



Republic of the Philippines
Department of Education
REGION XI – DAVAO REGION
SCHOOLS DIVISION OF DAVAO ORIENTAL

Office of the Schools Division Superintendent

NOV 14 2025

DIVISION MEMORANDUM
CID-2025-288

To: Education Program Supervisor
Public Schools District Supervisors/Coordinating Principals
Secondary School Heads
Elementary School Heads
All Others Concerned

Subject: **DIVISION TRAINING FOR SCHOOL HEADS ON THE
IMPLEMENTATION OF ALTERNATIVE DELIVERY MODE (ADM)**

Date: November 14, 2025

In support of the Department of Education's commitment to providing accessible education for all, including those who are disadvantaged and at risk of dropping out, this Office, through the Curriculum Implementation Division, will conduct a Division Training for School Heads on the Implementation of Alternative Delivery Mode (ADM) on November 18–19, 2025 for Batch 1 at Honey's Hotel, Matiao, City of Mati, and on November 25–26, 2025 for Batch 2 at Baywalk Tourist Inn, City of Mati.

This activity aims to:

- train the school heads on the policy guidelines on the implementation of the Alternative Delivery Mode (ADM);
- intensify the advocacy of promoting the availability and proper application of the alternative delivery modalities in formal education;
- raise awareness on the importance of continuing education in different contexts through the different ADMs.

Participants of this activity are found in the enclosure. They are expected to arrive on time and bring their laptop, gadget for internet connectivity and extension wire.

This is a live-in activity. Participants are advised to check in the hotel on Day 1, November 18, 2025 for Batch 1, and November 25, 2025 for Batch 2. The first meal to be served is breakfast on Day 1, and the last meal will be afternoon snacks on Day 2.



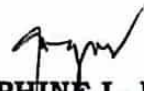
Address: Government Center, Dahican, Mati City
Contact No.: (087) 388-3372
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Meals and accommodation of the participants and facilitators shall be charged against ADM Program Support Funds, while travel and other incidental expenses shall be charged against MOOE or other local funds subject to the usual government accounting and auditing rules and regulations.

Immediate dissemination of this Memorandum to the concerned is desired.

for: 
DR. JOSEPHINE L. FADUL
Schools Division Superintendent
11/14/25



Enclosed: As stated
CID/aca



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Republic of the Philippines
Department of Education
REGION XI – DAVAO REGION
SCHOOLS DIVISION OF DAVAO ORIENTAL

**Division Training for School Heads on the Implementation of Alternative
Delivery Mode (ADM)**

Batch 1

November 18-19, 2025

8:00AM – 5:00PM

Honey's Hotel in Matiao, City of Mati

A. School Head-Participants

No.	Name	Position	School	District
1.	Sara Jane D. Rabuya	Principal III	Baganga NHS	Baganga South
2.	Alma C. Ando	Principal I	Bagumbayan Agro-Ind. HS	Lupon West
3.	Rosalee B. Villamor	Principal I	Bitaoogan NHS	San Isidro South
4.	Adiza C. Castellones	Master Teacher I	Boston NHS	Boston
5.	Emma L. Manaytay	Head Teacher II	Caatijan NHS	Boston
6.	Jay L. Estenzo	Principal I	Calapagan NHS	Lupon East
7.	Marilyn S. Capiña	Principal IV	Caraga NHS	Caraga North
8.	Alden G. Hipolito	Head Teacher IV	Cateel Nat'l. Agri. HS	Cateel 2
9.	Johanne L. Uy	Head Teacher V	Cateel Voc.HS	Cateel 1
10.	Brando B. Sayson	Principal I	Corporacion NHS	Lupon West
11.	Garry P. Lara	Principal IV	Crispin E. Rojas NHS	Baganga North
12.	Josephine A. Mamparo	Principal III	Del Pilar NHS	Manay North
13.	Rhealyn Joy B. Hisola	Head Teacher III	Don Mariano Marcos NHS	Lupon East
14.	Sally C. Yntig	Principal I	Donguila-Pacres NHS	Banaybanay
15.	Darlene F. Pacatang	Principal II	Dr. Beato C. Macayra NHS	Baganga North
16.	Chona Joy A. Alejandrino	Principal II	Ernesto D. Violan NHS	Lupon East
17.	Girlie J. Balante	Principal IV	Evaristo Moralizon NVHS	Manay North
18.	Ophelia B. Ytac	Principal I	Lavigan NHS	Gov. Generoso South



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19.	Loreleh A. Oquinan	Asst Principal II	Leandro G. Japos NHS	Banaybanay
20.	Mildred G. Clemente	Principal II	Lupon NCHS	Lupon West
21.	Cristopher C. Vale	Principal III	Lupon Voc. HS	Lupon West
22.	Jonathan S. Del Rosario	Principal IV	Luzon NHS	Gov. Generoso South
23.	Bernabe S. Reputana Jr.	Principal II	Macangao Agri. VHS	Lupon East
24.	Epefania Jr. C. Monghit	Head Teacher I	Magdug NHS	Gov. Generoso South
25.	Gemma C. Francisquete	Principal III	Manay NHS	Manay South
26.	Hannah P. Quimpan	Head Teacher I	Manikling NHS	San Isidro North
27.	Helen A. Te	Principal III	Manuel B. Guíñez Sr. NHS	Banaybanay
28.	Ruelan T. Impas	Principal I	Manuel S. Nasser, Sr. NHS	San Isidro South
29.	Ronick Jhun M. Leones	Head Teacher I	Maputi NHS	Banaybanay
30.	Lelibeth V. Bermoy	Principal I	Marayag NHS	Lupon East
31.	Rochelyn P. Navales	Principal IV	Nangan NHS	Gov. Generoso South
32.	Jhango Maynagcot	Head Teacher I	Old Macopa NHS	Manay South
33.	Neil A. Moca	Principal III	Our Lady of Guadalupe NHS	Baganga South
34.	Esacio I. Monday Jr.	Head Teacher III	Pantuyan NHS	Caraga South
35.	Merlita B. Sablada	Principal I	Puntalinao NHS	Banaybanay
36.	Gloria C. Sabanal	Master Teacher II	San Antonio NHS	Cateel 1
37.	Wilma A. Jova	Principal III	San Isidro NHS	San Isidro North
38.	Rodolfo C. Banugan	Principal I	San Luis NHS	Caraga North
39.	Bevian M. Taupan	Head Teacher III	Sangab NHS	Caraga North
40.	Nora F. Palma Gil	Principal I	Santiago NHS	Caraga South
41.	Titto Dela Vega	Head Teacher II	Sigaboy Agri. Voc. HS	Gov. Generoso North
42.	Bayani M. Junasa	Head Teacher III	Surop NHS	Gov. Generoso South
43.	Edgar H. Barrete	Principal I	Tagboa Agri. VHS	Lupon East
44.	Ella C. Abayhon	Principal III	Tagugpo NHS	Lupon West



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45.	Agustin D. Cua	Principal I	Talisay NHS	San Isidro South
46.	Ryan N. Pequiro	Head Teacher II	Tamban NHS	Gov. Generoso South
47.	Erwin M. Lad	Principal II	Tarragona NHS	Tarragona
48.	Greg C. Cajegas	Principal III	Tibanban NHS	Gov. Generoso North
49.	Eduardo L. Del Campo	Head Teacher III	Tiblawan NHS	Gov. Generoso South
50.	Merasol M. Aranquez	Head Teacher I	Tiombocan NHS	Lupon East
51.	Rosario T. Matayab	Principal II	Tubaon NHS	Tarragona

B. Training Facilitators

No.	Name	Position/ Designation	School/Office	District
1.	Agnes A. Arquiza	Principal - II	Pundaguitan NHS	Gov. Generoso South
2.	Ruth D. Damag	Principal - II	San Luis ES	Caraga North
3.	Maria Angela V. Nuñez	Principal III	Paulina Gambong Abayon NHS	Tarragona
4.	Dannie P. Sayman	Principal - I	Saoquigue ES	Baganga South
5.	Carolyn A. Ferrando	Principal - I	Kiagbaan ES	Baganga North
6.	Erwin D. Pua	Head Teacher I	Kawayan ES	Caraga North
7.	Alvin C. Anliban	EPS/Division ADM Focal	CID-SDO	



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**Division Training for School Heads on the Implementation of Alternative
Delivery Mode (ADM)**

Batch 2

November 25-26, 2025
8:00AM – 5:00PM
Baywalk Tourist Inn, City of Mati

A. School Head-Participants

No.	Name of Participants	Position	School	District
1.	Chuchie B. Bautista	Head Teacher III	Ban-ao ES	Baganga North
2.	Joram D. Madijanon	Head Teacher II	Campawan ES	Baganga North
3.	Jean M. Del Valle	Principal II	Kinablangan ES	Baganga North
4.	Cherlisita P. Batao	Principal II	Lambajon Central ES SPE	Baganga North
5.	Alejandro S. Masunag	Head Teacher I	Magtunod ES	Baganga North
6.	Admer B. Del Valle	Principal I	Poo ES	Baganga North
7.	Ronald B. Beltran	Principal II	San Isidro IS	Baganga North
8.	Rutchie L. Adanza	School In- charge/Master Teacher I	Sta. Cruz ES	Baganga North
9.	Marilou S. Masunag	School In- charge/Master Teacher II	Sunlon ES	Baganga North
10.	Cherryl L. Damuy	Principal I	Baculin ES	Baganga South
11.	Wilmar R. Morales	Principal II	Baganga CES	Baganga South
12.	Merlo V. Tabalba	Head Teacher I	Tigbawan ES	Baganga South
13.	Ruel A. Pang	Head Teacher I	Francisco D. Minghi ES	Baganga South
14.	Virginia S. Morales	Head Teacher I	Binondo IS	Baganga South
15.	Nora L. Bucu	Principal II	Lucod ES	Baganga South
16.	Melchor S. Balug	Principal I	Coog IS	Baganga South
17.	Rowena A. Manapol	Head Teacher III	Eduardo M. Moliño ES (B)	Baganga South
18.	Arlo A. Villapaña	Head Teacher I	R.C. Macayra ES	Baganga South
19.	Aprilly G. Antipuesto	Principal II	Boston CES	Boston
20.	Ana Lou O. Bucag	Head Teacher I	Buko-Buko PS	Boston
21.	Cristina M. Pagaduan	Principal I	Cabasagan ES	Boston



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22.	Rodolfo P. Bantayan	Head Teacher II	Carabatuan ES	Boston
23.	Geraldine G. Gaerlan	Principal II	Carmen ES	Boston
24.	Junrey C. Colas	School In-charge/Master Teacher II	Cauwayanan ES	Boston
25.	Jeaneth G. Monredondo	Head Teacher I	Owabangon ES	Boston
26.	Praxedes T. Apurada	Principal II	San Jose ES	Boston
27.	Lourden L. Colas	School In-charge/Master Teacher II	Simulao IS	Boston
28.	Neri F. Gagama	Principal II	Alvar ES	Caraga North
29.	Shynamae D. Casawitan	Head Teacher I	Andres Lumaya ES	Caraga North
30.	Louie M. Lumakang	Head Teacher I	Bantulinao IS	Caraga North
31.	Pablo M. Banabal	Principal II	Baugo IS	Caraga North
32.	Rodner S. Abitona	Teacher I	Butay IS	Caraga North
33.	Jame Boy B. Bangke	Principal I	San Pedro IS	Caraga North
34.	Cherry Jane B. Tapiz	Principal II	Caraga CES	Caraga North
35.	Joery M. Bunod	Principal I	Lamiawan IS	Caraga North
36.	Melanie B. Gagama	Principal II	Sta. Fe ES	Caraga North
37.	Melodina M. Pagantian	Head Teacher III	Mailum ES	Caraga North
38.	Jenefer M. Agbot	Head Teacher I	Kapaypayan PS	Caraga North
39.	Charlyn M. Ednaco	Head Teacher IV	San Jose CES	Caraga South
40.	Salve C. Gabica	Principal I	San Miguel IS	Caraga South
41.	Arther Dick S. Pagulong	Principal III	Santiago ES	Caraga South
42.	Joan B. Cahilog	School In-charge/Master Teacher I	Logdeck ES	Caraga South
43.	Angelita M. Diano	Head Teacher III	Bantay IS	Caraga South
44.	Maria Luz Fortune M. Taupan	Head Teacher II	Binaton IS	Caraga South
45.	Allan H. Palma Gil	School In-charge/Master Teacher I	Mercedes ES	Caraga South
46.	Josefina B. Magandam	Principal IV	Pantuyan ES	Caraga South
47.	Angelo M. Pansag	Head Teacher III	Tigbawan ES	Caraga South
48.	Jocelyn C. Chua	Head Teacher I	Abihod ES	Cateel 1
49.	April Joey M. Ferrel	Head Teacher II	Baybay ES	Cateel 1



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50.	Constantino R. Bagumba	Principal II	Cateel CES	Cateel 1
51.	Jill M. Manog	Head Teacher I	Mainit ES	Cateel 1
52.	Rosedith S. Familiar	Principal I	Modesto T. Veroy Sr. IS	Cateel 1
53.	Alidel L. Gallego	Principal I	San Antonio ES	Cateel 1
54.	Karen C. Bioco	Head Teacher I	San Isidro ES	Cateel 1
55.	Noriel A. Moca	Principal I	Sta. Filomina ES	Cateel 1
56.	Mishelle L. Marquez	School In-charge/Master Teacher	Alegria IS	Cateel 2
57.	Bayani H. Jalad	Principal I	Aliwagwag IS	Cateel 2
58.	Chirrel D. Asoque	Principal I	Judge Ernesto Nombrado	Cateel 2
59.	Aillene R. Quibo	Teacher III	Maylaya IS	Cateel 2
60.	Edsel D. Quinones	Head Teacher I	Mc Arthur S. Madani IS	Cateel 2
61.	Raylina F. Nara	Head Teacher III	Paglusngan IS	Cateel 2
62.	Johnnyrin N. Lacumbo	Head Teacher I	San Lorenzo IS	Cateel 2
63.	Luderic Jr. D. Econg	Head Teacher I	Spur-2 IS	Cateel 2
64.	Perfil P. Silverio	Principal III	Taytayan IS	Cateel 2
65.	Johnnyrin N. Lacumbo	Head Teacher I	San Lorenzo IS	Cateel 2
66.	Maribeth S. Mission	Principal II	Francisco E. Lahora Sr. IS	Manay North
67.	Myrna S. Vale	Principal II	Gabriel Casanaan ES	Manay North
68.	Melvin T. Maynagcot	Principal III	Gregorio Moralizon ES 1	Manay North
69.	Shalimar Y. Erfe	Principal III	Gregorio Moralizon ES 2	Manay North
70.	Jerry O. Magkidong	Principal I	Severino Taming ES	Manay North
71.	Walter P. Casumpo	Principal III	Jose Antop, Sr. San Isidro	Manay North
72.	Francis S. Achivida	Principal II	Jose Bitac IS	Manay North
73.	Jhon Lito P. Andoyo	Principal I	Mabini ES	Manay North
74.	Ervin E. Casagda	Principal I	Mandabon ES	Manay North
75.	Melba P. Olea	Principal I	Felix Olea IS	Manay South
76.	Daryl Dawn R. Quibo	Principal II	Lingayao ES	Manay South



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77.	Mark John M. Dela Cruz	Principal I	Masanguid ES	Manay South
78.	Arlyn T. Magbutong	Principal I	New Madsayap ES	Manay South
79.	Carl Anthony T. Mariano	Principal I	Old Macopa ES	Manay South
80.	Dexie P. Mandabon	Principal II	Pagsilaan ES	Manay South
81.	Fugie M. Madalio	Principal I	Pedro Masanguid ES	Manay South
82.	Ritchel N. Danglapin	Head Teacher IV	Limentuog ES	Manay South
83.	Michelle B. Baquido	Principal I	Tengson ES	Manay South
84.	Menerva D. Masaudling	Principal IV	Cabagayan ES	Tarragona
85.	Rogel M. Matiga	Principal I	Cuta ES	Tarragona
86.	Miraluna A. Mayantang	Principal I	Maliongan ES	Tarragona
87.	Jayson W. Layto	Principal II	Jovellar ES	Tarragona
88.	Cristita S. Cellan	Principal II	Kamoning ES	Tarragona
89.	Vivian C. Manapos	Head Teacher III	Maitum ES	Tarragona
90.	Edwina C. Mawalic	Head Teacher III	Ompao ES	Tarragona
91.	Wilbert O. Simo	Principal II	Banaybanay Central ES	Banaybanay
92.	Carolina B. Munion	Principal III	Caganganan ES	Banaybanay
93.	Mary Ann M. Perias	Principal II	Cabangcalan ES	Banaybanay
94.	Jocelle C. Delos Santos	Principal III	Hadji Aton Bangal ES	Banaybanay
95.	Mahara C. Du-ot	Principal III	Maputi ES	Banaybanay
96.	Salal Hash B. Anong	Principal II	Looc Pt. Linao ES	Banaybanay
97.	Chona B. Alcantara	Principal II	Mogbongcogon ES	Banaybanay
98.	Estrella S. Aspiras	Principal IV	Pintatagan ES	Banaybanay
99.	Anniefe V. Lascuna	Head Teacher I	Badiang ES	Gov. Generoso North
100.	Jasper B. Saldana	Head Teacher II	Bonifacio ES	Gov. Generoso North
101.	Amalia A. Jordan	Principal II	Crispin Dela Cruz ES	Gov. Generoso North
102.	Godofredo G. Avila	Head Teacher II	Don Aurelio Chicote ES	Gov. Generoso North
103.	Judith E. Alvarez	Principal III	Enrique Orencia ES	Gov. Generoso North
104.	Juliana D. Juarez	Principal III	Sigaboy CES	Gov. Generoso North



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105.	Jenny L. Presente	Principal I	Tandang Sora ES	Gov. Generoso North
106.	Bernie R. Navales	Principal II	Nangan ES	Gov. Generoso South
107.	Cecilia L. Rago	Principal III	Aguinaldo ES	Gov. Generoso South
108.	Famie B. Martin	Head Teacher III	Hadji Jamire Musa ES	Gov. Generoso South
109.	Feljun J. Buctuanon	Principal I	Luzon Central ES	Gov. Generoso South
110.	Joenhel D. Satinitigan	Head Teacher IV	Tamban ES	Gov. Generoso South
111.	Oliver Jouie V. Sitoy	Head Teacher II	Oregon IS	Gov. Generoso South
112.	Arvin G. Manlupig	Principal II	Pundaguitan ES	Gov. Generoso South
113.	Rufino S. Ylana, Jr.	Principal IV	Quezon ES	Gov. Generoso South
114.	Paulino A. Parejo	Principal I	Calapagan ES	Lupun East
115.	Sergio Q. Elioreg	Head Teacher III	Cocornon ES	Lupun East
116.	Danilo B. Avila	Head Teacher IV	Don Mariano Marcos ES	Lupun East
117.	Joel C. Lacno	Head Teacher IV	Josefita Taliman ES	Lupun East
118.	Marie Fe E. Sansael	School In-charge/Master Teacher II	Kauswagan ES	Lupun East
119.	Nilma S. Gloriane	School In-charge/Master Teacher III	Macangao Central ES	Lupun East
120.	Leah T. Abante	Principal I	San Jose ES	Lupun East
121.	Ariston C. Gudes	Principal II	Tagboa ES	Lupun East
122.	Mildred A. Abasolo	Principal I	Logdeck ES	Lupun West
123.	Marideth B. Morales	Principal II	Mahayahay ES	Lupun West
124.	Roland A. Deligero	Principal I	Maragatas IS	Lupun West
125.	Constantino II M. Alterado	Principal I	Anangilan ES	Lupun West
126.	Alvin T. Abendan	Principal IV	Aroma Beach ES	Lupun West



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127.	Claritte T. Mulla	Principal II	Comara T. Manuel CES II	Lupon West
128.	Marilyn G. Gonzaga	Principal IV	Comara T. Manuel CES SP	Lupon West
129.	Elsa B. Abendan	Principal IV	Benito Barol Sr. ES	Lupon West
130.	Marites V. Canakan	Principal I	Cabadiangan ES	Lupon West
131.	Manny O. Alberca	Principal II	Alberto Recaño ES	Lupon West
132.	Ricardo C. Diores	Head Teacher IV	Baon ES	San Isidro North
133.	Mary Grace P. Juaban	Principal IV	Batobato CES	San Isidro North
134.	Evangeline F. Elioreg	Principal I	Dugmanon ES	San Isidro North
135.	Merlina R. Daman	Principal I	Maag ES	San Isidro North
136.	Jimelino G. Cañonera	School In-charge/ Master Teacher I	Manikling ES	San Isidro North
137.	Arlene R. Buenaflor	Principal III	San Isidro Central School	San Isidro North
138.	Janet M. Taguinopon	Principal I	San Roque ES	San Isidro North
139.	Mitzie A. Pantonial	Principal II	Cambalion ES	San Isidro South
140.	Alma A. Balolot	Principal I	Gregorio H. Del Pilar ES	San Isidro South
141.	Marichel P. Uguban	Head Teacher I	Jose P. Burgos ES	San Isidro South
142.	Rosalia B. Lazo	Head Teacher IV	Jose P. Laurel IS	San Isidro South
143.	Rodel T. Impas	Principal I	La Union ES	San Isidro South
144.	Jennifer S. Baquiano	Principal II	Talisay ES	San Isidro South
145.	Silvestra M. Masucol	Principal II	Tirso R. Arguelles MES	San Isidro South

B. Training Facilitators

No.	Name	Position/ Designation	School/Office	District
1.	Agnes A. Arquiza	Principal - II	Pundaguitan NHS	Gov. Generoso South
2.	Ruth D. Damag	Principal - II	San Luis ES	Caraga North
3.	Maria Angela V. Nuñez	Principal III	Paulina Gambong Abayon NHS	Tarragona
4.	Dannie P. Sayman	Principal - I	Saoquigue ES	Baganga South
5.	Carolyn A. Ferrando	Principal - I	Kiagbaan ES	Baganga North
6.	Erwin D. Pua	Head Teacher I	Kawayan ES	Caraga North
7.	Alvin C. Anliban	EPS/Division ADM Focal	CID-SDO	



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