



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.



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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



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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



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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

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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	



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Enclosure No. 2 to Division Memorandum No. **397**, s. 2026

PARTICIPANTS

ALS SHS REGULAR PERMANENT			
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	George C. Mapilisan	Focal Person/Teacher V	Frances National HS
4	ROSEMARIE R. FABIAN	Teacher I	Ramona S. Trillana HS
5	RIC JAYSON B. PATRIARCA	Teacher I	Ramona S. Trillana HS
6	MELANIE F. SALAMAT	Teacher I	Sta. Monica HS
7	Jelito L. Caliora	Teacher I	San Roque NHS
8	MARICEL SP. GERONIMO	Teacher II	Bajet Castillo HS
9	DIETHER E. ANTONIO	Teacher I	Guiguinto National Vocational HS
10	KEZIA GRACE JOY R. BURGOS	Teacher I	Guiguinto National Vocational HS
11	MARYCRIS P. FERMALINO	Teacher II	Guiguinto National Vocational HS
12	LOURDES C. RIFOL	Teacher I	Iluminada Roxas-Mendoza MHS
13	ANGELINA JOLEE F. PUATU	ALS Teacher I	Lolomboy NHS
14	RIVEN JULI C. DE GUZMAN		Aguinaldo NHS
15	BERNARD LUIS M. PANTOJA	Teacher I	Aguinaldo NHS
16	AHLVERN JOHN SANCHEZ	Teacher I	Taal High School
17	MARK JOSEPH B. TAYAO	ALS SHS Teacher I	San Rafael National Trade School
18	DIANNE FRITZIE P. RIOGELON	Teacher I	Carlos F. Gonzales High School
19	ROSALINDA M. FAJARDO	Teacher I	San Ildefonso National High School
20	MANUEL V. LEUTERIO	Teacher I	Akle High School
21	MIGUELITO E. PINEDA		Vedasto R. Santiago High School
22	Dallen R. Etang	Teacher I	Prenza National Highschool



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23	VIVIAN S. CRUZ	Teacher I	San Miguel National High School
24	CARLO G. BERNABE		President Diosdado Macapagal HS
25	MA. ROMELIA D. MILITSALA	TEACHER I	Obando School of Fisheries
26	IVAN V. SAN BUENAVENTURA	TEACHER I	Virginia Ramirez-Cruz National High School
27	MARICAR B. DELA CRUZ	TEACHER I	Parada National High School
28	MARIA CIELO G. FERNANDO	TEACHER I	Parada National High School
29	EDERLYN CLAUDETTE C. ALCAÑICES	ALS TEACHER I	Fortunato F. Halili National Agricultural School
30	SHEILLA MARIE SJ. LIBUNGAN	ALS TEACHER I	Sta. Maria National High School
31	HAZEL LOHRIZ DS. DELA CRUZ	ALS TEACHER I	Pulong Buhangin National High School
32	REBECCA C. BARRUN	ALS FOCAL PERSON/ ALS TEACHER I	Julian B. Sumbillo High School
33	ABEL G. VILLAREAL	ALS Teacher I	Minuyan National High School
34	ANGELYN S. RAYO	ALS Teacher I	Norzagaray National High School
35	ANGELA PAULINE C. ESTEBAN	ALS TEACHER I	Senior High School Within Luis Gravador ES
36	JULIUS P. SARMIENTO	ALS FOCAL PERSON/ ALS TEACHER I	North Hills Village High School
37	DESIRIE M. ABANDO	ALS TEACHER 1	Laura De Leon Halili High School
38	LUIGI C. LOPEZ		Jose J. Mariano Memorial High School
39	DHAPNEE DR. DE JESUS	ALS TEACHER I	Sta. Cruz High School
40	ALBERT C. CRUZ	ALS TEACHER I	Iba National High School
40	ANDREA ESTILLERO-GALEDON	ALS TEACHER I	Tiaong National High School
41	CAMILLE B. BELLO	TEACHER I	AFG Bernardiono Memorial Trade School
42	CHARLENE M. CAAYOHAN		Bunsuran National High School
43	RACHAEL B. DE LEON	ALS Teacher I	Masagana High School



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44	KENNETH C. TALONDATA	ALS Teacher I	Sta. Peregrina High School
45	ABEGAIL DC. BAUTISTA		Binagbag National High School
46	AL S. TAGUDAN	ALS Coordinator/SHS Teacher I	National Power Corporation HS
47	MARK ANGELO DC, RAMOS	ALS TECHER I	Cambaog High School
48	JOAN Q. SOLAYAO	ALS Focal Person/Teacher III	Gloria Esguerra T.S Pereña NHS (Dampol 2nd High School)
49	KAYE ASHLEY DC. BACLAY	ALS Teacher I	Talbak High School
50			Partida High School
51	MA. CECILIA M. LIM	SHS ALS Teacher III	Banga High School
52	EDWARD JOHN I, VENTURA	Teacher I	San Pedro National High School
53	ROSAL L. DAYAO	Teacher I	Balagtas National Agricultural High School
54	MARIPOSA R, MABALOT	Teacher 1	Angat National High School
55	JEMIMAH MICAH LUMBANG	ALS Focal Person/Teacher I	Kapitangan National High Shool
56	ANGELO Y. COLOMA	ALS Focal Person/Teacher I	Romeo Acuna Santos
57	JOSEPH BINGBONG M. GUTIERREZ	ALS Teacher I	Frances National High School
58	MENARD P. STA. MARIA	Teacher I	San Miguel National High School
59	JENILLA MARIE SINAGUINAN	Teacher I	Vedasto R. Santiago High School
60	CHARLENE M. CAAYOHAN	ALS Teacher 1	Bunsuran National High School
61	RIVEN JULI C. DE GUZMAN	ALS Focal person/ Teacher O	Aguinaldo J. Santos National High School



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ALS SHS FOCAL PERSON			
No.	Name	Designation	School/Office
1	DIVINA GRACIA B. AGBAYANI	SHS ALS FOCAL PERSON/Teacher I	San Francisco Xavier HS
2	ROSEMARIE R. FABIAN	SHS ALS FOCAL PERSON	Ramona S. Trillana HS
3	ANTHONY A. TALLARA	SHS ALS FOCAL PERSON	Sta. Monica HS
4	Sheryll C. Corales	SHS ALS FOCAL PERSON	San Roque NHS
5	DOROTHY L. ROXAS	SHS ALS Focal Person	Bajet Castillo HS
6	L.A. R. ENCARGUEZ	TEACHER I / ALS-SHS FOCAL PERSON	Illuminada Roxas-Mendoza MHS
7	JENNET PELAGIO	ALS SHS FOCAL PERSON	Lolomboy NHS
8	ALLEM CLARISSE G. MANATO	ALS SHS TEACHER/ ALS FOCAL PERSON / TEACHER I	Taal High School
9	ROWENA R. VENTURA	ALS SHS TEACHER III	San Rafael National Trade School
10	EFREN C. BALMEO	ALS SHS TEACHER I	Carlos F. Gonzales High School
11	JONALYN T. VALMEO	ALS SHS TEACHER I	San Ildefonso National High School
12	Arjay C. Hermينو	Teacher I/ALS Coordinator	Prenza National HS
13	CRISTIINA M. SEBASTIAN	ALS SHS TEACHER/ALS FOCAL PERSON	San Miguel National High School
14	CLIFFORD T. SINSUAN	HEAD TEACHER III	Obando School of Fisheries
15	TERESITA D. SANTIAGO	TEACHER II	Virginia Ramirez-Cruz National High School
16	PAULA ERICKA JOYCE ROXAS	TEACHER II/ALS -SHS FOCAL PERSON	Parada National High School
17	MICHELLE MUNOZ	ALS VOLUNTEER	Parada National High School
18	LIEZEL F. SANTOS	ALS-SHS FOCAL PERSON / TEACHER III	Fortunato F. Halili National Agricultural School
19	JANETH G. CONCEPCION	MASTER TEACHER III	Sta. Maria National High School
20	LOIDA A. TUTOR	ALS FOCAL PERSON/ TEACHER II	Pulong Buhangin National HS



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21	LARRY G. SALAZAR	ALS FOCAL PERSON/TEACHER III	Minuyan National High School
22	BABY JERYN C. MARCEL	ALS FOCAL PERSON/TEACHER III	Norzagaray National High School
23	ARTHUR S. VITALES	ALS TEACHER 1	North Hills Village High School
24	SHELWIN V. CELESTINO	ALS SHS FOCAL PERSON	Laura De Leon Halili High School
25			Jose J. Mariano Memorial High School
26	PAULA BIANCA S. VALENCIA	ALS SHS COORDINATOR/SHS TEACHER II	Sta. Cruz High School
27	MARICEL S. TOLENTINO	TEACHER II	Iba National High School
28	CHRISTINE G. MARQUEZ	ALS SHS FOCAL PERSON/ SHS TEACHER II	Tiaong National High School
29	ANNE PAMELA S. ETI	TEACHER I	AFG Bernardiono Memorial Trade School
30	BERNARDITA S. CRUZ	ALS SHS FOCAL PERSON/SHS TEACHER VI	Masagana High School
31	LEAH R. JOSON	ALS SHS FOCAL PERSON	Sta. Peregrina High School
32	JULIOS C. CEBUALA	VOLUNTEER/SHS Teacher I	National Power Corporation HS
33	Annalyn R. Recto	ALS Focal Person/Teacher II	Cambaog High School
34	Mary Grace C. Reyes	ALS Teacher	Gloria Esguerra T.S Pereña NHS (Dampol 2nd High School)
35	Ronnel V. Hernandez	SHS Teacher I	Talbak High School
36	Irene Sapasap	ALS SHS Teacher/Teacher II	Banga High School
37	Ma. Aiza B. Santos	ALS SHS FOCAL PERSON/ ALS TEACHER	San Pedro National High School
38	MARIA ANABEL C. MORELOS	ALS SHS FOCAL PERSON/ TEACHER I	Balagtas National Agricultural HS
39	Cecilia M. Dionisio	SHS FOCAL PERSON/ Teacher III	Angat National High School



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40	MA. MARICRIS G. SALAMAT	Teacher II	Kapitangan National HS
41	JESSA EBANIN	Teacher I	Romeo Acuna Santos
42	Irene O. Manumbas	Teacher VI	Calumpit National High School
43	MIGUELITO E. PINEDA	ALS SHS FOCAL PERSON/Teacher II	Vedasto R. Santiago High School
44	Marry Rose N. Ubaldo	SHS Teacher III	Bunsuran National High School



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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