



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

September 01, 2026

DIVISION MEMORANDUM

No. 292, s. 2026

**ENHANCING COMPETENCE AND READINESS OF NEWLY HIRED ALS
SHS TEACHERS**

To: Assistant Schools Division Superintendents
CID Chief
Education Program Supervisor-Inclusive Education
Public Schools District Supervisors
Education Program Specialists II
ALS SHS Focal Persons and Teachers
All Others Concerned

1. In line with the provisions of Republic Act No. 11510 (The ALS Act) and the national standards institutionalized under DepEd Order No. 001, s. 2026 (Implementing Guidelines of the Enhanced Alternative Learning System), the DepEd Schools Division Office of Bulacan, through the Curriculum Implementation Division (CID), announces the conduct of the Enhancing Competence and Readiness of Newly Hired ALS SHS Teachers on September 7-8, 2026 at the Lian Gwen Pavilion, City of Malolos, Bulacan and on September 9, 2026, via an online session. The virtual platform link will be forwarded directly to the official ALS SHS group chat.
2. This training aims to enable participants to:
 - 2.1 demonstrate understanding of the ALS SHS Program, including its mandate, goals, structure, DepEd policies, teacher standards, and professional ethics in the delivery of quality education;
 - 2.2 apply learner-centered, inclusive, and flexible teaching strategies by preparing contextualized lesson plans, instructional materials, and appropriate assessment and monitoring tools aligned with the ALS SHS curriculum; and
 - 2.3 strengthen classroom implementation practices through effective classroom management, learner engagement strategies, and the development of action plans that support continuous professional growth.



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

3. Expenses for meals, snacks, and other incidental costs related to the conduct of the training shall be charged to ALS Program Support Funds. Travel and other incidental expenses of the participants shall be charged to school MOOE, Special Education Funds (SEF), and other local funds subject to the usual accounting and auditing rules and procedures.
4. The following enclosures shall guide and be utilized in this activity:
 - 4.1 Enclosure No. 1 - Training Matrix
 - 4.2 Enclosure No. 2 - List of Participants
 - 4.3 Enclosure No. 3 - Members of the TWG and Resource Persons
5. This Memorandum shall serve as travel authority of all concerned personnel.
6. Immediate dissemination of this Memorandum is desired.


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



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

Enclosure No. 1 to Division Memorandum No. *397*, s. 2026

TRAINING MATRIX

Day 1- September 7, 2026		
Time	Topic	In-Charge/Resource Speaker
7:30AM-8:30AM	Registration of Participants	TWG
8:30AM-9:00AM	Opening Program	TWG
9:00AM-9:20AM	Training Overview	Agnes R. Bernardo, PhD EPS-Inclusive Education
9:20AM-10:20AM	DepEd Order No. 001, s. 2026 and ALS Updates ALS Teachers' Duties and Responsibilities	Agnes R. Bernardo, PhD EPS-Inclusive Education
10:20AM-12:00NN	Strengthened Senior High School Program, New Policies, and Updates	Joel I. Vasallo, PhD EPS-EPP, TLE, TVL, SHS
12:00NN-1:00PM	LUNCH BREAK	
1:00PM-2:00PM	Advocacy and Social Mobilization	Armando M. Nabong, Jr. EPS II-ALS
2:00PM-2:30PM	Mapping of Prospective ALS SHS Learners	Shiela Marie F. Castillo, PhD EPS II-ALS
3:20PM-4:30PM	LIS and ALS Forms	Mylene E. Isidro EPS II-ALS
4:30PM-5:00PM	FAQs	ALL
Day 2- September 8, 2026		
Time	Topic	In-Charge/Resource Speaker
8:00AM-8:30AM	Registration of Participants	TWG
8:30AM-9:00AM	ALS SHS Learning Resources	Carlito C. Bernil, Jr., PhD EPS II-ALS
9:00AM-12:00NN	ILAW Lesson Plan and Crafting	Agnes C. Tadeo HT 6, ALS SHS Focal Person GNVHS



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

12:00NN-1:00PM	LUNCH BREAK	
1:00PM-2:30PM	Presentation of ILAW Lesson Plans	Agnes C. Tadeo HT 6, ALS SHS Focal Person GNVHS
2:30PM-3:00PM	Teachers' Ethics	Edgardo C. Macarasig EPS II-ALS
3:00PM-3:30PM	FAQs	ALL
3:30PM-4:30PM	Closing	
Day 3- September 9, 2026 (Online)		
Time	Topic	In-Charge/Resource Speaker
8:00AM-8:30AM	Registration of Participants (Google Form)	TWG
8:30AM-9:20AM	Session 1: FELP 101 (Rationale & Framework)-Financial education Course and Session 2: FELP Course Elements (Design, FC & LCKs)	Agnes R. Bernardo, PhD EPS-Inclusive Education
9:20AM-10:10AM	Session 3: FELP Financial Education Course and Session 4: FELP Implementation Plan and Micro-Certification and crafting of Action Plan	Shiela Marie F. Castillo, PhD EPS II-ALS
10:10AM-11:00AM	Session 5: CK1 - Introduction to Personal Finance and Session: 6 - Managing Income	Armando M. Nabong, Jr. EPS II-ALS
11:00AM-12:00NN	Session 7: CK3 – Saving and Session 8: CK4 - Spending and Budgeting	Mylene E. Isidro EPS II-ALS
12:00NN-1:00PM	LUNCH BREAK	
1:00PM-2:00PM	Session 9: CK5 – Borrowing and Session 10: CK6 - Investing	Edgardo C. Macarasig EPS II-ALS
2:00PM-3:00PM	Session 11: CK7 - Protecting Your Finances and Session 12: CK8 - Financial Planning	Carlito C. Bernil, Jr., PhD EPS II-ALS

Shiel



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

3:00PM-4:00PM	Session 12: CK8 - Financial Planning, Session 14: Instructional Strategies Session 15: Contextualization	Shiela Marie F. Castillo, PhD EPS II-ALS
4:00PM-4:30PM	FAQs	ALL
4:30PM-5:00PM	Closing Program	

LIST OF PARTICIPANTS

No.	Name	Designation	School/Office
1	AIRA MAY P. MENDOZA	Teacher I	San Francisco Xavier HS
2	Deniel R. Santos	Teacher 1	Calumpit National HS
3	JOSEPH BINGBONG M. GUTIERREZ	Teacher I	Frances National High School
4	RIC JAYSON B. PATRIARCA	Teacher I	Ramona S. Trillana HS
5	MELANIE F. SALAMAT	Teacher I	Sta. Monica HS
6	Jelito L. Caliora	Teacher I	San Roque NHS
7	MARICEL SP. GERONIMO	Teacher II	Bajet Castillo HS
8	DIETHER E. ANTONIO	Teacher I	Guiguinto National Vocational HS
9	KEZIA GRACE JOY R. BURGOS	Teacher I	Guiguinto National Vocational HS
10	MARYCRIS P. FERMALINO	Teacher II	Guiguinto National Vocational HS
11	LOURDES C. RIFOL	Teacher I	Iluminada Roxas-Mendoza MHS
12	ANGELINA JOLEE F. PUATU	ALS Teacher I	Lolomboy NHS
13	BERNARD LUIS M. PANTOJA	Teacher I	Aguinaldo NHS
14	AHLVERN JOHN SANCHEZ	Teacher I	Taal High School
15	MARK JOSEPH B. TAYAO	ALS SHS Teacher I	San Rafael National Trade School
16	DIANNE FRITZIE P. RIOGELON	Teacher I	Carlos F. Gonzales High School
17	ROSALINDA M. FAJARDO	Teacher I	San Ildefonso National High School
18	MANUEL V. LEUTERIO	Teacher I	Akle High School
19	JENILLA MARIE R. SINAGUINAN	Teacher I	Vedasto R. Santiago High School
20	Dallen R. Etang	Teacher I	Prenza National Highschool
21	VIVIAN S. CRUZ	Teacher I	San Miguel National High School
22	MENARD P. STA. MARIA	Teacher I	San Miguel National High School
23	CARLO G. BERNABE		President Diosdado Macapagal HS
24	MA. ROMELIA D. MILITSALA	TEACHER I	Obando School of Fisheries
25	IVAN V. SAN BUENAVENTURA	TEACHER I	Virginia Ramirez-Cruz NHS
26	MICHELLE MUNOZ	ALS VOLUNTEER	Parada National High School
27	MARIA CIELO G. FERNANDO	TEACHER I	Parada National High School
28	EDERLYN CLAUDETTE C. ALCAÑICES	ALS TEACHER I	Fortunato F. Halili National Agricultural School
29	SHEILLA MARIE SJ. LIBUNGAN	ALS TEACHER I	Sta. Maria National High School
30	HAZEL LOHRIZ DS. DELA CRUZ	ALS TEACHER I	Pulong Buhangin National High School
31	REBECCA C. BARRUN	ALS FOCAL PERSON/ ALS TEACHER I	Julian B. Sumbillo High School
32	ABEL G. VILLAREAL	ALS Teacher I	Minuyan National High School
33	ANGELYN S. RAYO	ALS Teacher I	Norzagaray National High School
34	ANGELA PAULINE C. ESTEBAN	ALS TEACHER I	Senior High School Within Luis Gravador ES
35	JULIUS P. SARMIENTO	ALS FOCAL PERSON/ ALS TEACHER I	North Hills Village High School

36	DESIRIE M. ABANDO	ALS TEACHER 1	Laura De Leon Halili High School
37	LUIGI C. LOPEZ	ALS TEACHER I	Jose J. Mariano Memorial High School
38	Ma. Claudine B. Gimeno	TEACHER I	Sta. Cruz High School
39	ALBERT C. CRUZ	ALS TEACHER I	Iba National High School
40	ANDREA ESTILLERO-GALED0	ALS TEACHER I	Tiaong National High School
41	CAMILLE B. BELLO	TEACHER I	AFG Bernardiono Memorial Trade School
42	CHARLENE M. CAAYOHAN	ALS TEACHER I	Bunsuran National High School
43	RACHAEL B. DE LEON	ALS Teacher I	Masagana High School
44	KENNETH C. TALONDATA	ALS Teacher I	Sta. Peregrina High School
45	ABEGAIL DC. BAUTISTA	ALS Teacher I	Binagbag National High School
46	AL S. TAGUDAN	ALS Coordinator/SHS Teacher I	National Power Corporation HS
47	MARK ANGELO DC, RAMOS	ALS TEACHER I	Cambaog High School
48	MARY GRACE REYES	ALS Teacher	Gloria Esguerra T.S Pereña NHS (Dampol 2nd High School)
49	KAYE ASHLEY DC. BACLAY	ALS Teacher I	Talbak High School
50	MA CECILIA M. LIM	SHS ALS Teacher III	Banga High School
51	EDWARD JOHN I, VENTURA	Teacher I	San Pedro National High School
52	ROSAL L. DAYAO	Teacher I	Balagtas National Agricultural High School
53	MARIPOSA R, MABALOT	Teacher 1	Angat National High School
54	JEMIMAH MICAH LUMBANG	ALS Focal Person/Teacher I	Kapitangan National High Shool
55	ANGELO Y. COLOMA	ALS Focal Person/Teacher I	Romeo Acuna Santos
56	CHARLENE M. CAAYOHAN	ALS Teacher 1	Bunsuran National High School
57	MARC LUWI F. ICASIANO	ALS Teacher	Prenza National Highschool
58	RECHELLE G. LIMPAHAN	ALS Teacher	Prenza National Highschool
59	ANA CAMILLE B. RAMILO	Teacher 1	Prenza National High School
60	Rolando DC. Agustin	ASP/SHS Focal	Ramona S. Trillana HS
61	Trixia Ann P. Hernandez	ALS Literacy Volunteer	Pulong Buhangin National High School
62	Rodolfo R. Turo Jr.	Teacher III- LV	North Hills Village High School
63	Patricia Anne Mangubat	Teacher I	Pulong Buhangin National High School
64	Gwenealle Luine Sagun	SST 1	Pulong Buhangin National High School
65	Dapnie Marie D. Nilo	ALS SHS Volunteer	Parada National High School
66	Bonifacio F. Nacional, Jr.	ALS SHS Volunteer	Parada National High School
67	John Novie D. Capistrano	ALS SHS Volunteer	Guiguinto National Vocational HS
68	Jayson DR. Palisoc	ALS SHS Volunteer	Guiguinto National Vocational HS
69	Novea B. Badillo	ALS SHS Volunteer	Guiguinto National Vocational HS
70	Nerlyn Francisco	ALS SHS Volunteer	Cambaog High School

71	DIVINA GRACIA B. AGBAYANI	SHS ALS FOCAL PERSON/Teacher I	San Francisco Xavier HS
72	Irene O. Manumbas	SHS ALS FOCAL PERSON	Calumpit National HS
73	George C. Mapilisan	Focal Person/Teacher V	Frances National HS
74	ROSEMARIE R. FABIAN	SHS ALS FOCAL PERSON	Ramona S. Trillana HS
75	ANTHONY A. TALLARA	SHS ALS FOCAL PERSON	Sta. Monica HS
76	Sheryll C. Corales	SHS ALS FOCAL PERSON	San Roque NHS
77	DOROTHY L. ROXAS	SHS ALS Focal Person	Bajet Castillo HS
78	Maria Melba Dela Cruz	Teacher I	FC Lipana
79	L.A. R. ENCARGUEZ	TEACHER I	Illuminada Roxas-Mendoza MHS
80	JENNET PELAGIO	ALS SHS FOCAL PERSON	Lolomboy NHS
81	RIVEN JULI C. DE GUZMAN	Focal Person / Teacher I	Aguinaldo NHS
82	ALLEM CLARISSE G. MANATO	TEACHER I	Taal High School
83	ROWENA R. VENTURA	TEACHER III	San Rafael National Trade School
84	EFREN C. BALMEO	ALS SHS TEACHER I	Carlos F. Gonzales High School
85	JONALYN T. VALMEO	ALS SHS TEACHER I	San Ildefonso National High School
86	MIGUELITO E. PINEDA	ALS FOCAL / TEACHER II	Vedasto R. Santiago High School
87	Arjay C. Hermino	TEACHER I	Prenza National HS
88	CRISTINA M. SEBASTIAN	TEACHER I	San Miguel National High School
89	Renita P. Bernal	Teacher I	President Diosdado Macapagal HS
90	CLIFFORD T. SINSUAN	HEAD TEACHER III	Obando School of Fisheries
91	TERESITA D. SANTIAGO	TEACHER II / ALS SHS FOCAL PERSON	Virginia Ramirez-Cruz National High School
92	MARICAR B. DELA CRUZ	TEACHER I	Parada National High School
93	LIEZEL F. SANTOS	TEACHER III	Fortunato F. Halili NAS
94	JANETH G. CONCEPCION	MASTER TEACHER III	Sta. Maria National High School
95	LOIDA A. TUTOR	TEACHER II	Pulong Buhangin National HS
96	JENELLY R. SANTOS	SHS TEACHER II	Julian B. Sumbillo High School
97	LARRY G. SALAZAR	TEACHER III	Minuyan National High School
98	BABY JERYN C. MARCEL	TEACHER III	Norzagaray National High School
99	Richelle B. Daos	TEACHER III	Senior High School Within Luis Gravador ES
100	ARTHUR S. VITALES	ALS TEACHER 1	North Hills Village High School
101	MARIA JASMIN MAHA V. ENRIQUEZ	SHS FOCAL PERSON	Laura De Leon Halili High School
102	MA. CECILIA T. AMANINCHE	TEACHER II	Jose J. Mariano Memorial High School
103	Rubina P. Maliclic	TEACHER I	Sta. Cruz High School
104	MARICEL S. TOLENTINO	TEACHER II	Iba National High School

105	CHRISTINE G. MARQUEZ	ALS SHS FOCAL PERSON/ SHS TEACHER II	Tiaong National High School
106	ANNE PAMELA S. ETI	TEACHER I	AFG Bernardiono Memorial Trade School
107	MARRY ROSE N. UBALDO	TEACHER III	Bunsuran National High School
108	BERNARDITA S. CRUZ	ALS SHS FOCAL PERSON/SHS TEACHER VI	Masagana High School
109	LEAH R. JOSON	ALS SHS FOCAL PERSON	Sta. Peregrina High School
110	Shiela Marie N. Batulan	Teacher II	Binagbag National High School
111	JULIOS C. CEBUALA	VOLUNTEER/SHS Teacher I	National Power Corporation HS
112	Annalyn R. Recto	ALS Focal Person/Teacher II	Cambaog High School
113	JOAN Q. SOLAYAO	ALS Focal Person	Gloria Esguerra T.S Pereña NHS (Dampol 2nd High School)
114	Ronnel V. Hernandez	SHS Teacher I	Talbak High School
115	Irene Sapasap	ALS SHS Teacher/Teacher II	Banga High School
116	Aiza B. Santos	ALS SHS FOCAL PERSON/ ALS TEACHER	San Pedro National High School
117	MARIA ANABEL C. MORELOS	ALS SHS FOCAL PERSON/ TEACHER I	Balagtas National Agricultural HS
118	Cecilia M. Dionisio	SHS FOCAL PERSON/ Teacher III	Angat National High School
119	MA. MARICRIS G. SALAMAT	Teacher II	Kapitangan National HS
120	JESSA EBANIN	Teacher I	Romeo Acuna Santos
121	Marry Rose N. Ubaldo	SHS Teacher III	Bunsuran National High School
122	Stephanie Luag	Nurse	SDO-Bulacan
123	Chester FERNandez	Dentist	
124	Jayson Diaz	Teacher II	Tiaong NHS
125	Renita P. Bernal	Teacher I	PDPMMHS
126	Ma. Teresa DG Hermogenes	Teacher III	FFNAS
127	Dexter Mariano	Teacher I	Sta. Cruz
128	HERSHEY G. DELA GANAR	ALS LITERACY VOLUNTEER	MATIAS A. FERNANDO MS/ ANGAT DISTRICT
129	RHONALYN A. MONILLA	ALS LITERACY VOLUNTEER	NORZAGARAY ELEMENTARY SCHOOL/NORZAGARAY WEST
130	Adrian R. Fuerte	ALS LITERACY VOLUNTEER	CALUMPIT NORTH
131	Alma Q. Reyes	ALS LITERACY VOLUNTEER	CALUMPIT NORTH
132	Christina R. De Belen	ALS LITERACY VOLUNTEER	CALUMPIT SOUTH

133	Cyril Nino D. Santos	ALS LITERACY VOLUNTEER	PULILAN
134	Eugene Charlene R. Santos	ALS LITERACY VOLUNTEER	PULILAN
135	Catherine J. Reyes	ALS LITERACY VOLUNTEER	BUSTOS
136	Arwynn E. Legaspi	ALS Literacy Volunteer	Norzagaray East
137	Jennifer Arevalo	ALS LITERACY VOLUNTEER	Sta. Maria Central
138	Jecamia G. Guevarra	ALS LITERACY VOLUNTEER	Sta. Maria West



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

Enclosure No. 3 to Division Memorandum No. **397**, s. 2026

RESOURCE PERSONS AND MEMBERS OF THE TECHNICAL WORKING GROUP

Agnes R. Bernardo, PhD – Education Program Supervisor (Inclusive Education)
Joel I. Vasallo, PhD - Education Program Supervisor (EPP, TLE, TVL, SHS)
Shiela Marie F. Castillo, PhD – Education Program Specialist II for ALS
Armando M. Nabong, Jr. – Education Program Specialist II for ALS
Carlito C. Bernil, Jr., PhD – Education Program Specialist II for ALS
Edgardo C. Macarasig – Education Program Specialist II for ALS
Mylene E. Isidro – Education Program Specialist II for ALS
Agnes C. Tadeo - HT 6, ALS SHS Focal Person GNVHS
Eugene Y Sumalbag – Jail Officer, BJMP Sta. Maria
Nurses (2) – DepEd SDO Bulacan
M&E (1) - DepEd SDO Bulacan