



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

February 18, 2026

**DIVISION MEMORANDUM**

No. 87, s. 2026

**ADAPTING INCLUSION: CAPACITY BUILDING FOR SNED TEACHERS IN  
CREATING MODIFIED LEARNING RESOURCES AND ASSESSMENT FOR  
SPECIAL NEEDS EDUCATION**

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

1. In support of the implementation of the Special Needs Education Program, this Office, through the Curriculum Implementation Division, announces the conduct of Division Capacity Building on Adapting Inclusion for SNED Teachers in Creating Modified Learning Resources and Assessment for Special Needs Education on February 25-27, 2026 at Villa Emmanuela Wavepool Resort, Plaridel, Bulacan.
2. The training workshop aims to:
  1. Identify the diverse learning needs of learners with disabilities and understand how these needs impact instructional planning and assessment.
  2. Explain the legal and policy frameworks supporting inclusive education in the Philippines, including RA 11650, RA 10533, and DepEd Orders related to SNED.
  3. Design modified learning resources that are developmentally appropriate, accessible, and aligned with the K to 12 curriculum and learners' IEPs (Individualized Education Plan).
  4. Develop differentiated assessment tools that accurately measure learning outcomes for learners with disabilities, tailored to their functional and academic levels.
  5. Utilize assistive technologies and inclusive strategies when creating learning materials and assessments.
  6. Create a classroom-based resource portfolio containing a sample of modified learning materials and assessment tools for immediate use.
3. Participants in this activity are 140 Elementary and Secondary SNED, 10 Resource Persons, and TWGs. They are required to bring a laptop and an extension wire.
4. This Office reiterates the implementation of DepEd Order No.9, s. 2005 titled "Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith." Classes must remain uninterrupted, and concerned



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school heads are reminded that substitute teachers must be assigned to those teachers who will attend this literacy course.

5. The travel expenses and other incidental expenses of participants shall be charged to local school funds, subject to the usual accounting and auditing rules and regulations, while meals and snacks to be incurred in this activity shall be charged against the Division INSET Fund, subject to usual accounting and auditing rules and regulations.
6. Attached is the training matrix, the list of the training management team, and participants for reference.
7. This Memorandum serves as the travel authority of the participants.
8. Wide and immediate dissemination of this Memorandum is earnestly desired.

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



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Enclosure No. 1 of DM No. \_\_\_\_\_, s.2026

**ACTIVITY MATRIX  
(February 25-27, 2026)**

<b>DAY 1-February 25, 2026</b>		
<b>MORNING SESSION</b>		
<b>Time</b>	<b>Activity / Topic</b>	<b>Person In-charge / Speaker</b>
7:30 am – 8:00 am	Registration	Hazel T. Salonga SPET I- Parada ES Khimberly Dela Cruz T I- Parada ES
8:00 am – 8:30 am	Preliminary Activities	Igyl Matthew M. Mendoza SPET I- Guiguinto CS Perlita G. Pagdanganan, EdD DEPS – SNED/Kindergarten
8:30 am – 9:30 am	Session 1: Understanding Disabilities	Herminia S. Agsaoay SPET-III
9:30 am – 10: 00 am	BREAK	
10:00 am – 11:00	Session 2: Legal Framework and Policies	Niña R. Sumalabe, PhD School Principal III F. Mendoza Memorial School
11:00-12:00	Session 3: Accommodation VS. Modification	Jenny O. Balanquit SPET-III Pulong Buhangin NHS
12:00 noon – 1:00 pm	LUNCH BREAK	
<b>AFTERNOON SESSION</b>		
1:00 pm – 2:00 pm	Continuation and Workshop of Session 3 - Accommodation VS. Modification	Jenny O. Balanquit SPET-III Pulong Buhangin NHS
2:00-3:00 pm	Session 4: Principles of Adapted Instruction	Elmark M. Joaquin SPET-III Matias A. Fernando Memorial School
3:00 pm – 3:30 pm	BREAK	
3:30 pm – 4:30 pm	Continuation Session 4	Elmark M. Joaquin SPET-III Matias A. Fernando Memorial School
<b>DAY 2 -February 26, 2026</b>		
<b>MORNING SESSION</b>		
<b>Time</b>	<b>Activity / Topic</b>	<b>Person In-charge / Speaker</b>
7:30 am – 8:00 am	Registration/Signing of Attendance	Khimberly Dela Cruz T I- Parada ES Allysandra G. Bautista SPET – I Plaridel ES
8:00 am – 8:30 am	MOL	EDDIS
8:30 am – 9:30 am	Session 5: Developing Modified Learning Materials	Joerlin J. De Guzman, MAEd, RGC Binuangan ES
9:30 am – 10:00 am	BREAK	



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10:00 am – 11:00 am	Workshop on Developing Modified Learning Materials	Joerlin J. De Guzman, MAEd, RGC Binuangan ES
11:00-12:00	Session 6-7 Fostering Inclusivity in School and Community	Igyl Matthew M. Mendoza SPET I Guiguinto CS
12:00 noon – 1:00 pm	LUNCH BREAK	
<b>AFTERNOON SESSION</b>		
1:00 pm – 2:00 pm	Continuation Session 6-7	Igyl Matthew M. Mendoza SPET I Guiguinto CS
2:00-3:00 pm	Plans (IEP)	Elmark Joaquin, MAEd SPET III Angat ES
3:00 pm – 3:30 pm	BREAK	
3:30 pm – 4:30 pm	Workshop on the Development of IEP	
<b>DAY 3- February 27, 2026</b>		
7:30 am – 8:00 am	Registration/Signing of Attendance	Alona I. Agbuya T – I (AFGBMTS) Haydie A. Alcantara T – I (AFGBMTS)
8:00 am – 8:15 am	MOL	EDDIS
8:15 am – 10:00 am		
10:00 am – 10:30 am	BREAK	
10:30 am – 12:00 noon	Session 8-9 Action Planning and Resource Portfolio	Hazel T. Salonga SPET I Parada ES
12:00 noon – 1:00 pm	LUNCH BREAK	
<b>AFTERNOON SESSION</b>		
1:00 pm – 4:00 pm	Session 9: Presentation of IEPs & Demonstration Teaching	
4:00 pm – 4:30 pm	Closing Program and Awarding of certificates	



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**LIST OF MANAGEMENT TEAM AND PARTICIPANTS**

**Program Managers:**

- |                                       |                |
|---------------------------------------|----------------|
| 1. Cecilia E. Valderama, PhD, CESO VI | SDS            |
| 2. Maria Celina L. Vega, CESO VI      | ASDS           |
| 3. Cecilia S. Custodio, PhD           | Chief-CID      |
| 4. Perlita G. Pagdanganan, EdD        | DEPS-Proponent |

**QATAME Associate:**

- |                         |              |
|-------------------------|--------------|
| 1. Ma. Lourdes J. Patag | (SEPS, SMME) |
| 2. Joven Ramos          | (EPS - SMME) |

**Technical Working Group:**

- |                           |               |
|---------------------------|---------------|
| 1. Alona I. Agbuya        | (AFGBMTS)     |
| 2. Haydie A. Alcantara    | (AFGBMTS)     |
| 3. Allysandra G. Bautista | (Plaridel ES) |
| 4. Hazel T. Salonga       | (Parada ES)   |
| 5. Khimberly Dela Cruz    | (Parada ES)   |

**Resource Speakers:**

- |                                |                     |
|--------------------------------|---------------------|
| 1. Perlita G. Pagdanganan, EdD | SDO Bulacan         |
| 2. Joerlin J. De Guzman        | Binuangan ES        |
| 3. Niña R. Sumalabe, PhD       | F. Mendoza Mem ES   |
| 4. Hermia S. Agsaoay           | Lolomboy NHS        |
| 5. Elmark M. Joaquin           | Angat ES            |
| 6. Jenny O. Balanquit          | Pulong Buhangin NHS |
| 7. Igyll Matthew M. Mendoza    | Guiguinto CS        |
| 8. Hazel T. Salonga            | Parada ES           |



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**LIST OF PARTICIPANTS**

NO.	NAME OF TEACHER	SCHOOL ID	SCHOOL NAME	POSITION
1	Iona C. Yao	104842	San Agustin Elementary School	SPET I
2	Arlene A. Cruz	104842	San Agustin Elementary School	SPET I
3	Sandra D. Domingo	104842	San Agustin Elementary School	SPET I
4	Angelica M. Gutierrez	105022	Segundo Esguerra Sr. Memorial Elementary School	SPET I
5	Alicia S. Cortez	105022	Segundo Esguerra Sr. Memorial Elementary School	TEACHER I
6	Marilyn G. Mendoza	105022	Segundo Esguerra Sr. Memorial Elementary School	TEACHER I
7	Lyra Ann M. Salazar	104858	Sta. Monica Elementary School	SPET-I
8	Lizel M. Santos	104858	Sta. Monica Elementary School	TEACHER III
9	Lea A. Tolentino	104858	Sta. Monica Elementary School	TEACHER III
10	Vermac. Magtira	104991	Paombong Central School	SPET-I
11	Rosemarie C. Chua	104991	Paombong Central School	TEACHER I
12	Myleen P.Cruz	104991	Paombong Central School	TEACHER III
13	Leslie Mae D. Pilapil	104776	Marcelo H. Del Pilar Memorial School	SPET I
14	Edlyn Dc. Buenaventura	104776	Marcelo H. Del Pilar Memorial School	TEACHER I
15	Hazel Jill N. Cruz	104776	Marcelo H. Del Pilar Memorial School	TEACHER III
16	Kristine M. Lazaro	105015	Balatong Elementary School	TEACHER III
17	Patricia V. Roxas	105015	Balatong Elementary School	SPET - I
18	Leaniza Leslie E. Abaratigue	105015	Balatong Elementary School	SPET - I
19	Zarah M. Menchate	105020	Pulilan Central School	SPET-I
20	Dimrylle Dianne D. Domingo	105020	Pulilan Central School	SPET-I
21	Carerina Mae G. Ambo	105020	Pulilan Central School	TEACHER III
22	Edna G. Hernandez	104801	Calumpit Central School	TEACHER I
23	Karen H. Martin	104801	Calumpit Central School	TEACHER I
24	Rita J. Lunas	104801	Calumpit Central School	TEACHER I
25	Myriam G. Alfonso	104803	Arsenio Santos Memorial Elementary School	TEACHER I
26	Nerissa T. Lorenzo	104803	Arsenio Santos Memorial Elementary School	TEACHER I
27	Catherine D. Cruz	104803	Arsenio Santos Memorial Elementary School	TEACHER I
28	Jenny T. Mercado	104804	F. Mendoza Memorial School	TEACHER I
29	Jeddah T. Cruz	104804	F. Mendoza Memorial School	TEACHER I
30	Lovely C. Delamarca	104804	F. Mendoza Memorial School	TEACHER I
31	Gemalin T. Reyes	105008	Parulan Elementary School	TEACHER III
32	Michelle M. Cruz	105008	Parulan Elementary School	TEACHER I
33	Rizza P. Fuster	105008	Parulan Elementary School	TEACHER II
34	Aira Jamie M. Reyno	105009	Plaridel Elementary School	TEACHER I
35	Catherine Anne B. Sixto	105009	Plaridel Elementary School	TEACHER III
36	Kennedy Olojan	105014	Tabang Elementary School	TEACHER III



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37	Maryann Arceo	105014	Tabang Elementary School	TEACHER III
38	Ruth P. Dela Cruz	105014	Tabang Elementary School	TEACHER III
39	Carina S. Sta. Cruz	105001	Bintog Elementary School	TEACHER III
40	Marilou F. Socias	105001	Bintog Elementary School	TEACHER I
41	Iluminada S. Teodoro	105001	Bintog Elementary School	TEACHER I
42	Precious Anne T. Gabest	105002	Culianin Elementary School	TEACHER I
43	Veronica E. Dela Cruz	105002	Culianin Elementary School	TEACHER II
44	Joyce Kamille O. Nucum	105002	Culianin Elementary School	TEACHER I
45	Mary Gold M. Betarmos	104786	Bustos Elementary School	SPET 1
46	Josephine V. Lopez	104786	Bustos Elementary School	SPET 1
47	Maricel V. Mojica	104786	Bustos Elementary School	TEACHER VI
48	Altea Marie S. Benedictos	105011	San Jose Elementary School	TEACHER I
49	Joanne Reyjhen C. Pintor	105011	San Jose Elementary School	TEACHER I
50	Rajin S. Vivas	105011	San Jose Elementary School	TEACHER I
51	Kevin D. Gamboa	105005	Lagundi Elementary School	SPET I
52	Maricris P. Surio	105005	Lagundi Elementary School	TEACHER III
53	Jenifer L. De La Vega	105005	Lagundi Elementary School	TEACHER I
54	Syhra Krizelle C. Santiago	105013	Sto. Niño Elementary School	TEACHER I
55	Shyra Camille E. Sta. Ana	105013	Sto. Niño Elementary School	TEACHER I
56	Marilou Dela Cruz Castillo	105013	Sto. Niño Elementary School	TEACHER II
57	Alaiza D.G. Cruz	105073	San Miguel North Central School	TEACHER I
58	Sharon G. Eusebio	105073	San Miguel North Central School	TEACHER I
59	Irma A. Pasion	105111	San Miguel Elementary School	TEACHER I
60	Jillian Ann A. Valeriano	105111	San Miguel Elementary School	SPET - I
61	Yvhone V. De Lima	105111	San Miguel Elementary School	TEACHER III
62	Paul A. Jimenez	104961	Binuangan Elementary School	SPET I
63	Rhealyn S. Santos	104961	Binuangan Elementary School	SPET I
64	Cherry S. Esguerra	104964	Obando Central School	SPET I
65	Arlyn E. Joaquin	104964	Obando Central School	SPET I
66	Chris Dianne E. Dela Cruz	104964	Obando Central School	SPET I
67	Manilyn D. Gepulle	104913	Sta. Rosa Ii Elementary School	TEACHER I
68	Angelyn D. Dela Peña	104913	Sta. Rosa Ii Elementary School	TEACHER III
69	Lara Joice M. Teves	104913	Sta. Rosa Ii Elementary School	TEACHER I
70	Mariluo P. Sibug	158531	Northville Iv Elementary School	SPET I
71	Jhone Rhalf D. Bustamante	158531	Northville Iv Elementary School	SPET 1
72	Edna E. Baris	158531	Northville Iv Elementary School	TEACHER 1
73	Analyn C. Bacolor	104907	Loma De Gato Elementary School	TEACHER 1
74	Maria Isabel T. Ramos	104907	Loma De Gato Elementary School	TEACHER 1
75	Salvacion B. Solomon	104907	Loma De Gato Elementary School	TEACHER I
76	Cyra Marie C. Pogoy	104823	Guiguinto Central School	TEACHER 1
77	Shania B. Reyes	104823	Guiguinto Central School	SPED TEACHER I
78	Ma. Teresa Mendoza	158542	St. Martha Elementary School	TEACHER III
79	Coralyn Sta. Ana	158542	St. Martha Elementary School	TEACHER I
80	Lorena Cervantes	158542	St. Martha Elementary School	TEACHER I



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81	Marilou S.Cervantes	158528	Northville V Elementary School	TEACHER III
82	Jenny P.Besmonte	158528	Northville V Elementary School	TEACHER I
83	Ma.Elenav.Aganan	158528	Northville V Elementary School	TEACHER I
84	Cielo Mae Dm. Mandap	104761	Bambang Elementary School	TEACHER I
85	Mary Jane L. Gonzales	104761	Bambang Elementary School	TEACHER II
86	Mica Cirille R. Dela Cruz	104761	Bambang Elementary School	TEACHER I
87	Ma. Sharlynn F. Santos	104976	Mamerto C. Bernardo Memorial Central School	TEACHER I
88	Matt Anderson G. Llantos	104976	Mamerto C. Bernardo Memorial Central School	TEACHER I
89	Maria Victoria Sd. Cruz	104976	Mamerto C. Bernardo Memorial Central School	TEACHER III
90	Glo Ann Katrina C. Delos Santos	104728	Balagtas Central School	SPET I
91	Marivic P. Espiritu	104728	Balagtas Central School	TEACHER III
92	Marivic C. Rebate	104728	Balagtas Central School	TEACHER I
93	Krystel Dc. Santos	104768	Lolomboy Elementary School	TEACHER II
94	Anna Marie R. Sarimos	104768	Lolomboy Elementary School	TEACHER I
95	Molina C. Hashem	104768	Lolomboy Elementary School	TEACHER II
96	Novelyn L. Victolero	105144	Cornelia M. De Jesus Memorial Central School	SPET I
97	Charlotte E. Hernandez	105144	Cornelia M. De Jesus Memorial Central School	TEACHER I
98	Sheryl C. Sauva	105144	Cornelia M. De Jesus Memorial Central School	TEACHER II
99	Edelyn Dv. Sante	105168	Sta. Maria Central School	TEACHER I
100	Eva V. Mendoza	105168	Sta. Maria Central School	TEACHER II
101	Ailene Dc. Asis	105168	Sta. Maria Central School	TEACHER I
102	Shaine M. Gomez	104947	Fvr Phase 3 Elementary School	TEACHER III
103	Danica M. Cañedo	104947	Fvr Phase 3 Elementary School	TEACHER III
104	Robelyn A. Gamora	104947	Fvr Phase 3 Elementary School	TEACHER I
105	Kela Jane L. San Diego	105158	Parada Elementary School	LSB
106	Marylin May G. Evangelista	104952	Norzagaray Elementary School	TEACHER I
107	Cristal Alliz T. Bantog	104952	Norzagaray Elementary School	TEACHER I
108	Michelle C. Razon	104952	Norzagaray Elementary School	SPET I
109	Hernalie Dg. Raganas	104710	Matias A. Fernando Memorial School	TI
110	Kywin A. Santos	104710	Matias A. Fernando Memorial School	TI
111	Armando M. Tabayoyong	104959	Timoteo Policarpio Memorial Elementary School	SPET III
112	Denise M. Gorospe	104959	Timoteo Policarpio Memorial Elementary School	SPET I
113	Carren May R. Austria	104959	Timoteo Policarpio Memorial Elementary School	SPET I
114	Thealla Ann Cruz	104951	North Hills Village Elementary School	SPET I
115	Lorena Reyes	105026	Jose C. Castro Elementary School	TEACHER VI
116	Nonette Ruth AlvaraN	105026	Jose C. Castro Elementary School	TEACHER I
117	Ma. Rica Jessica Ignacio	105026	Jose C. Castro Elementary School	TEACHER I



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118				
119	Modena Dr. Samson	300767	Pulong Buhangin National High School	TEACHER I
120	Catherine Tamayo	300746	Lolomboy National High School	TI
121	Darene Rose Vasallo	300748	Carlos F. Gonzales High School	TEACHER I
122	Josephine D. Calumba	300748	Carlos F. Gonzales High School	TEACHER III
123	Gailyn A. Palma	306713	Bajet-Castillo High School	TEACHER I
124	Olivia I. Ison	306713	Bajet-Castillo High School	TEACHER I
125	Jesel T. Tayao	300742	Guiguinto National Vocational High School	TEACHER I
126	Anna Veronica D. Sabariaga	300742	Guiguinto National Vocational High School	TEACHER III
127	Maripaz C. Ela Cruz	300721	Balagtas National Agricultural High School	TEACHER II
128	Maylin P. Dimapiles	300721	Balagtas National Agricultural High School	TEACHER III
129	Christine R. Primo	300728	Bunsuran National High School	TEACHER II
130	Eliza Lois T. Medina	300728	Bunsuran National High School	TEACHER I
131	Jehn T. Legaspi	300747	Taal High School	TEACHER III
132	Maricel A. Dela Cruz	300747	Taal High School	TEACHER III
133	Rosalie A. Joson	306715	Illuminada Roxas Mendoza Memorial High School	TEACHER I
134	Carmela Angela S. Ape	306715	Illuminada Roxas Mendoza Memorial High School	TEACHER I
135	Paul Joshua E. Manuel	300734	Dampol 1st National High School	TEACHER I
136	Kimberly Micah T. Blanca	300734	Dampol 1st National High School	TI
137	Alejandro Iii S. Reyes	300768	Calumpit National High School	TI
138	Mary Hope L. Tuazon	300768	Calumpit National High School	TIII
139	Helene C. Gopez	306714	Catmon National High School	TEACHER I
140	Bernadette H. Reyes	306714	Catmon National High School	TEACHER I
141	Mary Joyce E. Estrellado	300763	Obando National High School	TEACHER III
142	Roselyn Dc. Villanueva	300763	Obando National High School	TEACHER II
143	Melisa P. Adzuara		Felizardo C. Lipana National High School	TEACHER II
144	Leslie Joshuel R. Joson		Felizardo C. Lipana National High School	TEACHER I
145	Cherrymine D. Alegria	300771	San Miguel National High School	TEACHER I
146	Resell Anarna	300771	San Miguel National High School	TEACHER II
147	Dr. Margarita J. Mercado		Private School	
148	Mrs. Imelda Laganas		Private School	
149	Ms. Esmeralda Bobis		Private School	
150	Catherine Anne R. Magsakay		Light In The Haus Christian School Inc.	
151	Michelle G. Estrera		Light In The Haus Christian School Inc.	