



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

July 29, 2026

**DIVISION MEMORANDUM**

No. 340 s. 2026

**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP AND  
MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS**

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

1. Relative to Regional Memorandum No. 256, s. 2026 titled, "**Competency 101: Foundational and Professional Leadership and Management Training for Beginning School Heads**," this Office announces the participation of the identified beginning school heads of the Schools Division of Bulacan in the said Regional Training to be conducted on August 11–13, 2026, at the National Educators Academy of the Philippines (NEAP) III, Pulungbulu, Angeles City.
2. The activity aims to strengthen the foundational leadership and management competencies of newly promoted school heads through professional development sessions aligned with the Philippine Professional Standards for School Heads (PPSSH).
3. The identified participants are requested to register at 8:00 a.m. on the first day of the training. The opening program shall commence at 8:30 a.m. Breakfast on Day 1 shall be the first meal served, while lunch on Day 3 shall be the last meal provided.
4. Participants are advised to bring the following:
  - Laptop computer and charger;
  - Extension cord;
  - Alternative internet connectivity (e.g., mobile data or pocket Wi-Fi); and
  - Personal wellness and health kits, as necessary.
5. Travel and other incidental expenses of the participants shall be charged against local funds or other available funds, subject to the usual government accounting and auditing rules and regulations.
6. Participants may be entitled to Compensatory Time-Off (CTO), whenever applicable, pursuant to existing Civil Service Commission and Department of Budget and Management policies.
7. The list of official participants identified by the Regional Office is enclosed and forms an integral part of this Memorandum.



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8. This Memorandum shall serve as the **Travel Authority** of the identified participants from SDO Bulacan in attending the above-mentioned regional training, subject to existing rules and regulations of the Department.

9. Immediate dissemination of and strict compliance with this Memorandum is desired.



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



Republic of the Philippines  
**Department of Education**  
REGION III-CENTRAL LUZON



**REGIONAL MEMORANDUM**

No. 256, s. 2026

**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
AND MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS**

To : Schools Division Superintendents

1. This Department of Education Regional Office III through the Human Resource Development Division (HRDD) and National Educators Academy of the Philippines III (NEAP-III) announces the conduct of the Regional Training for our Beginning School Heads with the theme, ***"COMPETENCY 101: Foundational and Professional Leadership and Management Training for Beginning School Heads"*** at the NEAP-III, Pulungbulu, Angeles City.
2. The schedule of the professional development training and the participating Schools Division Offices (SDOs) is as follows:

| Batch | Date                | SDOs                                                                                                                                      |
|-------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| 1     | August 11-13, 2026  | Bulacan and Malolos City                                                                                                                  |
| 2     | August 18-20, 2026  | Nueva Ecija, Gapan City,<br>and Cabanatuan City,                                                                                          |
| 3     | August 25-27, 2026  | Auroa, Angeles City, Mabalacat City,<br>City of San Jose Del Monte, San Jose City<br>Tarlac Province, and Tarlac City                     |
| 4     | September 1-3, 2026 | Pampanga, Zambales, Bataan,<br>Balanga City, Olongapo City, Baliwag City,<br>Meycauayan City, Science City of Munoz,<br>San Fernando City |

3. The identified participants were selected by their respective Schools Division Offices (SDOs) based on the prescribed criteria and must have 0 to 1 year of experience as newly promoted school heads, as reflected in the Regional Mapping of School Heads and Supervisors. Participants are advised to register at 8:00 a.m. on Day 1. Breakfast on Day 1 shall be the first meal served, while lunch on Day 3 shall be the last meal provided. The opening program will commence at 8:30 a.m.
4. Participants are requested to bring their own laptops, chargers, extension cords, alternative internet connectivity (e.g., mobile data or pocket Wi-Fi), and personal wellness and health kits, as needed.
5. Participants may be entitled to Compensatory Time-Off (CTO) pursuant to CSC-DBM Joint Circular No. 2, s. 2004, entitled "Non-Monetary Remuneration for



Address: Matalino St. D.M. Government Center, Maimpis,  
City of San Fernando (P)  
Telephone Number: (045) 598-8580 to 89  
Email Address: [region3@deped.gov.ph](mailto:region3@deped.gov.ph)  
Website: <https://region3.deped.gov.ph>





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Overtime Services Rendered," whenever applicable, particularly if the training schedule falls on a regular holiday or special non-working day.

6. The travel and other incidental expenses of the participants shall be charged to school or local funds, subject to the usual government accounting and auditing rules and regulations.

7. Enclosed are the Training Matrix, List of Participants, List of Resource Persons, and Program Management Team.

8. For any concerns or queries, identified participants may contact **Rigette Ryan S. Ramos, EdD**, Education Program Supervisor – HRDD-NEAP, through email at [rigetteryan.ramos@deped.gov.ph](mailto:rigetteryan.ramos@deped.gov.ph)

9. Immediate dissemination of and strict compliance with this Memorandum is desired..

**TOLENTINO G. AQUINO**  
Regional Director

Encl.: None  
References: None  
To be indicated in the Perpetual Index  
under the following subjects:

PROFESSIONAL DEVELOPMENT  
SCHOOL HEADS

TRAINING  
COMPETENCY

  
HRDD1/hrdd4  
July 27, 2026



Republic of the Philippines  
**Department of Education**  
 REGION III-CENTRAL LUZON

Enclosure 1

**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
 AND MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS  
 TRAINING MATRIX**

**DAY 1**

| TIME             | ACTIVITY                                                    | IN-CHARGE       |
|------------------|-------------------------------------------------------------|-----------------|
| 7:30 – 8:00 AM   | Arrival and Breakfast                                       |                 |
| 8:00 – 9:00 AM   | Registration                                                | PMT             |
| 9:00 – 10:00 AM  | Opening Program and Pretest                                 | PMT             |
| 10:00 – 10:30 AM | Health Break                                                |                 |
| 10:30 – 12:00 PM | Priming Session: Ethics in Public Governance                | Resource Person |
| 12:00 – 1:00 PM  | Lunch                                                       |                 |
| 1:00 – 1:10 PM   | Management of Learning                                      |                 |
| 1:10 – 2:40 PM   | Session 1: Embracing the Role of a Beginning School Head    | Resource Person |
| 2:40 – 3:00 PM   | Health Break                                                |                 |
| 3:00 – 4:30 PM   | Session 2: Strategic School Planning and School Improvement | Resource Person |
| 4:30 – 5:00 PM   | End of the Day Evaluation and Reminders                     | PMT             |

**DAY 2**

| TIME             | ACTIVITY                                                          | IN-CHARGE       |
|------------------|-------------------------------------------------------------------|-----------------|
| 8:00 – 8:30 AM   | Management of Learning                                            |                 |
| 8:30 – 10:00 AM  | Session 3: Managing School Operations Effectively                 | Resource Person |
| 10:00 – 10:30 AM | Health Break                                                      |                 |
| 10:30 – 12:00 PM | Session 4: Financial Stewardship and Resource Management          | Resource Person |
| 12:00 – 1:00 PM  | Lunch                                                             |                 |
| 1:00 – 1:10 PM   | Management of Learning                                            |                 |
| 1:10 – 2:40 PM   | Session 5: Safe, Resilient, and Future-Ready Schools              | Resource Person |
| 2:40 – 3:00 PM   | Health Break                                                      |                 |
| 3:00 – 4:30 PM   | Session 6: Instructional Leadership for Improved Learner Outcomes | Resource Person |
| 4:30 – 5:00 PM   | End of the Day Evaluation and Reminders                           | PMT             |

**DAY 3**

| TIME             | ACTIVITY                                                            | IN-CHARGE       |
|------------------|---------------------------------------------------------------------|-----------------|
| 7:30 – 8:00 AM   | Management of Learning                                              |                 |
| 8:00 – 9:30 AM   | Session 7: Developing Teachers and Building High-Performing Teams   | Resource Person |
| 9:30 – 9:50 AM   | Health Break                                                        |                 |
| 9:50 – 11:20 PM  | Session 8: Building Connections and Partnerships for School Success | Resource Person |
| 11:20 – 12:15 PM | Posttest, End of the Day Evaluation, Closing Program                |                 |
| 12:15 – 1:00 PM  | Lunch                                                               |                 |
| 1:00 – 5:00 PM   | Travel Time                                                         |                 |



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Enclosure 2

**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
AND MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS**

**LIST OF PARTICIPANTS  
BATCH 1 | August 11-13, 2026**

**SDO BULACAN**

| NO. | NAME                           | SCHOOL                            |
|-----|--------------------------------|-----------------------------------|
| 1   | MONGAYA, MHOONLEE E.           | BUGA ELEMENTARY SCHOOL            |
| 2   | PANGAN, EVANGELINE G.          | CANIOGAN HIGH SCHOOL              |
| 3   | SARMIENTO, MARK LEE C.         | ANGEL M. DEL ROSARIO HIGH SCHOOL  |
| 4   | SAN BUENAVENTURA, MICHAELA DC. | MARILAO CENTRAL INTEGRATED SCHOOL |
| 5   | RAMOS, VENINA M.               | GUGO ELEMENTARY SCHOOL            |
| 6   | REYES, MARIVIC S.              | MAPULANG LUPA HIGH SCHOOL         |
| 7   | SEBASTIAN, MAR FLORENCE DC.    | TALBAK HIGH SCHOOL                |
| 8   | SANTOS, CHRISTOPHER GLENN E.   | BUNSURAN III ELEMENTARY SCHOOL    |
| 9   | MIRANDA, ABELARDO JR. S.       | OBANDO SCHOOL OF FISHERIES        |
| 10  | ALDABA, FERDINAND S.           | KAPITANGAN NATIONAL HIGH SCHOOL   |
| 11  | ESTROPIA, FRANCIS C.           | PUGAD ELEMENTARY SCHOOL           |
| 12  | MENDOZA, MELODY B.             | BARAKA ELEMENTARY SCHOOL          |
| 13  | CRUZ, MARICEL D.               | LINAGIT PRIMARY SCHOOL            |
| 14  | FLORES, ENRIQUE RIGOR JR., P.  | STA. INES ELEMENTARY SCHOOL       |
| 15  | PAYUMO, JOHN LEXTER R.         | CALASAG ELEMENTARY SCHOOL         |
| 16  | EVANGELISTA, ALDVIN B.         | AKLE HIGH SCHOOL                  |
| 17  | CABUHAT, JOSEPHINE L.          | SAN GABRIEL NATIONAL HIGH SCHOOL  |
| 18  | ROMERO, MELINDA P.             | EUSEBIO ROQUE ELEMENTARY SCHOOL   |
| 19  | PASCUAL, MARK NATHANIEL, G.    | PITPITAN ELEMENTARY SCHOOL        |
| 20  | PALAD, WALTER PHILLIP SP.      | BAYBAY ELEMENTARY SCHOOL          |
| 21  | DONCERAS, ZANDRO P.            | KALAWAKAN ELEMENTARY SCHOOL       |
| 22  | SAMSON, MICHAEL C.             | GARLANG ELEMENTARY SCHOOL         |
| 23  | GUANSING, JO-ANN S.            | BUHOL NA MANGGA ELEMENTARY SCHOOL |
| 24  | MAGPAYO, ALMA M.               | TALIPTIP NATIONAL HIGH SCHOOL     |
| 25  | MAGISA, NICA MARIE, B.         | HERITAGE HOMES INTEGRATED SCHOOL  |
| 26  | MEJIA, ROCKY C.                | TIBAGAN ELEMENTARY SCHOOL         |
| 27  | BAUZA, REYGIE C.               | TIBIG ELEMENTARY SCHOOL           |
| 28  | PASCUAL, LEONILLO M.           | DAMPOL B ELEMENTARY SCHOOL        |
| 29  | UMALI, MARIE JANE S.           | DULONG MALABON INTEGRATED SCHOOL  |
| 30  | DE GUZMAN, CLARISSA S.         | DILIMAN ELEMENTARY SCHOOL         |
| 31  | SAGALA, IVY B.                 | PANDUCOT ELEMENTARY SCHOOL        |



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|    |                                |                                                         |
|----|--------------------------------|---------------------------------------------------------|
| 32 | BUSOG, NOVEMARK CARLO DR.      | KAWIT ELEMENTARY SCHOOL                                 |
| 33 | BILLOSO, ROWENA A.             | IBAYO ELEMENTARY SCHOOL                                 |
| 34 | MERINO, JOMAR C.               | BASYO ELEMENTARY SCHOOL                                 |
| 35 | MALAPITAN, MARY JANE S.        | SAPANG PAHALANG ELEMENTARY SCHOOL                       |
| 36 | DELA TORRE, PETRONILA T.       | GABIHAN HIGH SCHOOL                                     |
| 37 | BASILIO, BEVERLY V.            | BAGUMBAYAN ELEMENTARY SCHOOL                            |
| 38 | OCTIA, MA. EUFROCINA D.        | BAALGTAS NATIONAL AGRICULTURAL HIGH SCHOOL ANNEX        |
| 39 | RAYMUNDO, EDRISON, AQUINO      | CAMACHILE ELEMENTARY SCHOOL                             |
| 40 | SOSA, MARICEL M                | PASONG BANGKAL ELEMENTARY SCHOOL                        |
| 41 | PEREZ, JONALYN S.              | KAMBUBUYUGAN ELEMENTARY SCHOOL                          |
| 42 | BUSALPA, JOSEPHINE M.          | PULONG TAMO ELEMENTARY SCHOOL                           |
| 43 | MANATO, MELINDA G.             | F.F.HALILI NATNL AGRI SCHOOL ANNEX - M.SAPA HIGH SCHOOL |
| 44 | TIQUIA, JANNETTE DC.           | PANDI HEIGHTS INTEGRATED SCHOOL                         |
| 45 | CENTENO, ROSALIE G.            | SAN ISIDRO LABRADOR ELEMENTARY SCHOOL                   |
| 46 | FAJARDO, ANDREA MAE S.         | CAMACHIN ELEMENTARY SCHOOL                              |
| 47 | VILLANUEVA RODEZA M.           | STA. PEREGRINA ELEMENTARY SCHOOL                        |
| 48 | BAYLON, ROSELDA M.             | IBA POBLACION ELEMENTARY SCHOOL                         |
| 49 | LIPANA, CESAR G.               | SACDALAN ELEMENTARY SCHOOL                              |
| 50 | PEREZ, ANTHONY P.              | NATIONAL POWER CORPORATION HIGH SCHOOL                  |
| 51 | BERNABE, RICHARD BUENAVENTURA  | BALAGTAS NATIONAL AGRICULTURAL HIGH SCHOOL ANNEX        |
| 52 | SINCIOCO, ARNALDO V.           | BENITO C. CRUZ ELEMENTARY SCHOOL                        |
| 53 | AGULTO, LEA T.                 | SAGRADA FAMILIA ELEMENTARY SCHOOL                       |
| 54 | AGUINALDO, CYNTHIA V.          | CATACTE INTEGRATED SCHOOL                               |
| 55 | DE JESUS, EMMA AL.             | VICENTE T. REYES ELEMENTARY SCHOOL                      |
| 56 | INTERVALO, MARK CHRISTOPHER B. | MASALIPIT ELEMENTARY SCHOOL                             |
| 57 | VICHO, LAILANI V.              | MARONQUILLO ELEMENTARY SCHOOL                           |
| 58 | EUGENIO, OFELIA F.             | BUENAVISTA ELEMENTARY SCHOOL                            |
| 59 | LAZARO, ARLENE I.              | PINAG-ANAKAN INTEGRATED SCHOOL                          |
| 60 | DELA CRUZ, MA. ANNETTE A.      | STA. CRUZ NATIONAL HIGH SCHOOL                          |
| 61 | VIAÑA, JAKE C. , EDD, PHD      | BAGBAGUIN ELEMENTARY SCHOOL                             |
| 62 | DELA CRUZ, ALEXANDER N.        | DALIG ELEMENTARY SCHOOL                                 |
| 63 | ESTABILLO, JENNIFER S.         | TELAPATIO ELEMENTARY SCHOOL                             |
| 64 | ROM, RONEL M.                  | STA. ROSA II ELEMETARU SCHOOL                           |
| 65 | MANGAO, OLIVER M.              | DAUNGAN ELEMENTARY SCHOOL                               |
| 66 | REYES, GERALDYN F              | MATIMBUBONG ELEMENTARY SCHOOL                           |
| 67 | CATU, MA. CECILIA DP.          | BALAONG ELEMENTARY SCHOOL                               |



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**SDO MALOLOS CITY**

| NO. | NAME                               | SCHOOL                    |
|-----|------------------------------------|---------------------------|
| 1   | ESTRELLA, PHILIP ARIEL REYES       | CITY OF MALOLOS SENIOR HS |
| 2   | LLANDELAR, JERRALYN CABARLES       | COFRADIA ES               |
| 3   | ALCARAZ, ROMMEL MARTIN             | BUNGAHAN ES               |
| 4   | MARASIGAN, DALIA VILLAMOR          | SAN PABLO ES              |
| 5   | FRANCISCO, CHRISTOPHER DELA CRUZ   | NAMAYAN ES                |
| 6   | DE JESUS, MARY GRACE JUNE GONZALES | BALAYONG ES               |
| 7   | NALLA, RISALITA CAGATIN            | MABOLO ES                 |
| 8   | SALAMODING, MARICRIS DELA CRUZ     | PAMARAWAN HS              |
| 9   | TENORIO, FERDINAND ESPINEDA        | ANILAO ES                 |
| 10  | PANGANIBAN, LAMBERTO, JR. TORRES   | CALILIGAWAN ES            |
| 11  | RAMOS, ROSA ELLEN MENDOZA          | BARIHAN ES                |
| 12  | PUNO, MILITA GRAVOZO               | MCHS-SANTISIMA TRINIDAD   |
| 13  | CABALLERO, ANALYN ATIENZA          | CAINGIN ES                |
| 14  | MANGARAN, MICHAEL DE REGLA         | DAKILA ES                 |



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**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
 AND MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS**

**LIST OF PARTICIPANTS  
 BATCH 2 | August 18-20, 2026**

**SDO NUEVA ECIJA**

| NO. | NAME                               | SCHOOL                                       |
|-----|------------------------------------|----------------------------------------------|
| 1   | MARCOS, MARY KRIS RUFINO           | PAMALYAN CULTURAL MINORITY PS                |
| 2   | GAVINO, OLIVE DRUJA                | STO. DOMINGO ES                              |
| 3   | TABITA, JULIUS BILL IGHAM          | SAMPALOC ELEMENTARY SCHOOL                   |
| 4   | VILLANUEVA, ANTHONY LOU DUQUE      | OBITO ES                                     |
| 5   | GUINTO, MARY GRACE TABAO           | SANDELAINE ES                                |
| 6   | AQUINO, FILIPINA CORPUZ            | BASANG HAMOG ES                              |
| 7   | FRANCISCO, FRANCIS LORRAINE SAGCAL | ENTABLADO ES                                 |
| 8   | NONO, GERALDINE BARUELA            | SAN JUAN ES                                  |
| 9   | BUGARIN, EDGARDO JR GRAZA          | MAPALAD SUR ES                               |
| 10  | BUENALUZ, IMELDA VALLE             | IMELDA VALLEY II ES                          |
| 11  | ALEJANDRO, JONAR REYES             | DOÑA LUCIA ELEMENTARY SCHOOL                 |
| 12  | BALIOSAN, WISHLY DIPAS             | BULAK PRIMARY SCHOOL                         |
| 13  | GALAPON, PAUL ADRIAN BERNAL        | LAMORITO ES                                  |
| 14  | LOPEZ, ONOFRE DE GUZMAN            | MAGSALISI EAST ELEMENTARY SCHOOL             |
| 15  | DIVINA, MYLIN SARAH EBALO          | TAMALE ES (FORMER JAIME L. GAMILLA ES ANNEX) |
| 16  | RETRATO, WILSON DELA CRUZ          | SAN ANDRES II ELEMENTARY SCHOOL              |
| 17  | ROSQUITA, MICHAEL RUBANG           | TANDOC ES                                    |
| 18  | TARUC, OLIVER DELA CRUZ            | BAGONG BUHAY ES                              |
| 19  | CABUG-OS, GIZELLE MAY CARGANILLA   | CABATUAN ELEMENTARY SCHOOL                   |
| 20  | DELOS SANTOS, EDERLITA RATCHO      | CALANCUASAN NORTE ES                         |
| 21  | LOPEZ, BRIGIDO JR MAURICIO         | MALBEG PS                                    |
| 22  | MAGNO, RETCHILLIE NEPOMUCENO       | ENG'R. J & F. VALLARTA INTEGRATED SCHOOL     |
| 23  | COLLADO, MIRASOL DOLIENTE          | BANTUG ELEM. SCHOOL                          |
| 24  | OSTARES, CAMILLE SUBA              | TAGUMPAY NAGAÑO ES                           |
| 25  | ORENCIA, WILFREDO JR MAGBUAL       | NAPON-NAPON ES                               |
| 26  | TALAMPAS, MELODY MABOLO            | PEPITO B. BERNARDO MEM. SCHOOL               |
| 27  | GALANG, AILEEN BULANADI            | E. ABALOS PS                                 |



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|    |                                    |                                               |
|----|------------------------------------|-----------------------------------------------|
| 28 | LOPEZ, ABELL GABAT                 | BULAC ES                                      |
| 29 | FACUN, RODELITO JR ISIDRO          | CALABASA ES                                   |
| 30 | CONCEPCION, SHERLY JAVATE          | MAGSALISI WEST ES                             |
| 31 | GONZALES, JOIALIE ORTIZ            | LIGAYA ES                                     |
| 32 | ESQUIVEL, RONEL BONDOC             | MALABON KAINGIN ES                            |
| 33 | FAJARDO, HENRY DELA CRUZ           | KALIKASAN ELEMENTARY SCHOOL                   |
| 34 | HERNAL, LEVY BAJA                  | MALAPIT EAST ELEMENTARY SCHOOL                |
| 35 | SALVADOR, LANIE VILLAFLOR          | LABI ES                                       |
| 36 | AGUSTIN, AMELITA FELICIANO         | STA. RITA ES                                  |
| 37 | RAMOS, BERNARD CASTILLO            | LINAO ES                                      |
| 38 | FAJARDO, ANGELICA AGPOON           | SITIO KAINGIN ES                              |
| 39 | SALVADOR, LOVIE JOY ELLAZAR        | CALISITAN ELEMENTARY SCHOOL                   |
| 40 | SIBAYAN, MAYETTE FRANCISCO         | GEN. LUNA INTEGRATED SCHOOL<br>(GEN. LUNA ES) |
| 41 | JALOVA, JOYCEL ANN MANABAT         | SAN PEDRO BLISS ES                            |
| 42 | AMBROCIO, EMELIE MAGARRO           | POBLACION SUR ELEMENTARY<br>SCHOOL            |
| 43 | PAULINO, HERMINIO JR<br>BERNARDINO | ALALAY GRANDE ES                              |
| 44 | MANZON, MARIVIC MENDOZA            | MANGGA ELEMENTARY SCHOOL                      |
| 45 | FERNADEZ, ROSELIE FLORES           | BIBICLAT ES                                   |
| 46 | GALICIA, KRISTINE JOY ROLDAN       | STA. RITA ES                                  |
| 47 | MATADLING, RONA BELLE DELA<br>CRUZ | MALIGAYA ES                                   |
| 48 | CALICA, RIA MARIE ROBLES           | LIBERTY ES                                    |
| 49 | ANGEL, JOLLIBEE CASTRO             | PUGO PS                                       |
| 50 | VIÑAS, LARRA MAE CADIZ             | MARAWA NATIONAL HIGH SCHOOL                   |
| 51 | MOISES, ALDRIN SANTUA              | STA. BARBARA INTEGRATED<br>SCHOOL(JHS)        |
| 52 | MARCOS, CRIZALDO RAMOS             | SAN FELIPE INTEGRATED HIGH<br>SCHOOL          |
| 53 | DELA PAZ, RONALDO PALADIN          | LLANERA NATIONAL HIGH SCHOOL                  |
| 54 | DELA CRUZ, ELVIE BUHAT             | ZACARIAS C. AQUILIZAN HS                      |
| 55 | RAMOS, MARICEL QUILOR              | BURGOS NATIONAL HIGH SCHOOL                   |
| 56 | BILLEDO, EDELLENE SUMAIT           | TABACAO NATIONAL HIGH SCHOOL                  |
| 57 | FLORES, EUDOLFO JR AÑASCO          | PAITAN SUR NHS                                |
| 58 | QUIBINGCO, LEILANI SANTOS          | RICARDO DIZON CANLAS AGR'L. HS                |
| 59 | DUMOL, DERRICK DACLAN              | SIMIMBAAN HIGH SCHOOL                         |



Republic of the Philippines  
**Department of Education**  
REGION III-CENTRAL LUZON

**SDO GAPAN CITY**

| NO. | NAME                              | SCHOOL            |
|-----|-----------------------------------|-------------------|
| 1   | CLARISSE ANN JESSICA B. DE OCAMPO | MARELO IS         |
| 2   | MARY GRACE M. DE LEON             | BAGONG SILANG ES  |
| 3   | EDWIN P. MACTAL                   | CARDENAS ES       |
| 4   | CRISTOPHER M. JAVATE              | SAN ROQUE NHS SHS |
| 5   | JULIE ANN V. DOMINGUEZ            | SAPANG KAWAYAN ES |
| 6   | JOCELYN M. MATEO                  | KAPALANGAN NHS    |
| 7   | ROMMEL D. TERNIDA                 | VELCAR ES         |

**SDO CABANATUAN CITY**

| NO. | NAME                 | SCHOOL                                      |
|-----|----------------------|---------------------------------------------|
| 1   | LAO, KEVIN DC.       | FA REYES MEMORIAL ES                        |
| 2   | LLOREN, ELIZABETH N. | ISLA ELEMENTARY SCHOOOL                     |
| 3   | IBUYAT, MARITES R.   | FLORENTINA SANTARINA<br>GARCIA ELEM. SCHOOL |
| 4   | CORPUZ, GYPSY B.     | PULA ELEMENTARY SCHOOL                      |
| 5   | LEAÑO, MARVIN R.     | EMBUSCADO ES                                |
| 6   | BAGUS, NICO J.       | SAMON ELEMENTARY SCHOOL                     |
| 7   | MASAYBING, RYAN V.   | STO. NIÑO ES                                |
| 8   | DE VERA, GERLIE C    | JOSE S. GALANG ES                           |



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**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
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**LIST OF PARTICIPANTS  
 BATCH 3 | August 25-27, 2026**

**SDO AURORA**

| NO. | NAME                    | SCHOOL                         |
|-----|-------------------------|--------------------------------|
| 1   | DOLORES, LINETTE C.     | ESPERANZA ELEMENTARY SCHOOL    |
| 2   | FABRIGAS, ANGELICA D.   | DICABASAN ELEMENTARY SCHOOL    |
| 3   | BALMORES, EUNECENCIA D. | TANAWAN ELEMENTARY SCHOOL      |
| 4   | CARPIO, MICHELLE D.     | UMIRAY NATIONAL HIGH SCHOOL    |
| 5   | LOMBRES, JAYNE B.       | GUPA ELEMENTARY SCHOOL         |
| 6   | APOLONIO, MYRA Q.       | MARCOS R.NECESITO SR MNHS      |
| 7   | QUERIJERO, JONATHAN D.  | CALAOCAN INTEGRATED SCHOOL     |
| 8   | CASTILLO, ALONA G.      | CALAO ELEMENTARY SCHOOL        |
| 9   | BALDASAN, ARLYN M.      | GALINTUJA ELEMENTARY SCHOOL    |
| 10  | TAGARE, IVAN JOSEPH A.  | DIBUT ELEMENTARY SCHOOL        |
| 11  | RAMOS, NOEL L.          | NONONG SR ELEMENTARY SCHOOL    |
| 12  | APOSTOL, KRIZZLE P.     | DIMANAYAT ELEMENTARY SCHOOL    |
| 13  | AUDAR, MARDEE JOY G.    | SETAN ELEMENTARY SCHOOL        |
| 14  | BARANGAN, EMMALYN C.    | CALABGAN-DITINAGYAN IS         |
| 15  | GAYAP, RANDY E.         | URA ELEMENTARY SCHOOL          |
| 16  | LAWIS, REAGAN C.        | VILLA AURORA ELEMENTARY SCHOOL |
| 17  | LARANANG, JAY AR I.     | DITAWINI ELEMENTARY SCHOOL     |

**SDO ANGELES CITY**

| NO. | NAME                   | SCHOOL                                |
|-----|------------------------|---------------------------------------|
| 1   | DAVID, ALMA FLOR       | AMSIC INTEGRATED SCHOOL               |
| 2   | SANNADAN, DELIO B.     | LEONCIA VILLAGE IS                    |
| 3   | YUMUL, BENEDICK DANIEL | MALABANIAS INTEGRATED SCHOOL          |
| 4   | SANGUYU, RAY JASON C.  | SITIO TARGET INTEGRATED SCHOOL        |
| 5   | ANUNCIACION, JAY B.    | AIR FORCE CITY ELEMENTARY SCHOOL      |
| 6   | ENCISO, VILMA T.       | PSSSSTTTT                             |
| 7   | POLICARPIO, JANICE M.  | BONIFACIO V. ROMERO HIGH SCHOOL - SHS |
| 8   | BONAOBRA, NELSON B.    | GOVERNOR RAFAEL LAZATIN INTEG.SCHOOL  |
| 9   | HIVA, ELMEN            | DR. CLEMENTE N. DAYRIT ELEM.SCHOOL    |
| 10  | GUTIERREZ, ROVIC       | ANGELES CITY SCIENCE HIGH SCHOOL      |
| 11  | ZAMORA, REYMILLE B     | NORTHVILLE INTEGRATED SCHOOL          |



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**SDO MABALACAT CITY**

| NO. | NAME                      | SCHOOL                           |
|-----|---------------------------|----------------------------------|
| 1   | BRIAN V. CHUA             | HADUAN NEGRITO INTEGRATED SCHOOL |
| 2   | CARLITO M. PANGILINAN JR. | MAMATITANG ELEMENTARY SCHOOL     |
| 3   | DIANA D. CLEMENTE         | CANIDHA ELEMENTARY SCHOOL        |
| 4   | GARNIE JOB E. BONDOC      | MANGALIT ELEMENTARY SCHOOL       |
| 5   | JENNET A. TAYAG           | DUNGAN ELEMENTARY SCHOOL         |
| 6   | MICHELLE D. DIZON         | PILA ELEMENTARY SCHOOL           |
| 7   | RALPH EMERSON L. RATON    | STA. MARIA ELEMENTARY SCHOOL     |
| 8   | RICHIE B MAGLALANG        | CACUTUD ELEMENTARY SCHOOL        |
| 9   | KEVIN JAMES B. TOLENTINO  | CALUMPANG ELEMENTARY SCHOOL      |

**SDO CITY OF SAN JOSE DEL MONTE**

| NO. | NAME                        | SCHOOL                             |
|-----|-----------------------------|------------------------------------|
| 1   | BUENAVENTURA, DONN URIEL D. | STO. CRISTO NATIONAL HIGH SCHOOL   |
| 2   | ESCOBAR, SHERILYN G.        | CSJDM NATIONAL SCIENCE HIGH SCHOOL |
| 3   | VENTURA, FERNAN DC.         | SAN ISIDRO NATIONAL HIGH SCHOOL    |
| 4   | HERRERA, JIMWEL D.          | MARANGAL ELEMENTARY SCHOOL - ANNEX |
| 5   | DELA CRUZ, ROBERT S.        | GAYA-GAYA ELEMENTARY SCHOOL        |
| 6   | JARDIN, CHERIE ANN F.       | MULAWIN ELEMENTARY SCHOOL          |
| 7   | BIRON, LEONARDO S.          | DANIEL A. AVENA ELEMENTARY SCHOOL  |
| 8   | DACO, ELORDE P.             | MULAWIN NATIONAL HIGH SCHOOL       |
| 9   | MOLINING, MARIFE H.         | RICAFORT ELEMENTARY SCHOOL         |
| 10  | PALMA, RIA C.               | SAN ROQUE ES                       |
| 11  | ACEDERA, CHRISTINE          | SAN ISIDRO ELEMENTARY SCHOOL       |

**SDO TARLAC PROVINCE**

| NO. | NAME                     | SCHOOL                           |
|-----|--------------------------|----------------------------------|
| 1   | DANCEL, ELY D.           | STA. INES NATIONAL HIGH SCHOOL   |
| 2   | HUET, HERSA F.           | MABILOG ELEMENTARY SCHOOL        |
| 3   | DAYRIT, YOLANDA E.       | SAN PEDRO ELEMENTARY SCHOOL      |
| 4   | DATU, RESTY M.           | SITIO SALANGUI ELEMENTARY SCHOOL |
| 5   | DOMINGO, ALTON ALVAR V.  | CADULDULAOAN ELEMENTARY SCHOOL   |
| 6   | BERMUDEZ, AARON V.       | BIGBIGA INTEGRATED SCHOOL        |
| 7   | QUITALIG, MA.CRISTINA R. | LALAPAC ELEMENTARY SCHOOL        |
| 8   | TURMA, JERRY R.          | MORIONES ELEMENTARY SCHOOL       |



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|    |                   |                                 |
|----|-------------------|---------------------------------|
| 9  | RAMOS, ROWEL P.   | ENRADO BOSE ELEMENTARY SCHOOL   |
| 10 | PINEDA, ROBBIE D. | BUENAVISTA NATIONAL HIGH SCHOOL |
| 11 | MENDOZA, EVA U    | CALANGITAN ELEMENTARY SCHOOL    |
| 12 | LACHICA, ERIC R.  | SAN RAYMUNDO ELEMENTARY SCHOOL  |
| 13 | DATO, RECY T      | SAN JACINTO ELEMENTARY SCHOOL   |
| 14 | WAGE, GEMINE L.   | STO. NINO ELEMENTARY SCHOOL     |
| 15 | RAZON, LORETA C.  | STA. RITA ELEMENTARY SCHOOL     |

**SDO TARLAC CITY**

| NO. | NAME                   | SCHOOL                    |
|-----|------------------------|---------------------------|
| 1   | GATUS, LIEZEL C.       | SINAIT INTEGRATED SCHOOL  |
| 2   | MEDINA, MILLET G.      | YABUTAN ES                |
| 3   | CANLAS, MARY ANNE Y.   | PARADISE ES               |
| 4   | DUAQUI, SALLY L.       | STA. MARIA ES             |
| 5   | PALMARIA, ROUSSEL P.   | SUIZO RESETTLEMENT ES     |
| 6   | YUMUL, CHELSEA MAE M.  | BAGONG BARRIO ES          |
| 7   | MERCADO, ANA MARIE DC. | BALANTI ELEMENTARY SCHOOL |

**SDO SAN JOSE CITY**

| NO. | NAME                    | SCHOOL                         |
|-----|-------------------------|--------------------------------|
| 1   | ESTEBAN, SHEILA MARIE S | BALACAT ELEMENTARY             |
| 2   | CARIAGA, GIRLY MAE E    | PARILLA ELEMENTARY SCHOOL      |
| 3   | CASTILLO, ROBIE -ANN S  | CULAYLAY ELEMENTARY SCHOOL     |
| 4   | SUBABA, REINA ESTER P   | BAGONG SIKAT HIGH SCHOOL       |
| 5   | AGUILA, ALMA B          | TONDOD HIGH SCHOOL             |
| 6   | SANTOS, JOCELYN C       | SAN JOSE CITY NATIONAL HS- SHS |
| 7   | FAJARDO, APRIL R        | PALASAPAS ELEMENTARY SCHOOL    |
| 8   | SOLIVEN, JEROME A       | PINILI ELEMENTARY SCHOOL       |
| 9   | COLORINA, JOSE B        | KALIWANAGAN HIGH SCHOOL        |
| 10  | DEL ROSARIO, WARREN A   | SAN AGUSTIN IS                 |
| 11  | CASERO, LEANDRO DAVID C | PINILI SENIOR HIGH SCHOOL      |



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**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
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**LIST OF PARTICIPANTS  
BATCH 4 | September 1-3, 2026**

**SDO PAMPANGA**

| NO. | NAME                         | SCHOOL                                       |
|-----|------------------------------|----------------------------------------------|
| 1   | ALIPIO, ROSE ANN B.          | SAN JOSE GUMI INTEGRATED SCHOOL              |
| 2   | CANLAS, AILYN G.             | MARIANO D. BARON ES                          |
| 3   | URBANO, SHERYL D.            | DON JESUS GONZALES HS - SENIOR HS            |
| 4   | DOMINGO, ANALYN M.           | CABANGCALAN ELEMENTARY SCHOOL                |
| 5   | GADDI, MARICEL M.            | DALAYAP HIGH SCHOOL                          |
| 6   | GARCIA, JENIFER N.           | TACASAN ELEMENTARY SCHOOL                    |
| 7   | GATUS, JANE R.               | SANTIAGO NATIONAL HIGH SCHOOL                |
| 8   | GOZUN, EDNA L.               | TALBA ELEMENTARY SCHOOL                      |
| 9   | GOMEZ, EMMANUEL B.           | VILLA MARIA INTEGRATED SCHOOL                |
| 10  | KABIGTING, RYAN P.           | CANDATING NATIONAL HIGH SCHOOL               |
| 11  | MANANGU, LIDA D.             | VIZAL SAN PABLO II ES                        |
| 12  | DUMLAO, KRISTLE MARY JOY H.  | STA. CRUZ PS/CALUMPANG PS                    |
| 13  | PANGAN, LAURO I.             | ANITA G. FLORES NHS                          |
| 14  | PALACIO, MARITES D.          | DON ANTONIO LEE CHI UAN<br>INTEGRATED SCHOOL |
| 15  | RAZOTE, MARK ANGELO L.       | DOLORES ELEMENTARY SCHOOL                    |
| 16  | SALAS, JAYSON M.             | MANDILI HIGH SCHOOL                          |
| 17  | TAYAG, EDISON E.             | SAN ISIDRO ELEMENTARY SCHOOL                 |
| 18  | BAMBA, LEILA PEARL ANGELA M. | SANTIAGO ELEMENTARY SCHOOL                   |
| 19  | BACSAN, AMMIE B.             | MANIBAUG PASIG ELEMENTARY SCHOOL             |
| 20  | ESCOLANO, RODEL A.           | CAWAYAN INTEGRATED SCHOOL                    |
| 21  | REMOLACIO, MICHELLE G.       | DOLORES NATIONAL HS                          |
| 22  | AIZIEL JOY T. MICLAT         | BACOLOR INTEGRATED SCHOOL                    |
| 23  | ROLYLYN H. DADO              | JUSTINO SEVILLA HS                           |
| 24  | JONNER C. BAIS               | APALIT HS                                    |
| 25  | JEFFREY LOUIE MACASPAC       | SANTA TERESA II HIGH SCHOOL                  |
| 26  | MILAGROS NULUD               | SANTA ANA NATIONAL HIGH SCHOOL               |



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**SDO ZAMBALES**

| NO. | NAME                         | SCHOOL                      |
|-----|------------------------------|-----------------------------|
| 1   | ANJAYLO B. PASCUA            | TO BE IDENTIFIED BY THE SDO |
| 2   | MARIVIE A. MENDIGORIN        | TO BE IDENTIFIED BY THE SDO |
| 3   | PAMIE M. APOSTOL             | TO BE IDENTIFIED BY THE SDO |
| 4   | KRISTINE R. CAASI            | TO BE IDENTIFIED BY THE SDO |
| 5   | ALLIEN P. BERSANO            | TO BE IDENTIFIED BY THE SDO |
| 6   | ZAIRENE MARIE S. MAILIM      | TO BE IDENTIFIED BY THE SDO |
| 7   | VINCENT ANTHONY L. SEBASTIAN | TO BE IDENTIFIED BY THE SDO |
| 8   | ANNE KAYE P. MARTINEZ        | TO BE IDENTIFIED BY THE SDO |
| 9   | KRIZZA ANNE B. NALICAT       | TO BE IDENTIFIED BY THE SDO |
| 10  | EZEKIEL KWIN G. SOLIVEN      | TO BE IDENTIFIED BY THE SDO |
| 11  | JANET V. RAMOS               | TO BE IDENTIFIED BY THE SDO |
| 12  | MARITES M. ARAGON            | TO BE IDENTIFIED BY THE SDO |
| 13  | RYAN P. EGUIA                | TO BE IDENTIFIED BY THE SDO |
| 14  | SAMUEL E. EGALLA             | TO BE IDENTIFIED BY THE SDO |
| 15  | IAN JULE A. MALONG           | TO BE IDENTIFIED BY THE SDO |
| 16  | REYNALYN F. BUENAFLO         | TO BE IDENTIFIED BY THE SDO |
| 17  | JAULINO M. BUENO JR.         | TO BE IDENTIFIED BY THE SDO |
| 18  | EUNICE D. SUPERAR            | TO BE IDENTIFIED BY THE SDO |
| 19  | ROOSEVELT E. ECLE            | TO BE IDENTIFIED BY THE SDO |
| 20  | RICA G. ABLAN                | TO BE IDENTIFIED BY THE SDO |
| 21  | LULU BELLE B. PADRIQUE       | TO BE IDENTIFIED BY THE SDO |
| 22  | LEILANIE A. BALLA            | TO BE IDENTIFIED BY THE SDO |
| 23  | AVIGAIL A. TIAÑA             | TO BE IDENTIFIED BY THE SDO |

**SDO BATAAN**

| NO. | NAME                       | SCHOOL                       |
|-----|----------------------------|------------------------------|
| 1   | SILVA, JOEY, R.            | CABCABEN ELEMENTARY SCHOOL   |
| 2   | MARTINEZ, DENNESSE ANNE M. | PAYSAWAN ELEMENTARY SCHOOL   |
| 3   | MARIANO, DONALD, C.        | TALIMUNDOC ELEMENTARY SCHOOL |



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**SDO BALANGA CITY**

| No. | NAME                         | School                       |
|-----|------------------------------|------------------------------|
| 1   | DELA CRUZ, ROYLAN T.         | TANATO INTEGRATED SCHOOL     |
| 2   | TALLORIN, RANDY N.           | E. BERNABE ELEMENTARY SCHOOL |
| 3   | DELA CRUZ, CHRISTOPHER JAY L | DANGCOL NATIONAL HIGH SCHOOL |

**SDO OLONGAPO CITY**

| No. | NAME                           | School                                      |
|-----|--------------------------------|---------------------------------------------|
| 1   | TOMBOC, EDJHON HAROLD FABIAN   | SERGIA SORIANO ESTEBAN INTEGRATED SCHOOL II |
| 2   | DAZO, ARED JUNE MAURICIO       | James L. Gordon IS (HS)                     |
| 3   | FASTIDIO, JOCELYN DELOS SANTOS | Upper Sibul ES                              |
| 4   | CAMASO, ELMER MARILA           | Olongapo City NHS -SHS                      |
| 5   | SAN JOSE, MYLIN GAMBOA         | SPED-G                                      |
| 6   | BUCASAS, PRINCESS RUHAMA POZON | Bangal IS                                   |
| 7   | ESPIRITU, GLADYS RONQUILLO     | Iram HS                                     |
| 8   | MAGO, ROSENIA SAPU-AN          | Iram I ES                                   |
| 9   | SOLANO, AMRAH PHIL ANTOJA      | Old Cabalan IS (HS)                         |
| 10  | ALDE, JASON ELAD               | Iram II ES                                  |
| 11  | JAO, JUDITH RODOLFO            | Barretto II ES                              |

**SDO BALIWAG CITY**

| NO. | NAME                     | SCHOOL                             |
|-----|--------------------------|------------------------------------|
| 1   | BULURAN, JOAN T.         | SULIVAN NATIONAL HIGH SCHOOL       |
| 2   | CALUBAQUIB, GERALDINE N. | JOSEFA V. YCASIANO MEMORIAL SCHOOL |
| 3   | QUIZON, JONAH F.         | PINAGBARILAN INTEGRATED SCHOOL     |
| 4   | CRUZ, GLEYNES            | SAN JOSE ELEMENTARY SCHOOL         |

**SDO MEYCAUAYAN CITY**

| NO. | NAME                    | SCHOOL                       |
|-----|-------------------------|------------------------------|
| 1   | CONAHAP, CHRISTOPHER S. | LIBTONG NATIONAL HIGH SCHOOL |
| 2   | GINGA, JONALYN A.       | UBIHAN HIGH SCHOOL           |
| 3   | TOLENTINO, ALBERT       | LONGOS ELEMENTARY SCHOOL     |
| 4   | RAMOS, MARY JENNIFER    | BANGA ELEMENTARY SCHOOL      |



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**SDO SCIENCE CITY OF MUNOZ**

| NO. | NAME                       | SCHOOL                      |
|-----|----------------------------|-----------------------------|
| 1   | ANVIL A. PORTES            | CALISITAN ELEMENTARY SCHOOL |
| 2   | MARK ANTHONY S. PARAGUISON | GOV. EDUARDO L. JOSON MS    |
| 3   | IRENIO A. BUCSIT JR.       | NAGLABRAHAN ES              |

**SDO CITY OF SAN FERNANDO**

| NO. | NAME                     | SCHOOL                                   |
|-----|--------------------------|------------------------------------------|
| 1   | MALLARI, NINA ANALEI D.  | PANIPUAN HIGH SCHOOL                     |
| 2   | GERVACIO, FATIMA D.      | CITY OF SAN FERNANDO SCIENCE HIGH SCHOOL |
| 3   | VILLEZA, CHARISSE G.     | MANS GOLD ELEMENTARY SCHOOL              |
| 4   | MACALINO, GIELEN AERA C. | PULUNGBULU INTEGRATED SCHOOL             |



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Enclosure 3

**COMPETENCY 101: FOUNDATIONAL AND PROFESSIONAL LEADERSHIP  
AND MANAGEMENT TRAINING FOR BEGINNING SCHOOL HEADS**

**LIST RESOURCE PERSONS AND PROGRAM MANAGEMENT TEAM**

**A. RESOURCE PERSONS**

| NAME                                 | SDO                        |
|--------------------------------------|----------------------------|
| 1. SDS Rowena T. Quiambao            | Baliwag City               |
| 2. ASDS Erwin John Santos            | Baliwag City               |
| 3. Atty. Angeline Rogel – Consignado | Legal Unit, RO3            |
| 4. Rosaline Tuble                    | Pampanga                   |
| 5. Willet Perez                      | Pampanga                   |
| 6. Hermes Vargas                     | Angeles City               |
| 7. Adrian Tamayo                     | Angeles City               |
| 8. Marco Rhonel Eusebio              | Malolos City               |
| 9. Joey Cabigao                      | Malolos City               |
| 10. Ma. Aurea Rhodora Geronimo       | Baliwag City               |
| 11. Roderick Tadeo                   | Olongapo City              |
| 12. Albert Llego                     | Olongapo City              |
| 13. Reyamar Paguio                   | Tarlac City                |
| 14. Karla Inocencion                 | Tarlac City                |
| 15. Jane Soriano                     | City of San Fernando       |
| 16. Liezl De Jesus                   | City of San Fernando       |
| 17. Marilen Calma                    | City of San Fernando       |
| 18. Jeaz Campano                     | City of San Jose Del Monte |

**B. PROGRAM MANAGEMENT TEAM**

| NAME                     | SDO         |
|--------------------------|-------------|
| 1. William G. Bacani     | HRDD – NEAP |
| 2. Rigette Ryan S. Ramos | HRDD – NEAP |
| 3. Eugene Yango          | HRDD – NEAP |
| 4. Chathele Guevarra     | HRDD – NEAP |
| 5. Bryan Vicente         | HRDD – NEAP |
| 6. Jedd Guevarra         | HRDD – NEAP |
| 7. Milcon Valencia       | HRDD – NEAP |