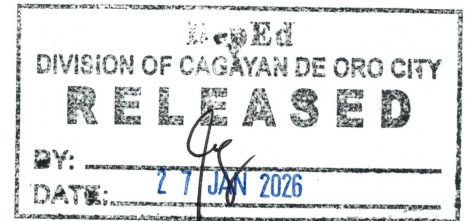




Republic of the Philippines
Department of Education
REGION X
DIVISION OF CAGAYAN DE ORO CITY



Office of the Schools Division Superintendent

23 Jan 2026

DIVISION MEMORANDUM

No. 75 s.2026

**1ST NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL
PRINCIPALS ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS CUM
DEVELOPMENT TRAINING PROGRAM**

TO: Assistant Schools Division Superintendent
Chiefs, CID and SGOD
Concerned Public Schools District Supervisors
Concerned Elementary School Heads
Concerned Integrated School Heads
This Division

1. This refers to the Regional Memorandum No. 018, s.2025 dated January 7, 2026, from Dr. Arturo B. Bayucot, CESO III, Regional Director, regarding the 1ST Northern Mindanao Philippine Elementary School Principals Association (NorMin PESPA) Regional Congress Cum Development Training Program at the Luxe Hotel, Limketkai Drive, Cagayan de Oro City, on February 2-4, 2026 with the theme "School Leadership Toward Nurturing, Inspiring and Resilient Schools".
2. The participants in this event include the PESPA officers and board members, public elementary school heads/principals, assistant to the principals, school/teacher-in-charge, and integrated school heads.
3. A registration fee of Five Thousand and Five Hundred Pesos (5,500.00) shall be charged to each participant on a live-out basis. The fee shall cover cost of meals (snacks, lunch, and dinner), honoraria of resource persons, kits, venue, and other incidental expenses.
4. The registration fee, travel expenses, and other allowable expenses are chargeable to MOOE/local funds, subject to the usual accounting and auditing rules and regulations.
5. Attached are the Regional Memorandum No.018, s.2025, Activity Matrix and List of Participants.
6. In adherence to Equal Opportunity Policy (EOP), inclusive and fair treatment is accorded to all participants regardless of age, gender, sexual orientation, disability, religion, and ethnicity.



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/>

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7. This office directs immediate and wide dissemination of this Memorandum.

ROY ANGELO E. GAZO
Schools Division Superintendent

Encl.: As stated

Reference: None

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

CONFERENCES

ORGANIZATIONS

/ 1ST Northern Mindanao Philippine Elementary School
Principals Association (NorMin PESPA) Regional Congress
Cum Development Training Program

Competence
Diligence
Outstanding Integrity



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Attachment to Division Memorandum No. 75 , s. 2026**Annex A: LIST OF PARTICIPANTS - NORMIN PESPA - LUXE HOTEL**

#	SCHOOL	NAME	POSITION
1.	AGUSAN ES	ALEX A. VENTERO	MT-I
2.	AGUSAN ES	LORETO C. LLABAN	ESP-I
3.	APO MALAKI IS	YUNIRE M. OMAMALIN	T-I
4.	BAIKINGON ES	ELSA B. TAHUD	ESP-I
5.	BALONGKOT IS	CHIBERT L. JALA	HT-I
6.	BALUBAL ES	AMELITO D. BUCOD	HT-III
7.	BALULANG ES	MARCELO Q. MABALOS	ESP-III
8.	BALULANG ES	CHRISTINE D. CARUMBA	MT-I
9.	BALULANG ES	CHERRY MAE S. SILVA	MT-I
10.	BATINAY ES	JOHN PAUL F. PASIGAY	HT-I
11.	BAYANGA ES	ROMMELYN L. GONZALES	ESP-I
12.	BESIGAN ES	ENGELBERT L. DE LA PINA	HT-I
13.	BONBON ES	KAREN C. VERDAD	ESP-I
14.	BONGBONGON ES	ANDY LIGSANAN	ESP-II
15.	BUGO CS	MARIA TERESA L. APIAG	MT-II
16.	BUGO CS	ROSEMARIE DULLENTE	ESP-I
17.	BULAO ES	JOEL GRANADA	ESP-I
18.	BULUA CS	PEDRITAS R. JORDAN	ESP-III
19.	BULUA CS	IMELYN G. DORIA	MT-II
20.	BULUA CS	JULIETO B. MAGHANOY	HT-III
21.	CADAYONAN IS	JAY-AR C. LABAJAN	T-III
22.	CAMAMAN-AN ES	PAUL Y. BADON	ESP-III
23.	CAMAMAN-AN ES	IRISH BARRIA	MT-I
24.	CAMAMAN-AN ES	DEBORAH FLORA	ESP-I
25.	CAMAMAN-AN ES- MACAPAYA EXT.	NORMAN A. FELISILDA	ESP-I
26.	CAMP EVANGELISTA ES	DANTE G. SISTO	ESP-II
27.	CANITOAN ES	RAUL A. DECHOSA	ESP-II
28.	CIS-BUGSOK EXTENSION	WENSMONMARK P. PIMENTEL	T-I
29.	CIS-PINAGSASAGAN EXT.	JEANIE FE Z. LLABAN	T-I
30.	CITY CENTRAL SCHOOL	ANNABELLE J. LARIBA	ESP-IV
31.	CITY CENTRAL SCHOOL	EMELIA D. LAGO	MT-II
32.	CITY CENTRAL SCHOOL	JOHNRILL R. GENEROSO	MT-I
33.	CITY CENTRAL SCHOOL	DIANA LOU M. BEJA-SARINAS	MT-I
34.	CITY CENTRAL SCHOOL	GLADYS W. SERINO	MT-I
35.	CITY CENTRAL SCHOOL	DENNIS ACERON	HT-III

36.	CITY ENGINEER'S ES	MARY GLO B. CATARONG	ESP-I
37.	CITY ENGINEER'S ES	AIREEN O. SUAN	MT-II
38.	CONSOLACION ES	RELOBE Z. ZULITA	ESP-I
39.	CONSOLACION ES	ROYDERICO M. ELORDE	MT-I
40.	CORRALES ES	FE V. MORALES	ESP-I
41.	CUGMAN ES	ELMA A. OBINA	MT-I
42.	CUGMAN IS	MARY JOY PADREQUIL	SST-III
43.	DANSOLIHON ES	RODEL C. ESTENZO	HT-III
44.	DUNGGOAN IS	EMMANUEL L. RAMOSO	T-I
45.	EAST CCS	MARIA DEL T. MAGALLANO	ESP-I
46.	EAST CCS	PEEJEY C. CAGARA	T-III
47.	EAST CCS	ALVIN T. BUENAFLO	HT-III
48.	FILIPINO CHINESE FRIENDSHIP SCH.	JOLITO G. BASLAN	ESP-I
49.	FR. WILLIAM IS	JINNEFER D. ESPINA	ESP-II
50.	FR. WILLIAM IS	MARITCHA M. UBAY-UBAY	MT-I
51.	FR. WILLIAM IS	IRENE P. GARCIA	MT-I
52.	FS CATANICO I.S.	GERALDINE L. SERAFICA	T-III
53.	FS CATANICO IS	VAICAR G. MAYAKE	ESP-I
54.	GL. REYES ES	EMERITA G. LABIS	HT-III
55.	GUSA ES	LILIBETH AMPONG	ESP-I
56.	GUSA ES	JOEL P. LARIBA	ESP-II
57.	IBA IS	RUSELL LOVE P. SALUNGAYAN	HT-I
58.	INDAHAG ES	AL STEPHEN R. LAGUMEN	MT-I
59.	INDAHAG ES	CANDOLYN L. QUILIT	ESP-I
60.	IPONAN ES	MELBA S. OMANDAM	ESP-I
61.	IPONAN ES	IRFRALEEN F. AMORES	T-III
62.	IPONAN ES	CHERIE LOU P. LANZADERAS	MT-I
63.	KAMAKAWAN ES	SALDI P. VITORILLO	HT-III
64.	KAUSWAGAN CS	NINIA D. LEYSON	MT-II
65.	KAUSWAGAN CS	ALMA B. PENONIA	ESP-II
66.	KIAM-IS ES	JAY T. HEBIA	HT-III
67.	KIBANOG MOBILE SCHOOL	AJIE U. NANGCAS	T-II
68.	LINANGOAN ES	MA. DULCE F. CUERQUIZ	ESP-I
69.	LUMBIA CS	CELSO L. PAGULON	ESP-III
70.	LUMBIA CS	RUDY P. VILLALOBOS	ESP-I
71.	LUMBIA CS	FEDERICO S. ESPINA, JR.	MT-I
72.	MACABALAN ES	NAOMI D. TOCMOHAN	ESP-I
73.	MACANHAN ES	LEONORA S. ALINSUB	ESPI-I
74.	MACASANDIG ES	BASILISA GAYRAMARA	ESP-I

75.	MAGAYAD IS	ARVEN E. GARCINES	HT-I
76.	MALASAG ES	MYLENE M. PIMENTEL	HT-I
77.	MAMBUAYA CS	ROSE MARIE G. TOLENTINO	HT-III
78.	MAMBUAYA CS	RACHILE ANN P. BAUTIZDO	T-III
79.	MAN-AI ES	KRIZAIDA ALLEYA A. CABARING	HT-III
80.	MANGALAY ES	RUSELL E. BAGAS	T-I
81.	MIDKIWAN IS	MARILOU L. LORA	HT-I
82.	MIGTUGSOK MOBILE SCH.	JEANIE FE Z. LLABAN	T-III
83.	NORTH CCS	RACHEL JOY M. ALBA	MT-I
84.	NORTH CITY CCS	ANNIE B. DANUCO	ESP-I
85.	PAGALUNGAN ES	CHARITO R. JARULA	ESP-I
86.	PAGATPAT ES	VERGILLOU G. SANGA	T-III
87.	PAGATPAT ES	GEMMA ETHEL B. ONG	ESP-III
88.	PALALAN IS	WILFREDO L. BELONO JR.	HT-I
89.	PAMALIHI ES	GLECERIO F. GALOLO	ESP-I
90.	PINAGSAGSAGAN MOBILE SCHOOL	RYAN C. TURA	MT-I
91.	PEDRO OLOY N. ROA SR. ES	MARIA LODEL C. DAABAY	ESP-IV
92.	PIGSAG-AN ES	DENVER E. NERI	HT-I
93.	PUERTO ES	HIMAYA Q. CU	ESP-II
94.	SACRED HEART VILLAGE ES	MA. CENSUSA R. ABUEL	ESP-I
95.	SACRED HEART VILLAGE-IKP	URSULA JANETH G. ABELLANOSA	HT-III
96.	SAN SIMON ES	LADY MAE T. PABILONA	T-I
97.	SAN SIMON IS	CAROL O. LORONO	HT-III
98.	SOUTH CCS	ANNE FRANCIS T. SINGH	ESP-II
99.	SOUTH CCS	ELMER N. PANTO	ESP-I
100.	SOUTH CCS	RYAN Z. ROA	MT-I
101.	ST. JOHN ES	ELENA B. PACAMO	ESP-I
102.	SUNTINGON ES	RONNIE P. URA-URA	ESP-I
103.	SUNTINGON ES	REY MISAEL S. DA-ABAY	T-III
104.	SUNTINGON ES- ANNEX	VIRGINIA D. MENDOZA	ESP-I
105.	TABLON ES	GLORIA B. SABAL	MT-II
106.	TABLON ES	GLENN D. YGONA	T-III
107.	TABLON ES	CORAZON Z. BARTOCES	ESP-II
108.	TAGLIMAO ES	ROWEL R. CAINA	HT-II
109.	TAGPANGI ES	ISAGANI D. OLARTE JR.	HT-III
110.	TAGUANAO ES	JOBERT M. SALIANGAY	ESP-I
111.	TIGNAPOLOAN ES	MARCELINA N. CABARING	HT-III
112.	TUBURAN ES	SHELA D. YANEZ	ESP-I
113.	TUMPAGON ES	ANNA LOU B. RACANA	HT-II

114.	UPPER CARMEN ES	LEA C. TANCINCO	T-III
115.	UPPER CARMEN ES	RICO I. CAGAPE	ESP-I
116.	UPPER TIGNAPOLOAN ES	BAYANI R. ROTURAS JR.	HT-I
117.	WEST CCS	EDGARDO O. YANEZ	ESP-III
118.	WEST CCS	DIONETA S. BAHIAN	MT-I
119.	WEST CCS	RYAN BOYD M. PAHAPAY	MT-II

Competence
Diligence
Outstanding Integrity



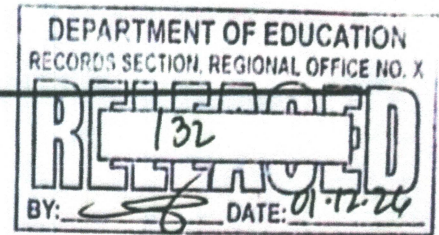
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Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO

January 7, 2026

REGIONAL MEMORANDUM
No. 010, s. 2025



**1ST NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL
PRINCIPALS ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS
CUM DEVELOPMENT TRAINING PROGRAM**

To: Schools Division Superintendents
All Others Concerned

1. Following the organization and rights provisions under the RA 4670, the Northern Mindanao Philippine Elementary School Principals Association (NorMin PESPA) will be holding its **First Northern Mindanao Philippine Elementary School Principals Association (NorMin PESPA) Regional Congress cum Development Training Program** with the theme "School Leadership Toward Nurturing, Inspiring and Resilient Schools" at the Luxe Hotel, Limketkai Drive, Cagayan de Oro City, on February 2-4.

2. This activity aims to

- a. develop an efficient and effective school organization responsive to the vision and mission of the Department of Education (DepEd);
- b. update school heads on the new-fangled and strategic approaches in leadership alongside with technology;
- c. appreciate clear and merit-based career paths for meaningful professional growth and rewarding competency-based promotions; and
- d. ensure compliance with DepEd policies, standards, and school legislations within the framework of governance.

3. The participants in this event include the PESPA Division and Regional Board of Directors, public elementary school principals, head teachers, teachers-in-charge and/or schools-in-charge. The participants' attendance shall be on OFFICIAL BUSINESS.

4. A registration fee of Five Thousand and Five Hundred Pesos (P5,500.00) shall be charged to each participant on a live-out basis. The fee shall cover cost of meals (snacks, lunch, and dinner), honoraria of resource persons, kits, venue, and other incidental expenses.



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

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Effectivity	01-22-24	Page	1 of 2



5. The registration fee, travel expenses, and other allowable expenses are chargeable to local funds, subject to the usual accounting and auditing rules and regulations.

6. Attached is the Activity Matrix for reference.

7. Confirmation of attendance must be done through online registration following this link <https://tinyurl.com/ax35uusc> not later than **January 28**. The name of the participant must appear on the scanned deposit slip before uploading it for online registration. **Onsite registration will be accommodated** on February 1, from 8:00 a.m. to 5:00 p.m.

8. Payments for the registration fee shall be made to this bank:

Account Name: PESPA INC.
LANDBANK Branch: DECS Extension Office
Account Number: 3341-0192-30

9. The first meal to be served will be **morning snacks on Day 1 (February 2)**, and last meal will be **lunch on the last day (February 4)**.

10. As to the Dress Code, the following shall be observed:

Day 1 – February 2, 2026 – Filipiniana/Barong
Day 2 – February 3, 2026 – Casual
Day 3 – February 4, 2026 – Conference T-shirt

11. For more details and further inquiries, contact Mr. Celso L. Pagulon, Principal, Lumbia Central School, Division of Cagayan de Oro City, and NorMin PESPA President, at 0917-858-6883.

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


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

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

CONFERENCES ORGANIZATIONS

RE: 1st Northern Mindanao Philippine Elementary
School Principals Association (NorMin PESPA) Regional Congress
cum Development Training Program

PESPA/clp

1st NORTHERN MINDANAO PHILIPPINE ELEMENTARY SCHOOL PRINCIPALS ASSOCIATION (NorMin PESPA) REGIONAL CONGRESS CUM DEVELOPMENT TRAINING PROGRAM

Luxe Hotel, Limketkai Drive, Cagayan de Oro City

February 2 - 4, 2026

Activity Matrix

Theme: "School Leadership Toward Nurturing, Inspiring, and Resilient Schools"

Day 1 – February 2, 2026 Monday	Day 2 – February 3, 2026 Tuesday	Day 3 – February 4, 2026 Wednesday
8:00 am to 9:00 am – Arrival & Registration of Participants 9:00 am to 12:00 nn National Anthem Doxology Recognition of Participants DepEd Quality Policy Welcome Remarks . . . Mr. Celso L. Pagulon President, RX-PESPA Intermission Introduction of the Keynote Speaker Keynote Speaker . . . DR. ARTURO B. BAYOCOT, CESO III Regional Director – Region X Intermission	8:00 – 10:00 – Session 3 "Expanded Career Progression" DR. WILFREDO E. CABRAL DepEd Undersecretary for BHRD 10:00 – 12:00 – Session 4 "Leading Reforms, Shaping School Outcomes" ATTY. MARIA ANTHONETTE V. ALLONES, CESO I Chief Human Resource Officer, Metro Pacific Tollways Corporation	8:00 – 10:00 – Session 7 "School-Based Management in the Digital Era: Leveraging Technology and Shared Governance for System-Wide Impact" DR. EDIZON A. FERMIN Vice President for Academic Affairs National Teachers College 10:00 – 12:00 – Session 8 "PESPA Plans and Programs Blueprint: Strategic Enablement for School Heads" DR. FERDINAND MILLAN National PESPA President
12:00 – 1:00 LUNCH BREAK		
1:00 – 3:00 Session 1 "Designing High-Impact School System: Leadership, Performance and Relationship at Scale" DR. ARTURO B. BAYOCOT Regional Director – Region X 3:00 5:00 - Session 2 "From Compliance to Quality: Encompassing Quality Management System in School Governance" DIR. MICHAEL JOSEPH P. CABAUTAN Director III, National Educators Academy of the Philippines (NEAP)	1:00 – 3:00 – Session 5 "Legal Frameworks Supporting Mental and Psychological Well-Being in Schools: Leadership's Role in Nurturing Safe and Caring Community" ATTY. WADE A. LATAWAN Senior Partner at Latawan & Villanueva Law Firm Executive Director of the Legal Edge Education Law Resources & Publications, Legal Counsel of PESPA 3:00 – 5:00 - Session 6 "DepED Reforms in Action: Aligning School leadership with Innovation" DR. RUTH L. FUENTES, CESO IV Regional Director – Region IX 6:00pm onwards: DINNER / FELLOWSHIP NIGHT	1:00 – 1:30 Induction of Newly Organized RX-PESPA By: DR. ARTURO B. BAYOCOT, CESO III Regional Director – Region X Intermission 1:30 – 2:00 Closing Program/Acknowledgment

HOME SWEET HOME