



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

September 2, 2025

DIVISION MEMORANDUM

No. 498, s. 2025

DIVISION CAPACITY BUILDING OF TEACHER-TUTORS ON THE  
IMPLEMENTATION OF ARAL READING PROGRAM IN THE  
ELEMENTARY AND SECONDARY LEVELS

To: Assistant Schools Division Superintendent  
Division Chiefs  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary & Secondary School Heads  
All Others Concerned

1. The ARAL Reading Program is a targeted initiative designed to enhance foundational literacy skills among learners, focusing on addressing persistent reading gaps identified through recent assessments, the latest CRLA, and Phil-IRI. These evaluations reveal that a significant number of learners, particularly in early grades and junior high school, continue to face challenges in key reading areas such as phonemic awareness, vocabulary, and comprehension. Likewise, there is a need to deepen teachers' understanding of foundational literacy skills, improve their assessment and intervention techniques, and equip them with practical strategies for tutoring in both English and Filipino. To address these pressing needs, the Office will conduct the **Division Capacity Building of Teacher-Tutors on the Implementation of ARAL Reading Program in the Elementary and Secondary Levels** on September 8-9, 2025. This initiative aims to enhance teachers' skills and confidence, ensuring the effective implementation of the ARAL Reading Program and ultimately narrowing literacy gaps, while promoting sustainable reading success among Bulakenyo learners.
2. The venues for this capacity building of teacher-tutors are as follows:

Group No.	Venues	Participants
1	Sapientia Ideation Center, Dr. Yanga's Colleges, Bocaue	<b>Elementary Level</b> 5 teacher-tutors/participants per district to be identified by the PSDSs 31x5=155 teacher-tutors 31 PSDSs 14 Resource Speakers/TWG/SMME/Sch Health Section <b>Total = 200pax</b>
2	Sta. Maria Central School District Hall, Sta. Maria	<b>Secondary Level</b> Schools from EDDISs 4, 5 and 6 150 teacher-tutors/participants to be identified by the school heads



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		10 Speakers/TWG/EPS/SMME/Sch Health Section <b>Total = 160pax</b> Participants per school is reflected in the Enclosure attached
3	Plaridel Central School District Hall, Plaridel	<b>Secondary Level</b> Schools from EDDISs 1, 2 and 3 150 teacher-tutors/participants to be identified by the school heads 10 Speakers/TWG/EPS/SMME/Sch Health Section <b>Total = 160pax</b> Participants per school is reflected in the Enclosure attached

3. By the end of this Capacity Building, the participants should be able to:
  - Strengthen teachers’ understanding of foundational reading components such as phonemic awareness, phonics, vocabulary, fluency, and comprehension;
  - Improve teacher-tutors’ facilitation skills in utilizing diagnostic assessment tools and reading sessions tailored to the learners’ needs;
  - Reinforce effective, evidence-based, and culturally responsive reading pedagogies for both English and Filipino; and
  - Develop a comprehensive action plan at the district and school levels to effectively cascade and sustain the implementation of the ARAL Reading Program.
4. In compliance with DepEd Order No. 9, s 2005, “Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith”, school heads shall assign teachers as substitutes on behalf of these teacher-participants to ensure the continuous conduct of face-to-face classes.
5. Attached are the following Enclosures:
  - Enclosure No.1 - Matrix of Activities and the list of Training Management Team Members and Resource Speakers
  - Enclosure No. 2 – Allotment of Participants in the Secondary Level
6. All participants are required to register via this link [bit.ly/TEACHER-TUTORS\\_ARAL\\_PROGRAM2025](https://bit.ly/TEACHER-TUTORS_ARAL_PROGRAM2025) on or before September 4, 2025.
7. To facilitate ease in the discussions, all participants are expected to bring a copy of the Learning Materials and Teacher’s Guide that they will use in the ARAL Program (either for Key Stage 1, 2, or 3 – ARAL Basic or ARAL Plus).
8. All expenses incidental to the conduct of this capacity building shall be charged against the Division MOOE fund, while transportation expenses of the participants





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shall be charged from local or school/MOOE funds, subject to the usual accounting and auditing procedures.

9. It is expected that participants shall conduct district/school-level echoing of this capacity building to be organized and headed by the public schools district supervisors at the elementary level and school heads concerned at the secondary level. Expenses to be incurred in the said echoing shall be charged to the available LSB/school local fund.

10. Activities to be conducted in relation to the implementation of the ARAL Reading Program are as follows, following the timetable below:

Date	Activities
September 8 – 9, 2025	<ul style="list-style-type: none"><li>• Capacity Building of Teacher-Tutors</li><li>• Printing of needed learning resources</li></ul>
September 10, 2025	<b>Secondary Level only</b> <ul style="list-style-type: none"><li>• Capacity Building of English and Filipino Head Teachers/Coordinators in the Secondary Level on Monitoring the Implementation of the Program</li></ul>
September 10 – 11, 2025	<ul style="list-style-type: none"><li>• District/School Level Capacity Building of All Teacher-Tutors</li><li>• Preparation of Class Program for ARAL Program with Final List of Learners per Key Stage per group (ARAL Basic and ARAL Plus for Key Stages 2 and 3) and name of the teacher-tutor assigned</li><li>• Preparation of Number of Classes for ARAL Program</li><li>• All other necessary preparations/activities for the program</li></ul>
September 12, 2025	<ul style="list-style-type: none"><li>• School-Level Launching/Kick -Off of the ARAL Program</li><li>• Meeting of parents of ARAL Program learners, and with other stakeholders</li></ul>
September 15, 2025	<ul style="list-style-type: none"><li>• Start of ARAL Program Implementation</li></ul>

11. All public schools district supervisors and education program supervisors are expected to conduct school monitoring in the conduct of these activities.

12. This Memorandum serves as travel authority for the participants involved in this activity.

13. Immediate and wide dissemination of this Memorandum is desired.

[Redacted Signature]

**CECILIA E. VALDERAMA, PhD**

Assistant Schools Division Superintendent  
Officer-in-Charge

Office of the Schools Division Superintendent



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Enclosure No. 1 to Division Memorandum No. **176** s. 2025

**TRAINING MATRIX (ELEMENTARY)**  
**Sapientia Ideation Center, Dr. Yanga's Colleges, Bocaue, Bulacan**

September 8, 2025		September 9, 2025	
Time	Activity	Time	Activity
7:00-8:00 AM	Arrival & Registration of Participants	7:00-8:00 AM	Arrival & Registration of Participants
8:00-8:30	Opening Program	8:00-8:30	MOL
8:30-9:00	Status of Literacy in the Country: Understanding the ARAL Reading Program  <b>Cecilia S. Custodio, PhD</b> <i>CID Chief</i>	8:30-9:30	Oral Language  <b>Noemi R. Caparas</b> <i>San Marcos Elementary School Calumpit South District</i>
9:00-10:00	Understanding the ARAL Learners  <b>Ma. Lina C. Gunita</b> <i>Bagong Barrio Elementary School Sta. Maria District</i>	9:30-10:30	Phonological Awareness  <b>Keren Mae Rojo</b> <i>Camangyanan Elementary School Sta Maria East District</i>
10:00-10:15	Health Break	10:30-10:45	Health Break
10:15-11:15	Profiling, Placement, Pathways and Pedagogies  <b>Lea T. Agulto</b> <i>Buga Elementary School Hagonoy West District</i>	10:45-11:45	Phonics  <b>Keren Mae Rojo</b> <i>Camangyanan Elementary School Sta Maria East District</i>
11:15-12:00	The Teacher as ARAL Tutor  <b>Ma. Lina C. Gunita</b> <i>Bagong Barrio Elementary School Sta. Maria District</i>	11:45-12:45	Lunch Break
12:00-1:00	Lunch Break	12:45-1:45	Vocabulary  <b>Noli I. Francisco</b> <i>Sapang Dayap Elementary School San Ildefonso South District</i>
1:00-2:00	Walk-through of Teaching Guide  <b>Romel C. Roque, PhD</b> <i>Calumpit Elementary School Doña Remedios Trinidad District</i>	1:45-2:45	Fluency  <b>Romel C. Roque, PhD</b> <i>Calumpit Elementary School Doña Remedios Trinidad District</i>
2:00-3:00	Walk-through of Learner's Workbook  <b>Lea T. Agulto</b> <i>Buga Elementary School Hagonoy West District</i>	2:45-3:00	Health Break
3:00-3:15	Health Break	3:00-4:00	Reading Comprehension  <b>Anastacia N. Victorino, EdD</b> <i>EPS-Filipino</i>
3:15-4:00	From Struggle to Strength: Empowering ARAL Reading Learners through SEL-Based Reading Remediation  <b>Abel S. Lim</b> <i>Pres. Diosdado P. Macapagal MHS Angat District</i>	4:00-5:00	Closing Program
4:00-5:00	Open Forum		





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**TRAINING MATRIX (SECONDARY)**  
**Group A: Sta. Maria Central School District Hall, Sta. Maria, Bulacan**

September 8, 2025		September 9, 2025	
Time	Activity	Time	Activity
7:00-8:00 AM	Arrival & Registration of Participants	7:00-8:00 AM	Arrival & Registration of Participants
8:00-8:30	Opening Program	8:00-8:30	MOL
8:30-9:30	Oral Language  <b>Robert S. Lovendino</b> <i>Meysulao Elementary School</i> <i>Calumpit North District</i>	8:30-9:00	Status of Literacy in the Country: Understanding the ARAL Reading Program  <b>Cecilia S. Custodio, PhD</b> <i>CID Chief</i>
9:30-10:30	Phonological Awareness  <b>Rosalinda A. Galvez</b> <i>Sta. Catalina Bata Elementary School</i> <i>San Ildefonso North District</i>	9:00-10:00	Understanding the ARAL Learners  <b>Marites S. Galvez</b> <i>Tambubong Elementary School</i> <i>San Rafael East District</i>
10:30-10:45	Health Break	10:00-10:15	Health Break
10:45-11:45	Phonics  <b>Abegail S. Orteza</b> <i>San Ildefonso National High School</i> <i>San Ildefonso North District</i>	10:15-11:15	Profiling, Placement, Pathways and Pedagogies  <b>May Crisette L. Magayon</b> <i>San Rafael Central School</i> <i>San Rafael East District</i>
11:45-12:45	Lunch Break	11:15-12:00	The Teacher as ARAL Tutor  <b>Roda S. Jimenez</b> <i>Tabe Elementary School</i> <i>Guiguinto District</i>
12:45-1:45	Vocabulary  <b>Robert S. Lovendino</b> <i>Meysulao Elementary School</i> <i>Calumpit North District</i>	12:00-1:00	Lunch Break
1:45-2:45	Fluency  <b>Jenina Joyce L. Mendoza</b> <i>San Rafael National Trade School</i> <i>San Rafael East District</i>	1:00-2:00	Walk-through of Teaching Guide  <b>Melannie T. Sangoyo, PhD</b> <i>Sta. Lucia National High School</i> <i>Calumpit North District</i>
2:45-3:00	Health Break	2:00-3:00	Walk-through of Learner's Workbook  <b>Melannie T. Sangoyo, PhD</b> <i>Sta. Lucia National High School</i> <i>Calumpit North District</i>
3:00-4:00	Reading Comprehension  <b>Anastacia N. Victorino, EdD</b> <i>EPS-Filipino</i>	3:00-3:15	Health Break
4:00-5:00	Open Forum	3:15-4:00	From Struggle to Strength: Empowering ARAL Reading Learners through SEL-Based Reading Remediation  <b>Mark Nathaniel G. Pascual, PhD</b> <i>Parada National High School</i> <i>Sta. Maria Central District</i>
		4:00-5:00	Closing Program



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**Group B: Plaridel Central School District Hall, Plaridel, Bulacan**

September 8, 2025		September 9, 2025	
Time	Activity	Time	Activity
7:00-8:00 AM	Arrival & Registration of Participants	7:00-8:00 AM	Arrival & Registration of Participants
8:00-8:30	Opening Program	8:00-8:30	MOL
8:30-9:00	Status of Literacy in the Country: Understanding the ARAL Reading Program  <b>Cecilia S. Custodio, PhD</b> <i>CID Chief</i>	8:30-9:30	Oral Language  <b>Robert S. Lovendino</b> <i>Meysulao Elementary School Calumpit North District</i>
9:00-10:00	Understanding the ARAL Learners  <b>Marites S. Galvez</b> <i>Tambubong Elementary School San Rafael East District</i>	9:30-10:30	Phonological Awareness  <b>Rosalinda A. Galvez</b> <i>Sta. Catalina Bata Elementary School San Ildefonso North District</i>
10:00-10:15	Health Break	10:30-10:45	Health Break
10:15-11:15	Profiling, Placement, Pathways and Pedagogies  <b>May Crisette L. Magayon</b> <i>San Rafael Central School San Rafael East District</i>	10:45-11:45	Phonics  <b>Abegail S. Orteza</b> <i>San Ildefonso National High School San Ildefonso North District</i>
11:15-12:00	The Teacher as ARAL Tutor  <b>Roda S. Jimenez</b> <i>Tabe Elementary School Guiguinto District</i>	11:45-12:45	Lunch Break
12:00-1:00	Lunch Break	12:45-1:45	Vocabulary  <b>Robert S. Lovendino</b> <i>Meysulao Elementary School Calumpit North District</i>
1:00-2:00	Walk-through of Teaching Guide  <b>Melannie T. Sangoyo, PhD</b> <i>Sta. Lucia National High School Calumpit North District</i>	1:45-2:45	Fluency  <b>Jenina Joyce L. Mendoza</b> <i>San Rafael National Trade School San Rafael East District</i>
2:00-3:00	Walk-through of Learner's Workbook  <b>Melannie T. Sangoyo, PhD</b> <i>Sta. Lucia National High School Calumpit North District</i>	2:45-3:00	Health Break
3:00-3:15	Health Break	3:00-4:00	Reading Comprehension  <b>Abegail S. Orteza</b> <i>San Ildefonso National High School San Ildefonso North District</i>
3:15-4:00	From Struggle to Strength: Empowering ARAL Reading Learners through SEL-Based Reading Remediation  <b>Mark Nathaniel G. Pascual, PhD</b> <i>Parada National High School Sta. Maria Central District</i>	4:00-5:00	Closing Program
4:00-5:00	Open Forum		





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**II. Training Management Team/Resource Speakers**

<b>Name</b>	<b>School/District/Station</b>
Cecilia S. Custodio, PhD	CID Chief - SDO Bulacan
Anastacia N. Victorino, EdD	DEPS, Filipino - SDO Bulacan
Jay Arr V. Sangoyo, PhD	DEPS, English - SDO Bulacan
Melannie T. Sangoyo, PhD	Sta. Lucia National High School Calumpit North District
Ma. Lina C. Gunita	Bagong Barrio Elementary School Sta. Maria District
Lea T. Agulto	Buga Elementary School Hagonoy West District
May Crisette L. Magayon	San Rafael Central School San Rafael East District
Marites S. Galvez	Tambubong Elementary School San Rafael East District
Romel C. Roque, PhD	Calumpit Elementary School Doña Remedios Trinidad District
Noli I. Francisco	Sapang Dayap Elementary School San Ildefonso South District
Keren Mae Rojo	Camangyanan Elementary School Sta Maria East District
Noemi R. Caparas	San Marcos Elementary School Calumpit South District
Robert S. Lovendino	Meysulao Elementary School Calumpit North District
Roda S. Jimenez, PhD	Tabe Elementary School Guiguinto District
Abegail S. Orteza	San Ildefonso National High School San Ildefonso North District
Mark Nathaniel G. Pascual, PhD	Parada National High School Sta. Maria Central
Jenina Joyce L. Mendoza	San Rafael National Trade School San Rafael East District
Rosalinda A. Galvez	Sta. Catalina Bata Elementary School San Ildefonso North District
Abel S. Lim	Pres. Diosdado P. Macapagal MHS Angat District
Elisalde M. Mendoza	Pulong Buhangin National High School Sta. Maria West District (TWG: HS Sta. Maria)
Earon Rean C. Santiago	Dr. Pablito V. Mendoza Sr. High School Bustos District (TWG: HS Sta. Maria)
Anita C. Sabino	Sta. Monica National High School Hagonoy West District (TWG: HS Plaridel)
Julie Ann J. Magno	San Roque National High School Paombong District (TWG: HS Plaridel)
Jennifer R. Malitan	Cornelia M. De Jesus Memorial Central School Sta. Maria West District (TWG: Elem Bocaue)



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Enclosure No. 2 to Division Memorandum No. \_\_\_\_ s. 2025

No.	Name of Schools	No. of Participants
<b>EDDIS I</b>	<b>Bulakan</b>	
1	San Francisco Xavier High School	2
2	Doña Candelaria Meneses Duque NHS	2
3	Gen. Gregorio del Pilar IS	2
4	Romeo Acuña Santos Memorial High School	2
5	Taliptip National High Sschool	2
	<b>TOTAL</b>	<b>10</b>
	<b>Calumpit</b>	
6	San Miguel-Meysulao High School	2
7	Sta. Lucia National High School	3
8	Frances National High School	3
9	Calumpit NHS (San Marcos NHS)	4
10	Caniogan High School	2
	<b>TOTAL</b>	<b>14</b>
	<b>Hagonoy</b>	
11	Iba National High School	2
12	San Pedro National High School	4
13	Ramona S. Trillana HS	3
14	Sta. Monica National High School	2
	<b>TOTAL</b>	<b>11</b>
	<b>Paombong</b>	
15	Kapitangan National High School	2
16	Sta. Cruz NHS	2
17	Pinalagdan High School	2
18	San Roque National HS	3
	<b>TOTAL</b>	<b>9</b>
	<b>Pulilan</b>	
19	Bajet-Castillo High School	4
20	Dampol 2nd National High School	3
21	Inaon Integrated School	2
22	Dulong Malabon Integrated School	2





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23	Engr. Virgilio V. Dionisio MHS	3
24	Sta. Peregrina HS	3
<b>TOTAL</b>		<b>17</b>
<b>EDDIS II</b>	<b>Bustos</b>	
25	Dr. Pablito V. Mendoza, Sr. HS	3
26	Cambaog NHS	3
27	Catacte Integrated School	2
28	Alexis G. Santos National High School	3
29	Aguinaldo J. Santos National HS	3
<b>TOTAL</b>		<b>14</b>
	<b>Plaridel</b>	
30	Bulihan High School	2
31	Banga High School	2
32	Dr. Felipe De Jesus National High School	4
33	Jaime J. Vistan High School	3
34	Jose J. Mariano Memorial HS	3
35	Dampol 1st National High School	3
<b>TOTAL</b>		<b>17</b>
<b>EDDIS III</b>	<b>DRT</b>	
36	Esteban Paulino HS	2
37	Talbak High School	2
38	Sapang Bulac High School	2
39	Pinag-anakan Integrated School	1
40	Kalayakan High School	1
41	Laura De Leomn Halili High School	3
<b>TOTAL</b>		<b>11</b>
	<b>San Ildefonso</b>	
42	Sta. Catalina Bata National High School	2
43	San Ildefonso National High School	5
44	Calawitan NHS	2
45	Gabihan High School	2
46	Akle HS	2
47	Upig High School	2
<b>TOTAL</b>		<b>15</b>
	<b>San Miguel</b>	
48	John J. Russell MHS (Sibul NHS)	3



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49	Vedasto R. Santiago HS	5
50	Partida National High School	2
51	Emilia Perez Ligon High School	2
52	San Miguel NHS	7
<b>TOTAL</b>		<b>19</b>
<b>San Rafael</b>		
53	Maronquillo National High School	2
54	San Rafael Nat'l Trade School	3
55	Carlos F. Gonzales HS (Maguinao Cruz na Daan NHS)	4
56	Salapungan NHS	2
57	Lydia D. Villangca Trade School	2
<b>TOTAL</b>		<b>13</b>
<b>EDDIS IV</b>	<b>Marilao</b>	
58	Prenza NHS	5
9	Heritage Homes Integrated School	2
60	Marilao Central Integrated School	2
61	Assemblywoman Felicita G. Bernardino Memorial Trade School	7
<b>TOTAL</b>		<b>16</b>
<b>Obando</b>		
62	Obando School of Fisheries	2
63	Obando Senior High School	2
64	Obando NHS	4
<b>TOTAL</b>		<b>8</b>
<b>EDDIS V</b>	<b>Balagtas</b>	
65	Balagtas National Agricultural HS	5
66	Gat Francisco Balagtas High School	3
<b>TOTAL</b>		<b>8</b>
<b>Bocaue</b>		
67	Lolomboy National NHS	5
68	Batia High School	4
69	Taal High School	5
70	Illuminada Mendoza-Roxas Memorial High School (Bambang NHS)	4
<b>TOTAL</b>		<b>18</b>
<b>Guiguinto</b>		
71	Guiguinto Nat'l Voc'l. High School	5





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72	Felizardo C. Lipana NHS (Sta. Rita HS)	5
73	Tiaong NHS	3
74	Guiguinto National Vocational High School - ANNEX	3
<b>TOTAL</b>		<b>16</b>
<b>Pandi</b>		
75	Mapulang Lupa High School	2
76	Pinagkuartelan Integrated School	2
77	Virginia Ramirez-Cruz High School	6
78	Bunsuran NHS	6
79	Masagana HS	2
<b>TOTAL</b>		<b>18</b>
<b>EDDIS VI</b>	<b>Angat</b>	
80	Angel M. del Rosario High School	2
81	Pres. Diosdado Macapagal MHS	4
82	Angat HS (Binagbag NHS - Taboc NHS)	3
83	Binagbag NHS	3
<b>TOTAL</b>		<b>12</b>
<b>Norzagaray</b>		
84	Minuyan National High School	5
85	National Power Corporation H.S.	2
86	Julian B. Sumbillo High School	2
87	Norzagaray National High School	5
88	North Hills Village High School	2
89	Matictic Integrated School	2
90	SHS within Luis Gravador Elementary School	-
91	FVR National High School	4
<b>TOTAL</b>		<b>22</b>
<b>Sta. Maria</b>		
92	Fortunato F. Halili National Agricultural School	5
93	Catmon National High School	3
94	Sta. Cruz High School	2
95	Parada NHS	5
96	Sta. Maria National High School	5
97	San Gabriel National High School	2
98	Pulong Buhangin NHS	6



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99	Fortunato F. Halili National Agricultural School, Cay Pambo-Annex	2
100	F. F. Halili Natl Agrl School Annex	2
TOTAL		32



Address: Provincial Capitol Compound, Brgy. Guinhawa,  
City of Malolos, Bulacan  
Website: <https://bulacandeped.com>  
Email: [bulacan@deped.gov.ph](mailto:bulacan@deped.gov.ph)