



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

February 23, 2026

DIVISION MEMORANDUM

No. 104, s. 2026

**DIVISION COMPETENCY REFINEMENT FOR NON-MAJOR TEACHERS:
ENRICHING SUBJECT EXPERTISE, PEDAGOGY, AND ASSESSMENT ACROSS
LEARNING AREAS, EARLY CHILDHOOD EDUCATION, SPECIAL NEEDS
EDUCATION (SNED), AND THE ALTERNATIVE LEARNING SYSTEM
(ALS) IN THE ELEMENTARY AND SECONDARY LEVELS**

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

1. To further strengthen the instructional competence and promote inclusive education by capacitating teachers with innovative and prerequisite skills that enhance learner engagement and academic achievement across all learning areas, this Office shall conduct a training-workshop titled "**Division Competency Refinement for Non-Major Teachers: Enriching Subject Expertise, Pedagogy, and Assessment Across Learning Areas, Early Childhood Education, Special Needs Education (SNED), and Alternative Learning System (ALS) in the Elementary and Secondary Levels** on **March 3-5, 2026** to be held at the following venues hereunder:

No.	Venues	Level	Participants: Non-Major/Newly Hired Teachers teaching:
1.	Plaridel Central School, Plaridel	Elementary Level	EsP, Kindergarten, SNED
2.	Guiguinto Central School, Guiguinto	Elementary Level	Mathematics, English, Filipino, & Science
3.	Sta. Maria Central School, Sta. Maria	Elementary Level	TLE, AP, & MAPEH
4.	Richwell Colleges, Inc., Plaridel	Secondary Level (JHS and SHS)	All Learning Areas and ALS

2. This training-workshop has the following objectives:
 - 2.1 refine the subject knowledge and pedagogical skills of non-major teachers across learning areas, including Early Childhood Education, Special Needs Education (SNED), and the Alternative Learning System (ALS), ensuring their instructional practices are aligned with current standards and best practices;
 - 2.2 develop teachers' capacity to create a safe, inclusive, and conducive learning environment that effectively addresses the diverse needs of learners in both elementary and secondary levels;



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2.3 enhance teachers' competency in curriculum planning, management, and assessment strategies that are developmentally appropriate and responsive to the varied learning contexts, including special and alternative education settings; and

2.4 foster continuous professional growth among non-major teachers by guiding them in formulating personal professional development plans based on reflective practice and learner-centered philosophies.

3. Participants in this training-workshop are the non-major teachers from the following:

3.1 **Elementary Level** (Each district shall send one (1) representative per subject area – 1 representative by 9 subject areas, with a total of 9 non-major teachers per district to be identified by the PSDSs)

No.	Learning Area	No. of Participants per District	Training Venue
1.	Kindergarten	1	Plaridel CS
2.	Edukasyon sa Pagpapakatao	1	Plaridel CS
3.	Araling Panlipunan	1	Sta. Maria CS
4.	TLE/EPP	1	Sta. Maria CS
5.	MAPEH	1	Sta. Maria CS
6.	Science	1	Guiguinto CS
7.	English	1	Guiguinto CS
8.	Filipino	1	Guiguinto CS
9.	Mathematics	1	Guiguinto CS
Total No. of Participants per District		9	

3.2 **Secondary Level (JHS and SHS)** – (To be identified by the Division Education Program Supervisors):

No.	Learning Area	No. of Participants per Learning Area	Training Venue
1.	SNED	31	Plaridel Central School
2.	ALS	20	Richwell Colleges, Inc., Plaridel
3.	Edukasyon sa Pagpapakatao	20	
4.	Araling Panlipunan	20	
5.	TLE/EPP	20	
6.	MAPEH	20	
7.	Science	20	
8.	English	20	
9.	Filipino	20	
10.	Mathematics	20	



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4. Enclosure No.1 contains the matrix of activities per training venue, including the resource speakers, facilitators, and the chair and members of the Program Management Team (PMT).
5. All participants are advised to bring laptops and gadgets with data for WIFI connections to be used during the simulation and workshop sessions.
6. All school heads are reminded of DepEd Order No. 9, S. 2005, "Instituting Measures to Increase Engaged Time on Task and Ensuring Compliance Therewith." Therefore, classes should remain uninterrupted, and designated teachers must be assigned to oversee the participants' teaching responsibilities.
7. There will be an online meeting of the resource speakers, facilitators, and the chairs and members of the TWG/PMT on February 27, 2026, at 9:00 AM using MS Teams. The link shall be sent to the aforesaid participants before the online meeting begins.
8. Expenses to be incurred in the conduct of this activity shall be taken from the Division INSET funds, while the school's local funds shall be utilized for the transportation expenses of the participants, subject to the usual accounting and auditing rules and regulations.
9. This Memorandum serves as the travel authority for the participants involved in this activity.
10. Immediate and wide dissemination of this Memorandum is desired.


CECILIA E. VALDERAMA, PhD, CESO VI 
Schools Division Superintendent



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Enclosure No.1 to Division Memorandum No. 104, s.2026

Division Competency Refinement for Non-Major Teachers: Enriching Subject Expertise, Pedagogy, and Assessment Across Learning Areas, Early Childhood Education, Special Needs Education (SNED), and the Alternative Learning System (ALS) in the Elementary and Secondary Levels
March 3-5, 2026

VENUE NO.1: Plaridel Central School, Plaridel

NON-MAJOR TEACHER-PARTICIPANTS: SNED, KINDERGARTEN, EDUKASYON SA PAGPAPAKATAO (ESP) (ELEMENTARY LEVEL)

TIME	Day 1	Day 2	Day 3
8:00-8:30 a.m.	I. Registration II. Opening Program III. Pre-Test	Management of Learning	Management of Learning
8:31-10:00 a.m.	Plenary: Subject Expertise in Non-Major Teaching Assignments (Challenges and Opportunities Across Learning Areas) Dr. Eleseo Godoy DEPS, EsP	Plenary: Assessment Approaches with Artificial Intelligence Integration Dr. Marinella Pengson DEPS, Science	Breakout Session: Deepening and Walkthrough of the Curriculum SPEAKERS: 1. SNED: Igyl Matthew M. Mendoza Guiguinto Central School Elmark M. Joaquin Matias A. Fernando MS
10:00-10:15 a.m.	Health Break	Health Break	Health Break
10:15-12:00 p.m.	Best Practices from Division Exemplars in Non-Major Teaching Mr. Oliver Mangao Focal Person, MAPEH	Digital and AI Tools for Assessment and Personalized Learning Dr. Perlita G. Pagdanganan DEPS, Kindergarten & SNED	Deepening/Walkthrough of the Curriculum 2. Kindergarten Keren Mae M. Rojo Camangyanan ES



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			3. Edukasyon sa Pagpapakatao (EsP) Jo- Ann S. Guansing DFJNHS
12:00-1:00 p.m.	Lunch Break	Lunch Break	Lunch Break
1:00-3:00 p.m.	Pedagogy for 21st Century Learners (Innovative, Inclusive, and Differentiated Instruction) Mr. Francisco B. Macale DEPS, Mathematics	AI Integration and Emerging Technologies in Pedagogy and Assessment Dr. Joel I. Vasallo DEPS, TLE Dr. Keith Richard Hernandez Balagtas NAS	Demo Teaching
3:00-3:15 p.m.	Health Break	Health Break	Health Break
3:15-4:45 p.m.	Sessions on Pedagogical Practices and 21st Century Skills) Dr. Elsie S. Laganao HT VI, AFGBMTS Lesson Planning with 21st Century Skills Integration Lea T. Agulto OIC/MT I, Buga ES	Strengthening Professional Growth Pathways Aligned with PPST Dr. Marilene G. Ramos DEPS, LRMDS	Action Planning and Reflection
4:45-5:00 p.m.	Day 1 Evaluation and Synthesis	Day 2 Evaluation and Synthesis	Day 3 Closing Program, Evaluation, and Post-Test



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TWG/PMT: (In-Charge of Registration, Attendance, Activity Completion Report (ACR), MOL, Demo, Certificates, etc.)

No.	Name	School	Learning Area	Assigned Day as TWG
1.	Allysandra G. Bautista	Plaridel Elementary School	SNED	Day 1
2.	Hazel T. Salonga	Parada Elementary School	SNED	Day 1
3.	Arman T. Valencia	F. Mendoza Elementary School	Kindergarten	Day 2
4.	Jenifer A. Idos	Malis Elementary School	Kindergarten	Day 2
5.	Ma. Donnabelle G. Cruz	Norzagaray National High School	EsP	Day 3
6.	Jennievi B. Torres	North Hills Village High School	EsP	Day 3
7.	Dr. Perlita G. Pagdanganan	SDO Bulacan	Kindergarten & SNED	Day 1-3
8.	Dr. Eleseo Godot	SDO Bulacan	EsP	Day 1-3



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Division Competency Refinement for Non-Major Teachers: Enriching Subject Expertise, Pedagogy, and Assessment Across Learning Areas, Early Childhood Education, Special Needs Education (SNED), and the Alternative Learning System (ALS) in the Elementary and Secondary Levels
March 3-5, 2026

VENUE NO.2: **STA. MARIA CENTRAL SCHOOL, STA. MARIA**
NON-MAJOR TEACHER-PARTICIPANTS: **TLE, ARLING PANLIPUNAN, MAPEH (ELEMENTARY LEVEL)**

TIME	Day 1	Day 2	Day 3
8:00-8:30 a.m.	I. Registration II. Opening Program III. Pre-Test	Management of Learning	Management of Learning
8:31-10:00 a.m.	Plenary: Sessions on Pedagogical Practices and 21st Century Skills) Dr. Virgilio L. Laggui DEPS, AP	Plenary: Assessment Approaches with Artificial Intelligence Integration Roy Ivan M. Reyes, MAED Virginia Ramirez-Cruz NHS	Breakout Session: Deepening and Walkthrough of the Curriculum SPEAKERS: 1. TLE: Gloria Z. Pumarada SINHS Mr. Enrique Rigor P. Flores, Jr. DCMDHS 2. Araling Panlipunan: Mary Abigail Bautista Sta Rita Elementary School 3. MAPEH: Francis C. Reyes, EdD Abangan Norte ES Marilao South District Jocelyn C. Quiambao, EdD



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			Dampol 1st NHS
10:00-10:15 a.m.	Health Break	Health Break	Health Break
10:15-12:00 p.m.	Lesson Planning with 21st Century Skills Integration Dr. Anastacia N. Victorino DEPS, Filipino	Digital and AI Tools for Assessment and Personalized Learning Elmar Legaspi Calumpit NHS	Deepening of the Curriculum
12:00-1:00 p.m.	Lunch Break	Lunch Break	Lunch Break
1:00-3:00 p.m.	Pedagogy for 21st Century Learners (Innovative, Inclusive, and Differentiated Instruction) Dr. Charito N. Laggui PSDS, Secondary Level	AI Integration and Emerging Technologies in Pedagogy and Assessment Gloria Z. Pumarada SINHS Mr. Enrique Rigor P. Flores, Jr. DCMDHS	Demo Teaching
3:00-3:15 p.m.	Health Break	Health Break	Health Break
3:15-4:45 p.m.	Subject Expertise in Non-Major Teaching Assignments (Challenges and Opportunities Across Learning Areas) Bernadette G. Seminiano VRCNHS Best Practices from Division Exemplars in Non-Major Teaching Sir Oliver Mangao Focal Person, MAPEH	Strengthening Professional Growth Pathways Aligned with PPST Maricel A. Sayson Assemblywoman Felicita G. Bernardino Memorial Trade School	Action Planning and Reflection
4:45-5:00 p.m.	Day 1 Evaluation and Synthesis	Day 2 Evaluation and Synthesis	Day 3 Closing Program, Evaluation, and Post-Test



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No.	Name	School	Learning Area	Assigned Day as TWG
1.	Mr. Enrique Rigor P. Flores, Jr.	Dona Candelaria MDMHS	TLE	Day 1
2.	Gloria Z. Pumarada	San Ildefonso High School	TLE	Day 1
3.	Eleonor de Jesus, PhD	Pulong Buhangin NHS	AP	Day 2
4.	Mary Grace Bernanardo	FC Lipana NHS	AP	Day 2
5.	Pauline H. Catacutan	Frances ES	MAPEH	Day 3
6.	Priscilla H. Libunao	Lolomboy NHS	MAPEH	Day 3
7.	Dr. Virgilio L. Laggui	SDO Bulacan	AP	Day 1-3
8.	Dr. Joel I. Vasallo	SDO Bulacan	TLE	Day 1-3
9.	Mr. Ariston Manuel	SDO Bulacan	MAPEH	Day 1-3

Division Competency Refinement for Non-Major Teachers: Enriching Subject Expertise, Pedagogy, and Assessment Across Learning Areas, Early Childhood Education, Special Needs Education (SNED), and the Alternative Learning System (ALS) in the Elementary and Secondary Levels



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VENUE NO.3: **GUIGUINTO CENTRAL SCHOOL, GUIGUINTO**

NON-MAJOR TEACHER-PARTICIPANTS: **ENGLISH, MATHEMATICS, FILIPINO, SCIENCE (ELEMENTARY LEVEL)**

TIME	Day 1	Day 2	Day 3
8:00-8:30 a.m.	I. Registration II. Opening Program III. Pre-Test	Management of Learning	Management of Learning
8:31-10:00 a.m.	Plenary: Subject Expertise in Non-Major Teaching Assignments (Challenges and Opportunities Across Learning Areas) Eleonor C. Sinocruz Prezza NHS	Plenary: Assessment Approaches with Artificial Intelligence Integration Jayson Eugelio, MAED San Miguel NHS	Breakout Session: Deepening and Walkthrough of the Curriculum SPEAKERS: 1. English Jenina Joyce L. Mendoza SRNTS Jay Arr V. Sangoyo DEPS, English 2. Mathematics Dr. Charito N. Laggui PSDS, Secondary Level 3. Filipino Dr. Romel C. Roque Calumpit ES 4. Science Dr. Marites SA. Sumalbag Balagtas CS



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10:00-10:15 a.m.	Health Break	Health Break	Health Break
10:15-12:00 p.m.	Digital and AI Tools for Assessment and Personalized Learning Dr. Perlita Pagdanganan DEPS, Kindergarten & SNED	Best Practices from Division Exemplars in Non-Major Teaching Mr. Oliver Mangao Focal Person, MAPEH	Deepening of the Curriculum
12:00-1:00 p.m.	Lunch Break	Lunch Break	Lunch Break
1:00-3:00 p.m.	Pedagogy for 21st Century Learners (Innovative, Inclusive, and Differentiated Instruction) Dr. Cynthia Aguinaldo HT, FC Lipana HS	AI Integration and Emerging Technologies in Pedagogy and Assessment Nica Marie Magisa Parada NHS	Demo Teaching
3:00-3:15 p.m.	Health Break	Health Break	Health Break
3:15-4:45 p.m.	Sessions on Pedagogical Practices and 21st Century Skills) Mr. Lawrence A dela Cruz ASP II, AFGBMTS Lesson Planning with 21st Century Skills Integration Dr. Romel C. Roque OIC, MT II, Calumpit ES	Strengthening Professional Growth Pathways Aligned with PPST Mark Joseph Liongson Sta. Lucia National High School	Action Planning and Reflection
4:45-5:00 p.m.	Day 1 Evaluation and Synthesis	Day 2 Evaluation and Synthesis	Day 3 Closing Program, Evaluation and Post-Test

TWG/PMT: (In-Charge of Registration, Attendance, Activity Completion Report (ACR), MOL, Demo, Certificates, etc.)



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No.	Name	School	Learning Area	Assigned Day as TWG
1.	Cherry Lou Dela Cruz	Pulo Primary School	English	Day 1
2.	Aileen S. Mijares	Sta. Lucia NHS	English	Day 1
3.	Sally Clemente	Sta. Lucia NHS	Mathematics	Day 1
4.	Estelita V. Asunsion	San Roque NHS	Mathematics	Day 2
5.	Noli I. Francisco	Sapang Dayap ES	Filipino	Day 2
6.	Romel C. Roque, PhD	Calumpit ES	Filipino	Day 2
7.	Reagan S. Gatchalian	Pinaod Central School	Science	Day 3
8.	Christopher DG. Santiago	Bambang ES	Science	Day 3
9.	Dr. Anastacia N. Victorino	SDO Bulacan	Filipino	Day 1-3
10.	Dr. Marinella Pengson	SDO Bulacan	Science	Day 1-3
11.	Dr. Jay Arr V. Sangoyo	SDO Bulacan	English	Day 1-3
12.	Mr. Francisco B. Macale	SDO Bulacan	Mathematics	Day 1-3

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VENUE NO.4: **RICHWELL COLLEGES, INC., PLARIDEL**
NON-MAJOR TEACHER-PARTICIPANTS: **JUNIOR HIGH SCHOOL AND SENIOR HIGH SCHOOL**
(ALL LEARNING AREAS) AND ALTERNATIVE LEARNING SYSTEM (ALS)

TIME	Day 1	Day 2	Day 3
8:00-8:30 a.m.	I. Registration II. Opening Program III. Pre-Test	Management of Learning	Management of Learning
8:31-10:00 a.m.	Plenary: Subject Expertise in Non-Major Teaching Assignments (Challenges and Opportunities Across Learning Areas) Aurora S. Tamio SMNHS	Assessment Approaches with Artificial Intelligence Integration Mervin G. Lucas, MAED Sta. Maria NHS	Breakout Session: Deepening and Walkthrough of the Curriculum (combined JHS and SHS) SPEAKERS: 1. ALS: Dr. Agnes R. Bernardo DEPS, ALS 2. Edukasyon sa Pagpapakatao (EsP): Mary Jane S. Malapitan CFGNHS 3. Science Dr. Ma. Teresa E. Mendoza Taliptip NHS 4. English Julie Ann J. Magno San Roque NHS



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			<p>Jay Arr V. Sangoyo DEPS, English</p> <p>5. Filipino Dr. Anastacia N. Victorino DEPS, Filipino</p> <p>6. MAPEH Ferdinand S. Aldaba Sta. Cruz NHS Jose Patricio B. Perez Victoriano C. Raymundo ES</p> <p>7. Araling Panlipunan Mary Grace C. Bernardo F.C. Lipana NHS</p> <p>8. TLE: Dr. Joel I. Vasallo DEPS, EPP, TLE, & TVE Dr. Christian B. Santos SMNHS</p> <p>9. Mathematics Francisco B. Macale DEPS, Mathematics Mark Froilan M. Llanes FFHNAHS</p>
10:00-10:15 a.m.	Health Break	Health Break	Health Break



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10:15-12:00 p.m.	Strengthening Professional Growth Pathways Aligned with PPST Isagani M. Aguinaldo Felizardo C. Lipana NHS	Digital and AI Tools for Assessment and Personalized Learning Romy Boy Punong Bayan San Roque NHS	Deepening of the Curriculum
12:00-1:00 p.m.	Lunch Break	Lunch Break	Lunch Break
1:00-3:00 p.m.	Plenary: Pedagogy for 21st Century Learners (Innovative, Inclusive, and Differentiated Instruction) Mark Froilan M. Llanes FFHNAS	AI Integration and Emerging Technologies in Pedagogy and Assessment Dr. Christian B. Santos San Miguel NHS	Demo Teaching
3:00-3:15 p.m.	Health Break	Health Break	Health Break
3:15-4:45 p.m.	Sessions on Pedagogical Practices and 21st Century Skills) John Revin De Jesus ASP II, Bajet Castillo HS Lesson Planning with 21st Century Skills Integration Mharikith E. Fababier MT I, Bunsurah NHS	Best Practices from Division Exemplars in Non-Major Teaching Mr. Oliver Mangao Focal Person, MAPEH	Action Planning and Reflection
4:45-5:00 p.m.	Day 1 Evaluation and Synthesis	Day 2 Evaluation and Synthesis	Day 3 Closing Program, Evaluation, and Post-Test

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No.	Name	School	Learning Area	Assigned Day as TWG
1	Dr. Agnes R. Bernardo	SDO Bulacan	ALS	Day 1-3
2	Mylene Isidro	SDO Bulacan	ALS	Day 1
3	Shiela Marie Castillo	SDO Bulacan	ALS	Day 1
4	Christian Charles R. Centeno	AFGBMTS	English	Day 1
5	Abegail S. Orteza	Plaridel ES	English	Day 1
6	Julie Ann J. Magno	San Roque NHS	English	Day 1
7	Virgilio L. Laggui, PhD	SDO Bulacan	AP	Day 1-3
8	John Revin de Jesus	Bajet Castillo NHS	AP	Day 1
9	Mary Grace Bernardo	FC Lipana NHS	AP	Day 1
10	Rosalie H. Tianchon	Pulong Buhangin NHS	MAPEH	Day 2
11	Rowena Andrade	Parada NHS	MAPEH	Day 2
12	Ferdinand S. Aldaba	Sta. Cruz NHS	MAPEH	Day 2
13	Florida P. Tolentino	Carlos F. Gonzales HS	Science	Day 2
14	Rovelyn S. Guerrero	Dr. Pablito V. Mendoza HS	Science	Day 2
15	Ma. Teresa E. Mendoza, PhD	Talipitip NHS	Science	Day 2
16	Dolores P. Borja	AFGBTS	Mathematics	Day 2
17	Anthony Mendoza	Prenza NHS	Mathematics	Day 2
18	Rhea Policarpio	Engr. Virgilo E. DMHS	Mathematics	Day 2
19	Emma Guitaba	FF Halili NHS	Filipino	Day 3
20	Lecil Dionisio	Malis High School	Filipino	Day 3
21	Mharikith E. Fababier	Bunsuran NHS	Filipino	Day 3
22	Adora Santos	Cambaog NHS	TLE	Day 3
23	Dr. Christian B. Santos	San Miguel NHS	TLE	Day 3
24	Dr. Joel I. Vasallo	SDO Bulacan	TLE	Day 1-3
25	Roden Joseph S. Reyes	Guiguinto NVHS	EsP	Day 3



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26	Shiela Marie S. Reyes	Guiguinto NVHS	EsP	Day 3
27	Mary Jane S. Malapitan	Carlos F. Gonzales HS	EsP	Day 3

Program Management Team – Curriculum Implementation Division (CID)

No.	Name	Position
1.	Cecilia S. Custodio, PhD	CID Chief – Overall Chair
2.	Anastacia N. Victorino, EdD	DEPS, Filipino
3.	Virgilio L. Laggui, PhD	DEPS, AP
4.	Joel I. Vasallo, PhD	DEPS, TLE
5.	Agnes R. Bernardo, PhD	DEPS, ALS
6.	Marinella T. Pengson, PhD	DEPS, Science
7.	Jay Arr V. Sangoyo, PhD	DEPS, English
8.	Marilene G. Ramos, EdD	DEPS, LRMS
9.	Francisco B. Macale	DEPS, Mathematics
10.	Eleseo E. Godoy, PhD	DEPS, EsP
11.	Perlita G. Pagdanganan, EdD	DEPS, Kindergarten and SNED
12.	Ariston E. Manuel	DEPS, MAPEH
13.	Oliver Mangao	Focal Person, MAPEH
14.	PSDSs, School Heads, and Teaching and Non-Teaching Personnel	Sta. Maria CS, Plaridel CS, Guiguinto CS, and Richwell Colleges, Inc.
15.	Resource Speakers, Facilitators & TWG	All Learning Areas
16.	Division Nurses	SDO Bulacan



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