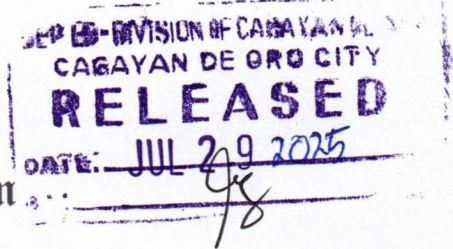




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

29 July 2025

DIVISION MEMORANDUM

No. 621 s.2025

**PARTICIPANTS IN THE PD PROGRAM: BUILDING TEACHER EXPERTISE:
ENHANCING TEACHERS' COMPETENCE IN CONTENT AND PEDAGOGY**

To: Assistant Schools Division Superintendent
Chiefs, CID & SGOD
Public Schools District Supervisors
Education Program Supervisors
Concerned School Principal
Concerned Teacher

1. Regarding Regional Memorandum No. 569, s. 2025 titled Conduct of the PD Program "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy, below are the personnel who will participate in the training:

January Gay Valenzona- EPS
Analiza V. Sabello – MT II, City Central School

2. Enclosed is the Regional Memorandum for reference and guidance

3. This office promotes the Equal Opportunity Principle (EOP). Thus, inclusive, and fair treatment shall be accorded to all participants regardless of disability, sexual orientation, gender, age, religion, and ethnicity.

4. Immediate dissemination of this Memorandum is desired.

ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: As stated
Reference: As stated

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

CONTENT

PEDAGOGY

TRAINING

DM127-CID- PWT/Participation in the PD Program in Content and Pedagogy
July 29, 2025



Address: Fr. William F. Masterson Ave., Upper Balulang, Cagayan de Oro City
Telephone: (088) 855-0044, (088) 855-0047, (088) 328-2142
Email Address: cagayandeoro.city@deped.gov.ph
Website: <https://depedcdo.net/>

Doc. Ref. Code		Rev	
Effectivity		Page	1 of 2



Third Copy of Three

Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO



July 24, 2025

REGIONAL MEMORANDUM
No. 564, s. 2025

**CONDUCT OF THE PD PROGRAM BUILDING TEACHER EXPERTISE: ENHANCING
TEACHERS' COMPETENCE IN CONTENT AND PEDAGOGY**

To: Schools Division Superintendents
Assistant Schools Division Superintendents
English, SPJ, SPFL Supervisors/Coordinators
All Others Concerned

1. This DepEd Memorandum DM-OUHROD-2025-1708 entitled **Conduct of the PD Program "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy"**, the National Educators Academy of the Philippines (NEAP) will conduct the professional development program **"Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy"** across learning areas and key stages (KS).
2. The schedule of activities and list of participants are attached in this memorandum.
3. The participants are reminded to bring their own laptops, chargers, extension cords, other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.), and any necessary medication/s.
4. The participants are entitled to Vacation Service Credits (VSCs) in accordance with DepEd Order No. 013, s. 2024 "Revised Guidelines on the Grant of VSCs for Teachers" or Compensatory Time-Off pursuant to CSC-DBM Joint Circular No. 2, s. 2004 "Non-Monetary Remuneration for Overtime Services Rendered," whichever is applicable.
5. The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.
6. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO/school/local funds, subject to the usual accounting and auditing rules and regulations.
7. Should you have questions and concerns, please coordinate with Ms. Joy Magalona, Senior Education Program Specialists, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph / joy.magalona001@deped.gov.ph or landline (02) 8715-9919.



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region.x@deped.gov.ph
Website: r10.deped.gov.ph

Doc. Ref. Code	RO-ORD-F013	Rev	01
Effectivity	01.22.24	Page	1 of 14



8. This Office directs the immediate and wide dissemination of this Memorandum.

DR. ARTURO B. BAYOCOT, CESO III
Regional Director

For the Regional Director:

DR. FEDERICO P. MARTIN, CESO V
Assistant Regional Director

ATCH.: As stated
To be indicated in the Perpetual Index
under the following subject:

TRAINING PROGRAMS

HRDD/ranie

Attachment No. 2 to Regional Memorandum No. 56A 2025

Conduct of the PD Program Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy

Official Participants
Batch 1

Physical Science KS 2 (3) August 4-8, 2025 NEAP Baguio City			
Name	Position	Division	Station
Ida Lyn A. Lerio	Special Science Teacher -I	Malaybalay City	Bukidnon NHS
Kieth John D. Galarosa	T2	Bukidnon	Bukidnon National School of Home Industries
Alvin D. Francisco	Special Science Teacher -I	Valencia City	Valencia National High School

English KS 2 (3) August 4-8, 2025 NEAP Baguio City			
Name	Position	Division	Station
Gladys S. Banac	EPS	Misamis Oriental	Schools Division Office
Prescilla T. Rebaya	MT II	Bukidnon	Talakag Central Elementary School
Analiza V. Sabello	MT II	Cagayan de Oro City	City Central School

MAPEH KS 2 (3) August 4-8, 2025 NEAP Baguio City			
Name	Position	Division	Station
Selina O. Macas	PSDS	Ozamiz City	Schools Division Office
Miraluna M. Gaabucayan	ESP-2	Ozamiz City	Domingo A. Barloa Integrated School
Aime G. Razonable	MT-1	Ozamiz City	Dalapang ES

EPP KS 2 (3) August 4-8, 2025 NEAP Baguio City			
Name	Position	Division	Station
Roger Baril	EPS	Tangub City	Schools Division Office
Hedeliza M. Velez	School Head	Lanao del Norte	Pigcarangan Integrated School
Luisander C. Luy	EPS	Ozamiz City	Schools Division Office

GMRC KS 2 (3) August 4-8, 2025 NEAP Baguio City			
Name	Position	Division	Station
Agnes E. Gagno	EPS	Misamis Occidental	Schools Division Office
January Gay T. Valenzona	EPS	Cagayan de Oro City	Schools Division Office
Marilyn S. Cajeta	EPS	Iligan City	Schools Division Office

Attachment No. 1 to Regional Memorandum No. 569 2025

Conduct of the PD Program Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy

Schedule and Details

Activity	Date & Venue	Target Participants per Learning Area per RO	Registration Link
Batch 1			
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 2"	04-08 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - MAPEH: 3 - EPP: 3 - GMRC: 3	https://tinyurl.com/B1-NEAP-BTE Deadline: 25 July 2025
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 3"	18-22 August 2025 Venue: NEAP Baguio City	- Physical Science: 3 - English: 3 - Mathematics: 3 - TLE: 3 - Values Education: 3	
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	20-24 October 2025 Venue: NEAP Marikina City	- Early Childhood Education: 3	
Batch 2			
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	01-05 September 2025 Venue: NEAP Baguio	- Physical Science (KS 2): 15	https://tinyurl.com/B2-NEAP-BTE Deadline: 22 August 2025
	22-26 September 2025 Venue: TBA	- English (KS 3): 9 - MAPEH (KS 2): 9	
	29 September – 03 October 2025 Venue: TBA	- Values Ed (KS 3): 15	
	13-17 October 2025 Venue: TBA	- EPP (KS 2): 9 - Mathematics (KS 3): 9	
	03-07 November 2025 Venue: TBA	- English (KS 2): 9 - Physical Science (KS 3): 9	
	17-21 November 2025 Venue: TBA	- GMRC (KS 2): 9 - TLE (KS 3): 9	
	24-28 November 2025 Venue: TBA	- Early Childhood Education: 15	
Note: Exact venues and other relevant details of the activities will be disseminated through a separate memorandum/advisory.			

Physical Science KS 3 (3) August 18-22, 2025 NEAP Baguio City			
Name	Position	Division	Station
German C. Suminguit Jr.	EPS	Tangub City	Schools Division Office
Marie Jade A. Cacayan	EPS	El Salvador City	Schools Division Office
Rowena I. Lontayao	EPS	Lanao del Norte	Schools Division Office

English KS 3 (3) August 18-22, 2025 NEAP Baguio City			
Name	Position	Division	Station
Sheila B. Diango	EPS	Misamis Oriental	Schools Division Office
Grace B. Ganceña	MT II	Lanao del Norte	Lala National High School
Jayson A. Requillo	MT II	Bukidnon	Bacusanon National High School

Mathematics KS 3 (3) August 18-22, 2025 NEAP Baguio City			
Name	Position	Division	Station
Alfred Mark T. Aguilar	Head Teacher I	Misamis Oriental	Tagoloan National High School
Nifo Richard R. Salingay	Master Teacher I	Malaybalay City	Bukidnon National High School
Jestoni G. Jueves	Principal I	Lanao del Norte	Bansarvil National High School

TLE KS 3 (3) August 18-22, 2025 NEAP Baguio City			
Name	Position	Division	Station
Marivic Amontos	EPS	Camiguin	Schools Division Office
Joseph T. Boniao	EPS	Misamis Occidental	Schools Division Office
Jocelyn Udal	EPS	Oroquieta City	Schools Division Office

Values Education KS 3 (3) August 18-22, 2025 NEAP Baguio City			
Name	Position	Division	Station
Mary Grace V. Gallana	EPS	Misamis Oriental	Schools Division Office
Alito B. Delos Santos	Master Teacher - I	Lanao del Norte	Lala National High School
Maria Tita Y. Bontia	Master Teacher - I	Iligan City	Iligan City National High School

Early Childhood Education (3) October 20-24, 2025 NEAP Marikina City			
Name	Position	Division	Station
Leabel LI. Morales	Master Teacher I	Gingoog City	San Juan Central School
Lilian B. Salan	EPS	Misamis Oriental	School Division Office
Marife B. Vicoy	EPS	Lanao del Norte	School Division Office

Attachment No. 3 to Regional Memorandum No. **6A** 2025



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-/3rd

TO : Regional Directors
Schools Division Superintendents
HRDD Chiefs / NEAP R Focal Persons
CLMD Chiefs
All Others Concerned

FROM : **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development

Carmela C. Oracion
CARMELA C. ORACION
Assistant Secretary
Human Resource and Organizational Development
(National Educators Academy of the Philippines)

SUBJECT : **CONDUCT OF THE PROFESSIONAL DEVELOPMENT PROGRAM**
"BUILDING TEACHER EXPERTISE: ENHANCING TEACHERS'
COMPETENCE IN CONTENT AND PEDAGOGY"

DATE : 26 June 2025

1. The National Educators Academy of the Philippines (NEAP) will conduct the professional development program **"Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy"** across learning areas and key stages (KS), with the following schedule and details:

Activity	Date & Venue	Target Participants per Learning Area per RO	Registration Link
Batch 1			
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 2	04-08 August 2025 Venue: NEAP Iligan City	- Physical Science: 3 - English: 3 - MAPEH: 3 - EPP: 3 - GMRC: 3	https://tinyurl.com/B1-NEAP-BTE Deadline: 25 July 2025
Mentoring the Mentors on "Building Teacher Expertise: Enhancing Teachers' Competence in Content and Pedagogy for Key Stage 3	18-22 August 2025 Venue: NEAP Iligan City	- Physical Science: 3 - English: 3 - Mathematics: 3 - TLE: 3 - Values Education: 3	
Building Teacher Expertise: Enhancing Early Childhood Education Teachers' Competence in Content and Pedagogy	20-24 October 2025 Venue: NEAP Marikina City	Early Childhood Education: 3	



Room 102, Rizal Building, Dept. 8 Complex, Marikina Ave., Pasig City 1600
Telephone Nos.: (+632) 8633706, (+632) 86318454, (+632) 86364549
Email Address: ouhrod@depd.gov.ph | Website: www.dep.gov.ph

Doc. Ref. Code: DM-OUHROD
Effectivity: 03.23.23
Rev: 00
Page: 1 of 3



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region10@depd.gov.ph
Website: r10.dep.gov.ph

Doc. Ref. Code: RO-ORO-F013 Rev: 01
Effectivity: 01.22.24 Page: 10 of 14



Batch 2

Building Teacher Expertise:
Enhancing Early Childhood
Education Teachers' Competence
in Content and Pedagogy

01-05 September 2025 Venue: NEAP Iloguio	Physical Science (KS 2): 15
22-26 September 2025 Venue: TIA	English (KS 3): 9 MAPEH (KS 2): 9
29 September - 03 October 2025 Venue: TIA	Values Ed (KS 3): 15
13-17 October 2025 Venue: TIA	EPP (KS 2): 9 Mathematics (KS 3): 9
03-07 November 2025 Venue: TIA	English (KS 2): 9 Physical Science (KS 3): 9
17-21 November 2025 Venue: TIA	GMRC (KS 2): 9 TLE (KS 3): 9
24-28 November 2025 Venue: TIA	Early Childhood Education: 15

<https://tinyurl.com/B2-NEAP-BTE>
Deadline: 22 August 2025

Note: Exact venues and other relevant details of the activities will be disseminated through a separate memorandum/advisory.

- This program aims to enhance teachers' pedagogical content knowledge, subject-matter expertise, and instructional strategies to strengthen their teaching competencies across various learning areas and key stages.
- The program is composed of five (5) days of in-person sessions complemented by forty (40) hours of asynchronous experiential professional learning. The participants will be given five (5) months to complete their Workplace Application Plans (WAPs).
- In this regard, the Regional Offices (ROs), through the HRDD Chiefs/NEAP R Focal Persons, in coordination with concerned Schools Division Offices (SDOs), are requested to endorse participants based on the allocated slots per learning area provided above, selected according to the qualification standards prescribed in the *Guidelines in the Selection of Participants (Enclosure 1)*.

Furthermore, each RO is requested to endorse relevant regional personnel to serve as a member of the Program Management Team (PMT), based on the allotted number of PMT members per region indicated in the *PMT Composition and Terms of Reference (Enclosure 2)*.

The selected participants and RO PMT Members must be endorsed to the NEAP Central Office using the prescribed template (editable file accessible via the link <https://tinyurl.com/Template-for-Endorsement-Form>) through the Microsoft Forms link <https://forms.office.com/r/cmUG7Ly5Qss> on or before 25 July 2025.

- Enclosed are the following documents, for reference:

- Enclosure 1** Guidelines in the Selection of Participants
- Enclosure 2** PMT Composition and Terms of Reference
- Enclosure 3** National Technical Working Group Members
- Enclosure 4** Indicative Program of Activities and Meal Provision and Accommodation Guide

- In preparation for the said activities, an **Online Orientation Meeting** will be conducted with the HRDD Chiefs (or their designated representatives) on **23 July 2025, 1:30 - 3:30 p.m.** via Microsoft Teams (Meeting Link: <https://tinyurl.com/NEAPsHRDDCoordMtgReBTE>).



Room 102, Rizal Building, DepEd Complex, Alabang, Muntinlupa City 1600
Telephone Nos.: (+632) 86337206, (+632) 86338494, (+632) 86366549
Email Address: hrdd@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	CM-OU-PROO	Rev	00
Effectivity	03.73.73	Page	2 of 3



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: regon10@deped.gov.ph
Website: r10.deped.gov.ph

Doc. Ref. Code	RO-ORD-F013	Rev	01
Effectivity	01.22.24	Page	11 of 14



7. The participants are reminded to bring their own laptops, chargers, extension cords, other sources of internet connectivity (e.g., mobile data, pocket wifi, etc.), and any necessary medication/s.
8. The participants are entitled to *Vacation Service Credits (VSCs)* in accordance with DepEd Order No. 013, s. 2024 *"Revised Guidelines on the Grant of VSCs for Teachers" or Compensatory Time-Off* pursuant to CSC-DBM Joint Circular No. 2, s. 2004 *"Non-Monetary Remuneration for Overtime Services Rendered,"* whichever is applicable.
9. The school heads are reminded to implement necessary arrangements to ensure that participation in the program of concerned personnel will not cause class disruptions and hamper office operations.
10. The participants' board and lodging will be charged against NEAP Human Resource Development (HRD) Fund while transportation, per diem, and other incidental expenses will be charged to RO/SDO/school/local funds, subject to the usual accounting and auditing rules and regulations.
11. Should you have questions and concerns, please coordinate with **Ms. Joy Magalona**, Senior Education Program Specialists, NEAP Professional Development Division, through email neap.pdd@deped.gov.ph / joy.magalona001@deped.gov.ph or landline (02) 8715-9919.
12. For immediate dissemination and appropriate action.

Copy furnished:
OFFICE OF THE SECRETARY
OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

NEAP - PDD / J.S. Magalona



Room 102, Rizal Building, DepEd Complex, Alabang Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	DM-DUNROD	Rev	00
Effectivity	03.23.23	Page	3 of 3



Address: DepEd Regional Office X, Zone 1, Upper Balulang, Cagayan de Oro City
Telephone No: (088) 881-3137
Email Address: region10@deped.gov.ph
Website: r10.deped.gov.ph

Doc. Ref. Code	RO-ORD-0913	Rev	01
Effectivity	01.22.24	Page	12 of 14



INDICATIVE PROGRAM OF ACTIVITIES:

Time	Day 1	Day 2	Day 3	Day 4	Day 5
8:00-8:30 AM	Registration	Preliminaries / Management of Learning (MOL)			
8:30-9:00 AM	Opening Program -Nationalistic Song -Prayer -Messages from Executive Committee -General Guidelines and Procedures of the training. -Pre-Test	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
9:00-10:00 AM	Training Proper Break - Out Sessions (per Learning Area) -Discussion -Workshop -Session Activities -Completion of Session Outputs	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
10:00-10:30 AM	HEALTH BREAK				
10:30 AM-12:00 Noon	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
12:00 NN-1:00 PM	LUNCH BREAK				
1:00-1:15 PM	MANAGEMENT OF LEARNING				
1:15-3:00 PM	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)
3:00-3:15 PM	HEALTH BREAK				
3:15-4:30 PM	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Training Proper Break - Out Sessions (per Learning Area)	Post-Test Closing Program
4:30-5:00 PM	END OF THE DAY EVALUATION / PMT DEBRIEFING				

MEAL PROVISION:

Meals	DAY 0 (Sunday)	DAY 1 (Monday)	DAY 2 (Tuesday)	DAY 3 (Wednesday)	DAY 4 (Thursday)	DAY 5 (Friday)
Breakfast			✓	✓	✓	✓
AM Snack			✓	✓	✓	✓
Lunch			✓	✓	✓	✓
PM Snack			✓	✓	✓	✓
Dinner	✓		✓	✓	✓	

C. ACCOMMODATION DETAILS:

The participants are required to check in on the afternoon of Day 0 and check out on the afternoon of Day 5.

July 24, 2023

Date

JANUARY GAY T. VALERONA

Name and Signature of Recommending Employee

July 24, 2023

Date

JEAN E. MACASERO

Name and Signature of Recommending Authority

July 24, 2023

Date

ROY ARCELO E. DAZO

Schools Division Superintendent