



Republic of the Philippines  
 Department of Education  
 Region VIII  
**SCHOOLS DIVISION OF CALBAYOG CITY**

January 15, 2025

**DIVISION MEMORANDUM**

No. 036, s. 2025

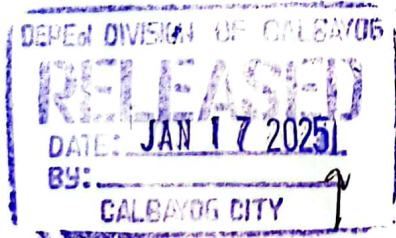
**UPDATES OF DIVISION MEMO NO. 013, S. 2025 RE DIVISION-BASED ASSESSORS TRAINING ON EXPANDED CAREER PROGRESSION SYSTEM FOR TEACHERS: DEEPENING ON CLASSROOM OBSERVATION AND PORTFOLIO ASSESSMENT**

TO: Assistant Schools Division Superintendent  
 CID and SGOD Chief Education Supervisors  
 Education Program Supervisors  
 Public Schools District Supervisors  
 Public Elementary & Secondary School Heads  
 All Others Concerned

1. This Office, informs all concerned participants on the following changes of schedules in the conduct of the **Division-Based Assessors Training on Expanded Career Progression System for Teachers: Deepening on Classroom Observation and Portfolio Assessment (Div. Memo no. 013, s. 2025)** due to supervening activities:

Batch	From	To	District	Participants
Batch 1	February 18-21, 2025	March 11-14, 2025	Calbayog Districts	School Heads, AO IIs, PSDS, EPS-adopter
Batch 2	February 25-28, 2025	March 18-21, 2025	Oquendo & Tinambacan Districts	School Heads, AO IIs, PSDS, EPS-adopter

- All other provisions in the previous Issuance are still in effect.
- For immediate dissemination and guidance of all concerned.



*for*  
**MARGARITO A. CADAYONA, JR. PhD, CESO VI**  
 OIC-Schools Division Superintendent  
 SO # 002 S. 2025

sgod/hrds/mpsenolos



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 Website: <https://calbayogcity.deped.gov.ph/>

**PROGRAM OF ACTIVITIES****DIVISION-BASED ASSESSORS TRAINING ON EXPANDED CAREER PROGRESSION SYSTEM FOR TEACHERS: DEEPENING ON CLASSROOM OBSERVATION AND PORTFOLIO ASSESSMENT**

Batch 1: February 18-21, 2025

Batch 2: February 25-28, 2025

Venue: TBA

Batch 1 - Calbayog Districts

Batch 2 - Oquendo &amp; Tinambacan Districts

**DAY 1**

<b>Time</b>	<b>Session Objectives</b>	<b>Activity</b>	<b>No. of Min.</b>	<b>Resource Speaker/ Facilitator</b>
08:00 am-09:45 am	To record attendance of participants; Provide training kits; Assign rooms.	Arrival, Registration and Room Assignment		Rosalia M. Rivera Marita P. Senolos TWG/Secretariat
09:45 am-10:00 am	<i>Uninterrupted Health Break</i>		15	
10:00 am - 11:00 am	To open formally the program.	<b>Opening Program</b>  Preliminaries <ul style="list-style-type: none"> <li>▪ <i>Philippine National Anthem</i></li> <li>▪ <i>Prayer</i></li> <li>▪ <i>Calbayog Hymn</i></li> <li>▪ <i>Calbayog Ko Hymn</i></li> <li>▪ <i>DepEd Quality Statement</i></li> </ul>	60	TWG
		Introduction of Participants		Marita P. Senolos <i>Senior Education Program Specialist (HRD)</i>
		Welcome Remarks		Dr. Jun-Nilou D. Dulfo OIC- <i>Assistant Schools Division Superintendent</i>
		Message		Dr. Margarito A. Cadayona, Jr, CESO VI
		Purpose/Overview of the Program <ul style="list-style-type: none"> <li>▪ Training Objectives</li> <li>▪ Schedule of Activities</li> <li>▪ Training Norms</li> </ul>		Dr. Renato S. Cagomoc, EdD, DM, <i>Chief, CID</i>
		Documentation/Photo Opportunity		Dr. Avelina P. Tupa, EdD OIC-Chief, SGOD
11:00 am - 12:00 am	To determine pre-existing knowledge/initial understanding of the measures stated in the training objectives.	<b>Pre-training Assessment</b>	30	Oscar D. Billate, Jr. OIC-EPS (SGOD)
12:00 nn-01:00 pm	<i>Lunch Break</i>		60	

01:00 pm - 02:00 pm	To present background and current context of HROD in relation to career progression.	<b>Session 1: HROD Framework and Updates</b>	60	Dr. Jun-Nilou D. Dulfo <i>OIC-Assistant Schools Division Superintendent</i>
02:00 pm - 03:00 pm	To discuss the standards-based Career Progression System, Teacher Reclassification process, and Assessors' Program and the role of an 'assessor'.	<b>Session 2: Overview of the Expanded Career Progression Policy and the Assessors Program</b>	60	Dr. Renato S. Cagomoc EdD, <i>DM, Chief, CID</i>
03:00 pm - 03:15 pm	<i>Uninterrupted Health Break</i>		15	
03:15 pm - 04:45 pm	To discuss the standards-based Teacher Reclassification process.  To introduce and discuss the elements of the MTPPS Form.	<b>Session 3a: Procedures and Requirements for Promotion (Natural Vacancy and Promotion)</b> <i>Workshop 0: Accomplishment of MTRF</i>	90	Milaner R. Oyo-A <i>Principal IV</i>
04:45 pm - 05:00 pm	To review output of the day and discuss programmed activities in the succeeding days; Ensure maintained focus on achieving the end-goal of the day.	Instructions/Mechanics for Day 2	15	
05:00 pm - 05:30 pm	<i>Debriefing of the PMT</i>			
06:00 pm - 08:00 pm	<i>Dinner</i>			
<b>Officer of the Day</b>				<b>Marita P. Senolos</b>

DAY 2

Time	Session Objectives	Activity	No. of Min.	Resource Speaker/ Facilitator
06:30 am - 08:00 am	<i>Breakfast</i>			
08:00 am - 08:30 am	To open formally the program for Day 2.	<b>Preliminary Activities</b> Prayer Morning Energizer and Recap Day 2 schedule of activities	30	
08:30 am - 09:45 am	To present new QS and performance requirements in relation to application for higher teaching position;  To demonstrate how to accomplish Parts I & 2 of the MTPPS with Teacher-Applicant's POV.	<b>Session 3b: QS (new) and Performance Requirements</b> <i>Workshop 1: Accomplishment of MTRF (Part I &amp; II – QS &amp; Performance)</i>	75	Jennifer M. Campillo AO-IV (HRMO)
09:45 am - 10:00 am	<i>Uninterrupted Health Break</i>		15	
10:00 am - 10:45 am	To present new QS and performance requirements in relation to application for higher teaching position;  To demonstrate how to accomplish Parts I & 2 of the MTPPS with Teacher-Applicant's POV.	<b>Cont... Session 3b: QS (new) and Performance Requirements</b> <i>Workshop 1: Accomplishment of MTRF (Part I &amp; II – QS &amp; Performance)</i>	45	Jennifer M. Campillo AO-IV (HRMO)
10:45 am - 12:00 nn	To introduce tools in assessing teacher-applicants' qualifications for promotion, based on existing criteria and parameters;  To demonstrate computation of Education, Training, Experience (ETE) and Performance criteria that comprise 30% (ETE) and 30% (Performance) and of	<b>Session 4: ETE and Performance (Chapters 2 &amp; 3)</b> <i>Workshop 1a: Simulation of ETE and Performance Computation using sample application documents</i>  <i>Workshop 1b: Processing</i>	75	Dr. Avelina P. Tupa, EdD OIC-Chief, SGOD  Jennifer M. Campillo AO-IV (HRMO)

	the total points for reclass.			
12:00 nn - 01:00 pm	<i>Lunch Break</i>		60	
01:00 pm - 01:45 pm	<p>To introduce tools in assessing teacher-applicants' qualifications for promotion, based on existing criteria and parameters;</p> <p>To demonstrate computation of Education, Training, Experience (ETE) and Performance criteria that comprise 30% (ETE) and 30% (Performance) and of the total points for reclass.</p>	<p><b>Cont... Session 4: ETE and Performance (Chapters 2 &amp; 3)</b>  <i>Workshop 1a: Simulation of ETE and Performance Computation using sample application documents</i></p> <p><i>Workshop 1b: Processing</i></p>	45	<p>Dr. Avelina P. Tupa, EdD  <i>OIC-Chief, SGOD</i></p> <p>Jennifer M. Campillo  <i>AO-IV (HRMO)</i></p>
01:45 pm - 03:15 pm	<p>To present Classroom Observation Indicators (COIs) and Non-Classroom Indicators (NCOIs) and their Rubrics as reference for the remaining evaluative assessment comprising 25% (COI) and 15% (NCOI)</p>	<p><b>Session 5: Presentation of COIs and NCOIs and Rubric (per position)</b></p>	90	<p>Dr. Joy B. Saldaña  <i>EPS-Science</i></p>
03:15 pm - 03:30 pm	<i>Uninterrupted Health Break</i>		15	
03:30 pm - 04:45 pm	<p>To present Classroom Observation Process and Requirements;</p> <p>To demonstrate assessment process for COI in the assessors' POV.</p>	<p><b>Session 6: Classroom Observation Protocols</b></p>	75	<p>John Michael Jalayajay  <i>Principal 1</i></p>
04:45 pm - 05:00 pm	<i>Daily M&amp;E and Instructions for Day 3</i>		15	
05:00 pm - 05:30 pm	<i>Debriefing of the PMT</i>		30	
06:00 pm - 08:00 pm	<i>Dinner</i>			
<b>Officer of the Day</b>				<i>Milaner R. Oyo-a</i>

DAY 3

Time	Session Objectives	Activity	No. of Min.	Resource Speaker/ Facilitator
06:30 am - 08:00 am	<i>Breakfast</i>			
08:00 am - 08:30 am	To open formally the program for Day 3.	<b>Preliminary Activities</b> Prayer Morning Energizer and Recap Day 3 schedule of activities	30	
08:30 am - 9:45 am	To present Classroom Observation Process and Requirements;  To demonstrate assessment process for COI in the assessors' POV.	<b>Cont... Session 6: Classroom Observation Protocols</b> Workshop 2a: Simulation of Classroom Observation	75	John Michael Jalayajay <i>Principal 1</i>
09:45 am - 10:00 am	<i>Uninterrupted Health Break</i>		15	
10:45 am- 12:00 nn	To present Classroom Observation Process and Requirements;  To demonstrate assessment process for COI in the assessors' POV.	<b>Cont... Session 6: Classroom Observation Protocols</b> Workshop 2b: Processing  Workshop 2c:  Accomplishment of MTPPS COI Portion	75	John Michael Jalayajay <i>Principal 1</i>
12:00 nn - 01:00 pm	<i>Lunch Break</i>		60	
01:00 pm - 03:15 pm	To present Non-Classroom Observation Process and Requirements;  To demonstrate assessment process for NCOI in the assessors' POV.	<b>Session 7: Evaluation of NCOI Annotations</b>  <i>Workshop 3a: Simulation of NCOI Evaluation</i>  <i>Workshop 3b: Processing</i>  <i>Workshop 3c: Accomplishment of MTPPS NCOI portion</i>	225	Benjie A. Beduya <i>Head Teacher 2</i>
03:15 pm - 03:30 pm	<i>Uninterrupted Health Break</i>		15	
03:30 pm - 04:45 pm	To present Non-Classroom Observation Process and Requirements;	<b>Cont... of Session 7: Evaluation of NCOI Annotations</b>		Benjie A. Beduya <i>Head Teacher 2</i>

	To demonstrate assessment process for NCOI in the assessors' POV.	<i>Workshop 3a: Simulation of NCOI Evaluation</i>  <i>Workshop 3b: Processing</i>  <i>Workshop 3c: Accomplishment of MTPPS NCOI portion</i>		
04:45 pm - 05:00 pm	<i>Daily M&amp;E and Instructions for Day 4</i>		15	
05:00 pm - 05:30 pm	<i>Debriefing of the PMT</i>		30	
06:00 pm - 08:00 pm	<i>Dinner</i>			
<i>Officer of the Day</i>				<i>Dr. Joy B. Saldaña</i>

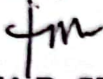
DAY 4

Time	Session Objectives	Activity	No. of Min.	Resource Speaker/ Facilitator
06:30 am - 08:00 am	<i>Breakfast</i>			
08:00 am - 08:30 am	To open formally the program for Day 4.	<b>Preliminary Activities</b> Prayer Morning Energizer and Recap Day 4 schedule of activities	30	
08:30 am - 9:45 am	To discuss the concepts, steps, and processes in the conduct of the Behavioral Events Interview (BEI);  To describe the S.T.A.R approach in conducting the BEI; and  To craft sample questions to be used during BEI.	<b>Session 8: Behavioral Events Interview</b> <i>Workshop 4a: Scenario-based workshop on BEI</i>  <i>Workshop 4b: Processing</i>	225	Anabelle O. Yangzon PSDS
09:45 am - 10:00 am	<i>Uninterrupted Health Break</i>		15	
10:45 am- 12:00 nn	To discuss the concepts, steps, and processes in the conduct of the Behavioral Events Interview (BEI);  To describe the S.T.A.R approach in conducting the BEI; and  To craft sample questions to be used during BEI.	<b>Cont... of Session 8: Behavioral Events Interview</b> <i>Workshop 4a: Scenario-based workshop on BEI</i>  <i>Workshop 4b: Processing</i>		Anabelle O. Yangzon PSDS
12:00 nn - 01:00 pm	<i>Lunch Break</i>		60	
01:00 pm - 02:30pm	To facilitate the WAP of the participants in the conduct of their school orientation on the Expanded Career Progression System (ECPS)	<b>Session 9: Facilitating the Work Application Plan (WAP)</b> <i>Workshop 5a: Workshop on WAP</i>  <i>Workshop 5b: Processing</i>	75	Marita P. Senolos SEPS (HRD)
02:30 pm - 03:00 pm	To determine post-understanding of the measures stated in the training objectives.	<b>Post-training Assessment</b>	30	Oscar D. Billate, Jr. OIC-EPS (SGOD)



03:00 pm - 03:15 pm	<i>Uninterrupted Health Break</i>		15	
03:15 pm - 05:00pm	<p>To synthesize the proceeding and output of the 4-day activity.</p> <p>To provide directions on the succeeding actions/ development of Assessors Program and Career Progression.</p> <p>To formally close the program.</p>	<p><b>Closing Program</b>  Synthesis of Sessions  Ways Forward and  Closing Remarks  Activity Evaluation</p>	105	<p>Dr. Avelina P. Tupa  <i>OIC-Chief, SGOD</i></p> <p>Marita P. Senolos  Rosalia M. Rivera</p>
Officer of the Day				<p><i>Anabelle O. Yangzon</i>  PSDS</p>


Prepared by:



**MARITA P. SENOLOS**

*Senior Education Program Specialist  
Human Resource Development*

Recommending Approval:



**AVELINA P. TUPA, EdD**  
*OIC-Chief, SGOD*



**RENATO S. CAGOMOC, EdD**  
*Chief, CID*



**JUN-NILOU D. DULFO, PhD**  
*OIC-Asst. Schools Division Superintendent*

APPROVED:



**MARGARITO A. CADAYONA, JR. PhD, CESO VI**  
*OIC-Schools Division Superintendent*

SO # 002 S. 2025

Annex B

**SHORTLIST OF PARTICIPANTS**

**DIVISION-BASED ASSESSORS TRAINING ON EXPANDED CAREER  
PROGRESSION SYSTEM FOR TEACHERS: DEEPENING ON CLASSROOM  
OBSERVATION AND PORTFOLIO ASSESSMENT**

Batch 1: February 18-21, 2025

Batch 2: February 25-28, 2025

Venue: TBA

**BATCH 1 : Calbayog Districts****February 25-28, 2025**

<b>No.</b>	<b>School Head, PSDS, EPS-Adopter</b>	<b>Position/School</b>	
<b>CALBAYOG 1 DISTRICT</b>			
1	Nora G. Capetillo	PSDS	
2	Dr. Geraldine P. Sumbise	District Adopter	
3	Chona C. Valenzuela	Cogon Elementary School	
4	Christopher D. Salino	Carayman National High School	
5	Cresenciano B. Llego	Naga Elementary School	
6	Gerome C. Silva	Higasaan Elementary School Mabini I Elementary School	
7	Herman T. Verano	Pinamurotan Integrated School	
8	Jovie M. Bido	Caballero Elementary School Cagbanayacao Elementary School	
9	Lea L. Jordan	Carayman Elementary School (District Center)	
10	Omar D. Comonical	Calucnayan Elementary School Olera Elementary School Salvacion Elementary School	
11	Rosalita G. Data	Cagboborac Elementary School Rizal I Elementary School	
12	Ma. Lourdes Babon	Himalandrog-Seven Hills Integrated School	
<b>CALBAYOG 2 DISTRICT</b>			
1	Ma. Teresa S. Simon	PSDS	
2	Joshua Sherwin T. Lim	EPS-Adopter	
3	Carmen Lourdes M. Tan	Rawis Elementary School	
4	Cynthia D. Pagatpat	Dagum Elementary School	
5	Danilo G. Mirales	Capoocan Elementary School	
6	Leona L. Yulo	Obrero Elementary School	
7	Luz T. Uy	Bagacay Integrated School	
8	Marian G. Cui	Cacaransan Elementary School Pagbalican Elementary School	
9	Bonifacio P. Pondang	Matobato Elementary School	
10	Norman T. Cabugawan	Carmen Elementary School	
11	Nova S Gaspan	Calbayog Pilot Central School (District Center)	

CALBAYOG 3 DISTRICT		
1	Dioleriano Y. Cacait	Calbayog City SPED Center (District Center)
2	Emmalyn A. Tan	Guinbaoyan Sur Elementary School
3	Gerardo L. Domayan	Villahermosa Elementary School
4	Jacinto D. Refuncio	Alibaba Elementary School Sinantan Elementary School
5	Joey A. Catampo	San Jose Integrated School
6	Ma. Salma L. Ortiz	Tapae Elementary School
7	Marcia C. Tocayon	Guinbaoyan Norte Elementary School
8	Maricel Alegria	Calbayog City Night High School
9	Maricel G. Merencillo	Bagong Lipunan Elementary School Hibatang Elementary School
10	Randy A. Nable	Esperanza Elementary School Langoyon Elementary School San Antonio Elementary School
CALBAYOG 4 DISTRICT		
1	Jose O. Abon	PSDS
2	Dr. Nelson R. Bello	EPS-Adopter
3	Mary Jean P. Lim	Guin-on Elementary School Maybog Elementary School
4	Crisanto T. Pacho	Nijaga Elementary School
5	Cynthia S. Tarrayo	Tabawan Integrated School
6	Josephine G. Magbutay	Migara Elementary School
7	Leonida A. Siago	Giragaan Elementary School
8	Marianita P. Bejasa	Panonongon Elementary School Victory Elementary School
9	Ma. Samila L. Advincula	Calbayog East Central School (District Center)
10	Maria Gina G. Adizas	Palanogan Occ. Elementary School Palanogan Or. Elementary School
11	Myrna J. Resulta	Hamorawon Elementary School
12	Nelca L. Cababat	Migara National High School
13	Felylou P. Colinares	Patong - Happy Valley Integrated School
CALBAYOG 5 DISTRICT		
1	Reynaldo T. Bernales	PSDS
2	Arnold A. Jaraba	EPS-Adopter
3	Bernardo J. Tahil, Jr	Dinawacan Elementary School Nag-uma Elementary School
4	Elisa M. Cambaya	Looc Elementary School Saputan Elementary School
5	Jaime E. Sagayap	San Policarpo Central School (District Center)
6	Jaysam M. Casaljay	Gabay Elementary School Maysalong Elementary School
7	Julieta B. Monar	Jimautan Elementary School Roxas I Elementary School
8	Lorna C. Ogawa	Bontay Elementary School Navarro Elementary School
9	Louie M. Termo	Canjumadac Integrated School
10	Myrna C. Pecayo	Gadgaran Integrated School

11	Romeo D. Castante	San Policarpo National High School	
12	Rowena L. Oyo-a	Acedillo Integrated School	
13	Wilfredo A. Managaysay	Gelino Elementary School	
		Tanval Elementary School	
<b>CALBAYOG 6 DISTRICT</b>			
1	Teresa D. Villa	PSDS	
2	Mercedita S. Garcia	EPS-Adopter	
3	Barbara C. Relampago	Cagsalaosao Elementary School	
4	Bernie J. Abing	Cabadiangan Elementary School	
		Jacinto Elementary School	
		Mancol Integrated School	
		Palanas Elementary School	
5	Samuel Repelente	Calbayog Arts and Design School of Eastern Visayas	
6	Malvin D. Regulacion	Buenavista Elementary School	
		Cahumpan Elementary School	
		Tigbe Elementary School	
7	Nelson A. Managaysay	Calilihan Elementary School	
		Gasdo Elementary School	
		Kili-Kili Elementary School	
8	Norman E. Sagayap	Basud Integrated School	
9	Rafael M. Mente	Lonoy Integrated School	
10	Rodrigo R. Ventures, Jr.	Anislag Elementary School	
11	Valentino D. Galban	Limarayon Integrated School	
12	Wilma L. Reyes	Trinidad National High School-Main Campus	
13	Zenaida C. Saavedra	Trinidad Central School (District Center)	

<b>No.</b>	<b>Administrative Officer II (AO II)</b>	<b>School</b>	<b>District</b>
1	Therence James Prudenciado	<b>Carayman Elementary School</b>	Calbayog I
2	Mary Grace Cailo	<b>Carayman National High School</b>	Calbayog I
3	Mailyn Villanueva	<b>Naga Elementary School</b>	Calbayog I
		Calucnayan Elementary School	
4	Kaye B. Mejica	<b>Salvacion ES</b>	Calbayog I
		Rizal 1 Elementary School	
		<b>Pnamurotan IS-ELEM</b>	Calbayog I
5	Anna Marie V. Refe	Guinbaoyan Norte Elementary School	Calbayog III
		<b>Cogon Elementary School</b>	Calbayog I
6	Richelle L. Medrina	Higasaan Elementary School	
		<b>Cagboborac Elementary School</b>	Calbayog I
7	Ma. Edelaine A. Sanchez	Olera Elementary School	
		<b>Cagbanayacao Elementary School</b>	Calbayog I
8	John Roy B. Talahiban	Caballero Elementary School	
		<b>Seven Hills National High School</b>	Calbayog I
9	Mariel Abayon	City High handling JHS	Calbayog III
		<b>HIMALANDROG-SEVEN HILLS IS</b>	Calbayog I
10	JOAN PANIS	<b>Pnamurotan IS-SECONDARY</b>	Calbayog I

11	Lytton Ortiz	<i>Tabawan Integrated School</i>	<i>Calbayog 4</i>
		<b>Mabini I Elementary School</b>	<i>Calbayog I</i>
12	Ravir N. Castillo	<b>**Looc ES</b>	<i>Calbayog V</i>
		<b>Matobato Elementary School</b>	<i>Calbayog II</i>
13	Jay-ar John Ong Panoy	<b>Capoocan Elementary School</b>	<i>Calbayog II</i>
14	AHNLY Y. CAGOMOC	<b>Calbayog Pilot Elementary School</b>	<i>Calbayog II</i>
15	Kristine Guades	<b>Dagum Elementary School</b>	<i>Calbayog II</i>
16	Jennifer Carig Zamora	<b>Carmen Elementary School</b>	<i>Calbayog II</i>
17	Dell Christine Villocero Aniban	<b>BAGAcay Integrated School-SECONDARY</b>	<i>Calbayog II</i>
18	Rocelle Charisma R. Dianito	<b>Cacaransan Elementary School</b>	<i>Calbayog II</i>
19	Jehra Mae S. Dagami	<b>Rawls Elementary School</b>	<i>Calbayog II</i>
20	Maria Marites Arangorin Cailo	<b>Obrero Elementary School</b>	<i>Calbayog II</i>
21	Mary Jane Toribio Bulan	<b>SENIOR HIGH</b>	<i>Calbayog VI</i>
22	Gemma G. Pampanga	<b>Calbayog City SPED Center</b>	<i>Calbayog III</i>
23	Kristabel Cabral-Notarte	<del>Calbayog City National High School</del> <b>SENIOR HIGH</b>	<i>Calbayog III</i>
24	Sharon Mancol Gozalbo	<b>Calbayog City Night High School</b>	<i>Calbayog III</i>
25	Rica Monique Durmiendo Mancol	<i>Guinbaoyan Sur Elementary School</i>	<i>Calbayog III</i>
26	MA. CAROLYN ABGAO	<b>Esperanza Elementary School</b>	<i>Calbayog III</i>
27	Ronnel Clarido	<i>Villahermosa Elementary School</i>	<i>Calbayog III</i>
		<b>Calbayog East Central School</b>	<i>Calbayog IV</i>
28	Ma. Joan Lentejas Tocayon	<b>Nijaga Elementary School</b>	<i>Calbayog IV</i>
29	MARY GRACE GARCIA	<b>Guin-on Elementary School</b>	<i>Calbayog IV</i>
30	Hermie Francisco Alcera	<i>Maybog Elementary School</i>	
		<b>Migara Elementary School</b>	<i>Calbayog IV</i>
31	Ivy M. Lentejas	<i>Alternate Cashier</i>	
		<b>Hamorawon Elementary School</b>	<i>Calbayog IV</i>
32	Marchel Picardal	<b>Palanogan-Oriental Elementary School</b>	<i>Calbayog IV</i>
33	Jucelyn L. Bacalso	<i>Palanogan Occ. Elementary School</i>	<i>Calbayog IV</i>
		<del>San Francisco Central Elementary School</del>	<i>Calbayog V</i>
34	Lorraine Baylon Calong	<b>**Saputan ES</b>	
		<del>San Francisco National High School</del> <b>SENIOR HIGH</b>	<i>Calbayog V</i>
35	Leah D. Balane	<b>Gadgaran Integrated School</b>	<i>Calbayog V</i>
36	Warlito Delmiguez Sabanao	<b>Dinawacan Elementary School</b>	<i>Calbayog V</i>
37	Marjun R. Magistrado	<b>**CADSEV</b>	
		<b>Tanval Elementary School</b>	<i>Calbayog V</i>
38	Duane Tristan Santiago Callosa	<b>Maysalong Elementary School</b>	<i>Calbayog V</i>
39	Mary Noelle Docong	<i>Nag-uma Elementary School</i>	
		<b>Jimautan Elementary School</b>	<i>Calbayog V</i>
40	Geraldine Madrigal	<i>Roxas I Elementary School</i>	
		<b>Acedillo Integrated School</b>	<i>Calbayog V</i>
41	Joricel Camarines	<b>Gelino Elementary School</b>	<i>Calbayog V</i>
42	Jason Peñalosa	<i>Gabay Elementary School</i>	<i>Calbayog V</i>
		<b>Anislag Elementary School</b>	<i>Calbayog VI</i>
43	Leviresa G. Barniso	<i>Palanas Elementary School</i>	<i>Calbayog VI</i>
		<b>Gasdo Elementary School</b>	<i>Calbayog VI</i>
44	Aiza L. Balawing	<b>**Basud IS</b>	<i>Calbayog VI</i>
		<b>Callihan Elementary School</b>	<i>Calbayog VI</i>
45	Carla Marie S. Sabañao	<i>Pagbalican Elementary School</i>	<i>Calbayog II</i>
		<b>Mancol Elementary School</b>	<i>Calbayog VI</i>
46	Roxanne J. Rosales	<i>Amampacang Elementary School</i>	<i>Tinambacan I</i>
		<b>Lonoy Integrated School</b>	<i>Calbayog VI</i>
47	Dave Mark Celum	<i>Cabadiangan Elementary School</i>	<i>Calbayog VI</i>
		<b>Cagsalaosao ES</b>	<i>Calbayog VI</i>

48	Jomarton Ladag	<i>Cahumpan Elementary School</i> <b>MANCOL IS</b>	<i>Calbayog VI</i> <i>Calbayog VI</i>
49	Ma. Kristine Tomenes	<i>SAN POLICARPO NHS - JHS</i> <b>Trinidad Central Elementary School</b>	<i>Calbayog V</i> <i>Calbayog VI</i>
50	Dristel Abanilla	<b>Buena Vista Elementary School</b>	<i>Calbayog VI</i>
51	Marien Maghacot	<b>*** Cagbayang ES with COS</b> <i>Jacinto Elementary School</i>	<i>Oquendo II</i> <i>Calbayog VI</i>
52	Klaus Morcelos	<b>*** Kili-kili with COS</b>	<i>Calbayog VI</i>

<b>Batch 1 Summary of Participants</b>	
C1	12
C2	11
C3	10
C4	13
C5	13
C6	13
AO II	52
PMT/RP	16
<b>TOTAL</b>	<b>140</b>

**BATCH 2 : Oquendo & Tinambacan Districts**  
**February 25-28, 2025**

No.	School Head, PSDS, EPS-Adopter	Position/School	
<b>OQUENDO 1 DISTRICT</b>			
1	Noemi S. Castante	PSDS	
2	Ricky S. Cano	EPS-Adopter	
3	Alma T. Pajarito	Libertad Elementary School	
		Sinidman Or. Elementary School	
4	Bartolome R. Doroja	Cabugawan Pimary School	
		Cagbilwang Elementary School	
5	Berly C. Manzanero	Nabang Elementary School	
		Sinidman Occ. Elementary School	
6	Leilani G Apes	Begaho Elementary School	
7	Maria Luz C. Murillo	Oquendo National High School	
8	Nimfa S. Doroja	Oquendo Central School (District Center)	
9	Sara B. Demit	Longsob Elementary School	
		Rizal II Elementary School	
10	Wilfredo Tozon	Catabunan Elementary School	
		Dinagan Elementary School	
<b>OQUENDO 2 DISTRICT</b>			
1	Benedicto M. Merales	PSDS	
2	Dr. Lourds L. Matan	EPS-Adopter	
3	Arnulfo L. Abellar	Caybago Elementary School	
4	Dondon S. Ale	Baja Elementary School	
		Mag-Ubay Elementary School	
5	Enrico Tomalon	Lapaan Integrated School	
6	Jeffrey D. Llaneta	Alang-Alang Elementary School	
		Quezon Elementary School	
7	Lindy Lou J. Ayong	Tarabucan Central School (District Center)	
8	Lorna A. Tarrayo	Cagbayang Integrated School	
9	Ma. Rona L. De Los Reyes	Mag-ubay National High School	
10	Jonard Monsanto	Cabichan Integrated School	
11	Merlinda D. Elbano	Hibabngan Elementary School	
		Obo-ob Elementary School	
		Talahiban Elementary School	
12	Monalyn G. Sarmiento	De Victoria Elementary School	
		San Isidro Elementary School	
13	Nerefe B. Eclipse	Capacuhan Elementary School	
		Hibuhatan Elementary School	
14	Rhuel R. Yongotngot	Cabacungan Elementary School	
		Dinabongan Elementary School	
15	Carlo Doinog	Tarabucan National High School	
16	Sheryl Jean M. Garcia	Panoypoy Integrated School	
17	Sol T. Abad	Cag-Anahaw Elementary School	
		San Rufino Elementary School	

OQUENDO 3 DISTRICT		
1	Ma. Gina U. Moreno	PSDS
2	Blesildo A. Orquin	Macatingog Integrated School
3	Elizabeth T. Domanog	Cag-anibong Elementary School Manuel Barral Sr. Elementary School
4	Kristian Aldrin b. Cruda	Panlayahan Elementary School
5	Lope D. Locaya	Pilar Elementary School (District Center)
6	Josephine Silva	Bayo Elementary School
7	Jaysson Alilita	Roxas II Elementary School
8	Maria Teresa D. Macabidang	Mawacat Integrated School
9	Marlynda A. Pacheco	Sigo Elementary School
10	Nicolas B. Tarrayo, Jr.	Dawo Integrated School
11	Normel John A. Manuales	Cabatuan National High School
12	Rolando M. Lacbo	Pilar National Agricultural High School
13	Sonia Cuizon	Cabatuan Elementary School Mantaong Elementary School
TINAMBACAN 1 DISTRICT		
1	Alma R. Caber	PSDS
2	Dr. Erwin L. Purcia	District Adopter
3	Adora P. Montañez	Bante Elementary School
4	Danilo S. Jadulco	Malajog Integrated School
5	Emelie O. Tarrayo	R. Lentejas Mem. School Of Fisheries
6	Janice B. Jose	Salhag Elementary School
7	Maychie T. Batulat	Amampacang Elementary School
8	Merardo S. Comayingking	Danao I Elementary School
9	Merlita C. Añora	Malopalo Elementary School
10	Michael V. Pernia	Tinambacan Central School (District Center)
11	Eliseo A Sintos	Marcatubig Elementary School
12	Virginia A. Millares	Tomaligues Integrated School
TINAMBACAN 2 DISTRICT		
1	Elbert G. Ongcal	PSDS
2	Arnold M. Jaraba	District Adopter
3	Arsenio A Sintos, Jr.	Binaliw Elementary School
4	Rinalyn C. Beso	San Joaquin National High School
5	Lilia S. Adel	San Joaquin NHS - Manguino-o Annex
6	Loridel Obinguar	Baay Elementary School
7	Nieves C. Javines	San Joaquin Central School (District Center)
8	Cesil Collmar	Cag-olango Elementary School
9	Robirth M. Ornopia	Manguino-o Elementary School
10	Paulete G. Ayong	Bantian Elementary School
11	Zarrah V. Allego	Cagnipa Elementary School
TINAMBACAN 3 DISTRICT		
1	Ester A. Siozon	PSDS
2	Noel E. Sagayap	District Adopter
3	Alma L. Rojas	Cagmanipis Sur Elementary School



4	Normel C. Galias	Bugtong Elementary School	
5	Fernando P. Medrina	Cagmanipis Norte Integrated School	
6	Herminia S. Balanay	Caglanipao Sur Integrated School	
7	Langie Boy C. Enriquez	Cangomaod Elementary School	
		Danao II Elementary School	
		Peña II Elementary School	
8	Lolita M. Labian	Tinaplacan Elementary School	
9	Maria Rose B. Ibajo	Malaga Central School (District Center)	
10	Maximo T. Pacho, Jr.	Malayog Elementary School	
11	Michael S. Buenaventura	Peña I Elementary School	
12	Sonia Cupla	Pena I National High School	
13	Ma. Liza T. San Pedro	Malaga National High School	
<b>No.</b>	<b>Administrative Officer II (AO II)</b>	<b>S c h o o l</b>	<b>District</b>
1	Lloyd Martin Marcial	<i>Nabang Elementary School</i>	<i>Oquendo I</i>
		<i>Sinidman Occ. Elementary School</i>	<i>Oquendo I</i>
2	Mylyn Santiso Cano	<i>Oquendo Central Elementary School</i>	<i>Oquendo I</i>
		<i>*** Cagbilwang ES with COS</i>	<i>Oquendo I</i>
3	Rizalyn M. Marcial	<i>Libertad Elementary School</i>	<i>Oquendo I</i>
		<i>Sinidman Or. Elementary School</i>	<i>Oquendo I</i>
4	Jay Carlo Prudenciado	<i>Mabini II Integrated School</i>	<i>Oquendo I</i>
		<i>Longsob Elementary School</i>	
5	Ula Catalan	<i>Mag-ubay National High School</i>	<i>Oquendo II</i>
6	AMIEL PRESADO	<i>Pilar Elementary School</i>	<i>Oquendo III</i>
7	Jurilyn B. Pajarilla	<i>Dawo Integrated School</i>	<i>Oquendo III</i>
8	Jobbel Belano	<i>Manuel Barral Sr. Elementary School</i>	<i>Oquendo III</i>
9	May Saldaña	<i>Mantaong Elementary School</i>	<i>Oquendo III</i>
		<i>Mawacat Integrated School</i>	<i>Oquendo III</i>
10	Ida S. Villan	<i>Macatingog Integrated School</i>	<i>Oquendo III</i>
11	Lindsay Jules Yauder	CABATUAN NHS	<i>Oquendo III</i>
12	Giovannie O. Desquitado	<i>Cabatuan Elementary School</i>	<i>Oquendo III</i>
13	Genelyn C. Mancol	<i>Salhag ES</i>	<i>Tinambacan I</i>
		<i>Tomaligues Integrated School</i>	<i>Tinambacan I</i>
14	Joseph Amita	<i>Tinambacan Central Elementary School</i>	<i>Tinambacan I</i>
15	Joel A. Gensis	<i>Marcatubig Elementary School</i>	<i>Tinambacan I</i>
		<i>Malopalo Elementary School</i>	<i>Tinambacan I</i>
16	Jonathan Capalis	<i>Danao I Elementary School</i>	<i>Tinambacan I</i>
17	Charles Ivan Donnel Sequio	<i>Bante Elementary School</i>	<i>Tinambacan I</i>
		<i>Malajog Integrated School</i>	<i>Tinambacan I</i>
18	Mae Angelica Comota	<i>San Joaquin Central Elementary School</i>	<i>Tinambacan II</i>
19	Rachel Thyla Logero	<i>Binaliw Elementary School</i>	<i>Tinambacan II</i>
20	Sarah Jean Cabantac	<i>Cagnipa ES</i>	<i>Tinambacan II</i>
		<i>San Joaquin NHS - Manguino-o Annex School</i>	<i>Tinambacan II</i>
21	NAOMI T. BANGCALE	<i>Manguino-o Elementary School</i>	<i>Tinambacan II</i>


22	Randy T. Muñoz	Tinaplacan ES	Tinambcan III
		*** Caglanipao IS with COS	Tinambcan III
23	Nelson Cababat	Peña I Elementary School	Tinambcan III
		Danao II Elementary School	Tinambcan III
24	Bernard Nick Alinabon	Cangomaod Elementary School	Tinambcan III
		Cagmanipis Norte Integrated School	Tinambcan III
25	Rhea Moraca	Cagmanipis Sur Elementary School	Tinambcan III
26	Ma. Delma Mateo	Peña I National High School	Tinambcan III
27	Ma. Rachel Chavez	Peña II Elementary School	Tinambcan III
		** Malaga NHS	

<b>Batch 2 Summary of Participants</b>	
O1	10
O2	17
O3	13
T1	12
T2	11
T3	13
AO II	27
PMT/RP	16
<b>TOTAL</b>	<b>119</b>

Prepared by:

  
**MARITA P. SENOLOS**  
 SEPS (HRD)

Checked & Reviewed by:

  
**AVELINA P. TUPA, EdD.**  
 OIC-Chief, SGOD

B1 - 140

B2 - 119

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Republic of the Philippines  
**Department of Education**  
 Region VIII  
**SCHOOLS DIVISION OF CALBAYOG CITY**  
 Calbayog City

**DIVISION-BASED ASSESSORS TRAINING ON EXPANDED CAREER  
 PROGRESSION SYSTEM FOR TEACHERS: DEEPENING ON CLASSROOM  
 OBSERVATION AND PORTFOLIO ASSESSMENT**

Batch 1: February 18-21, 2025

Batch 2: February 25-28, 2025

Venue: TBA

**Batch 1 - Calbayog Districts**

**Batch 2 - Oquendo & Tinambacan Districts**

**PROGRAM MANAGEMENT/TWG/TRAINING TEAM**

No.	PROGRAM MANAGEMENT TEAM/TWG	No.	RESOURCE PERSONS (RP)/ TRAINING TEAM
1	Program Manager: Dr. Jun-Nilou D. Dulfo OIC-Asst. Schools Division Superintendent	1	Dr. Jun-Nilou D. Dulfo OIC-Asst. Schools Division Superintendent
2	Co-Program Manager: Dr. Avelina P. Tupa, OIC-Chief, SGOD	2	Dr. Avelina P. Tupa, OIC-Chief, SGOD
3	Co-Program Manager: Dr. Renato S. Cagomoc, Chief, CID	3	Dr. Renato S. Cagomoc, Chief, CID
4	Training Manager: Marita P. Senolos, SEPS (HRD)	4	Dr. Joy B. Saldaña, EPS-Science
	<b>M&amp;E:</b>	5	Anabelle O. Yangzon, PSDS
5	Robert Anthony Ygrubay, OIC-SEPS (SMME)	6	Marita P. Senolos, SEPS (HRD)
	<b>Medics:</b>	7	Milaner R. Oyo-a, Principal 3
6	Dr. Arlene C. Catalan, Medical Officer	8	John Michael Jalayajay, School Head
7	Ma. Benjie Señora, Division Nurse	9	Benjie A. Beduya, School Head
8	Nikki S. Dollado, Division Nurse	10	Jennifer M. Campillo, AO IV/HRMO
	<b>IT/Sound System:</b>		
9	Drixel Idol R. Ortega, AO II		
	<b>Secretariat:</b>		
10	Rosalia M. Rivera, EPS II (HRD)		
11	Marita P. Senolos, SEPS (HRD)		





Republic of the Philippines  
**Department of Education**  
Region VIII  
SCHOOLS DIVISION OF CALBAYOG CITY

January 6, 2025

**DIVISION MEMORANDUM**

No. 013, s. 2025

**DIVISION-BASED ASSESSORS TRAINING ON EXPANDED CAREER  
PROGRESSION SYSTEM FOR TEACHERS: DEEPENING ON CLASSROOM  
OBSERVATION AND PORTFOLIO ASSESSMENT**

TO: Assistant Schools Division Superintendent  
CID and SGOD Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary & Secondary School Heads  
All Others Concerned

1. In line with Executive Order (EO) No. 174, s. 2022 which establishes the Expanded Career Progression System for Public School Teachers and its corresponding Implementing Rules and Regulations (IRR), this office through the School Governance and Operations Division-Human Resource Development Section, will conduct a 4-day live-in **Division-Based Assessors Training on Expanded Career Progression System for Teachers: Deepening on Classroom Observation and Portfolio Assessment** in two batches. The venue will be announced in a separate Issuance.

Batch	Date	District	Participants
Batch 1	February 18-21, 2025	Calbayog Districts	School Heads, AO IIs, PSDS, EPS-adopter
Batch 2	February 25-28, 2025	Oquendo & Tinambacan Districts	School Heads, AO IIs, PSDS, EPS-adopter

2. The training aims to equip the participants with the necessary skills and knowledge to effectively implement the Expanded Career Progression System (ECPS).

3. The participants of this activity are all the school heads, administrative officers II, division HRMPSB members and staff, public schools district supervisors, & education program supervisors.

4. Public schools district supervisors and education program supervisors are participants in their respective districts.

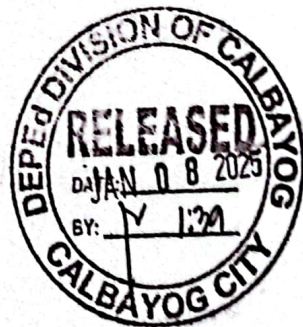
5. The detailed Program of Activities is attached as Annex A while the Shortlist of Participants is Annex B.

6. The check-in and check-out time and first and last food serving shall be as follows:

Check-in	Check-out	First Food to be served	Last Food to be served
Feb. 18 & 25, 2025 @ 2:00 PM	Feb. 21 & 28, 2025 @ 12:00 NN	Feb. 18 & 25, 2025 AM snack	Feb. 21 & 28, 2025 PM snack

7. A 1-day Compensatory Time-Off (CTO) for non-teaching, teaching-related personnel and school heads will be granted for rendering service on holidays.
8. The expenses incurred in the conduct of the activity shall be charged against FY 2025 HRD INSET Fund, subject to the usual accounting and auditing rules and regulations.
9. For immediate dissemination and guidance of all concerned.

  
**MARGARITO A. CADAYONA JR, PhD, CESO VI**  
 OIC-Schools Division Superintendent



Enclosure: as stated  
 Reference: RM Nos. 1335 & 1567, s. 2024

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

L&D PAPs                      Expanded Career Progression System (ECPS)

sgod/hrds/mpsenolos