



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF BULACAN

January 22, 2024

DIVISION MEMORANDUM

No. 05 , s. 2024

**DIVISION ROLL-OUT OF THE ABC+ PROJECT ON INSTRUCTIONAL
LEADERSHIP TRAINING (ILT): STRENGTHENING THE
LEARNING CONDITIONS FOR EARLY LITERACY**

To: Assistant Schools Division Superintendents
Division Chiefs
Division Education Program Supervisors
Public Schools District Supervisors
SGOD SEPS and EPS II in M & E and HRDD
Division IT Officer
Public Elementary School Heads Concerned
All Others Concerned

1. In accordance with the mandates of the Office of the Undersecretary for Human Resource and Organizational Development per Memorandum DM-HROD-NEAP-2023-1063 and the Regional Memorandum No.501, s.2023, this Office announces the conduct of the Division Roll-Out of the ABC+ Project on Instructional Leadership Training (ILT): Strengthening the Learning Conditions for Early Literacy on January 29-February 2, 2024 to be held at Otel Pampanga and The Redd Manor Condotel, City of San Fernando, Pampanga.
2. This activity aims to:
 - 2.1 capacitate school leaders in instructional leadership focused on a more holistic approach integrating literacy leadership, socio-emotional learning, and gender equity and social inclusion in fostering conditions for a positive learning environment;
 - 2.2 support and complement the implementation of national programs or initiatives such as but not limited to National Learning Camp (NLC) National Reading Program (NRP), and National Numeracy Program (NNP);
 - 2.3 form linkages and share with other district and schools, some noteworthy practices aligned with the Instructional leadership Training (ILT) practices; and
 - 2.4 draft research-based and data-driven project initiatives that will improve learning outcomes of the K to 3 learners in their respective schools as embedded in the School Improvement Plan (SIP) and as practiced in Continuous Improvement (CI);
3. The target participants in this five-day live-in activity include the select elementary school heads stated in Enclosure No.2.
4. The opening and closing program shall be held at **Otel Pampanga**, City of San Fernando, Pampanga. Participants are expected to be at the aforesaid training venue by 7:00 in the morning for preliminary activities. They are also required to bring laptop with ICT gadgets and extension cords to be used during the training sessions.
5. Enclosure No.1 contains the Matrix of Activities, the composition of the participants who will serve as the Division Core Management Team, RTOT facilitators/speakers and the technical work group chairs and members.
6. Board and lodging, training supplies and materials, and travel and other incidental expenses of the participants shall be charged against NEAP downloaded funds under the Region 3 SUB-ARO NP:DEPED-ROIII-2023-11-3305 subject to the usual accounting and auditing rules and regulations.



Address: Provincial Capitol Compound, Brgy. Guinhawa,
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7. All participants involved in the activity are required to adhere to the health and safety protocols against COVID-19.
8. This Memorandum serves as travel authority of the participants.
9. Immediate and wide dissemination of this Memorandum is desired.


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

CID/Sangoyo-Division Memo – Division Roll-Out on ABC+ ILT for Early Literacy
0004/January 22, 2024



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Enclosure No. 1 to Division Memorandum No. ___ s. 2024

**DIVISION ROLL-OUT OF THE ABC+ PROJECT ON INSTRUCTIONAL LEADERSHIP
 TRAINING (ILT): STRENGTHENING THE LEARNING CONDITIONS
 FOR EARLY LITERACY**

A. Matrix of Activities

TIME	DAY 1	DAY 2	DAY 3	DAY 4-5
8:00 AM – 8:30 AM	Registration Breakfast	Management of Learning	Management of Learning	Management of Learning
8:30–9:00		Presentation of Proposed Shared Vision and SMART Goals	Module 3 <ul style="list-style-type: none"> • Balanced Literacy Approach a Framework for Effective Literacy instruction • Language Experience Approach as a strategy for Literacy Development • Gender Equality and Social Inclusion guidelines for learning materials • Framework for literacy instruction • Language experience approach 	Crafting of District and School Training Implementation Plan
9:00 AM – 10:00 AM	Plenary Opening Program Preliminaries			
10:00-10:30	Health Break			
10:30 12:00	Module 1 Peter Senge's Characteristic s of a Learning Organization	Module 2 <ul style="list-style-type: none"> • Well-being • Social Emotional Learning (SEL) • Gender Equity and Social Inclusion (GESI) • Capacity to Care • Growth Mindset Collaborative Problem-Solving 	Module 4 Project Initiative Plan Content	Presentation of PIP to be facilitated and critiqued by all
12:00-1:00	Lunch Break			
1:00–2:30PM	Module 1 Shared Vision Statement on Literacy Leadership Module 2 Guideline of formulating SMART Goals	Module 3 <ul style="list-style-type: none"> • Qualities of an effective leader • 3 essential components to a high-quality literacy instructional program 	Self-paced Work: Formulation of PIP Consultation: Project Initiative Plan	Presentation of PIP to be facilitated and critiqued by all



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		• Overview of Domains of Literacy		
2:30-3:00	Health Break			
3:00 PM – 4:30 PM	Self-paced Task: Crafting of Shared Vision Consultation: Shared Vision task Workshop: Development of SMART Goals Consultation: SMART Goals tasks	Module 4 • Coaching Cycle • Coaching Model Workshop: Use of Monitoring Checklist	Self-paced Work: Formulation of PIP Consultation: Project Initiative Plan	Plenary Closing Program
4:30– 5:00 PM	Debriefing			Program Evaluation

B. Division Core Management Team/RTOT Trainers/Facilitators/ Speakers/TWG Chairs and Members

No.	Name	Station
1	Gregorio C. Quinto, Jr., EdD	CID – SDO Bulacan
2	Jay Arr V. Sangoyo, PhD	CID – SDO Bulacan
3	Anastacia N. Victorino, EdD	CID – SDO Bulacan
4	Perlita G. Pagdanganan	CID – SDO Bulacan
5	Virgilio L. Laggui, PhD	CID – SDO Bulacan
6	Daniel V. Ortega, EdD	San Ildefonso South
7	Ma. Lourdes J. Patag	SGOD – SDO Bulacan
8	Cecille E. Cruz	SGOD – SDO Bulacan
9	Marilene G. Ramos	SGOD – SDO Bulacan
10	Ma. Bella Fajardo	SGOD – SDO Bulacan
11	Richard Biglete	IT Office
12	Edelson C. Delos Santos	Marilao South
13	Nina R. Sumalabe	Calumpit North
14	Marilou S. Fajardo	Guiguinto
15	Edwin G. Dela Cruz	Angat
16	Jocelyn V. Sunga	Bulakan
17	Loida S. Basilio	Marilao South
18	Teresita S. Lopez	Bulakan
19	Sharlmilla P. Andres	Balagtas
20	Lolita DG. Dayao	Guiguinto
21	Lope Adrian C. Acapulco	Calumpit North
22	Marites SA. Sumalbag	Balagtas
23	Nora J. Adriano	Balagtas
24	Priscilla C. Delos Reyes	Bulakan
25	Lea T. Agulto	Hagonoy West
26	Ronald G. Gabito	Norzagaray West
27	Reagan Cabuhat	Sta. Maria
28	Imelda Jose	Sta. Maria



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Enclosure No. 2 to Division Memorandum No. ____ s. 2024

LIST OF ELEMENTARY SCHOOL HEAD-PARTICIPANTS

District	Name Of School Head	Position	School
CALUMPIT NORTH	Sumalabe, Nina R.	Principal III	F.F. Mendoza Memorial School
	Fajrdo, Joel	Head Teacher II	Meyto Eementary School
	Lovendino, Robert S.	Head Teacher III	Meysulao Elementary School
	Catacutan, Pauline H.	Principal II	Arsenio Santos MES
	Elaine DJ. Dela Cruz	Principal I	Calumpang Elementary School
	Custodio Susan B.	Head Teacher III	Bulusan Elementary School
	Sollestre, Michelle M.	Principal II	Doña Damiana DL Macam ME
CALUMPIT SOUTH	Isais, Cristina M.	Head Teacher III	Balite Elementary School
	Sta Rita, Josielyn M.	Principal I	Buguion Elementary School
	Pascual Jr., Leonilo M	Principal III	San Marcos Elementary School
	Caparas, Noemi R.	Principal III	Northville 9 Elementary School
	Dungca, Maritess M.	Principal I	Longos Elementary School
	Villaroza, Elmo G	Principal III	Calumpit Central School
	Musni, Raul H.	OIC	Iba O'Este Elementary School
HAGONOY EAST	De Guzman, Aurelia DA	Head Teacher III	Iba-Ibayo Elementary School
	Ramos. Marites S.	Principal I	San Juan Elementary School
	Roque, Cornelio R.	Principal III	Hangga Elementary School
	Reyes, Glicería S.	Principal IV	Teodora Cruz ES
	Faustino Reginaldo H.	Principal I	Eugenio G. Sy Tamco ES
	Domingo, Violeta P.	Teacher III/OIC	Carillo Elementary School
	Cruz, Desiree	Teacher III/OIC	Iba Poblacion ES
HAGONOY WEST	Agulto, Lea T.	Master Teacher	San Roque Elementary School
	San Juan, Ma. Irene C.	Principal III	Hagonoy West Central School
	Tolentino, Merlito M.	Principal I	Sta Elena Elementary School
	Villafuerte, Jr., Celestino C.	Principal I	San Pascual Elementary School
	Royupa, Rowena B.	Principal I	Sta. Monica Elementary School
	Santos, Maria Effie R.	Head Teacher I	Tampok Elementary School
	Ramirez, Imelda B.	Head Teacher I	San Jose Elementary School
PAOMBONG	Borlongan, Janet A.	Principal III	Kapitangan Elementary School
	Valencia, Armando P.	Principal III	Paombong Central School
	Manarang III, Eugenio A.	Principal III	Sto. Nino Elementary School
	Eusebio, Edwin S.	Head Teacher III	Pulo Elementary School
	Buenaventura, Irene DC.	Head Teacher I	Masukol Elementary School
	Magsalay, Rosita P.	Teacher-In-Charge	Sta. Cruz Elementary School
	Ocampo, Von Christian A.	Teacher-In-Charge	Binakod Elementary School
PULILAN	Maniego, Revelyn L.	Principal IV	Pulilan Central School
	Pascual, Ma. Cecilia J.	Principal II	Marciano del Rosario MES
	Garcia, Alex N.	Principal III	Sto. Cristo Elementary School
	Sarto, Estelita C.	Principal II	Segundo Esguerra Memorial ES
	Tovera, Rio Bernadette R.	Principal II	Rufino A. Cruz Memorial ES
	Oronce, Agnes R.	Principal II	Balatong Elementary School
BULAKAN	Sunga, Jocelyn V.	Principal I	Sta. Ines Elementary School
	Lopez, Teresita S.	Principal IV	Bambang Elementary School
	Delos Reyes, Priscilla C.	Principal I	Tabang Elementary School
	Dionisio, Ma. Jocelyn S.	Principal IV	Gen. Gregorio del Pilar IS
	De Leon, Josephine C.	Principal II	Pitpitan Elementary School
	Marcelo, Ma. Lourdes C.	Principal I	Matungao Elementary School
	Olleras, Daisy B.	Head Teacher I	Tibig Elementary School
Yanto, Leonila R.	Principal II	Engr. Vicente R. Cruz MS	



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BALIWAG NORTH	Ortega, Shierrie H.	Head Teacher III	Dr. Nicolas V. Rustia MS
	Flores, Ma. Cristina R.	Principal III	Sabang Elementary School
	Santos, Ma. Luisa E.	Principal III	Jacinto Ponce ES
	Bojangan, Lorna E.	Principal I	Josefa V. Ycasiano MS
	Samson, Marilyn P.	Principal IV	Baliwag North Central School
	Geronimo, Ma. Aurea Rhodora DC.	Principal II	Dr. Guillermo Dela Merced MS
BALIWAG SOUTH	Santos, Rosalie S.	Principal III	Baliwag South Central School
	Cruz, Ma. Charito	School Principal IV	Sta. Barbara ES
	Medina, Maria Divina Amor, C.	Principal III	Concepcion Elementary School
	Joson, Maria Filipinas S.	Principal II	Tarcan Elementary School
	Gongon, Ceferina B.	Principal I	Virgen Delas Flores ES
	Pahati, Ana Maria S.	Principal II	Makinabang Elementary School
	De Leon, Boots C.	School Principal I	Pinagbarilan Elementary School
BUSTOS	Beltran, Jocelyn P.	Principal II	Cambaog Elementary School
	Beltran Jr., Jose N.	Principal I	Camachilihan ES
	Mendoza, Rodella DG.	Principal III	Bustos Elementary School
	Gatuz, Dolores O.	Principal II	Tibagan Elementary School
	Puyaoan, Geraldine A.	Principal II	Bulacan Heights ES
	Ramos, Ednilo M.	Principal I	Bonga Mayor ES
	Santos, Evermina S.	Principal I	Bonga Menor ES
PLARIDEL	Cardenas Ma. Lorena B.	Principal IV	Plaridel Elementary School
	Villalon Lorena F.	Principal III	Banga Elementary School
	Camitan Cristina	Principal II	Sto Nino Elementary School
	Valentin Rowena A.	Principal II	Parulan Elementary School
	Dangca, Judith P.	Principal II	Lagundi Elementary School
	Labonete, Angelita S.	Principal I	Culianin Elementary School
	Mateo Gloria B.	Principal I	Bintog Elementary School
DRT	San Gabriel, Airene C.	Head Teacher III	Talbak Elementary School
	Carreon, Imelda E.	Principal I	Camachile Elementary School
	Roxas, Herminia C.	Principal I	Sapang Bulac ES
	Santiago, Helen P	Head Teacher III	Alejandro E. Flores Sr. ES
	Villadarez, Imelda M.	Officer-In-Charge	Bayabas Elementary School
	Lazaro, Arlene I.	Officer-In-Charge	Pinag anakan Integrated School
SAN ILDEFONSO NORTH	Tua Jennifer E	Head Teacher 3	Bubulong Malaki ES
	Guansing Mary Ann R	Head Teacher 2	Garlang ES
	Ramos Josefina V	Head Teacher 1	Lapnit ES
	Dioquino Esperanza V	Head Teacher 3	Nabaong Garlang ES
	Castro, Hilda S.	Head Teacher 3	Sta Satalina Bata ES
	Busalpa Josephine M	Head Teacher 3	Sumandig ES
	Vergara Roxanne M	Head Teacher 3	Umpucan ES
SAN ILDEFONSO SOUTH	Cruz Ma. Filipina V.	Principal III	Pinaod CS
	Ignacio Elizabeth F.	Principal III	Malipampang ES
	Wagan Erlinda C.	Principal III	Palapala ES
	Chan Teresita A.	Principal II	Sapang Putik ES
	Santos Analy F.	Principal II	Akle ES
	Sulit Ferdinand S.	Principal II	Gabihan ES
	Nabong Liza F.	Head Teacher III	Narra ES
SAN MIGUEL CENTRAL	Fernandez Solomon C.	Principal Iii	Salacot Elementary School
	Guzman Noel P. De	Principal I	Bantog Elementary School
	Gaddi Annabelle L.	Principal I	San Juan Elementary School
	Liongson Jobelle R.	Head Teacher Iii	Bulualto Elementary School
	Bigornia Olivia Orayza S.	Head Teacher I	Balaong Elementary School
De Guzman Kristin Anne G.	Officer In Charge	Bagong Silang ES	



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SAN MIGUEL NORTH	Imelda R. Vargas	Principal Iii	San Miguel North CS
	Marites G. Orteza	Principal Ii	Buliran Elementary School
	Ricardo C. Maquiling	Principal I	Partida Elementary School
	Jimmy P. Del Rosario	Head Teacher Iii	Sta. Lucia Elementary School
	Alma C. Bacual	Head Teacher Iii	Kng Kabayo Elementary School
	Edward F. Gamboa	Head Teacher III	Lambakin Elementary School
SAN MIGUEL SOUTH	Dante S. Liongson, PhD	Principal IV	San Miguel ES
	Vivian A. San Pedro PhD	Principal III	Don Felix de Leon MS
	Francis C. Pangilinan	Principal I	Dr. Juan Pascual Memo. School
	Ma. Lea D. Viudez	Principal I	Biclat Elementary School
	Ma Cecilia M. Santos	Principal I	Paliwasan Elementary School
	Jesus R. Medina, Jr	Principal I	Mandile Elementary School
SAN RAFAEL EAST	Lilibeth R. Binuluan	Principal III	San Rafael Central School
	Gerardo C. Sevilla	Principal II	Pantubig Elementary School
	Mark Anthony B. Vasallo	Principal I	Tambubong Elementary School
	Joselito E. Bautista	Principal I	Tukod Elementary School
	Emilie I Viquiera	Principal I	Maronquillo Elementary School
	Angeline S. Valmocena	Principal I	Talacsan Elementary School
	Cherry Ann B. Hernal	Principal III	Caingin Elementary School
SAN RAFAEL WEST	Ma. Alma V. Balanza	Principal IV	Maguinao Elementary School
	Arnel L. Solitario	Principal III	San Roque Elementary School
	Lannie N. Perigrino	Principal II	Capihan Elementary School
	Cristina G. Leano	Principal 1	Salapungan Elementary School
	Clarissa S. de Guzman	Head Teacher 3	Diliman Elementary School
	Maria Divina Valderama	Head Teacher 2	Pulong Bayabas ES
	Marilyn D. Cruz	Head Teacher 1	Pasong Inchik ES
OBANDO	Gomez, Edna T.	Principal IV	Obando Central School
	De Ocampo, Vilma S.	Principal III	Paco Elementary School
	De Guzman, Joerlin J.	Principal II	Binuangan Elementary School
	Sanchez, Cristina A.	Principal II	San Pascual Elementary School
	Anzures, Marilyn H.	Head Teacher II	Catanghalan ES
	Eusebio, Jennelyn DL.	Head Teacher I	Salambao Elementary School
MARILAO NORTH	Rosalinda G. Gabriel	Principal IV	Loma de Gato ES
	Elma C. Ege, PhD	Principal IV	FSS Patulo ES
	Ronaldo A. Bonifacio	Principal III	Heritage Homes IS
	Rhea D. Malabanan	Principal III	Sta Rosa 1 ES
	Joie S. Germar	Principal II	Patubig Elementary School
	Eleanor A. Diaz	Principal I	Sta Rosa 2 ES
	Ronel Rom	Head Teacher III	Marilao North
MARILAO SOUTH	Basilio, Loida S.	Principal II	Saog Elementary School
	Juliano, Thelma D.	Principal I	Northville IV-B ES
	Balatbat, Michelle B.	Principal I	Lambakin Annex ES
	Verdillo, Eric R.	Principal III	Lambakin Main ES
	Flores, Edwin S.	Principal IV	Northville IV Elementary School
	Reyes, Francis C.	Principal I	Abangan Norte ES
GUIGUINTO	Fajardo, Marilou S.	Principal I	Pritil Elementary School
	Charito N. Laggui	Principal IV	Guiguinto Cental School
	Yolanda M. Garcia	Principal III	Tuktukan Elementary School
	Editha F. De Jesus	Principal III	Sta. Cruz Elementary School
	Susana C. Hernandez	Principal I	Doña Escolastica Aldaba Punongbayan ES
	Allan M. Magtalas	Principal I	Tabe Elemenatary School
BALAGTAS	Andres, Sharlmilla P.	TIC	Borol 2nd Elementary School
	Sumalbag, Marites SA.	Principal IV	Francisco Balagtas MS
	Estrada, Maria Cristina D.	Principal II	Marciano C. Rivera ES



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	Manzano, Jocylyn DC.	Principal I	Northville VI Elementary School
	Espiritu, Carmen D.	Principal I	Balagtas Heights ES
	Samaniego, Ma. Evelina C.	Head Teacher III	Sulok Elementary School
	Gratil, Josie D.	Principal III	San Juan Elementary School
PANDI NORTH	Gregorio, Lisette M	P- IV	M.C.Bernardo Mem. CS
	Valcos, Bienvenida T.	P-IV	Cacarong Bata ES
	Gallardo, Ma. Lucia S.	P-II	Pandi Heights ES
	Serpa Juan, Clarissa D.	P-II	Cacarong ES
	Hilario, Marcelina J.	HT-I	Real De Cacarong ES
	Jacinto, Marcelo, Jr. A.	Principal I	Eusebio Roque ES
	Ignacio, Leopoldo, Jr. A	HT-III	Siling Matanda ES
	Jennie J. Cruz	Principal III	Bunsuran ES
	Zenilda S. Ignacio	Principal II	Masuso ES
PANDI SOUTH	Imelda I. Catiis	Principal I	Bagbaguin ES
	Harold A. Arradaza	Principal I	Malibo Bata ES
	Carlina U. Mariano	Principal I	Malibo Matanda ES
	Eugenia dela Cruz	TIC	Baka Bakahan ES
	Andrea Galman	OIC	Masagana ES
	Nilda G. Francisco	Principal II	Tambubong Elementary School
	Lualhati V. Gabriel	Principal I	Bunlo Elementary School
BOCAUE	Rosary V. Sindayen	Principal III	St. Martha Elementary School
	Leonila L. De Jesus	Principal II	Bambang Elementary School
	Novabel B. Ragiles	Officer In Charge	Northville Elementary School
	Crislyn G. Dela Cruz	Principal II	Turo Elementary School
	Matilde G. Agapito	Principal I	Bocau Hills Elementary School
	Dela Cruz, Edwin G.	School Principal II	Antonio C. Cruz-Sulucan ES
	Cruz, Josefina Q.	School Principal IV	Matias A. Fernando MS
ANGAT	Castillo, Marielyn D.	School Principal II	Francisco F. Illescas ES
	Santiago, Myra B.	School Principal I	Teodoso R. Manuel ES
	Culbengan, Evangeline A.	Head Teacher III	Don Pablo AmisolaMS
	Del Rosario, Ma.Gina M.	Head Teacher III	Benito C.Cruz ES
	Rosales, Mary Ann P.	Head Teacher III	Pablo C. Capistrano ES
	Rolando M. Caliwag	Principal IV	Timoteo Policarpio MES
	Evelinda C. Santos	Principal III	San Mateo Elementary School
NORZAGARAY EAST	Arlene C. Perez	Principal II	Caimino Elementary School
	Elaine C. Saracho	Principal I	Ipo Elementary School
	Martin S. Santos	Principal I	Sapang Kawayan ES
	Gina P. Correa	Principal I	Apugan Elementary School
	Jonkelly T. Torrecampo	Principal I	Bigte Elementary School
	Genobiagon, Josephine E.	Principal IV	Norzagaray Elementary School
	Sarmiento, Minerva P	Principal III	Luis Gravador ES
NORZAGARAY WEST	Castillo, Jennifer C.	Principal III	FVR3 Elementary School
	Dela Merced, Nida D	Principal I	Coral Elementary School
	Gabito, Ronald	Principal I	Matictic Integrated School
	Delos Santos, Maricel R	Head Teacher III	Partida Elementary School
	Delos Santos, Liezl C.	OIC-School Head	Baraka Elementary School
	Corpuz Jr., Melanio T.	Head Teacher II	Manggahan Elementary School
	Cabuhay, Josephine L.	Head Teacher III	Lalaghan Elementary School
STA. MARIA CENTRAL	Porras, Edwin D.	Principal I	Kaylawig Elementary School
	Angeles, Alma I.	Principal I	Caysio Elementary School
	Dela Peña, Olivia M.	Principal I	Pila Elementary School
	Oserin, Arlene O.	Principal II	San Jose Patag ES
	Santiago, Maricel G.	Principal III	Guyong Elementary School
	Marites F. Torno	Principal III	Parada Elementary School
	Ma. Fe D. Farne	Principal III	San Gabriel Elementary School



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	Lolita SD. Pascual	Principal I	Tabing Bakod ES
	Chonet T. Diaz	Head Teacher III	Mahabang Parang ES
	Annabelle S. Reyes	Principal I	Bagbaguin Elementary School
	Ofelia F. Eugenio	Head Teacher III	Buenvista Elementary School
STA. MARIA WEST	Silverio, Sheryl Dc.	Principal I	Bagong Barrio ES
	Juliano, Anna V.	Principal Iv	Caypombo Elementary School
	Guiao, Baby Lyn P.	Principal Iv	Cornelia M. De Jesus Mem. CS
	Saclao, Josefino G.	Principal I	Garden Village ES
	Tan, Lizbeth C.	Principal Ii	Mag-Asawang Sapa ES
	De Silva, Sheila Marie	Principal I	Perez Elementary School