



Republic of the Philippines  
**Department of Education**  
REGION III  
Schools Division Office of Bulacan

July 26, 2023

**DIVISION MEMORANDUM**

No. 332 s. 2023

**ADVANCING EXCELLENCE: EMPOWERING HIGHLY PROFICIENT TEACHERS  
IN THEIR NEW ROLES**

To: Assistant Schools Division Superintendents  
Division Chiefs  
Elementary and Secondary EDDIS Chairpersons  
Public Elementary and Secondary School Heads  
All Others Concerned

1. This is to announce the scheduled conduct of the training program "Advancing Excellence: Empowering Highly Proficient Teachers In Their New Roles" on August 10-11, 2023. The event will take place at the Galilee Wonderland Waterpark & Hotel.
2. The primary objective of this program is to empower participants with essential knowledge, skills, and self-assurance to excel in their new roles and significantly enhance their impact on student learning. By the end of this training, participants will achieve the following objectives:
  - a. Gain a clear understanding of the expectations and responsibilities associated with highly proficient teacher roles;
  - b. Learn strategies for building and maintaining a collaborative and cohesive team environment;
  - c. Understand curriculum frameworks and standards relevant to highly proficient teachers;
  - d. Familiarize with school policies and procedures and their implementation;
  - e. Develop strategies for providing effective feedback to teachers and students; and
  - f. Leverage community resources to enhance the learning environment.
3. Participants in this activity consist of recently promoted and reclassified master teachers, head teachers, and SHS teachers. Additionally, the training will include esteemed members of the Technical Working Group (TWG). Please refer to the attached list for the complete roster of attendees.
4. All pre-identified participants are required to complete their pre-registration using the Google Form link provided: <https://bit.ly/EmpowerHP810112023> on or before August 8, 2023. In case of unavoidable circumstances preventing attendance, participants must also upload a written letter of explanation through the pre-registration link.





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5. In recognition of the training's scheduling during the teachers' semester break, all attending teachers will be eligible to receive service credit for their active participation. The earned service credit will be accurately recorded in their official records to acknowledge their commitment to professional development and continuous improvement in their roles as educators.
6. To ensure the seamless flow of the training, a Focus Group Discussion (FGD) will be conducted on August 7, 2023, at Pulilan Central School, from 9:00 AM to 12:00 NN. The FGD will be attended by the resource speakers and members of the Technical Working Group (TWG). Its purpose is to facilitate valuable discussions and gather insights that will contribute to the effectiveness of the upcoming training program.
7. Expenses relative to the conduct of this activity shall be charged against Division INSET Funds subject to the usual accounting and auditing rules and regulations.
8. Health and safety protocols shall be strictly implemented and observed at all times.
9. For any inquiries or clarifications, please feel free to contact Ms. Marilene G. Ramos, Senior Education Program Specialist (SEPS) of the Human Resource Development Section, School Governance and Operations Division. You can reach her at (044)8166154 or email her at [marilene.ramos@deped.gov.ph](mailto:marilene.ramos@deped.gov.ph).
10. This Memorandum shall serve as the official travel authority for the personnel involved.
11. Immediate and wide dissemination of this Memorandum is desired.

  
**NORMA P. ESTEBAN, EdD, CESO V**  
Schools Division Superintendent

*mgr/sgod-hrd fgd and hp*  
098/07-26-2023



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Enclosure No. 1 to Division Memorandum No. \_\_\_\_\_, s. 2023

ADVANCING EXCELLENCE: EMPOWERING HIGHLY PROFICIENT TEACHERS IN THEIR NEW ROLES  
August 10-11, 2023

**LIST OF PARTICIPANTS**

<b>District</b>	<b>Name of Highly Proficient Teacher</b>	<b>Designation</b>
AFG Bernardino MTS	Ronaldo S. Sanchez	Head Teacher III
Alexis G. Santos NHS	Adaya, Leilani S.	Head Teacher II
Alexis G. Santos NHS	Florencio, Ma. Cecilia C.	Head Teacher III
Alexis G. Santos NHS	Lopez, Cecilia C.	Head Teacher III
Alexis G. Santos NHS	Lopez, Ronaldo O.	Head Teacher III
Alexis G. Santos NHS	Martin, Belen V.	Head Teacher III
Bajet Castillo HS	Adonis, Ma. Vilma L.	Head Teacher III
Bajet Castillo HS	Jimenez, Roda S.	Head Teacher III
Bajet Castillo HS	Ramos, Aimee V.	Master Teacher II
Bajet Castillo HS	Reyes, Ronnie E.	Head Teacher I
Balagtas NAHS	Asis, Jeffrey M.	Master Teacher I
Baliwag North	Dela Cruz, Ma. Cristina P.	Master Teacher II
Baliwag North	Garcia, Eunice E.	Master Teacher I
Baliwag North	Manarang, Julieta T.	Master Teacher II
Baliwag North	Pacheco, Cherry M.	Master Teacher I
Baliwag North	Palania, Aida R.	Master Teacher I
Baliwag North	Santos, Arra A.	Master Teacher I
Baliwag North	Santos, Mary Joan Y.	Master Teacher I
Baliwag North	Valdez, Edwin M.	Master Teacher II
Baliwag South	Amarila, Leonardo	Head Teacher I
Baliwag South	Cababa, Maria Rowena C.	Head Teacher III
Baliwag South	Cabingao, Neriza B.	Master Teacher II
Bulakan	Cruz, Meriam P.	Master Teacher I
Bustos	Robillos, Roannegelyn R.	Master Teacher I
Calumpit NHS	Quizon, Jonah F.	Head Teacher III
DRT	Ortega, Julius Brian G.	Head Teacher III
DRT	Raymundo, Edrison A.	Master Teacher II
DRT	Santiago, Analyn R.	Master Teacher II
Engr Virgilio VD MHS	Policarpio, Rhea S.	Head Teacher III
FC Lipana HS	Bernardo, Mary Grace C.	Master Teacher I
FC Lipana NHS	Sebastian, Mar Florence Dc.	Head Teacher III
FC Lipana NHS	Venturina, Robina R.	Master Teacher I
FF Halili NAS	Joel G. Castillo	Head Teacher VI
FVR NHS	Magdalena, Jonalyn P.	Master Teacher I
GNVHS	Borlongan Jr., Florante C.	Head Teacher VI





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Enclosure No. 2 to Division Memorandum No. \_\_\_\_\_, s. 2023

ADVANCING EXCELLENCE: EMPOWERING HIGHLY PROFICIENT TEACHERS IN THEIR NEW ROLES  
August 10-11, 2023

**LIST OF PARTICIPANTS**

District	Name of Highly Proficient Teacher	Designation
GNVHS	Dionisio, Andres C.	Head Teacher VI
GNVHS	Maninang, Kahryz D.	Head Teacher VI
GNVHS	Pangilinan, Ma. Elena B.	Head Teacher VI
GNVHS	Salapong, Edna S.	Head Teacher VI
Guiguinto	Carangan, Eric S.	Master Teacher I
Guiguinto	Narciso, Rolmar Lucky E.	Master Teacher I
Guiguinto	Santos, Vilma V.	Head Teacher III
Iba NHS	Paguiligan, Ma. Eleonore S.	Head Teacher I
Iba NHS	Salamat, Valentino G.	Master Teacher I
JJ Russel MHS	Ocampo, Rollie C.	Head Teacher I
Luis Gravador SHS	Samson, Michael C.	Head Teacher III
Mariano Ponce NHS	Ma. Melanie M. Mangulabnan	Master Teacher II
Marilao North	Krsitine M. Sedomia	Master Teacher I
Marilao North	Sedomia, Kristine M.	Master Teacher I
Marilao South	Calimlim, Cathelyn E.	Master Teacher I
Marilao South	Cariaga, Dezerie T.	Master Teacher I
Marilao South	Doolittle, Katherine Louise T.	Master Teacher I
Marilao South	Fernandez, Swanie O.	Master Teacher I
Marilao South	Rimando, Marilou F.	Master Teacher I
Marilao South	Rose S. Rodriguez	Master Teacher I
Marilao South	Ventucillo, Aldwin D.	Master Teacher I
Maronquillo HS	Sosa, Maricel M.	Head Teacher I
Minuyan NHS	Lucas, Mervin G.	Head Teacher III
Norzagaray East	Sacdal Jennifer E.	Head Teacher III
Norzagaray West	Macabalitao, Vivian C.	Master Teacher I
Norzagaray West	Torrecampo, Mary-An B.	Master Teacher I
Obando	Antonio, Arnel R.	Head Teacher I
Obando	Castro, Emmanuel John C.	Master Teacher I
Obando	Ileto, Ma. Antonietta A.	Master Teacher I
Obando	Rodriguez, Rowena L.	Head Teacher III
Pandi North	Aldana, Thelma L.	Master Teacher I
Pandi North	Concepcion, Jacqueline R.	Master Teacher I
Pandi North	Dalisay, Jenny P.	Master Teacher I
Pandi North	Mary Ann E. Ortega	Master Teacher I
Pandi North	Singh, Jocelyn C.	Master Teacher I





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Enclosure No. 3 to Division Memorandum No. \_\_\_\_\_, s. 2023

ADVANCING EXCELLENCE: EMPOWERING HIGHLY PROFICIENT TEACHERS IN THEIR NEW ROLES  
August 10-11, 2023

**LIST OF PARTICIPANTS**

<b>District</b>	<b>Name of Highly Proficient Teacher</b>	<b>Designation</b>
Parada HS	Pascual, Mark Nathaniel	Head Teacher III
Prenza NHS	Anthony P. Mendoza	Head Teacher VI
Prenza NHS	Enriquez, Divina P.	Head Teacher IV
Pulilan	Baez, Raquel F.	Master Teacher I
Pulilan	Dela Cerna, Kristine C.	Master Teacher I
Pulilan	Giganto, Manilyn T.	Master Teacher I
Pulilan	Joson, Rosario A.	Master Teacher II
Pulilan	San Diego, Ma. Teresa S.	Master Teacher I
San Ildefonso SHS	Gabriel, Bryan Dc.	Master Teacher I
San Ildefonso North	Guansing, Mary Ann R.	Head Teacher II
San Ildefonso South	San Roque, Yolanda D.	Head Teacher III
San Ildefonso South	Santos, Cherry Ann C.	Master Teacher II
San Ildefonso South	Valtiendaz, Marilou C.	Master Teacher II
San Miguel Central	Cruz, Elnora P.	Head Teacher I
San Miguel NHS	Cruz, Alfred T.	Master Teacher I
San Miguel NHS	Lagos, Karen P.	Master Teacher I
San Miguel South	Tanate, Aldin C.	Head Teacher III
San Rafael NTS	Fernandez, Maria Cristina L.	Master Teacher I
Sta. Maria East	Alfonso, Maria Elizabeth F.	Master Teacher I
Sta. Maria East	Bernardino, Mary Grace Ds.	Master Teacher I
Sta. Maria East	Espiritu, Lolita F.	Master Teacher I
Sta. Maria East	Santos, Josielee A.	Master Teacher I
Taal HS	Cordero, Virginia M.	Head Teacher III
Taal HS	Nicolas, Lamberto A.	Head Teacher II
Talipitip NHS	Villena, Kaen Rose D.	Master Teacher II
Teodoro Evangelista HS	Balondo, Myrissa I.	Head Teacher III
Vedasto R. Santiago HS	Dantis, Christine T.	Master Teacher I
Vedasto R. Santiago HS	Del Rosario, Clarissa P.	Master Teacher I
Vedasto R. Santiago HS	Dela Cruz, Joana A.	Master Teacher I
Vedasto R. Santiago HS	Maniquiz, Jonalyn V.	Master Teacher II
Vedasto R. Santiago HS	Mendoza, Bernard P.	Master Teacher II
Vedasto R. Santiago HS	Periquin, Anabelle V.	Master Teacher I
Vedasto R. Santiago HS	Ramos, Francis Anthony P.	Head Teacher II
Vedasto R. Santiago HS	Sunga, Juliet Sa.	Master Teacher I
Vedasto R. Santiago HS	Yumang, Grace M.	Master Teacher I





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Enclosure No. 4 to Division Memorandum No. \_\_\_\_\_, s. 2023

ADVANCING EXCELLENCE: EMPOWERING HIGHLY PROFICIENT TEACHERS IN THEIR NEW ROLES  
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**LIST OF PARTICIPANTS**

<b>District</b>	<b>Name of Highly Proficient Teacher</b>	<b>Designation</b>
Virgen Delas Flores HS	Balatbat, Catherine Joy G.	Head Teacher I
Virgen Delas Flores HS	Balatbat, Gerard Joseph C.	Head Teacher I
Virgen Delas Flores HS	De Luna, Joseph L.	Master Teacher I
Virgen Delas Flores HS	Dela Cruz, Marivic M.	Master Teacher I
Virgen Delas Flores HS	Mongaya, Mhoollee E.	Head Teacher I
Virgen Delas Flores HS	Balmeo, Emmylou M.	Master Teacher I
Virgen Delas Flores HS	Cuizon, Irene Valerie P.	Head Teacher I
Virgen Delas Flores HS	Estonio, Lorna P.	Head Teacher I
AFGBMTS	Carranza, Mark P.	Teacher III (Stem III-A)
AFGBMTS	Manalo, Grace C.	Teacher III (Humss I-B)
Balagtas NHS	Baluyot, Marife L.	Teacher III (Stem III-B)
Calumpit SHS	Julie Ann D. Quizon	Teacher III (TVL IV-C)
Cambaog SHS	Soriano, Jaime R.	Teacher III (Stem III-B)
Dampol 2nd NHS	Paguio, Ina Paula Mariz C.	Teacher III (Humss I-A)
Dr. PV Mendoza SHS	Yumul Jr., Edgardo D.	Teacher II (ABM)
GNVHS SHS	Tagulao, Rosalie L.	Teacher II (TVL IV-D)
Iba SHS	Manuel, Mary Jane M.	Teacher III (Stem III-A)
Lolombooy Nhs SHS	Santos, Precious Lyn M.	Teacher III (Humss I-C)
Masagana HS SHS	Cruz, Bernardita S.	Teacher III (ABM)
Minuyan SHS	Cervantes, Rose Marie A.	Teacher III (Stem III-B)
Minuyan SHS	Salazar, Larry G.	Teacher III (Stem III-B)
Obando NHS	De Castro, Angela Nikka B.	Teacher III (TVL IV-B)
Prenza NHS SHS	Peñaflorida, Jomer V.	Tea II (Stem III-B)
Pulong Buhangin NHS	Percival C. Escrupolo	Teacher III (Stem III-A)
San Francisco X SHS	Melo, Angelica Dc.	Teacher II
San Pedro NHS	Balingit, Ronesse S.	Teacher III (Stem III-A)
San Pedro NHS	Ignacio, Ma. Christina C.	Teacher II
Sta. Peregrina HS-SHS	Maria Teresa E. Magat	Teacher III (TVL IV-D)
Sta. Peregrina HS-SHS	Villaseñor, Ma. Cristina C.	Teacher III (TVL IV-D)
Vedasto R. Santiago HS	Sarmiento, Reden P.	Teacher III (Humss I-C)





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Enclosure No. 5 to Division Memorandum No. \_\_\_\_\_, s. 2023

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**RESOURCE SPEAKERS AND TECHNICAL WORKING GROUP**

	Name	Designation /Tasks	Office
1	Zurex T. Bacay, PhD	Assistant Schools Division Superintendent/ Resource Speaker	SDO Bulacan
2	Jay-Arr C. Tayao, DBA-ITSM	Education Program Supervisor, SGOD/ Resource Speaker	SDO Bulacan
3	Marilene G. Ramos, MAT-Math	Senior Education Program Specialist, HRD/ Resource Speaker	SDO Bulacan
4	Bryan Amiel F. De Jesus, MAE	Senior Education Program Specialist, SMN/ Resource Speaker	SDO Bulacan
5	Revelyn S. Maniego, PhD	Principal IV/ Resource Speaker	Pulilan Central School
6	Rodrigo V. Jacinto, Jr	Principal I/ Resource Speaker	Salapungan High School
7	Jacqueline P. Ragil	Master Teacher II/ Resource Speaker	Mariano Ponce National High School
8	Ma. Bella S. Fajardo	Education Program Specialist II, HRD/ Welcome & Orientation	SDO Bulacan
9	Ma. Jesusa V. Pampilon, PhD	Education Program Specialist II, SMN/ TWG	SDO Bulacan
10	Marnick S. Gutierrez	Master Teacher II/ Emcee	Parada National High School
11	Christian B. Santos	Master Teacher I/ TWG	San Miguel National High School
12	Romy Boy C. Punongbayan	Master Teacher I/ TWG	San Roque National High School
13	Chique Razel T. Cruz	Teacher II/ Public Affairs Team, Video Editor	Teodoso R. Manuel Elementary School
14	Joel S. Resurreccion	Teacher III/ Public Affairs Team, Videographer	Obando Central School
15	John Ponce A. Santiago	Teacher III/Public Affairs Team, Broadcaster	Catanghalan Elementary School
16	School Health & Nutrition Unit	Ensure safety and wellness of the participants	SDO Bulacan
17	SMME Unit	QATAME	SDO Bulacan





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Enclosure No. 6 to Division Memorandum No. \_\_\_\_\_, s. 2023

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 August 10-11, 2023

**LEARNING & DEVELOPMENT MATRIX**

TIME	Day 1	Day 2
7:30-8:30	Breakfast	
8:00-8:30	Registration	
8:30-9:00	Opening Act: "Ignite the Journey" *Division <b>HRD Team/ TWG</b>	Management of Learning *Division <b>HRD Team/ TWG/ PAT</b>
9:00-9:30	Welcome & Orientation * <b>Ma. Bella S. Fajardo</b> Education Program Specialist II, HRD	Assessment and Evaluation for Student Success * <b>Jacqueline P. Ragil, MAE</b> Master Teacher II
9:30-10:45	Understanding Leadership in Education * <b>Zurex T. Bacay, PhD</b> Assistant Schools Division Superintendent	
10:45-12:00	Curriculum Development and Instructional Leadership * <b>Rodrigo V. Jacinto, Jr</b> Principal I	School-Community Relations and Collaboration * <b>Bryan Amiel F. De Jesus, MAE</b> Senior Education Program Specialist, SMN
12:00-1:00	Lunch Break	
1:00-1:30	*Ready, set, energize! *The Dialogue Junction	
1:30-3:00	School Administration and Operations * <b>Revelyn S. Maniego, PhD</b> Principal IV	Leading Change and Innovation in Education * <b>Jay-Arr C. Tayao, DBA-ITSM</b> Education Program Supervisor, SGOD
3:00-4:00	Professional Development and Growth * <b>Marilene G. Ramos, MAT-Math</b> Senior Education Program Specialist, HRD	Mentorship Innovators Forum & Closing Program

