



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

26 Aug 2026

DIVISION MEMORANDUM
No. 334 s. 2026

**CONDUCT OF TRAINING ON UPSKILLING IN INCLUSIVE COMMUNICATION
AND LITERACY PRACTICES**

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

1. The SDO Angeles City, through the Special Needs Education (SNED) Program under the Curriculum Implementation Program, shall conduct the **Training on Upskilling in Inclusive Communication and Literacy Practices on September 2-4, 2026**, at the **Angeles Elementary School-Inclusive Learning Resource Center (AES-ILRC) Learning and Development, Pulung Bulu, Angeles City**.

2. This training is designed to strengthen the competencies of teachers in delivering inclusive and equitable education for all learners with disabilities. It focuses on enhancing participants' knowledge, skills, and practical application of inclusive communication and literacy practices, particularly in the areas of Individualized Educational Plan (**IEP**), Individualized Transition Plan (**ITP**), Filipino Sign Language (**FSL**), **Braille Reading and Writing**, Differentiated Instruction (**DI**), **and** Universal Design for Learning (**UDL**).

3. Specifically, the training aims to:

- a. enhance teachers' understanding of learners with disabilities and their diverse communication and literacy needs in inclusive education settings;
- b. reorient the participants on the development, contextualization, and utilization of the Individualized Education Plan (IEP) and Individualized Transition Plan (ITP);
- c. develop teachers' foundational competencies in Filipino Sign Language (FSL) and Braille reading and writing to promote effective, accessible, and responsive instruction;
- d. deepen participants' understanding of the Differentiated Instruction (DI) and Universal Design for Learning (UDL), including the core principles of Multiple Means of Engagement, Multiple Means of Representation, and Multiple Means of Action and Expression;



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- e. strengthen the application of inclusive communication, literacy, and instructional practices responsive to the diverse needs of learners with disabilities; and
 - f. align classroom practices and support mechanisms with relevant laws and policies including **Republic Act No. 11650 (Inclusive Education Act)**, **Republic Act No. 11106 (Filipino Sign Language)**, and **DepEd Order No. 44, s. 2021** and other applicable policies on the provision of educational programs and services for learners with disabilities.
4. The participants in this training shall be the **Division SNED coordinator, school heads, and SNED teachers** of the SNED implementing schools of SDO Angeles City.
5. The training matrix, resource speakers, members of the technical working group, and participants are found in the enclosures:
- 5.1. Enclosure No. 1: Training matrix and resource speakers
 - 5.2. Enclosure No. 2: List of participants and technical working group
6. The expenses for meals and accommodation of all participants, members of the technical working group, and resource speakers during the conduct of the training shall be charged against the **SNED program support funds**, subject to the availability of funds and the usual accounting and auditing rules and regulations.
8. This Memorandum shall serve as the Travel Authority of all the authorized participants and personnel involved in the conduct of the training, subject to existing applicable rules and regulations on official travel.
9. Immediate and wide dissemination of and compliance with this Memorandum is earnestly desired.



Digitally signed by
Edgard C.
Domingo
Date: 2026.08.26
15:08:01 +0800

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

Encl.: As stated,
References: None
To be indicated in the Perpetual Index
Under the following subjects:

SPECIAL NEEDS EDUCATION

INCLUSIVE EDUCATION

CID-PSDS/WCE/August 26, 2026



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Enclosure No. 1 to Division Memorandum No. 334, s. 2026

TRAINING MATRIX

Time	Inclusive Dates: September 2,3 & 4, 2026	
DAY 1 (Sept 2, 2026) Wednesday		
7:30-8:00	Assembly//Travel Time	
8:00-9:00	OPENING PROGRAM	
	National Anthem	AV Presentation
	Prayer	
	Acknowledgement of Participants	Ernesto I. Quinlog, Jr MT-II, AES-ILRC
	Welcome Remarks	Rosalin S. Muli, PhD, CESO VI Assistant Schools Division Superintendent
	Statement of Purpose	Walter C. Estabillo, EdD Public Schools Division Supervisor/ Division SNED Focal Person
	Inspirational Message	Edgard C. Domingo, PhD, CESO V Schools Division Superintendent
9:00-9:15	Health Break	
9:15-10:45	Utilization of Contextualized Individualized Education Plan (IEP) (RM No. 29, s. 2024)	Camille D. Fuertez, MASPED Master Teacher I, GBES
10:45-12:00	Utilization of Contextualized Individualized Education Plan (ITP) (RM No. 29, s. 2024)	Camille D. Fuertez, MASPED Master Teacher I,GBES
12:00 – 1:00	LUNCH BREAK AND SETTLING INTO ROOM ACCOMMODATION	
1:00 – 2:30	Workshop Proper: Utilization of Contextualized Individualized Education Plan (IEP) and Individualized Transition Plan (ITP) (RM No. 29, s. 2024)	Camille D. Fuertez, MASPED Master Teacher I,GBES
2:30 – 2:45	HEALTH BREAK	
2:45 – 4:30	Presentation of Outputs (IEP/ITP)	



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		Camille D. Fuertez, MASPED Master Teacher I, GBES
4:30 – 5:00	END OF DAY 1 EVALUATION	
DAY 2 (September 3, 2026) Thursday		
7:30 – 8:00	MANAGEMENT OF LEARNING	
8:00 - 9:30	Courtesy Rules of Blindness and Orientation and Mobility	Mary Ann D. Serrano Teacher VII, AES-ILRC
9:30 - 9:45	HEALTH BREAK	
9:45 – 10:45	Braille Reading & Writing	Armie A. Maglalang Teacher VI, AES-ILRC
10:45 – 12:00	Presentation by group for Braille Reading and Writing	Mary Ann D. Serrano Teacher VI, AES-ILRC
		Armie A. Maglalang Teacher VI, AES-ILRC
12:00– 1:00	LUNCH BREAK	
1:00 – 2:45	Basic Filipino Sign Language Introduction and Parameters (Part I)	Elaine T. Bayudan Secondary Teacher IV, FGNMHS
2:45 – 3:00	HEALTH BREAK	
3:00 – 4:30	Basic Filipino Sign Language proper (Part II)	Rose Charmaine A. Cayabyab Teacher VII, AES-ILRC
4:30 – 5:00	END OF DAY 2 EVALUATION	
DAY 3 (September 4, 2026) Friday		
7:30 – 8:00	MANAGEMENT OF LEARNING	
8:00 – 10:00	Presentation by group	Rose Charmaine A. Cayabyab Teacher VII, AES-ILRC
		Elaine T. Bayudan Secondary Teacher IV – FGNMHS
10:00-10:15	HEALTH BREAK	
10:15 – 12: 00	Differentiated Instruction (DI)	Richard U. Ayson, Principal IV, Angeles Elementary School-



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		Inclusive Learning Resource Center (AES-ILRC)
12:00 – 1:00	LUNCH BREAK	
1:00-3:00	Universal Design for Learning (UDL)	Walter C. Estabillo, EdD Public Schools District Supervisor/ Division SNED Coordinator
3:00-3:15	HEALTH BREAK	
3:15-3:45	Updates on Special Needs Education Program	Walter C. Estabillo, EdD Public Schools District Supervisor/ Division SNED Coordinator
3:45-4:00	END OF DAY 3 EVALUATION	
4:00-5:00	CLOSING PROGRAM DISTRIBUTION OF CERTIFICATES	

-----Nothing Follows-----



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Enclosure No. 2 to Division Memorandum No. 334, s. 2026

LIST OF PARTICIPANTS

	School	Name	Position
1.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Abigail A. Abecia	T-VII
2.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Alyssa Marie P. Bondoc	T-IV
3.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Alma A. Cortez	T-I
4.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Manuelito D. Cortez	T-IV
5.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Regine J. Cabrera	T-I
6.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Melodia P. Delfin	T-VII
7.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Michelle T. Herrera	T-VI
8.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Evelyn D. Pasamonte	T-VI
9.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Editha C. Pena	MT-II
10.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Maria Aileen B. Liwanag	T-VII
11.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Reynaleen G. Mendoza	T-IV
12.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Valerie Ann F. Reyes	T-VII
13.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Marjorie Jane P. Medina	T-IV
14.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Jasmin Grace V. Licup	T-IV
15.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Marissa B. Bondoc	T-VII



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16.	Angeles Elem school-Inclusive Learning Resource Center (AES-ILRC)	Jaan Pearl D. Cruz	T-I
17.	AMSIC Integrated School	Jennifer O. Lopez	T-I
18.	AMSIC Integrated School	Dorothy L. Zapanta	T-IV
19.	Anunas Elementary School	Resin E. Mesina	T-II
20.	Anunas Elementary School	Ysabel Clarice S. Salunga	T-III
21.	Anunas Elementary School	Joana Crystal S. Maniacup	T-I
22.	EPZA Resettlement Elem School	Michelle L. Mangalindan	T-I
23.	FGNMHS JHS	Shanaine D. Ausa	T-IV
24.	FGNMHS JHS	Shaina C. Villavicencio	T-IV
25.	FGNMHS JHS	Jeziel Ann R. Bacali	T-I
26.	FGNMHS JHS	Rachelle Ann C. Cunanan	T-I
27.	FGNMHS JHS	Chona T. Carlos	T-I
28.	FGNMHS JHS	Arjo Mae G. Miranda	T-I
29.	FGNMHS JHS	Dexter C. Gomez	T-I
30.	FGNMHS JHS	Darlene T. Frias	T-I
31.	FGNMHS JHS	Ann Loraine G. Nicolas	T-III
32.	FGNMHS SHS	princess Czarina C. Garcia	T-I
33.	FGNMHS SHS	Grace V. Alfonso	T-I
34.	FGNMHS SHS	Tryxzy Q. Dela Cruz	T-I
35.	FGNMHS SHS	Melissa Abba O. Valencia	T-I
36.	FGNMHS SHS	Randy T. Burayag	T-I
37.	Gueco balibago Elementary School	Jayby Macah Glizery D. Manaloto	T-IV
38.	Gueco balibago Elementary School	Mary Therese Jewel N. Guevarra	T-IV
39.	Gueco balibago Elementary School	Ma. Cristella Enano	T-I
40.	Lourdes Northwest Elementary School	Mica C. Natividad	T-I



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41.	Lourdes Northwest Elementary School	Maria Roxanne V. De leon	T-I
42.	Pulung Bulu Elementary School	Abigail Ruth A. Sanchez	T-IV
43.	Pulung Bulu Elementary School	Rosemarie Therese L. Morales	T-I
44.	Salapungan Elementary School	Mark Daniel Basa	T-I
45.	Salapungan Elementary School	Shierra Lourdes E. Siblag	T-I
46.	Salapungan Elementary School	Lordine Mae D. Padilla	T-I
47.	Salapungan Elementary School	Nicole M. Mamucud	T-I
48.	Sta. Teresita Elementary School	Rose Ann F. Sibug	T-I
49.	EPZA Resettlement Elem School	Ariel C. Guzman	HT-III
50.	Amsic Integrated School	Jeferson D. Karagdag, EdD	Principal III
51.	Cutud Elemenatry School	Almira S. Mendoza	Principal II
52.	Pulungbulu Elementary School	Marietta R. De Leon, EdD	Principal III
53.	Sta. Teresita Elementary School	Eliza P. Buan	Principal IV
54.	FGNMHS SHS	Michael H. Salinas	Asst. Principal II
55.	AMSIC Integrated School	Alma Flor C. David	Asst. Principal II



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**RESOURCE SPEAKERS/PROGRAM MANAGEMENT TEAM/
 TECHNICAL WORKING GROUP**

56.	Curriculum Implementation Division	Walter C. Estabillo, EdD	PSDS/ Division SNED Focal Person
57.	Angeles elementary school-Inclusive Learning Resource Center (AES-ILRC)	Richard U. Ayson	Principal IV
58.	Gueco Balibago Elementary School	Camille D. Fuertez	MT-I
59.	Angeles elementary school-Inclusive Learning Resource Center (AES-ILRC)	Mary Ann D. Serrano	T-VII
60.	Angeles elementary school-Inclusive Learning Resource Center (AES-ILRC)	Rose Charmaine A. Cayabyab	T-VII
61.	Angeles elementary school-Inclusive Learning Resource Center (AES-ILRC)	Armie A. Maglalang	T-VI
62.	FGNMHS SHS	Elaine T. Bayudan	T-IV
63.	Angeles elem school-Inclusive Learning Resource Center (AES-ILRC)	Ernesto I. Quinlog, Jr	MT-II
64.	AMSIC Integrated School	Sugar Rose G. Reyes	T-III
65.	Anunas Elementary School	Rhen T. Tuazon	T-VI
66.	Cutud Elementary School	Erica Mae C. Soliman	T-I
67.	EPZA Resettlement Elem School	Jennilyn M. Mangahas	T-III
68.	FGNMHS JHS	Christine Justinne G. yalung	T-IV
69.	Lourdes Northwest Elem School	Venussa C. Manabat	T-VII
70.	Pulung Bulu Elem School	Jelly E. Cangcungco	T-II
71.	Salapungan Elem School	Rose Jean T. Dingle	T-VI
72.	Sta Teresita Elem School	Princess Elaine S. Magbag	T-III
73.	Salapungan Elementary School	Mark Phiel G. Dizon	T-VI

.....Nothing Follows.....