Republic of the Philippines
Department of Education
Region III
Schools Division OFFICE of Angeles City

16 Nov 2026

DIVISION MEMORANDUM
No. 448 , s. 2026

DIVISION SEMINAR ON EMPOWERING DEPED PERSONNEL WITH DISABILITIES THROUGH INCLUSIVE WORKPLACE PRACTICES

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

1. In line with the Department of Education's commitment to promote the welfare of its personnel, the Schools Division Office of Angeles City shall conduct a **Division Seminar on Empowering DepEd Personnel with Disabilities Through Inclusive Workplace Practices** on **November 23, 2026** at the Gabaldon Building, Pulungbulu, Angeles City.

2. This activity aims to strengthen awareness, promote inclusivity, and provide support to DepEd personnel with disabilities by enhancing their knowledge of their rights, workplace opportunities, and available support mechanisms. It also seeks to encourage an environment where every employee is valued, respected, and empowered to contribute meaningfully to the organization.

3. Specifically, the seminar aims to:

3.1 raise awareness and understanding of the rights, needs, and concerns of personnel with disabilities;

3.2 promote inclusive workplace practices that uphold equal opportunities, respect, and accessibility;

3.3 provide information on available programs, services, and support mechanisms for personnel with disabilities; and

3.4 empower participants to maximize their capabilities, develop confidence, and actively participate in the workplace.

4. The participants shall be the identified DepEd personnel with disabilities from the Schools Division Office and public schools of Angeles City. The official list of participants is attached as Enclosure No. 1 for reference and guidance.

5. School Heads/Principals are advised to arrange and manage the schedules of identified teacher-participants to ensure their attendance in the seminar without disrupting regular classes and other school activities. Necessary class arrangements shall be made to ensure the continuous delivery of instruction during the scheduled activity.

6. Expenses relative to the conduct of this activity shall be charged against Division MOOE funds, subject to the usual accounting and auditing rules and regulations.

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

[redacted]

Digitally signed by Ma. Irelyn P. Tamayo
Date: 2026.11.16 16:35:12 +08'00'

MA. IRELYN P. TAMAYO PhD, CESO V
Schools Division Superintendent

Encl.: as stated
Reference: N/A
To be indicated in the Perpetual Index
under the following subjects:

PERSONNEL
INCLUSIVE EDUCATION
DISABILITY
SEMINAR
TRAINING

SGOD/NMM-EPS II, HRD/November 16, 2026

Republic of the Philippines

Department of Education

REGION III

SCHOOLS DIVISION OFFICE OF ANGELES CITY

Enclosure No. 1 to Division Memorandum No. 448 *s. 2026*

DIVISION SEMINAR ON EMPOWERING DEPED PERSONNEL WITH DISABILITIES THROUGH INCLUSIVE WORKPLACE PRACTICES

School Name	Name
1.Anunas Elementary School	Lea M. Tapnio
2.Jose P. Dizon Elem. School	Anna Lissa S. Nunag
3.Gov. Rafael L. Lazatin Integrated School	Xerxis Nael F. Valencia
4.SDO - Procurement Office	Lancelot Justine V. Barin
5.Anunas Elemenatry School	Sheila Margot P. Yu
6.Anunas Elementary School	Arlyn G. Zita
7.Angeles Elementary School	Armie A. Maglalang
8.Salapungan Elementary School	Rose Jean T. Dingle
9.Angeles Elementary School	Haidee C. Reyes
10,Angeles Elementary School	Belinda M. Vino
11.Anunas Elementary School	Marinel A. Miguel
12.Francisco G. Nepomuceno Memorial High School	Jing C. Malig
13.Francisco G Nepomuceno Memorial High School	Ann Loraine G. Nicolas
14.Francisco G. Nepomuceno Memorial High School	Josielyn D. Dionicio
15.EPZA Resettlement Elementary School	Estrella Criselda P. David
16.EPZA Resettlement Elementary School	Emily T. Manato
17.Rafael L. Lazatin Memorial High School	Grace Santa G. Pineda
18.Amsic Integrated School	Maria Lourdes Janoras
19.Pulungbulu Elem. School	Amelita S. Ashcraft
20.Bonifacio V. Romero High School	Merry Chris D. Quilala
21.SDO-CID	Jayson A. Torres
22.Sta. Teresita Elementary School	Maritess B. Esguerra
23.Sta. Teresita Elementary School	Procenia S. Deo
24.Sta. Teresita Elementary School	Myla B. Francisco
25.Sta. Teresita Elementary School	Rosemarie S. Valencia

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

Enclosure No. 2 to Division Memorandum No. 448 s. 2026

DIVISION SEMINAR ON EMPOWERING DEPED PERSONNEL WITH DISABILITIES THROUGH INCLUSIVE WORKPLACE PRACTICES

Day 1		
Time	**Activity**	**Person Responsible**
7:30 AM - 8:00 AM	Registration of Participants	Program Management Team
8:00 AM – 8:45 AM	• Prayer • National Anthem • Opening Remarks Rosalin S. Muli, PhD, CESO VI Assistant Schools Div. Superintendent • Roll Call • Statement of Activities Edgar L. Manabat PhD Chief- SGOD • Inspirational Message Ma. Irelyn P.Tamayo,PhD, CESO V Schools Division Superintendent	Emcee: Noli M. Manalo
8:45 AM - 10:00 AM	Understanding Mental Health and Disability in the Workplace	Jennyfer Dungca Nurse/ Div. Mental Health Focal Person
10:00 AM - 10:15 AM	Health Break	
10:15 AM - 12:00 NN	Self-Advocacy and Empowerment: Building Confidence and Recognizing Personal Strengths	Jennyfer Dungca Nurse/ Div. Mental Health Focal Person
12:00 NN - 1:00 PM	Lunch	