacher I
84	MARY JOYCE C. KABIGTING	Sta. Teresita Elem School	Head Teacher II
85	EUGENE V. LACSINA	Angeles City National High School	Head Teacher VI
86	VENNESA N. PAGADUAN	Angeles City National Trade School	Head Teacher III
87	LORIE L. MACATULA	Francisco G. Nepomuceno MHS	Head Teacher III



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Enclosure No. 2 to the Division Memorandum No. 389 s. 2025

PROGRAM MANAGEMENT TEAM

Name	Office	Position
PROGRAM MANAGEMENT TEAM/ TECHNICAL WORKING GROUP		
Engr. Edgard C. Domingo, PhD, CESO V	OSDS	SDS
Dr. Rosalin S. Muli, EdD, CESO VI	OSDS	ASDS
Dr. Amando C. Yutuc	CID	CID- Chief
Dr. Edgar L. Manabat	SGOD	SGOD- Chief
Ariel T. Perez	CID	PSDS
Arcely G. Garcia	SGOD	SEPS – HRD
Noli M. Manalo	SGOD	EPS – HRD
Glenn P. Sarmiento	SGOD	SEPS- SMME



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RESOURCE SPEAKERS/TRAINERS

Name	Office	Position
TRAINERS / Resource Speakers		
Agnes G. Manabat EdD	CID	PSDS
Cazarina L. David	Angeles City National High School	School Principal IV
Victoria G. Torres	Anunas Elementary School	School Principal III
Amelita L. Pineda	CID	PSDS
Ariel T. Perez	CID	PSDS
Cherry Y. Hipolito EdD	Malabanias Integrated School	School Principal III
Jayson A. Torres	CID	PSDS
Walter C. Estabillo EdD	CID	PSDS



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Enclosure No. 3 to the Division Memorandum No. 389 s. 2025

TRAINING ACTIVITY MATRIX

Time	DAY 1 November 25, 2025	DAY 2 November 26, 2025	DAY 3 November 27, 2025
7:00 – 8:00	<i>Registration</i>		
8:00 – 8:30	<i>Mini-Opening Program</i>	<i>Management of Learning</i>	<i>Management of Learning</i>
8:30 – 10:30	Session 1: Harnessing Student Data for Strategic Instructional Leadership Agnes G. Manabat EdD	Session 5: Empowering Educators through Mentorship and Coaching Amelita L. Pineda	Session 9: Preparation of Application of L&D Ariel T. Perez
10:15 – 10:30	<i>Health Break</i>		
10:30 – 12:00	Session 2: Cultivating Student Leadership and Engagement in the Teaching and Learning Process Ariel T. Perez	Session 6: Strengthening School-Community Partnerships to Improve Learning Outcomes Cherry Y. Hipolito EdD	Continuation of Session 9 Ariel T. Perez
12:00 – 1:00	<i>Lunch Break</i>		
1:00 – 2:30	Session 3: Innovative Teaching Strategies for Modern Learners Victoria G. Torres	Session 7: Navigating Challenges: Leadership in Times of Crisis Jayson A. Torres	Session 10: Presentation of Outputs
2:30 – 2:45	<i>Health Break</i>		
2:45 – 4:45	Session 4: Building and Sustaining Effective PLCs in Schools Cazarina L. David	Session 8: Leading Inclusive Education: Strategies for Equity and Access Walter C. Estabillo EdD	Closing Program
4:45 – 5:00	<i>Clearing House</i>		<i>End Program Evaluation</i>