



Republic of the Philippines
Department of Education
 REGION IX, ZAMBOANGA PENINSULA
 SCHOOLS DIVISION OF DAPITAN CITY

**Office of the Schools Division
 Superintendent**

16 February 2026

DIVISION MEMORANDUM
 No. 81, s. 2026

SCHOOL HEADS LEADERSHIP PROGRAM

To: Assistant Schools Division Superintendent
 Chief Education Supervisor (CID and SGOD)
 Public Schools District Supervisors/PICDs
 Elementary and Secondary School Heads
 This Division

1. In response to DepEd Order No. 24, s. 2020 adopting the Philippine Professional Standards for School Heads (PPSH), the Schools Division of Dapitan City will implement the **School Heads Leadership Program (SHLP)** on **February 25, 27, March 4, 6, 11, 13, 18, 2026** at the **DepEd Library Hub, Dapitan City Central School**.
2. The objectives of the program are the following:
 - a. Demonstrate enhanced competencies across the five PPSH Domains.
 - b. Analyze leadership practices using PPSH Performance Indicators.
 - c. Develop a Workplace Application Plan.
3. The participants of the program are the fifty-five (55) school heads and aspiring school leaders. (Enclosure 1.)
4. All aspiring school heads who are currently teaching are reminded to ensure that their respective class schedules are properly arranged prior to their participation in the School Heads Leadership Program pursuant to DepEd Order No. 9, s. 2005 – Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith. Alternate teachers must be designated to handle the classes of those attending the program to guarantee that instructional time is maximized and that no learner is deprived of engagement. Teacher-participants are expected to coordinate with their respective school heads to ensure a smooth transition and uninterrupted delivery of lessons during their absence.
5. The Schedule of Sessions, List of Resource Persons and Program Management Team are attached as Enclosure 2 and 3 respectively.
6. Travelling expenses, meals and snacks of the participants and Resource Persons shall be charged against their School MOOE while supplies and materials and meals and snacks of the PMT shall be charged against the Division MOOE.
7. For immediate and widest dissemination.

Department of Education
 Division of Dapitan City
RELEASED
 NO 81 DATE 2/24/26
 TIME 1:11 BY [Signature]

JAY S. MONTEALTO, CESO VI
 Schools Division Superintendent



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Enclosure 1

LIST OF PARTICIPANTS OF THE SCHOOL HEADS LEADERSHIP PROGRAM

February 25, 27, 2026 to March 4, 6, 11, 13, 18, 2026
DepEd Library Hub, Dapitan City Central School

#	Name	Current Position	School Assignment
1	Duran, Iresh Pajonillan	Head Teacher III	Baylimango NHS
2	Adasa, Hazel Bulay-og	Master Teacher II	Baylimango NHS
3	Agalot, Ruth Pido	Head Teacher I	Baylimango NHS
4	Aying, Angel Pancho	Master Teacher II	Baylimango NHS
5	Quimiguing, Joseph Dagpin	Master Teacher II	Ilaya NHS
6	Germia, Ma. Marilyn Duhaylungsod	Head Teacher I	Ilaya NHS
7	Mandaya, Marilie Paunil	Master Teacher I	Dapitan City NHS
8	Cagatan, Mary ann Zorrilla	Head Teacher I	Napo ES
9	Kilapkilap, Lydia Insong	Head Teacher I	Dapitan City NHS
10	Paguaia, Glenda Busico	Head Teacher I	Antipolo ES
11	Abellon, Jessica Sarita	Master Teacher II	Barcelona NHS
12	Osorio, Caroline Dajuela	Head Teacher I	Owaon ES
13	Solatorio, Felix Galleposo	Master Teacher I	Dapitan City CS
14	Acaylar, Evelyn Esperanza	Head Teacher III	Sulangon NHS
15	Quinimon, Charlyn Saluta	Head Teacher V	Dakak NHS
16	Verano, Emmanuel Alayon	Head Teacher I	Barcelona NHS
17	Sarabia, Marilyn Carreon	Master Teacher I	Liyang ES
18	Pon, Kristine Bucol	Head Teacher II	Selinog IS
19	Lacay, Mary jean Sotillo	Head Teacher I	Masidiakou ES
20	Carpenteros, Ma. Shelva Labisig	Head Teacher II	Oyan ES
21	Dahilog, Lolita Taruc	Head Teacher II	Aseniero NHS
22	Tillano, Emma Gonzales	Master Teacher I	Aseniero NHS
23	Quimiguing, Ma. Jeanie Rio	Head Teacher III	Lawaan ES
24	Calago, Maria benjie Bagsican	Head Teacher I	Barcelona NHS
25	Sapuan, Alex Calasang	Head Teacher II	Capucao ES
26	Alcanchin, Leomel Frankera	Head Teacher I	Talisay IS



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27	Patangan, Anisol Melendres	Head Teacher IV	Burgos ES
28	Ferraren, Divina gracia Cuartero	Master Teacher I	Sulangon NHS
29	Baes, Joseph Daguinotas	Head Teacher I	Sulangon NHS
30	Omilig, Mirason Sumagang	Teacher III	Guimputlan IS
31	Manuta, Macaria Arocha	Head Teacher III	Sigayan ES
32	Galanido, Riza Balladares	Head Teacher I	Carang ES
33	Laab, Tiffany Del Rio	Head Teacher VI	Sigayan SS
34	Acabal, Rene Delos santos	Head Teacher II	SDO Dapitan City
35	Cagbabanua, Marilou Sacal	HEAD TEACHER VI	Aseniero ES
36	Rafanan, Ursulita Atazan	Teacher III	Dapitan City NHS
37	Camazo, Ruel Empeynado	Head Teacher III	Dakak NHS
38	Gagan, Maricel Tablon	Head Teacher III	San Francisco ES
39	Galleposo, Lerma Lapinig	Head Teacher II	Dakak NHS
40	Bagood, Fely Aninon	Head Teacher II	Sulangon NHS
41	Elopre, Gina Cagbabanua	Head Teacher I	Hilltop ES
42	Alingal, Arsenia Ehan	Head Teacher III	Oro NHS
43	Recamara, Suzette Jamarolin	Master Teacher II	Sulangon NHS
44	Abne, Norams Dagpin	Head Teacher I	Sulangon NHS
45	Alonso, Jean Macapanas	Master Teacher III	Talisay IS
46	Saldon, Janeth Pingki-an	Head Teacher II	Polo ES
47	Cagandahan, Shimei Batino	Teacher III	Potungan CS
48	Escudero, Ruben jr. Dalman	Master Teacher I	Sulangon NHS
49	Mongcupa, Windrell Bagalanon	Master Teacher I	Yabu ES
50	Empeynado, Louida Chidrome	Head Teacher IV	Liyang ES
51	Santos, Annie Balladares	Head Teacher VI	Canlucani ES
52	Hamoy, Jerry Galleposo	Head Teacher III	San Pedro IS
53	Tinio, Jun Carlo Pagarido	Master Teacher I	Bacong ES
54	Enjambre, Liberty Ligason	Head Teacher I	Aiguay IS
55	Sagapsapan, Edenrose Mijares	Master Teacher I	Sulangon NHS



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Enclosure 2

SCHEDULE OF SESSIONS OF THE SCHOOL HEADS LEADERSHIP PROGRAM

February 25, 27, 2026 to March 4, 6, 11, 13, 18, 2026
 DepEd Library Hub, Dapitan City Central School

Day	Date	Topic / Activity	PPSSH Domain	Resource Person
1	February 25, 2026	Opening Program; Pre-Assessment; Orientation Domain 1: Leading Strategically	Domain 1 – Leading Strategically	Aloha R. Lear - TL Juvy S. Pestanas Clarencio A. Elumba, IV
2	February 27, 2026	Domain 2: Managing School Operations and Resources (MOOE, Procurement, DRRM, HR Management, Records)	Domain 2 – Managing School Operations & Resources	Allan D. Bendano - TL Anna Enrile C. Adrias Glenda O. Acedo
3	March 4, 2026	Domain 3: Focusing on Teaching and Learning (Instructional Supervision, Curriculum, Assessment, LDMs)	Domain 3 – Focusing on Teaching & Learning	Marilou B. Monding - TL Jerry Jerum B. Galota Julie Ann G. Lacay Anna Lee A. Solatorio
4	March 6, 2026	Domain 4: Developing Self and Others (Coaching, Mentoring, RPMS, LAC, PLM, Ethics)	Domain 4 – Developing Self & Others	Love J. Abello - TL Ofelia A. Cabanlit Menvilou A. Tinnae
5	March 11, 2026	Domain 5: Building Connections (Community Engagement, Stakeholders, Partnerships, Advocacy)	Domain 5 – Building Connections	Genevieve S. Adiong - TL Glenn S. Betongga Jezebel S. Boquida Liezl Y. Ombay
6	March 13, 2026	Test-Taking Strategies; Timed Drills and Error Analysis	All Domains (Integration)	Rey I. Jatico - TL Elbert A. Pon Janet O. Cadano
7	March 18, 2026	Post-Assessment Program Evaluation Closing Program	All Domains (Culminating)	

Note: TL – Team Leader



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Enclosure 3

SCHOOL HEADS LEADERSHIP PROGRAM
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DepEd Library Hub, Dapitan City Central School

Division Program Management Team

Over-all Lead	SDS Jay S. Montealto, EdD, JD, CESO VI
	ASDS Aurelio A. Santisas, CESO VI
Program Manager	CES Sherlito E. Sagapsapan (SGOD)
Learning Manager	SEPS Michelle V. Torres
Monitoring and Evaluation	SEPS Nueva A. Andag, ITO Lourence R. Reyes
Secretariat/Documenter	EPS2 Vicente Ramon V. Suarez II & Rene D. Acabal
Welfare Officer	Dr. Roderick M. Hamsirani
	Dr. Glenn E. Mohametano
	Gwilym C. Elumba (February 25, March 11) Elvie H. Page (February 27, March 13) Joyce S. Martillano (March 4) Marita S. Gaburno (March 6) Silvan Elmer S. Gemperoso (March 18)
Logistics Officer	Jidelle P. Garcia
Finance Officer	Olga P. Miranda, JD, Rosa Belinda P. Gemperoso



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