



Republic of the Philippines
Department of Education
REGION III
Schools Division Office of Bulacan

August 3, 2026

DIVISION MEMORANDUM

No. 37, s. 2026

**MENTAL HEALTH SEMINAR ENTITLED "FROM BURNOUT TO BALANCE:
STRESS MANAGEMENT FOR TEACHERS"**

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

1. In line with the Department of Education's commitment to promoting the mental health and well-being of its personnel, this Office announces the conduct of the Mental Health Seminar entitled "**From Burnout to Balance: Stress Management for Teachers**" on **September 9, 2026**, at a venue to be announced.
2. The seminar aims to equip teachers with practical strategies for managing stress, preventing burnout, strengthening resilience, and promoting work-life balance to enhance both personal well-being and professional effectiveness.
3. Participants in this activity are 115 Elementary teachers and 35 Secondary teachers.
4. Attached for your reference are the following:
 - a. Enclosure no.1 Training matrix
 - b. Enclosure no. 2 Technical Working Group
 - c. Enclosure no. 3 List of participants
5. All concerned are reminded to strictly observe the health and safety protocols against COVID-19.
6. This Memorandum serves as travel order to all listed personnel.
7. All expenses to be incurred in to the conduct of this activity shall be charged against INSET Fund while transportation expenses of the participants shall



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be charged against School Local Fund subject for usual accounting and auditing rules and regulation.

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

For the Schools Division Superintendent


MARIA CELINA L. VEGA, CESO VI
Assistant Schools Division Superintendent



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Enclosure No. 1 to Division Memorandum No. 351, s. 2026

**MENTAL HEALTH SEMINAR ENTITLED "FROM BURNOUT TO BALANCE:
STRESS MANAGEMENT FOR TEACHERS"**

TRAINING MATRIX

8:00-8:30 AM	Registration
8:30-9:00 AM	Preliminaries
9:00-12:00 PM	Protecting Your Peace: The Power of Work – Life Balance and Healthy Boundaries Resource Speaker: Remigio R. Musca, EdD, RGC
12:00-1:00 PM	Lunch Break
1:00-2:30 PM	Calm in the storm: Building resilience through spirituality Resource Speaker: Maria Celina L. Vega, CESO VI
2:30 – 4:00 PM	Coping with Stress: Tools for a Happier and Healthier You Resource Speaker: Jaime T. Tugade, CESE, RGC
4:00 – 4:30 PM	Closing Program

Enclosure No. 2 to Division Memorandum No. 351, s. 2026

TECHNICAL WORKING GROUP

1. Shirley C. Burgos, RN, MSN	SDO Bulacan
2. Julie Ann L. Mariano, RN	SDO Bulacan
3. Catrine Edriane S. De Guzman, RN	SDO Bulacan
4. Editha E. Bequizo, RN	SDO Bulacan
5. Mariezel M. Sulit, RN	SDO Bulacan
6. Mae Lyn C. Delos Santos, RN	SDO Bulacan
7. Danica Mae P. Domingo, RN, LPT	SDO Bulacan
8. Mary Grace V. Yutoc, RN	SDO Bulacan



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Enclosure No. 3 to Division Memorandum No. 941, s. 2026

LIST OF PARTICIPANTS

ELEMENTARY

Mhede B. Bueno	Anyatam Elementary School
Rosalie Jimenez Bondoc	Arsenio Santos Memorial Elementary School
Ludette A De Jesus	Bagbaguin Elementary School
Diana B Santiago	Bagong Barrio Elementary School
Neliza L Emano	Balagtas Heights Elementary School
Lilibeth I. Hernandez	Balasing Elementary School
Mica Cirille R Dela Cruz	Bambang Elementary School
April - Adriano	Banga Elementary School
Alona Domingo Manahan	Banga Elementary School
Percival R. Mallare	Bantog Elementary School
Gertrude Aubrey Napay Bellen	Bigte Elementary School
Daisy G Alfonso	Binuangan Elementary School
Apple Joy A Gonzales	Binuangan Elementary School
Estrellita C. Cantor	Borol II Elementary School
Maricel M. Delgado	Buenavista Elementary School
Vincent Paulo B Vicente	Buguion Elementary School
William C Mapue	Bunsuran Elementary School
Ellaisa Rael R. Gabriel	Bustos Elementary School
Jenny Perez Dalisay	Cacarong Elementary School
Criselda C. Egaran	Calawitan Elementary School
Sairah B. Sta. Maria	Calumpang Elementary School
Virginia Santos Mangalanzo	Calumpang Elementary School
Marian Valencia Verona	Camachile Elementary School
Maricel G Magbulugtong	Camachilihan Elementary School
Diana Tamayo Sabido	Camangyanan Elementary School
Rodesa May R. De Castro	Catacte Integrated School
Melody F Chua	Cay Pombo Elementary School
Jerlyn A Porciuncula	Cay Pombo Elementary School
Jossel G. Dela Cruz	Cay Pombo Elementary School
Maria Cristina M Pangilinan	Cong Erasmo R. Cruz Memorial Central School
Evaine E Santiago	Cong. Erasmo R. Cruz Memorial Central School
Belinda P Orbe	Cornelia M de Jesus Memorial Central School
Angelita S Labonete	Dampol Elementary School
Jennica O Pingol	Daungan Elementary School
Lou Mariecon C Gutierrez	Dike Elementary School
Emelita Cruz Batongbakal	Duhar Elementary School
Maynalyn Dc. Ipio	Duplas Elementary School



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Leah Abigail M. Leria	F. Mendoza Memorial Elementary School
Arra Camilla Arada San Juan	F. Mendoza Memorial Elementary School
Junity T. Cruz	F. Mendoza Memorial Elementary School
Madonna G. Salvatera	F. Mendoza Memorial Elementary School
Laiza Marie Ds Ramos	Francisco Balagtas Memorial School
Keith Sj. Legaspi	Guiguinto Central School
Marie Christine T Manuel	Guyong Elementary School
Nina Cristia Dela Merced Gallardo	Guyong Elementary School
Samantha Jane Aguinaldo Seguin	Hagonoy West Central School
Charisse Joy B. Puno	Lalangan Elementary School
Rochelle P. Abet	Lalangan Elementary School
Lilibeth Zomil Vicente	Lolomboy Elementary School
Jennilyn A Manahan	Lolomboy Elementary School
Elsa P Morante	Lolomboy Elementary School
Fremar Ytang Ursal	Loma de Gato Elementary School
Sarah Jane H. Santiago	Luis Gravador Elementary School
Lovely Grace C Pandy	Mag-Asawang Sapa Elementary School
Louielyn D Gonzalves	Malamig Elementary School
Maricris B. Caruana	Malibo Bata Elementary School
Aleana C. Brinio	Malibo Matanda Elementary School
Judy Ann R. Bautista	Malibo Matanda Elementary School
Jacqueline M. Jimenez	Malibo Matanda Elementary School
Aidelle Anne A. Arellano	Malis Elementary School
Ma Sharlynnne Flores Santos	Mamerto C. Bernardo Memorial Central School
Christine Anne C. Bauzon	Mamerto C. Bernardo Memorial Central School
Jessamin D. Bondoc	Manatal Elementary School
Angie D Jariño	Mapulang Lupa Elementary School
Caryl Anne M. Cerdeña	Matias B. Salvador Memorial Elementary School
Regina Olazo Ramos	Matungao Elementary School
Almirah Hanna Marcos De Leon	Matungao Elementary School
Lady Nhovelle T Santos	Meysulao Elementary School
Ma. Leonora Arlene P. Calinao	Northville IV Elementary School
Romalyn T. Bautista	Northville V Elementary School
Norwina L. Hernandez	Obando Central School
Jake Robin S. Calatin	Pandi Heights Integrated School
Maria Kathrina D. Santos	Pandi Residences Elementary School
Denica Villegas Igaya	Pandi Residences Elementary School
Emmelyn M Cruz	Parulan Elementary
Junnie Ann Marie C San Diego	Parulan Elementary School
Apple B Correa	Perez Elementary School
Anacel Dr. Valerio	Pinagtulayan Elementary School
Anna Pinky R. Estrada	Pulilan Central School
Raichelle Anne C Fernandez	San Antonio Abad Elementary School
Ryan S Sebastian	San Antonio Abad Elementary School
Deodar G Sta Ana	San Ildefonso Elementary School



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Jannelle P. Dela Cruz	San Ildefonso Elementry School
Ma. Jesusa Eunice J. Puno	San Jose Elementary School
Mariber G. Domingo	San Jose Patag Elementary School
Paula May Dela Cruz Adaya	San Juan Elementary School
Marinela Dj. San Juan	San Juan Elementary School
Mary Joy P. Eustaquio	San Mateo Elementary School
Jennilyne S. De Leon	San Pablo Elementary School
Ma. Teresa Santos Adriano	San Roque Elementary School
Rowie Rose L. Mamangun	Santol Elementary School
Angelyn F Gonzalo	Sapang Bulac Elementary School
Jacqueline B. Tadit	St. Martha Elementary School
Samantha Toledo Valenzuela	St. Martha Elementary School
Rolando S. Nicolas	Sta Maria Central School
Jenny Rose D. Rivera	Sta. Ana Elementary School
Rossiel I. Teodoro	Sta. Catalina Matanda Elementary School
Airra Eusebio De Guzman	Sta. Ines Elementary School
Lady Beth O. Jacinto	Sta. Maria Elementary School
Maria Adriana Q. Luna	Sta. Peregrina Elementary School
Abigail Unite Articulo	Sta. Rosa II Elementary School
Gina M. Quijano	Sta. Lucia Elementary School
Mary Grace Mercado Cortez	Sto. Cristo Elementary School
Melanie C Dionisio	Sto. Niño Elementary School
Romalin Ds Mendoza	Sto. Niño Elementary School
Ross Ann G Cadag	Tabang Elementary School
Shirley C Guma	Tabang Elementary School
Star D Domingo	Tabang Elementary School
Albert P Guevarra	Tambubong Elementary School
Kristel Sacdalan Melecotones	Tambubong Elementary School
Ma. Joy S. Cayas	Tawiran Elementary School
Lorena Santos Cerdon	Tiaong Elementary School
Anna Rhodigrace S Salapong	Tibig Elementary School
Hannah Patricia M. Correa	Timoteo Policarpio Memorial Elementary School
Violeta T Hipolito	Turo Elementary School

SECONDARY

Charlene J. Morales	Akle High School
Mariz V Cruz	Akle High School
Mary Ann M De Guzman	Balagtas National Agricultural High School
Ana Bianca D. Jacinto	Balagtas National Agricultural High School
Lorna M. Victoria	Calawitan National High School
Mary Gretchen L Mercado	Calumpit National High school
Donnalyn M. Dimaapi	Engr. Virgilio V. Dionisio Memorial High School
Mary One S. Cortez	Frances National High School
Bonn C Rivas	FVR National High School



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Joanna Francesca M. Padilla	Gen. Gregorio del Pilar Integrated School
Imelda D. Libunao	John J. Russell Memorial High School
Julie Ann Vinuya Opiana	John J. Russell Memorial High School
Xena Marie C. Mendoza	John J. Russell Memorial High School
Leonard Marvin P Pengson	John J. Russell Memorial High School
April A. Burgos	John J. Russell Memorial High School
April Joy Rhodora K Eje	Minuyan National High school
Roselyn D Pascual	Minuyan National High School
Joneil G Cruz	Minuyan National High School
Noemi M. Dela Cruz	North Hills Village High School
Zenaida Y. Chico	Partida National High School
Erwin R. Sayo	Pres. Diosdado P. Macapagal Memorial High School
Irish Ann C Labonete	Pres. Diosdado P Macapagal Memorial High School
Catherine V. Sarmiento	Pres. Diosdado P. Macapagal Memorial High School
Divina M. Ayo	Pres. Diosdado P. Macapagal Memorial High School
Niña Lykka S Calara	Romeo Acuña Santos Memorial High School
Drazen Emir B Legaspi	San Francisco Xavier High School
Gloria P. Quilao	San Ildefonso National High School
Mary Grace Manio Estimada	San Miguel-Meysulao High School
Ruby Rose C. Reynante	San Roque National High School
James Richard T Tamayo	San Roque National High School
Michelle L Dizon	Sta Cruz National High School
Diana Rose M. Santos	Sta. Lucia National High School
Amaha M. Lozada	Upig High School
Jeanis Pascual Cruz	Vedasto R. Santiago High School
Bonifacio P. Dela Cruz	Vedasto R. Santiago High school



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LEARNING AND DEVELOPMENT PROPOSAL

COURSE TITLE	FROM BURNOUT TO BALANCE: STRESS MANAGAMENT FOR TEACHERS
PROPONENT	NICOLE ANDREANNA T. BULSECO, MD
DURATION	1 day
PROPOSED DATES	September 9, 2026
PROPOSED VENUE / PLATFORM	TBA (within Bulacan)
TARGET PARTICIPANTS	Elementary teachers - 115 Secondary teachers - 35 TWG - 8 Total =158
PROFESSIONAL DEVELOPMENT PRIORITIES	PPST 7 Personal Growth and Professional Development PPST 7.2. Adopting Practices that upholds the dignity of teaching as profession by exhibiting qualities such as caring attitude, respect and integrity. PPST 7.3. Participating in professional networks to share knowledge and to enhance practice.
5-POINT REFORM AGENDA	Improved Learning Environments that Safeguard Students' Physical and Mental Well-being
BULAKENYO	L – Leading safe and nurturing school environments.
RATIONALE	DepEd addresses teacher stress through initiatives like Memorandum no. 120, series of 2021, which included webinars and workshops on stress management and coping. Common strategies recommended for teachers include applying for A's of stress management (Avoid, Alter, Accept, Adapt), focusing on self-care through exercise, healthy eating, and mindfulness, and practicing strong communication and time management skills to set boundaries. Building a supportive community and developing resilience through positive thinking and acceptance of challenges are also vital for overall well-being.
PROJECT DESCRIPTION	Provision of stress management techniques and coping strategies mechanism of teachers with moderate and high perceived stress.
SESSION OBJECTIVES:	1. To equip teachers with effective techniques and strategies for managing stress, fostering resilience, and promoting overall well-being, in line with DepEd's mental health and wellness goals.



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	2. Develop a self-care plan that incorporates sustainable self-care practices into their daily routine. 3. Apply strategies to foster a more positive and less stressful classroom and school-wide culture, which can also benefit students.
TRAINING PROGRAM MANAGEMENT TEAM	Program Manager: Nicoie Andreanna T. Bulseco, MD Training Manager: Christian Paul M. De Guzman, MAed Secretariat: QATAME Associate: Ma.Lourdes J. Patag, LPT, MAE (SEPS, SMME) Technical Working Group: 1. Catrine Edriane S. De Guzman, RN 2. Danica Mae P. Domingo, RN, 3. Shirley C. Burgos, RN, MSN 4. Julie Ann L. Mariano, RN 5. Editha E. Bequizo, RN 6. Mae Lyn C. Delos Santos, RN 7. Mary Grace V. Yutoc, RN 8. Mariezel M. Sulit, RN
RESOURCE PERSONS	Remigio R. Musca, EdD, RGC Maria Celina L. Vega, CESO VI Jaime T. Tugade, CESE, RGC
BUDGET REQUIREMENTS	MEALS: Seminar (1 day) 158 pax @Php. 1200.00 = TOTAL= 189,600.00 • Breakfast one course meal with egg • AM/PM Snacks (choice of sandwich, hot dish, or pasta) • Lunch – 3 course meal (variation of pork, chicken, vegetable) with dessert (fruits/salad) • Overflowing coffee VENUE: • Air-conditioned hall that can accommodate 158 pax (Including Sound system, LED Wall, tables and chairs) HONORARIUM FOR THE GUEST SPEAKER 1 pax 5,000.00= 5,000.00 SUPPLIES FOR THE CONFERENCE • Certificates - special paper 20 packs x 50.00 = Php 1,000.00 • A4 bondpaper 80gsm- 1 ream x 300.00= Php 300.00 • Acrylic certificate holder – 3pcs x 353.00= Php 1,059.00 TOTAL = Php. 2,359.00 GRAND TOTAL= Php 196,959.00
FUNDING SOURCE	• Inset fund



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SESSION FLOW	8:00-8:30 AM	Registration
	8:30-9:00 AM	Preliminaries
	9:00-12:00 PM	Protecting Your Peace: The Power of Work – Life Balance and Healthy Boundaries Speaker: Remigio R. Musca, EdD, RGC
	12:00-1:00 PM	Lunch Break
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	2:30 – 4:00 PM	Coping with stress : Tools for a Happier and Healthier You Speaker: Jaime T. Tugade, CESE, RGC
	4:00 – 4:30 PM	Closing Program
MONITORING AND EVALUATION PLAN	The activity will be monitored and evaluated through the following: 1.QATAME Results 2.Post Evaluation of the activity 3.Activity Completion Report	

Prepared by:


NICOLE ANDREAMNA T. BULSECO, MD
Medical Officer III

Funds Available:


ALVIN V. SURIBEN
Budget Officer

Recommending Approval:


RAINELDA M. BLANCO, PhD
Chief, SGOD

Recommending Approval:


JAIME T. TUGADE, PhD, CESE, RGC
Assistant Schools Division Superintendent

APPROVED:


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