



Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY

Office of the Schools Division Superintendent



06 May 2025

DIVISION MEMORANDUM
No. 373 s. 2025

**TARGET SETTING AND PLANNING FOR ALTERNATIVE LEARNING SYSTEM
(ALS) PROGRAM IMPLEMENTATION FOR SCHOOL YEAR 2025-2026**

TO: Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division
Concerned Curriculum Implementation Division Personnel
Concerned Elementary and Secondary Public School Head
Concerned Teachers
This Division

1. In support to the opening of SY 2025-2026, target setting and planning for ALS program implementation will be conducted on May 21- 23, 2025, at the Division Function Hall.
2. The activity aims to:
 - a. define measurable targets for enrollment, registrants and actual takers for the SY 2025-2026;
 - b. discuss obstacles, identify solutions, and build stronger collaboration with partners;
 - c. review past program results to understand ongoing issues and improve future plans; and
 - d. make a district-wide clear plan with steps to solve problems and reach targets.
3. Attached to this Memorandum are the list of participants, the technical working committee, and the activity matrix.
4. In adherence to Equal Opportunity Principle (EOP), inclusive and fair treatment is accorded to all personnel regardless of disability, sexual orientation, gender, age, religion, and ethnicity.
5. This Office directs immediate and wide dissemination of this Memorandum.

ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: N o n e

Reference: N o n e

To be indicated in the Perpetual Index
under the following subjects:

ALTERNATIVE LEARNING SYSTEM PLANNING

DM-014-CID-DIS-AUF / target setting and planning for ALS program implementation for school year 2025-2026
May 06, 2025

LIST OF PARTICIPANTS**A. May 21, 2025**

Name	District/Agency	Designation	School/Office
Angelito U. Felisilda	Division Office	PSDS/ ALS Focal	CID
Shirley A. Merida	Division Office	PSDS - West 2	CID
Janry B. Colonia	Division Office	EPS II	CID
Julieta N. Dolero	Division Office	MT I/Div Coordinator	CID
Rubeneth V. Salazar	Division Office	EPS II	CID
Rodel S. Megollas	Division Office	Div. Planning Officer	SGOD
Neo Alpe Anthony L. Amao	Central	ALS Teacher	City CS
Julie A. Ceniza	Central	ALS Teacher	City CS
Johnrill R. Generoso	Central	ALS Teacher	City CS
Sheryll M. Ontong	Central	ALS Teacher	City CS
Nicolas A. Nacaytuna	Central	ALS Teacher	City CS
Rosalina P. Facurib	East 1	ALS Teacher	East CCS
Luisa U. Maliao	East 1	ALS Teacher	East CCS
Amie Rose R. Tura	East 1	ALS Teacher	East CCS
Apida P. Alimatar	East 1	ALS Teacher	Lapasan NHS
Nelson E. Alon III	East 1	ALS Teacher	Camansi IS
Rica B. Rocamora	East 1	ALS Teacher	Lapasan NHS
Lucita Mae B. Aguelo	East 1	SHS Coordinator	Lapasan NHS
Nora C. Coronado	East 2	ALS Teacher	Bugo CS
Lovelen R. Gemo	East 2	ALS Teacher	Bugo CS
Jovelyn J. Go	East 2	ALS Teacher	Bugo CS
Rolando A. Oriel	East 2	BPOSA Teacher	Puerto NHS
Glenda Q. Epao	East 2	ALS Teacher	Agusan NHS

Daisy Mae P. Jayson	East 2	ALS Teacher	Bugo CS
Norhata B. Andog	East 2	ALS Teacher	Puerto NHS
Windy G. Hagonao	East 2	ALS Teacher	Puerto NHS
Kimberly Zoilon	East 2	ALS Teacher	Puerto NHS
Romer T. Aguirre	East 2	SHS Coordinator	Agusan NHS
Elmer A. Almaparas Jr.	North 1	ALS Teacher	North CCS
Hazel P. Galabo	North 1	ALS Teacher	North CCS
Ailiene P. Libres	North 1	ALS Teacher	North CCS
Juventino P. Sieras	North 2	ALS Teacher	Kauswagan CS
Demalou D. Caiña	North 2	ALS Teacher	Bayabas NHS
Mary Mae P. Otadoy	North 2	ALS Teacher	Kauswagan NHS
Willy P. Calo	South	ALS Teacher	South CCS
Mirasol A. Muñoz	South	ALS Teacher	South CCS
Robinson G. Tablang	South	ALS Teacher	South CCS
Luisa B. Entrina	South	ALS Teacher	CDONHS-SHS
Alona B. Hilot	South	ALS Teacher	CDONHS - JHS
Junalyn B. Jalit	South	ALS Teacher	CDONHS - SHS
Jane W. Penales	South	ALS Teacher	CDONHS - SHS
Dave B. Bagares	Southwest 1	ALS Teacher	Lumbia CS
Ay-Mae Claire Y. Butlig	Southwest 1	ALS Teacher	Lumbia CS
Gretchen D. Linaac	Southwest 1	ALS Teacher	Lumbia CS
Jason James Ramirez	Southwest 1	ALS Teacher	Lumbia NHS
Roxan Jean R. Abacahin	Southwest 1	ALS Teacher	Lumbia NHS
Farhana P. Bilangatao	Southwest 1	ALS Teacher	Lumbia NHS
Jordan Go	Southwest 1	ALS Teacher	Lumbia NHS
Dannica Miles S. Reyes	Southwest 1	ALS Teacher	Lumbia NHS
Aldrin Baba	Southwest 2	ALS Teacher	Dansolihon NHS

Edmor F. Ebajay	Southwest 2	ALS Teacher	Dansolihon NHS
Evelyn A. Fabular	Southwest 2	ALS Teacher	Mambuaya ES
Erlene Joy Ubay-Ubay	Southwest 2	SHS Coordinator	Dansolihon NHS
Cathelyn Pastrano	Soutwest 1	SHS Coordinator	Lumbia NHS
Rovina P. Bag-ao	West 1	ALS Teacher	West CCS
Marvilyn M. Chiva	West 1	ALS Teacher	West CCS
Pinky Marris M. Fabria	West 1	ALS Teacher	West CCS
Lenny S. Adelantar	West 2	ALS Teacher	Bulua CS
Maribel G. Calo	West 2	ALS Teacher	Bulua CS
Relyn T. Orate	West 2	ALS Teacher	Bulua CS
Geraldine P. Damayo	West 2	ALS Teacher	Bulua NHS
Evangeline Bagasbas-Pailmao	West 2	SHS Coordinator	Bulua NHS
PARTNERS			
Madelyn M. Balderas	BJMP	Jail Officer 3	Male Dormitory
Mary Rose S. Pacana	BJMP	Jail Senior Inspector Acting City Jail Warden	Female Dormitory
Michelle F. Lopez, MD, DFM, FPAFP	Department of Health	OIC - Chief of Hospital III	Treatment & Rehabilitation Center
Nikka Alvarado	CSWD	Center Head	Bahay Pag-asa Center
Jenelyn Castillo	CSWD	Center Head	Boystown Center
Marilyn Bactong	CSWD	Center Head	Mother Theresa Oro care Center
Honey Jane S. Tulang	CSWD	Center Head	Bahay Paglaum
Ray Butch D. Mahinay	City College of Cagayan de Oro City	Vice President	Extension and Social Development Services
Virgelia V. Demata	Islands Kids Philippines	Directress	Islands Kids Philippines

Ismael B Salarda	University Ateneo de Cagayan	Director	Arrupe Educational Center School of Education
Dr. Lory Liza Bulay-og	USTP	Vice President	Academic Affairs
Dr. Amor Q. de Torres	Capitol University	Vice President	Academic Affairs
Mark C. Macaventa	PHINMA - COC	Chief Operations Officer	PHINMA - COC

B. May 22-23, 2025

Name	District/Agency	Designation	School/ Office
Jinky M. Arnejo	Division Office	Asst.Chief/ PSDS - SW 1	CID
Angelito U. Felisilda	Division Office	ALS Focal/ PSDS - SW 2	CID
Cynthia V. Yañez	Division Office	PSDS - East 1	CID
Charlyn S. Baylon	Division Office	PSDS - East 2	CID
Milagros P. Recamadas	Division Office	PSDS - North 1	CID
Paraída D. Orangot	Division Office	PSDS - North 2	CID
Margie G. Andrade	Division Office	PSDS - South	CID
Marife A. Ramos	Division Office	PSDS - West 1	CID
Shirley A. Merida	Division Office	PSDS - West 2	CID
Janry B. Colonia	Division Office	EPS II	CID
Julieta N. Dolero	Division Office	MT I/ Div Coordinator	CID
Rubeneth V. Salazar	Division Office	EPS II	CID
Neo Alpe Anthony L. Amao	Central	ALS Teacher	City CS
Julie A. Ceniza	Central	ALS Teacher	City CS
Johnrill R. Generoso	Central	ALS Teacher	City CS
Sheryll M. Ontong	Central	ALS Teacher	City CS
Nicolas A. Nacaytuna	Central	ALS Teacher	City CS
Annabelle J. Lariba	Central	School Head	CITY CENTRAL SCHOOL

Rosalina P. Facurib	East 1	ALS Teacher	East CCS
Luisa U. Maliao	East 1	ALS Teacher	East CCS
Amie Rose R. Tura	East 1	ALS Teacher	East CCS
Apida P. Alimatar	East 1	ALS Teacher	Lapasan NHS
Nelson E. Alon III	East 1	ALS Teacher	Camansi IS
Rica B. Rocamora	East 1	ALS Teacher	Lapasan NHS
Ferdinand L. Vinco, Jr.	East 1	School Head	Lapasan NHS
Lucita Mae B. Aguelo	East 1	SHS Coordinator	Lapasan NHS
Arnold P. Tejero	East 1	School Head	CUGMAN ES
Celso L. Pagulon	East 1	School Head	GUSA ES
Maria Del T. Magallano	East 1	School Head	EAST CCS
Vaicar G. Mayake	East 1	School Head	GUSA NHS - FS CATANICO ANNEX
Nora C. Coronado	East 2	ALS Teacher	Bugo CS
Lovelen R. Gemo	East 2	ALS Teacher	Bugo CS
Jovelyn J. Go	East 2	ALS Teacher	Bugo CS
Glenda Q. Epao	East 2	ALS Teacher	Agusan NHS
Daisy Mae P. Jayson	East 2	ALS Teacher	Bugo CS
Rolando A. Oriel	East 2	BPOSA Teacher	Puerto NHS
Norhata B. Andog	East 2	ALS Teacher	Puerto NHS
Windy G. Hagonao	East 2	ALS Teacher	Puerto NHS
Kimberly Zolion	East 2	ALS Teacher	Puerto NHS
Roel R. Lamberte	East 2	School Head	Puerto NHS
Giljun T. Penuliar	East 2	School Head	Agusan NHS
Romer T. Aguirre	East 2	SHS Coordinator	Agusan NHS
Rosemarie H. Dullente	East 2	School Head	BUGO CS
Elmer A. Almaparas Jr.	North 1	ALS Teacher	North CCS
Hazel P. Galabo	North 1	ALS Teacher	North CCS
Ailiene P. Libres	North 1	ALS Teacher	North CCS
Duque A. Cagindangan	North 1	School Head	NORTH CITY CENTRAL SCHOOL
Elena B. Pacamo	North 1	School Head	ST. JOHN ELEMENTARY SCHOOL
Joel P. Lariba	North 1	School Head	CONSOLACION ES
Naomi D. Tocmohan	North 1	School Head	MACABALAN ES
Juventino P. Sieras	North 2	ALS Teacher	Kauswagan CS

Demalou D. Caiña	North 2	ALS Teacher	Bayabas NHS
Mary Mae P. Otadoy	North 2	ALS Teacher	Kauswagan NHS
Alma B. Penonia	North 2	School Head	KAUSWAGAN CENTRAL SCHOOL
Ninia Marie A. Estillo	North 2	School Head	BONBON NHS
Danny A. Labadan	North 2	School Head	BAYABAS NHS
Willy P. Calo	South	ALS Teacher	South CCS
Mirasol A. Muñoz	South	ALS Teacher	South CCS
Robinson G. Tablang	South	ALS Teacher	South CCS
Luisa B. Entrina	South	ALS Teacher	CDONHS- SHS
Alona B. Hilot	South	ALS Teacher	CDONHS - JHS
Junalyn B. Jalit	South	ALS Teacher	CDONHS - SHS
Jane W. Penales	South	ALS Teacher	CDONHS - SHS
Jerson B. Herrero	South	School Head	CDONHS SHS
Adelina F. Encabo	South	School Head	SOUTH CCS
Mary Glo B. Catarong	South	School Head	Macapaya Extension ES
Basiliso G. Gayramara	South	School Head	Macasandig ES
Jobert M. Salingay	South	School Head	Taguanao ES
Censusa R. Abuel	South	School Head	Kamakawan ES
Dave B. Bagares	Southwest 1	ALS Teacher	Lumbia CS
Ay-Mae Claire Y. Butlig	Southwest 1	ALS Teacher	Lumbia CS
Gretchen D. Linaac	Southwest 1	ALS Teacher	Lumbia CS
Jason James Ramirez	Southwest 1	ALS Teacher	Lumbia NHS
Roxan Jean R. Abacahin	Southwest 1	ALS Teacher	Lumbia NHS
Farhana P. Bilangatao	Southwest 1	ALS Teacher	Lumbia NHS
Jordan Go	Southwest 1	ALS Teacher	Lumbia NHS
Dannica Miles S. Reyes	Southwest 1	ALS Teacher	Lumbia NHS
Aldrin Baba	Southwest 2	ALS Teacher	Dansolihon NHS
Edmor F. Ebajay	Southwest 2	ALS Teacher	Dansolihon NHS
Evelyn A. Fabular	Southwest 2	ALS Teacher	Mambuaya ES
Karl Anthony O. Salise	Southwest 2	School Head	Dansolihon NHS
Erlene Joy Ubay-Ubay	Southwest 2	SHS Coordinator	Lumbia NHS
Maurita M. Donasco	Southwest 1	School Head	Lumbia NHS

Cathelyn Pastrano	Soutwest 1	SHS Coordinator	Bulua NHS
Shela D. Yañez	SW 1	School Head	Tuburan ES
Jennifer D. Espina	SW 1	School Head	Lumbia CS
Rosemarie Tolentino	SW 2	School Head	MAMBUAYA ELEM SCHOOL
Rovina P. Bag-ao	West 1	ALS Teacher	West CCS
Marvilyn M. Chiva	West 1	ALS Teacher	West CCS
Pinky Marris M. Fabria	West 1	ALS Teacher	West CCS
Edgardo O. Yañez	West 1	School Head	WEST CCS
Merlyn S. Bahian	West 1	School Head	BALULANG ES
Lenny S. Adelantar	West 2	ALS Teacher	Bulua CS
Maribel G. Calo	West 2	ALS Teacher	Bulua CS
Relyn T. Orate	West 2	ALS Teacher	Bulua CS
Geraldine P. Damayo	West 2	ALS Teacher	Bulua NHS
Macapangcat U. Mama, Jr.	West 2	School Head	Bulua NHS
Evangeline Bagasbas-Pailmao	West 2	SHS Coordinator	CDONHS SHS
Pedrita R. Jordan	West 2	School Head	BULUA CS
Melba S. Omandam	West 2	School Head	IPONAN ES
Carol O. Lorono	West 2	School Head	SAN SIMON ES
Night School Program			
Dr. Amor Q. de Torres	Capitol University	Vice President	Academic Affairs
Ismael B Salarda	University Ateneo de Cagayan	Director	Arrupe Educational Center School of Education
Dr. Lory Liza Bulay-og	USTP	Vice President	Academic Affairs
Mark C. Macaventa	PHINMA - COC	Chief Operations Officer	PHINMA - COC

LIST OF TECHNICAL WORKING COMMITTEE

DISTRICT	COMMITTEE
Over-all Activity Chairperson: Angelito U. Felisilda, PhD Technical Working Committee Chairpersons: Janry B. Colonia, PhD Julieta N. Dolero Rubeneth V. Salazar	Registration & Documentation & Accomplishment Report Committees Food, Physical arrangement & Aftercare, & Sound System & ICT in-charge Committees Logistics, Awards & Recognition Committee, & Program Committees
Central Committee Head: Johnrill Generoso Asst. Committee Head: Neo Alpe Anthony L. Amao Members: Sheryll M. Ontong Julie A. Ceniza Nicolas A. Nacaytuna	Registration (attendance)
East 1 Committee Head: Luisa U. Maliao Asst. Committee Head: Amie Rose Tura Vasquez Members: All East 1 District ALS Elem/JHS/SHS teachers	Logistics (distribution of materials & gathering of output)
East 2 Committee Head: Jovelyn J. Go Asst. Committee Head: Lovelen R. Gemo Members: All East 2 District ALS Elem/JHS/SHS teachers	Food Committee
North 1 Committee Head: Ailiene P. Libres Asst. Committee Head: Hazel P. Galabo Member: Elmer A. Almaparas Jr.	Documentation & Accomplishment Report

North 2, Southwest 1 & 2 Committee Head: Juventino P. Sieras & Asst. Committee Head: Dave B. Bagares Members: All North 2, Southwest 1 & 2 District ALS Elem/JHS teachers	Physical arrangement & Aftercare
South Committee Head: Mirasol A. Muñoz Asst. Committee Head: Willy P. Calo Members: All South District ALS Elem/JHS/SHS teachers	Sound System & ICT in-charge (include all preliminary music/video)
West 1 Committee Head: Pinky Marris M. Fabria Asst. Committee Head: Marvily Chiva-Bustamante Member: Rovina P. Bag-ao	Awards & Recognition Committee (Certificates, Appearance & Token)
West 2 Committee Head: Maribel G. Calo Asst. Committee Head: Lenny S. Adelantar Members: All West 2 District ALS Elem/JHS/SHS teachers	Program (invitation & program flow facilitator) Committee

Attachment No. 3 to DM No. _____ s. 2025

ACTIVITY MATRIX FOR TARGET SETTING & PLANNING FOR THE DIVISION ALS IMPLEMENTERS

Date	Time	Activity Objective	Topic	Outputs	Activity Facilitator / Resource Speaker
May 21, 2025	7:30 AM - 8:00 AM	Registration			Central District
	8:01 AM - 9:00 AM	Opening Program			West 2
	9:01 AM - 10:00 AM	Set clear enrollment, registration, and completion targets for SY 2025-2026.	Defining Measurable Targets for Enrollment	Accomplished online data target on percentage of increase on enrollment, completion, registration and takers.	Angelito U. Felisilda, PhD Division ALS Focal Person
	10:01 AM - 11:00 AM	Analyze key program challenges and strengthening ALS partnerships for sustainable program implementation	ALS in City College	100% of the participants are informed of the programs & projects in City College to support the ALS program implementation of the division	Ray Butch D. Mahinay, PhD Vice President for Extension and Social Development Services City College of Cagayan de Oro
	11:01 AM - 12:00 AM		ALS SNED Updates	100% of the participants are informed of the updates of programs & projects on ALS SNED	Shirley A. Merida PSDS – SNED Division Coordinator

Date	Time	Activity Objective	Topic	Outputs	Activity Facilitator / Resource Speaker
May 21, 2025	12:01 PM – 1:00 PM	Lunch Break			
	1:01 PM – 2:00 PM	Analyze key program challenges and strengthening ALS partnerships for sustainable program implementation	Enhancing Data Accuracy and Accessibility in the Learner Information System (LIS) for Improved ALS Program Implementation	100% of the participants are informed on how to improve data accuracy and accessibility in the Learner Information System (LIS)	Rodel S. Megollas Division Planning Officer
	2:01 PM – 3:00 PM	Evaluate past ALS results to refine future implementation strategies.	Reviewing Past Program Results for Improvement	100% of the participants are informed of the results of the programs & projects	Janry B. Colonia, PhD Education Program Specialist II
	3:01 PM – 5:00 PM		Workshop 1: Identifying Successes & Challenges of the District	100% of the participants per district reported and accomplished the online workshop template	Rubeneth V. Salazar Education Program Specialist II
	7:45 AM - 8:00 AM	Management of Learning			West 2

Date	Time	Activity Objective	Topic	Outputs	Activity Facilitator / Resource Speaker
May 22, 2025	8:01 AM - 9:30 AM	Evaluate past ALS results to refine future implementation strategies.	Presentation of workshop output: Identifying Successes & Challenges of the District	100% of the participants per district presented workshop 1 output	Rubeneth V. Salazar Education Program Specialist II
	9:31 AM - 10:30 AM	Structure a comprehensive action plan with clear steps for reaching targets.	Strengthening ALS Governance and Innovation	100% of the participants are informed of the Division ALS program & projects	Julieta N. Dolero Master Teacher 1/ Division ALS Coordinator
	10:31 AM – 12:00 AM		Workshop 2: District-wide ALS Implementation Plan for SY 2025-2026	Submitted online district-wide ALS Implementation Plan for SY 2025-2026	Rubeneth V. Salazar Education Program Specialist II
	12:01 PM – 1:00 PM	Lunch Break			
May 22, 2025	1:01 PM – 5:00 PM	Structure a comprehensive action plan with clear steps for reaching targets.	Continuation of Workshop 2 and Presentation of District-wide ALS Implementation Plan for SY 2025-2026	Presented District-wide ALS Implementation Plan for SY 2025-2026	Rubeneth V. Salazar Education Program Specialist II

Date	Time	Activity Objective	Topic	Outputs	Activity Facilitator / Resource Speaker
May 23, 2025	7:45 AM - 8:00 AM	Management of Learning			West 2
	8:01 AM - 12:00 AM	Enhance awareness of legal responsibilities in public office, promote ethical governance in education, and balance free expression with accountability.	Legal Responsibilities: Public Office, Free Expressions and Ethical Governance in Education	100% of the participants became aware of the legal responsibilities in public office, promote ethical governance in education, and balance free expression with accountability.	Integrated Bar of the Philippines (IBP) – affiliated lawyers
	12:01 PM – 1:00 PM	Lunch Break			
May 23, 2025	1:01 PM – 3:30 PM	Enhance awareness of legal responsibilities in public office, promote ethical governance in education, and balance free expression with accountability.	Open Forum & Legal Consultations	100% participation on open forum & legal consultations	Integrated Bar of the Philippines (IBP) – affiliated lawyers
	3:31 PM – 5:00 PM	Closing Program			