



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

February 7, 2024

DIVISION MEMORANDUM

No. 065, s. 2024

EMPOWERING NEWLY PROMOTED HEAD TEACHERS FOR EXCELLENCE AND INNOVATION IN THEIR CRUCIAL ROLES

To: Assistant Schools Division Superintendents
Division Chiefs
Education Program Supervisors
Public Schools District Supervisors
Elementary and Secondary School Principals
All Others Concerned



1. This Memorandum serves to announce the "Empowering Newly Promoted Head Teachers for Excellence and Innovation in Their Crucial Roles" live-in training program, set for February 19-20, 2024, at Galilee Mansion & Garden Resort, Bustos, Bulacan.
2. The Human Resource & Development Section organized the program to give newly appointed head teachers improved leadership techniques, curriculum development abilities, and knowledge of fostering inclusive education.
3. The program is structured for 172 selected participants, encompassing head teachers, HRD Growth Guardians, and expert speakers. To provide a thorough and interesting educational experience, this includes a variety of workshops, interactive sessions, and seminars run by experts. For further details, please refer to the attached list of participants and the training matrix.
4. All pre-identified participants are required to complete their pre-registration using the Google Form link provided: <https://bit.ly/EmpowerHT219202024>, on or before February 14, 2024. Should unforeseen circumstances prevent attendance, participants are required to complete the form and submit a letter explaining their absence. This letter should be duly acknowledged by the school head and uploaded via the pre-registration link
5. All concerned are reminded to strictly observe the health and safety protocols against COVID-19.
6. To ensure the seamless flow of the training, a focus group discussion (FGD) will be conducted on February 13, 2024, at Lydia D. Villangca Trade School, San Rafael, Bulacan, at 9:00 in the morning. Members of the Technical Work Group (TWG) and the resource speakers will attend the FGD.

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7. Board and lodging, training supplies and materials, and other incidental expenses of the participants shall be charged against Division MOOE, subject to the usual accounting and auditing rules and regulations.
8. This Memorandum serves as travel authority for the participants.
9. Immediate and wide dissemination of this Memorandum is desired.


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

mgr/sgod-hrd newly promoted
005/02-05-2024



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Training Matrix

| Day 1 | Day 2 |
|--|---|
| MORNING 7:00 Breakfast 8:00 Registration 8:30 *Opening Act: Ignite The Journey (Facilitator: HRD Growth Guardians & Technical Work Group) | MORNING 7:00 Breakfast 8:00 Registration (HRD Growth Guardians) 8:30 Management of Learning (Facilitator: HRD Growth Guardians & Technical Work Group) |
| 9:00 WORDS OF EMPOWERMENT FOR ASPIRING LEADERS SDS Norma P. Esteban, EdD, CESO V | 9:00 Session 5: ADVANCEMENT IN PROFESSIONAL COMPETENCE AND EXPERTISE |
| 9:30 Session 1: NAVIGATING THE TRANSITION FROM CLASSROOM TO HEADSHIP ASDS Maria Celina L. Vega, CESO VI | Chief Cecille S. Custodio, PhD EPS Jay-Arr C. Tayao, DBA-ITSM |
| 10:00 Session 2: LEADERSHIP IN EDUCATIONAL SETTINGS Edwin G. Dela Cruz, Principal II (Antonio C. Cruz – Sulucan ES) Marielyn D. Castillo, Principal III (Matias A. Fernando Memorial School) | 10:00 Session 6: INCLUSIVE EDUCATION AND STUDENT DIVERSITY Ronald G. Gabito, Principal II (FVR Phase III ES) |
| 12:00 NN Lunch break | 12:00 NN Lunch break |
| AFTERNOON 1:00 * Ready, set, energize! * The Dialogue Junction | AFTERNOON 1:00 * Ready, set, energize! * The Dialogue Junction |
| 1:30 Session 3: CURRICULUM DEVELOPMENT AND INNOVATIVE TEACHING Marites F. Torno, Principal III (Parada Elementary School) | 1:30 Session 7: BUILDING COMMUNITY RELATIONSHIPS AND PARTNERSHIPS Richard C. Bagtas, Principal I (Lydia D. Villangca Trade School) Maricel M. Sosa, Head Teacher I (Maronquillo National High School) |
| 3:30 Session 4: SKILLS VOYAGE: A DYNAMIC TRAINING PASSPORT FOR HR DEVELOPMENT SEPS Marilene G. Ramos, LPT, MAT Christian B. Santos, Master Teacher I (San Miguel National High School) | 3:30 Session 8: TEACHERS' WELL-BEING AND RESILIENCE IN THE NEW NORMAL Marnick S. Gutierrez, Master Teacher II (Parada National High School) |
| EVENING 6:30 Workshop # 1 & Dinner time | 4:30 Mentorship Innovators Forum & Closing Program |



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February 19-20, 2024, Galilee Mansion & Garden Resort, Bustos, Bulacan

List of Learning & Development Participants

| No | Name | School | District |
|----|-----------------------------|--------------------------------|----------------|
| 1 | Angelo S. De Leon | Baybay Elementary | Angat |
| 2 | Rafael Dg. Del Rosario | Col. Vicente L. Salvador Es | Angat |
| 3 | Mary Ann P. Rosales | Pablo C. Capistrano Es | Angat |
| 4 | Dexter R. Tadeo | Balagtas National Ahs | Balagtas |
| 5 | Julieta Dela Cuesta Agustin | Balagtas National Ahs | Balagtas |
| 6 | Richard B. Bernabe | Balagtas National Ahs | Balagtas |
| 7 | Fritzie Anne R. Dela Cruz | Longos Elementary School | Balagtas |
| 8 | Cecilio A. Zafra | Bolakan Elementary School | Bocaue |
| 9 | Jan Michael C. Sotto | Lolomboy Nhs | Bocaue |
| 10 | Rovelyn-S.-Guerrero | Dona Candelaria Mdnhs | Bulacan |
| 11 | Alexander R. Santos | Dr. Manuel S. Tansinsin Ms | Bulacan |
| 12 | Milagros L. Valdez | Taliptip National High School | Bulacan |
| 13 | Daisy B. Olleras | Tibig Elementary School | Bulacan |
| 14 | Ma. Lourdes M. Dionisio | Cambaog National High School | Bustos |
| 15 | Julius Brian G. Ortega | Calumpit Elementary School | Calumpit |
| 16 | Sharon C. Lubao | Doña Damiana De Lmmes | Calumpit North |
| 17 | Elizabeth R. Panganiban | Meyto Elementary School | Calumpit North |
| 18 | Daniel C. Mamangun | Pascual O. Cruz Mes | Calumpit North |
| 19 | Cherry Lou C. Dela Cruz | Calumpit National High School | Calumpit South |
| 20 | Raul H. Musni | Iba Oeste Es | Calumpit South |
| 21 | Jonah F. Quizon | Calumpit National High School | Calumpit South |
| 22 | Editha R. San Pedro | Baras Bakal Es | DRT |
| 23 | Amihan Dela Cruz Galindez | Camachin Elementary School | DRT |
| 24 | Alfredo B. Dela Cruz Jr. | Kalayaan Elementary School | DRT |
| 25 | Geraldyn F. Reyes | Kalayakan Elementary School | DRT |
| 26 | Arlene I. Lazaro | Pinag-Anakan Integrated School | DRT |
| 27 | Rona C. Castro | Sapang Bulac Elementary School | DRT |
| 28 | Michael V. Guinto | Dra. Ruperta G. Caluag Es | Guiguinto |
| 29 | Regalado P. Hernandez | Felizardo C. Lipana Nhs | Guiguinto |
| 30 | Andres C. Dionisio | Guiguinto Nvhs | Guiguinto |
| 31 | Edna S. Salapong | Guiguinto Nvhs | Guiguinto |
| 32 | Florante C. Borlongan Jr. | Guiguinto Nvhs | Guiguinto |
| 33 | Ma. Elena B. Pangilinan | Guiguinto Nvhs | Guiguinto |
| 34 | Violeta P. Domingo | Carillo Elementary School | Hagonoy East |
| 35 | Victoria S. Angeles | Carillo Elementary School | Hagonoy East |



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Enclosure to Division Memorandum No. 045, s. 2024

**EMPOWERING NEWLY PROMOTED HEAD TEACHERS FOR EXCELLENCE AND
INNOVATION IN THEIR CRUCIAL ROLES**

List of Learning & Development Participants

| No | Name | School | District |
|----|------------------------------|---------------------------------|-----------------|
| 1 | Irene Judith D. Navarro | Iba National High School | Hagonoy East |
| 2 | Ma. Eleonore S. Paguiligan | Iba National High School | Hagonoy East |
| 3 | Christopher Homer A. De Leon | San Pedro National HS | Hagonoy East |
| 4 | Gemma A. Mata | San Pedro National HS | Hagonoy East |
| 5 | Honorata C. Benedictos | San Pedro National HS | Hagonoy East |
| 6 | Lualhati V. Eleoterio | San Pedro National HS | Hagonoy East |
| 7 | Emelinda D. Extra | Don Miguel Elementary School | Hagonoy West |
| 8 | Abelina A. Dela Cruz | Norzagaray National High School | Hagonoy West |
| 9 | Rosario A. Golena | Pugad Elementary School | Hagonoy West |
| 10 | Maria Effie R. Santos | Tampok Elementary School | Hagonoy West |
| 11 | Divina P. Enriquez | Prenza National High School | Marilao |
| 12 | Ronel M Rom | Tabing-Ilog Elementary School | Marilao North |
| 13 | Mervin G. Lucas | Minuyan High School | Norzagaray |
| 14 | Wendell R. Alvarez | Banahaw Elementary School | Norzagaray East |
| 15 | Jennifer E. Sacdal | Dike Elementary School | Norzagaray East |
| 16 | Flordeliza Salvador Legaspi | Kanyakan Elementary School | Norzagaray East |
| 17 | Anthony Polledo Perez | National Power Corporation HS | Norzagaray East |
| 18 | Jennifer E. Sacdal | Sapang Munti Elementary School | Norzagaray East |
| 19 | Liezel C. Delos Santos | Baraka Elementary School | Norzagaray West |
| 20 | Annalyn G. Cruz | Norzagaray National High School | Norzagaray West |
| 21 | Ma. Donnabelle G. Cruz | Norzagaray National High School | Norzagaray West |
| 22 | Maricel R. Delos Santos | Partida Elementary School | Norzagaray West |
| 23 | Arnel R. Antonio | Lawa Elementary School | Obando |
| 24 | Reygie C. Bauza | Obando National High School | Obando |
| 25 | Rico B. Sta. Ana | Obando National High School | Obando |
| 26 | Clifford T. Sinsuan | Obando School Of Fisheries | Obando |
| 27 | Rowena L. Rodriguez | Obando School Of Fisheries | Obando |
| 28 | Jenelyn-De Leon-Eusebio | Salambao Elementary School | Obando |
| 29 | Rowena L. Rodriguez | Obando School Of Fisheries | Obando |
| 30 | Leopoldo A. Ignacio Jr. | Siling Matanda ES | Pandi North |
| 31 | Eugenia Dg. Dela Cruz | Baka-Bakahan ES | Pandi South |
| 32 | Danilo D. Eugenio | Pinalagdan High School | Paombong |
| 33 | Edwin S. Eusebio | Pulo Elementary School | Paombong |
| 34 | Gilber S. Santos | San Roque National HS | Paombong |
| 35 | Rolando Dc. Agustin | San Roque National HS | Paombong |

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Enclosure to Division Memorandum No. DCS, s. 2024

EMPOWERING NEWLY PROMOTED HEAD TEACHERS FOR EXCELLENCE AND INNOVATION IN THEIR CRUCIAL ROLES

List of Learning & Development Participants

| No | Name | School | District |
|-----------|---------------------------|--------------------------------|---------------------|
| 1 | Roselda M. Baylon | San Roque National HS | Paombong |
| 2 | Rosita Pangan Magsalay | Sta. Cruz Elementary School | Paombong |
| 3 | Lorena Sp. Taruc | Dampol Elementary School | Plaridel |
| 4 | Emma A. De Jesus | Dr Felipe De Jesus NHS | Plaridel |
| 5 | Mary Jane S. Malapitan | Dr Felipe De Jesus NHS | Plaridel |
| 6 | Reinel L. Morelos | Dr Felipe De Jesus NHS | Plaridel |
| 7 | Ruby B. Galang | Rueda Elementary School | Plaridel |
| 8 | Ryan Dc. Victorio | Sipat Elementary School | Plaridel |
| 9 | Leonardo Amarila | Balatong B Elem School | Pulilan |
| 10 | Ronnie E. Reyes | Bajet Castillo High School | Pulilan |
| 11 | Arnold N. Batongbacal | Bajet-Castillo High School | Pulilan |
| 12 | Rodora S. Navarro | Bajet-Castillo High School | Pulilan |
| 13 | Gleynes R. Cruz | Engr. Virgilio V. Dionisio MHS | Pulilan |
| 14 | Josie T. Torres | Engr. Virgilio V. Dionisio MHS | Pulilan |
| 15 | Cora Nympha A.Santos | Bubulong Munti ES | San Ildefonso North |
| 16 | Mary Ann R. Guansing | Buhol Na Mangga ES | San Ildefonso North |
| 17 | Alvin Manahan De Castro | Mataas Na Parang ES | San Ildefonso North |
| 18 | Hilda Samaniego Castro | Sta. Catalina Bata ES | San Ildefonso North |
| 19 | Josephine M Busalpa | Sumandig ES | San Ildefonso North |
| 20 | Emerita S. Cochon | Telapatio Elementary School | San Ildefonso North |
| 21 | Roxane M. Vergara | Umpucan Elementary School | San Ildefonso North |
| 22 | Maricar B. Reyes | Basuit Elementary School | San Ildefonso South |
| 23 | Eufrocina S. Santos | Sapang Dayap ES | San Ildefonso South |
| 24 | Bernadith E. Cruz | Sitio Pag-Asa ES | San Ildefonso South |
| 25 | Vilma S. Cruz | Upig Elementary School | San Ildefonso South |
| 26 | Ronald Angeles Cruz | Bagong Pag Asa ES | San Miguel Central |
| 27 | Olivia Orayza S. Bigornia | Bagong Pag-Asa Es | San Miguel Central |
| 28 | Marifie M. Doctora | Vedasto R Santiago HS | San Miguel Central |
| 29 | Daria D. Cadorna | Vedasto R. Santiago HS | San Miguel Central |
| 30 | Francis Anthony P. Ramos | Vedasto R. Santiago HS | San Miguel Central |
| 31 | Mary Grace M. Agag | Vedasto R. Santiago HS | San Miguel Central |
| 32 | Priscilla H. Libunao | Vedasto R. Santiago HS | San Miguel Central |
| 33 | Jennifer S. Valmeo | Buga Elementary School | San Miguel North |
| 34 | Maricel H. Maglaque | Emilia Perez Ligon HS | San Miguel North |
| 35 | Alma C. Bacual | Kng. Kabayo ES | San Miguel North |



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Enclosure to Division Memorandum No. 068, s. 2024

EMPOWERING NEWLY PROMOTED HEAD TEACHERS FOR EXCELLENCE AND INNOVATION IN THEIR CRUCIAL ROLES

List of Learning & Development Participants

| No | Name | School | District |
|----|-------------------------|------------------------------|---------------------|
| 1 | Edward F. Gamboa | Lambakin Elementary School | San Miguel North |
| 2 | Romeo Sg. Santos | Malibay Elementary School | San Miguel North |
| 3 | Norberto L. Arcilla | Maligaya Elementary School | San Miguel North |
| 4 | Eduardo A. Fernandez | Malinao Elementary School | San Miguel North |
| 5 | Ailie Riza Sj, Bernardo | Doña Narcisa B Vda De Les | San Miguel South |
| 6 | Evelyn V Perez | Coral Na Bato ES | San Rafael East |
| 7 | Maricris V. Dela Cruz | Pasong Callos ES | San Rafael East |
| 8 | Yolanda L. Valdizno | Dagat-Dagatan ES | San Rafael West |
| 9 | Janice Canoza Garcia | Pinacpinacan ES | San Rafael West |
| 10 | Ma. Eloisa H. Brazil | Catmon National High School | Santa Maria Central |
| 11 | Emma C. Guitaba | Fortunato F. Halili Nas | Santa Maria Central |
| 12 | Gladys R. Legaspi | Fortunato F. Halili Nas | Santa Maria Central |
| 13 | Ofelia F. Eugenio | Buenavista Elementary School | Santa Maria East |
| 14 | Imelda S. Jose | Camangyanan ES | Santa Maria East |
| 15 | Joel G. Castillo | Fortunato F. Halili NAS | Santa Maria West |
| 16 | Leah P. Dela Cruz | Pulong Buhangin NAS | Santa Maria West |
| 17 | Rosalie-H-Tianchon | Pulong Buhangin National HS | Santa Maria West |
| 18 | Jessie N. Delos Reyes | Silangan Elementary School | Santa Maria West |
| 19 | Mark Nathaniel Pascual | Parada High School | Sta. Maria |

List of Learning & Development Technical Work Group (TWG)

| No | Name | Designation | Office |
|----|--------------------------------|------------------|----------------------------|
| 1 | Ma. Bella S. Fajardo | EPS II - HRD | Schools Division Office |
| 2 | Ma. Jesusa V. Pampilon, PhD | EPS II - SMN | Schools Division Office |
| 3 | Inah Marifaye M. Blanco, LPT | PDO I | Schools Division Office |
| 4 | Ma. Lorena B. Cardenas | Principal IV | Plaridel Elementary School |
| 5 | Robert S. Lovendino | Head Teacher III | Meysulao Elementary School |
| 6 | Clarissa DC. Flores | Head Teacher III | Iba National High School |
| 7 | Isagani M. Aguinaldo | Head Teacher II | Felizardo C. Lipana NHS |
| 8 | Melannie T. Sangoyo | Principal II | Akle High School |
| 9 | Reinel L. Morelos | Head Teacher III | Dr. Felipe De Jesus NHS |
| 10 | Enrique Rigor Flores | Head Teacher III | Doña Candelaria MDMHS |
| 11 | Evelyn R. Sicat | Head Teacher VI | Pulong Buhangin NHS |
| 12 | School Health & Nutrition Unit | 2 Nurses | Schools Division Office |