



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

September 01, 2026

DIVISION MEMORANDUM

No. 395s. 2026

**LEVEL UP LEARNING: GAME-BASED AND GAMIFICATION STRATEGIES FOR
PUPIL ENGAGEMENT TRAINING AND WORKSHOP**

To: Assistant Schools Division Superintendents
CID Chief Education Supervisor
Education Program Supervisors
Public Schools District Supervisors
Public Elementary School Heads
Information Technology Officer I
All Others Concerned

1. In accordance with DepEd Order No. 10, s. 2024 "Policy Guidelines on the Implementation of the MATATAG Curriculum", the MATATAG Curriculum explicitly reinforces play-based, hands-on and experiential learning as foundational to literacy, numeracy and 21st-century skills — prioritizing engagement, curiosity and meaning-making over passive rote instruction.
2. In line with this, the Schools Division of Bulacan shall conduct the Level Up Learning: Game-Based and Gamification Strategies for Pupil Engagement 3-Day Training and Workshop on September 9-11, 2026 at Villa Emmanuela Wavepool Resort, Poblacion, Plaridel, Bulacan.
3. The three-day professional development program is designed to enhance teachers' competencies in integrating game-based learning and gamification strategies into classroom instruction. The program provides opportunities to reframe lessons into interactive quests, challenges and reward-driven activities that transform passive learning into active participation.
4. The program supports the Philippine Professional Standards for Teachers (PPST), particularly in the areas of Content Knowledge and Pedagogy, Curriculum and Planning and Personal Growth and Professional Development. Ultimately, it seeks to strengthen innovative teaching practices and contribute to improved learner engagement and learning outcomes in elementary classrooms.
5. The three-day training and workshop aims to:
 - a) Equip the participants with practical knowledge and skills in designing and applying game-based and gamification strategies to enhance pupil engagement, motivation and learning outcomes;
 - b) Understand the principles, benefits and applications of game-based learning and gamification in the teaching-learning process;
 - c) Apply and design game-based and gamification strategies tailored to elementary classroom contexts;
 - d) Present and evaluate their designed strategies through peer sharing, feedback and an evaluation assessment to ensure alignment with learning objectives and pupil engagement goals; and
 - e) Improved teacher competence in integrating game-based and gamified instructional strategies, resulting in increased pupil engagement,



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participation and achievement through innovative and interactive classroom practices.

6. Participants in this activity are 124 elementary school teachers, composed of two (2) teachers from Key Stage 1 (Grades 1-3) and two (2) teachers from Key Stage 2 (Grades 4-6) from each district in the Schools Division of Bulacan. Participants are preferably teachers who:
 - are currently teaching English, Mathematics and Science in the elementary level;
 - demonstrate willingness to integrate innovative teaching strategies in classroom instruction;
 - have basic ICT literacy and access to digital tools and resources;
 - are involved in the development of instructional materials and learning activities; and
 - can serve as learning facilitators who will cascade the acquired knowledge and skills through Learning Action Cell (LAC) sessions, school-based INSET and other professional development activities.
7. Participants are required to bring laptop, pocket wifi and extension cords for ease during training and workshop proper. The training and workshop matrix is provided in Enclosure No. 2.
8. Meal expenses of the participants shall be charged against Division INSET Fund while their transportation expenses shall be charged against school local funds, subject to the availability of funds and the usual government accounting and auditing rules and regulations.
9. The Program Management Team listed in Enclosure No.1, shall manage the registration, program delivery, documentation, quality assurance, finance, logistics, monitoring and evaluation.
10. Attendance shall be on official time, and this Memorandum shall serve as Travel Authority for the participants listed in Enclosure No. 2.
11. 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 to Division Memorandum No. 395 s. 2026

List of Participants

No.	District/School Name	School ID	Name	Position Level (Teacher I – III, Master Teacher I – IV, Principal I – IV, Etc.)	Grade Level
EDDIS I					
Bulakan District					
1	Gen. Gregorio Del Pilar Integrated School	501633	Angelique S. Enriquez	Teacher III	Grade 1
2	Taliptip Elementary School	104783	Sharmine M. Manosca	Teacher III	Grade 3
3	Bambang Elementary School	104772	Dessa A. Molina	Teacher I	Grade 5
4	Tabang Elementary School	104782	Nerissa V. Gomez	Teacher III	Grade 4
Calumpit North District					
5	Arsenio Santos Memorial Elementary School	104803	Janamae R. Pertubal	Teacher I	Grade 1
6	F. Mendoza Memorial Es	104804	Maria Glynis M. Sunga	Teacher III	Grade 2
7	Arsenio Santos Memorial Elementary School	104803	Jasser Mark Esguerra	Teacher I	Grade 4 & 6
8	Meyto Elementary School	104813	Jean A. Mariano	Teacher I	Grade 5
Calumpit South District					
9	Balite Elementary School	104796	Rhosanette R. Manio	Teacher I	Grade 2
10	Northville 9 Elementary School	158533	Pamela M. Mangio	Teacher I	Grade 3
11	San Marcos Elementary School	104818	Florinda B. Agudera	Teacher III	Grade 4
12	Pungo Elementary School		Ian Paul R. Bautista	Teacher I	Grade 4
Hagonoy East District					
13	Hagonoy East Central School	104836	Herminia D. Angeles	Master Teacher I	Grade 3
14	Hangga Elementary School	104837	Rucel A. Maclang	Teacher III	Grade 3
15	Abulalas Elementary School	104834	Ma. Jaressa S. Raymundo	Teacher III	Grade 4
16	Hagonoy East Central School	104836	Maria Crisselle D. Santos	Teacher III	Grade 5
Hagonoy West District					
17	Sta Monica Es	104858	Anabelle C. Cabillon	Teacher III	Grade 2
18	San Pascual Es	104855	Susana C. Guanzon	Teacher III	Grade 3
19	Hagonoy West Central School	104849	Kharen Dr. Villanueva	Teacher I	Grade 2



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20	Mercado ES	104850	Tracy S. Espiritu	Teacher III	Grade 4
Paombong District					
21	Sto. Rosario Elementary School	104998	Ma. Dolores V. Dela Cruz	Teacher III	Grade 3
22	Lantad Elementary School	104989	Myralyn C. Sevilla	Teacher III	Grade 3 & 4
23	Sto. Niño Elementary School	104997	Alyssa Mae G. Reyes	Teacher I	Grade 6
24	Paombong Central School	104991	Richard S. Cruz	Master Teacher I	Grade 4
Pulilan District					
25	Marciano Del Rosario Mes	105019	Maria Julie Ann B. Ducducan	Teacher III	Grade 1
26	Pulilan Central School	105020	Al Farwane Kayte R. Flores	Teacher III	Grade 2
27	Inaon Integrated School	501660	Danmer B. Abig	Teacher III	Grade 6
28	Balatong ES	105015	Christine T. Gabriel	Teacher I	Grade 4
EDDIS II					
Bustos District					
29	Liciada Elementary School	104791	Reinalyn D. Serfa Juan	Teacher 1	Grade 1
30	Bulacan Heights Elementary School	102184	Claudine A. De Guzman	Teacher II	Grade 3
31	Camachilian Elementary School	104787	Arlene S. Ortega	Teacher III	Grade 4
32	Simplicio S. Del Rosario Mes	104793	Carl Leinard P. Guiao	Teacher I	Grade 6
Plaridel District					
33	San Jose Elementary School	105011	Joynel C. Victorio	Teacher I	Grade 3
34	Banga Elementary School	105000	Rizza Perez	Teacher III	Grade 3
35	Parulan Elementary School	105008	Jocelyn I. Javelosa	Teacher III	Grade 6
36	Plaridel Elementary School	105009	Rachel P. Mariano	Teacher II	Grade 6
EDDIS III					
DRT District					
37	Calumpit Elementary School	105071	Manuel A. Padua	Teacher I	Grade 2
38	Bayabas Elementary School	104943	Analiza B. Cruz	Teacher III	Grade 3
39	Talamsi Ii Elementary School	158519	Marjorie E. Polka	Teacher I	Grade 5 & 6
40	Kawit Elementary School	158511	Jonathan C. De Guzman	Teacher I	Grade 4
San Ildefonso North District					
41	Sta. Catalina Bata Elementary School	105043	Ara Kyla M. Estarez	Teacher I	Grade 2
42	Sta. Catalina Matanda Elementary School	105044	Rossiel I. Teodoro	Teacher III	Grade 3



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43	San Ildefonso Elementary School	105041	Marjorie V. Francisco	Teacher III	Grade 5
44	Calasag Elementary School	105033	Michael L. Macasinag	Teacher I	Grade 6
San Ildefonso South District					
45	Alagao Elementary School	105049	Judie Ann Salvador	Teacher II	Grade 2
46	Sapang Putik Elementary School	105062	Naice DC. Morales	Teacher III	Grade 3
47	Pasong Bangkal Elementary School	105059	Reynante G. Silvestre	Teacher III	Grade 6
48	Maasim Elementary School	105054	Adona P. Verdillo	Teacher I	Grade 4
San Miguel Central District					
49	Sibul ES	105087	Barcel F. Imperial	Teacher I	Grade 3
50	Tartaro ES	105090	Violeta B. Lim	Teacher III	Grade 1
51	Salacot ES	105108	Vivien R. Legaspi	Teacher II	Grade 6
52	Bantog ES	105065	Charlin M Adriano	Teacher II	Grade 6
San Miguel North District					
53	Calumpang Elementary School	105070	Joel M. Austria	Teacher I	Grade 2
54	Malibay Elementary School	105079	Liezel E. Gutierrez, PhD	Master Teacher II	Grade 3
55	Malinao Elementary School	105081	Josephine M. Bolima	Teacher II	Grade 5
56	San Miguel North Central School	105073	Marieta M. Dela Cruz	Teacher I	Grade 4 & 6
San Miguel South District					
57	San Miguel Elementary School	105111	Wenny Rose P. Concepcion	Teacher III	Grade 1
58	Mandile Integrated School	105103	Rebie M. Arcega	Teacher I	Grade 3
59	San Miguel Elementary School	105111	Rowena M. Cabrera	Teacher III	Grade 4
60	Pacalag Integrated School	105105	Rhodora D. Peregrin	Teacher I	Grade 4
San Rafael East District					
61	Pasong Callos Elementary School	105125	Edelyn T. Viñas	Teacher III	Grade 1
62	Caingin Elementary School	105115	Kisses S. Alarcon	Teacher I	Grade 3
63	Tambubong Elementary School	105137	Rhealyn G. Leaño	Teacher III	Grade 5
64	Pasong Bangkal Elementary School	105124	Rozzele Ann M. Pechardo	Teacher II	Grade 5
San Rafael West District					
65	Maguinao Elementary School	105120	Joana Marie B. Bongulto	Teacher I	Grade 1
66	Maguinao Elementary School	105120	Jovita M. Cruz	Master Teacher I	Grade 3



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67	Capihan Elementary School	105116	Joyce Ann S. Waje	Teacher I	Grade 5
68	San Roque Elementary School	105134	Cherry G. Trinidad	Teacher III	Grade 4
EDDIS IV					
Marilao North District					
69	Sta. Rosa II Elementary School	104913	Chaz Byron D. Pacubas	Teacher I	Grade 3
70	Loma De Gato Elementary School	104907	Helen E. Cutanda	Tescher III	Grade 3
71	Heritage Homes Integrated School	501634	Joebely T. Evardone	Teacher I	Grade 6
72	Sta. Rosa I Elementary School	104912	Anna Veronica Gutierrez	Teacher I	Grade 4
Marilao South District					
73	Northville Iv B Elementary School	158537	Jerwin Eileen G. Tarnate	Teacher 1	Grade 2
74	Northville Iv Elementary School	158531	Ma. Concepcion A. Parungao	Teacher I	Grade 3
75	Marilao Central Integrated School	502036	Ma. Jesusa M. Endab	Teacher I	Grade 5
76	Saog Elementary School	104911	Shiela Jane M. Francisco	Teacher I	Grade 4
Obando District					
77	Panghulo Elementary School	104966	Chona E. Timbol	Master Teacher I	Grade 3
78	Obando Central School	104964	Jackylyn H. Aguila	Teacher III	Grade 3
79	Panghulo Elementary School	104966	Liza B. Sumalinog	Teacher III	Grade 6
80	Obando Central School	104964	Karen P. Cuevas	Teacher III	Grade 5
EDDIS V					
Balagtas District					
81	Dalig Elementary School	104731	Jeniffer V. Labtic	Teacher I	Grade 2
82	Northville Vi Elementary School	104732	Donnalyn U. De Leon	Teacher III	Grade 6
83	Longos Elementary School	104733	Kristine S. Castro	Teacher III	Grade 6
84	Balagtas Central School	104728	Jeriel S. Hipolito	Teacher I	Grade 6
Bocaue District					
85	Tambubong Elementary School	104770	Mae E. Angelo	Teacher I	Grade 2
86	Bolakan Elementary School	158518	Winchell T. Pauligue	Teacher II	Grade 3
87	Taal Elementary School	104769	Haydee N. Mata	Teacher II	Grade 6
88	Batia Elementary School	104762	Jhamille B. Mendoza	Teacher III	Grade 5
Guiguinto District					
89	Tabe Elementary School	104831	Olly Rose V. Cepillo	Teacher I	Grade 1
90	Tiaong Elementary School	104832	Marites J. Sillano	Teacher II	Grade 3



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91	Tabang Elementary School	104830	Angelica C. Dionisio	Master Teacher I	Grade 5
92	Sta. Cruz ES	104828	Michelle S. Sibulo	Teacher III	Grade 6
Pandi North District					
93	Mapulang Lupa Elementary School	104980	Judy Ann Basallote	Teacher III	Grade 1
94	Mamerto C. Bernardo Memorial Central School	104976	Juliefe M. Prolles	Teacher I	Grade 3
95	Pinagkuartelan Integrated School	502382	Froy Joe L. Barrera II	Teacher I	Grade 6
96	Pandi Residences Elementary School	158539	Claudine C. Ramos	Teacher III	Grade 4
Pandi South District					
97	San Isidro Labrador Es	137359	Richelle G. Silvestre	Teacher I	Grade 2
98	Bunsuran Elementary School	104972	May T. Guising	Teacher III	Grade 1
99	San Antonio Abad Elementary School	158545	Jasmin R. Cervantes	Teacher I	Grade 6
100	Pandi Heights Integrated School	505958	Jake Robin S. Calatin	Teacher I	Grade 5
EDDIS VI					
Angat District					
101	Teodoso R. Manuel Elementary School	104717	Shiela Mari C. Lurido	Teacher I	Grade 1
102	Don Pablo Amisola Memorial School	104716	Maria Liza R. Juliano	Teacher III	Grade 3
103	Osias M. Esteban Elementary School	104723	Realiza DR. Planzar	Teacher III	Grade 6
104	Matias A. Fernando Memorial School	104710	Lady Queen O. Mangulabnan	Teacher I	Grade 4 & 5
Norzagaray East District					
105	Ipo Elementary School	104948	Angelou M. Casimiro	Teacher I	Grade 3
106	Padling Elementary School	104954	Laura P. Bernabe	Teacher III	Grade 3
107	Bigte Elementary School	158532	Hannah Jane T. Reyes	Teacher I	Grade 4
108	Apugan Elementary School	104939	Jenelyn N. Mariano	Teacher III	Grade 5
Norzagaray West District					
109	Norzagaray Elementary School	104952	Marylin May G. Evangelista	Teacher I	Grade 3
110	North Hills Village Elementary School	104951	Nhorwyn Rose Anne O. Estrella	Teacher I	Grade 3
111	F.V.R Phase 2 Elementary School	158516	Joy Christine C. Brusola	Teacher I	Grade 6
112	Luis Gravador Elementary School	104960	Christine Joy S. Mandalones	Teacher I	Grade 6
Sta. Maria Central District					
113	St. Mary Village Elementary School	158535	Joan S. Buenaventura	Master Teacher I	Grade 2
114	Sta. Cruz Elementary School	105167	Francheska Marie N. Ygrobay	Master Teacher I	Grade 3



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115	Sta. Maria Elementary School	105168	Jhillan T. Mendoza	Teacher I	Grade 4
116	Sta. Cruz Elementary School	105167	Evangeline R. Balajadia	Teacher III	Grade 4
Sta. Maria East District					
117	Bagaguin Elementary School	105140	Elisa J. De Silva	Master Teacher II	Grade 3
118	Camangyanan Elementary School	105146	Maribel N. Porciuncula	Teacher II	Grade 2
119	Tumana Elementary School	105170	Angelette Celestino	Teacher I	Grade 5
120	Bagbaguin Elementaryn School	105140	Mirasol V. Rojo	Master Teacher I	Grade 5
Sta. Maria West District					
121	Cornelia M. De Jesus Memorial Central School	105144	Melliesa P. Villanueva	Teacher II	Grade 2
122	Balasing Elementary School	105141	Judy Mae M. Mendiola	Teacher I	Grade 2
123	Mag-asawang Sapa Elementary School	105156	Allan C. Abad	Teacher I	Grade 6
124	Cay Pombo Elementary School	105147	Mary Jane C. Dizon	Teacher I	Grade 4

List of Program Management Team

PD Program Management Team	Name
a. Program Manager	William C. Ortega PSDS, Pulilan District
b. Learning Manager	Daniel V. Ortega, EdD PSDS, San Ildefonso South District Marissa V. Ortega PSDS, San Rafael East Joel I. Vasallo, PhD DEPS, TLE
c. Resource Speaker/Subject Matter Expert	Leonardo S. Amarila Head Teacher III, Balatong B Elementary School, Pulilan District Enrique Rigor Flores Principal I, Sta. Ines Elementary School, Bulakan District Nica Marie B. Magisa Principal I, Heritage Homes Integrated School, Marilao North District Jay-arr C. Tayao, LPT, DBA, EdD Education Program Supervisor, SGOD Marco Paolo M. Victoriano Division Information Technology Officer I



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d. M&E Coordinator	Ma. Lourdes J. Patag Senior Education Program Specialist
e. Documenter	Niña Judith G. Reyes Project Development Officer I, Pulilan District
f. Secretariat	Mary Joyce M. Pineda Administrative Officer II, Tabon Elementary School, Pulilan District Caesar C. De Juan Administrative Officer II, Marciano Del Rosario Memorial Elementary School, Pulilan District
g. Welfare Officer	SDO Nurse
h. Logistics Officer	Merica Riza Z. Ignacio Administrative Officer II, Segundo Esguerra Sr. Memorial Elementary School, Pulilan District
i. Finance Officer	Alvin V. Suriben Budget Officer



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Enclosure No. 2 to Division Memorandum No. 396 s. 2026

Training and Workshop Matrix

Date: September 9-11, 2026

Venue: Villa Emmanuela Wavepool Resort, Poblacion, Plaridel, Bulacan

DAY 1 (September 9, 2026)		
Time	Activity/Topic	Person In-Charge/Resource Speaker
8:00 AM – 8:15 AM	Registration	PMT
8:16 AM – 8:30 AM	Preliminaries:	
	National Anthem	AVP
	Opening Prayer	
	Bagong Pilipinas Hymn	
	DepEd Bulacan March	
	Acknowledgement of Attendees	Program Facilitator
	Inspirational Message	Cecilia E. Valderama, PhD, CESO VI Schools Division Superintendent
	Statement of Purpose	Cecilia S. Custodio, PhD CID, Chief
8:31 AM – 8:40 AM	Introduction of the Resource Person	William C. Ortega Public Schools District Supervisor, Pulilan District
	Training and Workshop Overview	
8:41 AM – 9:40 AM	Session 1: Introduction to Game-Based Learning and Gamification	Joel I. Vasallo, PhD Division Education Program Supervisor, TLE
9:41 AM – 9:55 AM	Health Break	
9:56 AM – 11:00 AM	Session 2: Theories and Principles of Game-Based Learning	Leonardo S. Amarila Head Teacher III, Balatong B Elementary School, Pulilan District
	Session 3: Gamification Strategies for Pupil Engagement	Marco Paolo M. Victoriano Information Technology Officer I, SDO Bulacan
12:01 NN – 1:00 PM	Lunch Break	
1:01 PM – 2:00 PM	Session 4: Motivation and Engagement through Play	Jay-Arr C. Tayao, LPT, DBA, EdD Education Program Supervisor, SGOD



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2:01 PM – 3:00 PM	Session 5: Frameworks for Designing Game-Based Learning and Gamification	Enrique Rigor Flores Principal I, Sta. Ines Elementary School, Bulacan District
3:01 PM – 3:15 PM	Health Break	
3:16 PM – 4:20 PM	Session 6: Introduction to Tools and Platforms	Nica Marie B. Magisa Principal I, Heritage Homes Integrated School, Marilao North District
4:21 PM – 5:00 PM	Reflection and Group Sharing	Program Facilitator/Resource Persons

DAY 2

(September 10, 2026)

MOL: EDDIS 1 & 2 (Group 1)

Time	Activity/Topic	Person In-Charge/Resource Speaker
8:00 AM – 8:15 AM	Registration	PMT
8:16 AM – 8:30 AM	Preliminaries	AVP
8:31 AM – 8:40 AM	Energizer and Recap	Program Facilitator
8:40 AM – 9:10 AM	Workshop Orientation	Resource Persons
9:11 AM – 10:15 AM	Session 7: Analyzing Learning Competencies for Game-Based Learning	Resource Persons
10:16 AM – 10:30 AM	Health Break	
10:31 AM – 12:00 PM	Workshop Activity 7.1: Designing Game-Based and Gamified Lesson Activities (Part I)	Resource Persons
12:01 PM – 1:00 PM	Lunch Break	
1:01 PM – 2:30 PM	Workshop Activity 7.2: Designing Game-Based and Gamified Lesson Activities (Part II)	Resource Persons
2:31 PM – 3:30 PM	Session 8: Integration of Digital Tools and Platforms	Resource Persons
3:31 PM – 3:40 PM	Health Break	
3:41 PM – 4:40 PM	Session 8.1: Refinement and Finalization of Outputs	Resource Persons
4:41 PM – 5:00 PM	Reflection and Group Sharing	Program Facilitator/Resource Persons



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DAY 3 (September 11, 2026)		
MOL: EDDIS 3 & 4 (Group 2)		
CLOSING: EDDIS 5 & 6 (Group 3)		
Time	Activity/Topic	Person In-Charge/Resource Speaker
8:00 AM – 8:30 AM	Registration	PMT
8:31 AM – 8:45 AM	Preliminaries	AVP
8:46 AM – 8:50 AM	Energizer and Recap	Program Facilitator
8:51 AM – 9:30 AM	Session 9: Presentation Guidelines and Mechanics	Resource Persons
9:31 AM – 9:45 AM	Health Break	
9:46 AM – 12:00 PM	Workshop Activity 9.1: Workshop Preparation and Finalization of Outputs	Program Facilitator/ Resource Persons
12:01 PM – 1:00 PM	Lunch Break	
1:01 PM – 3:00 PM	Session 10: Presentation of Outputs and Feedback	Program Facilitator/ Resource Persons
3:01 PM – 3:30 PM	Synthesis of Learning and Key Takeaways	Program Facilitator
3:31 PM – 3:45 PM	Health Break	
3:46 PM – 4:15 PM	Evaluation and Reflection	Program Facilitator
4:16 PM – 4:30 PM	Closing Program	EDDIS 5 & 6 (Group 3)
4:31 PM – 5:00 PM	Awarding of Certificates	PMT