



Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

---

03 Jun 2026

**DIVISION MEMORANDUM**  
SGOD-2026-111

**INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS**

To: All Concerned Personnel  
This Division

1. The Department of Education – Schools Division of Sarangani, through the Human Resource Development Section, is consistently committed to strengthening the leadership competencies and professional growth of school leaders across the division. In line with this commitment, the Division will conduct a National Educator’s Academy of the Philippines-Region XII (NEAP-R12) Recognized Professional Development Program, the **Induction Program for Beginning School Heads**, to equip newly appointed school heads with the necessary knowledge, skills, values, and leadership competencies essential in effectively managing schools and delivering quality education in accordance with DepEd policies, standards, and expectations.

2. In line with the Philippine Professional Standards for School Heads (PPSSH) stipulated in DepEd Order No. 24, s. 2020, titled “National Adoption and Implementation of the Philippine Professional Standards for School Heads,” all newly appointed and designated school leaders are hereby advised to participate in an induction program. As such, the Schools Governance Operations Division – Human Resource Development Section will conduct an **Induction Program for Beginning School Heads** on June 3-5, 2026, at Venue 88, Mabuhay Road, General Santos City.

3. The induction program aims to equip newly hired school leaders to demonstrate effective instructional, managerial, and transformational leadership practices in managing schools, supporting teachers, improving learner outcomes, and strengthening stakeholder engagement in accordance with DepEd policies and standards. Specifically, the participants shall be able to:

- a. Examine school organizational structures, governance systems, policies, resources, and stakeholder roles in effective school management.
- b. Apply instructional leadership strategies and research-based approaches that enhance teaching quality and learner performance.
- c. Prepare strategic school improvement, financial, and human resource development plans aligned with school goals and DepEd priorities.
- d. Strengthen leadership competencies in fostering accountability, inclusivity, collaboration, and professional growth among school personnel; and





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

---

- e. Implement evidence-based programs, interventions, and community partnerships that promote learner development, school improvement, and positive educational outcomes through the Workplace Application Plan.
  
4. This is a 3-day live-in activity. The travel allowance and other incidental expenses of the school heads shall be charged against local funds subject to the usual accounting and auditing rules and regulations. While the accommodation, including meals and snacks, is charged to the HRD 2025 Continuing Fund.
  
5. For additional information about the program, please refer to the attached list of participants and the activity matrix included in this memorandum.
  
6. For inquiries, contact Ms. Rehanee P. Sambuto or Madina P. Loguio man at [hrd.sarangani@deped.gov.ph](mailto:hrd.sarangani@deped.gov.ph).

**RUTH L. ESTACIO PhD, CESO V**  
Schools Division Superintendent

Encl.: As stated

Reference: N o n e

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

PROGRAMS

Adriano A. Daligdig/SGOD/MLA – induction program for beginning school heads  
0392/June 03, 2026



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039  
**Website:** [www.depedsarangani.com](http://www.depedsarangani.com)  
**Email Address:** [sarangani@deped.gov.ph](mailto:sarangani@deped.gov.ph)





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

**List of Participants**

**PROGRAM/LEARNING MANAGEMENT TEAM**

No.	Name	Position
1	Estacio, Ruth L.	Schools Division Superintendent
2	Frinal, Nelyn A.	Schools Division Superintendent
3	Panes, Donna S.	Chief CID
4	Cardinal, Ma Shirley M.	Chief SGOD
5	Daligdig, Adriano A.	Education Program Supervisor
6	Constantino, John Jerson P.	Education Program Supervisor
7	Alba, Judith Baluyot	Education Program Supervisor
8	Tagala, Reynaldo C.	Education Program Supervisor
9	Gulam, Edward Ryan F.	Education Program Supervisor
10	Dinasas, Irma Mae G.	Administrative Officer V
11	Alquiza, Joanna Gay C.	Administrative Officer IV
12	Undray, Ranolyn U.	Accountant III
13	Martin, Romeo L.	Senior Education Program Specialist
14	Villaluz, Ismael R.	Education Program Specialist II
15	Dinopol, Araceli J.	Senior Education Program Specialist
16	Sales, Jestoni	Education Program Specialist II
17	Tuyogon, Felipe B. Jr.	Senior Education Program Specialist
18	Abid, Bualan Y	Planning Officer III
19	Sambuto, Rehane P.	Senior Education Program Specialist
20	Loguoman, Madina P.	Education Program Specialist II
21	Dela Gente, Marlene	Administrative Officer II
22	Agreda, Jonathan	Administrative Officer II
23	Cruz, Aiza E.	Administrative Officer II



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

24	Molana, Jharvie Dwayne P.	Teacher III
25	Tudayan, Estylinda	Nurse II

**PARTICIPANTS**

No.	Name	Position	School Assignment
26	ACHARON, RONEL CEZAR	Head Teacher I	Mahayag Elementary School
27	ALTAREJOS, JERJHEL DELA CRUZ	Teacher I/TIC	Kanyugan ES
28	ASPIRAS, ERES LUKE CABALLERO	School Principal I	Nop ES
29	BAISAC, CHARLIE MAGALLANES	School Principal I	Taclobo ES
30	BEJONA, JUJOHN ASTO	School Principal I	Malandag Central Elementary School SPED Center
31	BENITO, ANNAH LOISA P.	Teacher III/TIC	Claudio L. Lim IP School
32	BERGADO, BRYNE A.	Teacher III/TIC	Falel Kesbung IP Integrated School
33	BOLAWAN, JERSON TUYCO	Teacher III/TIC	Banlibato Integrated School
34	CLAHA, RICHARD T.	Teacher III/TIC	Mayago ES
35	COLASTRE, RONNEL ALIMA	School Principal I	D. Gimarino ES
36	COMENDADOR, KENT LLOYD C.	Teacher III/TIC	Fermin Olong ES
37	CORPUZ, JOHN MARK LUGO	School Principal I	Pedro M. Buen Sr. ES
38	CUARESMA, FENELIA MERCULIO	School Principal I	Virginia Tanedo Garcia ES
39	DENNIS D. SARGADO	School Principal I	KISABLAY ES
40	EGUAC, TERELENE NAUNGAYAN	School Principal I	Anecito C. Lopez Sr NHS
41	EMOY, MARNIE VILLAMOR	Teacher III/TIC	Kisoy NHS
42	EMPERADO, JESSIE PASOMILAO	Teacher III	Malatabon ES
43	ENTERO, MELBERT AMARILLE	Teacher III/TIC	Kalbangan ES
44	FELISAN, DELILAH TICO	School Principal I	Aspang ES
45	FLORES, ELISEO JR. INGUILLO	Teacher VI/TIC	Kibac IS
46	FRONDOZA, IAN CAESAR ESTRELLER	School Principal I	Salakit NHS
47	GABAC, MITCHELL LAWRENCE	Teacher III/TIC	Angko ES
48	GANDULAN, EMRAN K.	Teacher I/TIC	Fye Falel IP School
49	GENEROSO, JOHN PAUL CASIS	School Principal I	Isidro Hulom ES



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

50	GILLA, MARYJANE CERASTE	Teacher II/TIC	Mateo ES
51	JABALDE, EDUARDO RICAFORT JR.	School Principal I	Lagunsay ES
52	LALISAN, ARIEL CENTENO	School Principal I	Kinam NHS
53	LAUGLAUG, GERALD V.	Teacher III/TIC	Segafu IS
54	LIBRANDO, MARIA LYRA ELORPE	School Principal I	Nicomedes Tolentino ES
55	LIZ, JAY-AR S.	Teacher I/TIC	Nabol NHS
56	MAHILOM, REY GARCIA	Teacher I/TIC	Datu Montong Cawag IP School
57	MANGGAY, JOHN LLOYD	Teacher II/TIC	Gnanda B. Maguan IP School
58	MAYORDOMO, RANDY IMPERIAL	School Principal I	Policarpo H. Millona Central Integrated School
59	MERONTOS, JOHNKLIN M	Teacher II/TIC	CAMEN WATA BAGI NHS
60	NACION, RUEL GARCERA	Head Teacher I	Calfungal ES
61	OLINGAY, JOHN PAUL B.	Teacher I/TIC	Balitangan Elementary School
62	OSORIO, BERNADITH E.	Teacher III/TIC	Del Hilado ES
63	OSORIO, SHINY CLEMENTE	Teacher III/TIC	Likon
64	PAGARAY, SEPPER ESADA	School Principal I	Pangi ES
65	PALALISAN, CARLITO, JR. M.	Teacher IV/TIC	Glamang Elementary School
66	PASCO, ERIC P.	Teacher III	Tagaytay Integrated School
67	PIQUERO, CENT IAN NAUNGAYAN	Teacher II/TIC	Banate IP School
68	POLANGCOS, KHENT RYAN CRETECIO	Teacher III/TIC	Naidas T. Opong ES
69	PUNAY, RHUINNE MARK RANES	Teacher IV/TIC	Talifara ES
70	RAVELO, ARLENE	School Principal I	Alabel NHS
71	RESUENTO, MICHAEL JOSEPH GABATO	School Principal I	Mingkat Gampal ES
72	ROJAS, JONALENE CORDERO	School Principal I	H. A. Jamalol ES
73	ROMANO, RONALD D.	Teacher I/TIC	Akbuah IP School
74	SANGUTAN, AVENER S.	Teacher III/TIC	Osmena ES
75	SARGADO, DENNIS DARVIN	School Principal I	Kisablay ES
76	TADLONGAN, JUNJUN RAMOS	School Principal I	Dolores Yatoy Millona Integrated School
77	TIBURCIO, CHERRY	School Principal I	Alabel CES SPED Center
78	TUMANDAN, BENITO JR. GUINANG	School Principal I	Kawas National High School
79	TUNDAG, DAN JOHN SURMELA	Teacher IV/TIC	Dalid IS
80	VIGAFRIA, RAYMUND CEDEÑO	School Principal I	Lower Mainit ES



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani  
Province  
**Telephone No.:** (083) 508-2039





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

81	VILLANUEVA, JAKE	School Principal I	James L. Chiongbian NTS
82	YATA, JOENARD OBPON	School Principal I	Ticulab ES
83	CUNAH, ENRIQUE M.	Teacher III/TIC	Niyas M. Mental IP school
84	CASIDO, REYNALDO M.	Teacher I/TIC	Kidengen IP school
85	LORENZO, JUNIE MALACAT	Head Teacher I	Basak ES

**INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS**

Venue 88, Mabuhay Road, General Santos City  
June 3-5, 2026

Time	Topic/s	Person In-charge
<b>Day 1</b>		
8:00-8:30	Registration	
8:30-9:00	Phil. National Anthem	AVP
	Prayer	AVP
	Regional Hymn	AVP
	Sarangani Hymn	AVP
	Presentation of Participants	Madina P. Loguioman, EPS II
	Welcome Message	Ma. Shirley M. Cardinal
	Statement of Purpose	Atty. Nelyn B. Frinal, CESO VI
	Message	Ruth L. Estacio, Ph.D., CESO VI
	Program Rationale	Rehanee P. Sambuto, SEPS
9:00-10:30	Session 1: Strengthening Leadership through Organizational Awareness — “Knowing My Organizational Structure”	Irma May G. Dinasas
10:30-10:45	Health Break	



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039





Republic of the Philippines  
**Department of Education**  
 SOCCSKSARGEN REGION  
 SCHOOLS DIVISION OF SARANGANI

10:45-12:00	Session 2: School Head as Manager of School Facilities and Equipment	Joanne C. Gay Alquiza AO IV
12:00-1:00	Lunch Break	
1:00-3:00	Session 3: School Head as Financial Manager	Ranolyn B. Undray, CPA Accountant III
3:00-3:15	Health Break	
3:15-4:30	Session 4: School Head as Planning and Research Manager	Felipe B. Tuyogon, SEPS
4:00-5:00	Ways Forward	Host
	Online Evaluation	<i>Participants</i>
<b>Day 2</b>		
8:00-8:30	Management of Learning - Attendance -Previous Session Recap -Singing of Makabayan Song -Energizer	
8:30-10:30	Session 5: School Community Partnership	Romeo L. Martin SEPS
10:30-10:45	Health Break	
10:45-12:00	Session 6: School Head-CARE: Supporting High Level Contextualization of Academic Resource of Excellence	Judith B. Alba EPS
12:00-1:00	<b>Lunch Break</b>	
1:00-3:00	Session 7: Assess Me, Assist Me!	Reynaldo C. Tagala EPS
3:00-3:15	Health Break	
3:15-4:30	Session 8: School Heads as Managers of Diverse Learners' Environment	Edward Ryan F. Gulam EPS
4:00-5:00	Ways Forward	Host
	Online Evaluation	<i>Participants</i>
<b>Day 3</b>		
8:00-8:30	Management of Learning - Attendance -Previous Session Recap -Singing of Makabayan Song -Energizer	
8:30-10:30	Session 9: School Head as Instructional Supervisor	John Jerson P. Constantino EPS
10:30-10:45	Health Break	
10:45-12:00	Session 10: Extended Career Progression Program	Rehanee P. Sambuto SEPS
12:00-1:00	<b>Lunch Break</b>	



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039





Republic of the Philippines  
**Department of Education**  
SOCCSKSARGEN REGION  
SCHOOLS DIVISION OF SARANGANI

1:00-3:00	Session 11: School Heads as Implementers of PD Program Initiatives	Madina P. Loguioman EPSII
3:00-3:15	Health Break	
3:15-4:30	Closing Program	PMT
4:00-5:00	Ways Forward	Host
	Online Evaluation	<i>Participants</i>



**Address:** Capitol Compound, Maribulan, Alabel, Sarangani Province  
**Telephone No.:** (083) 508-2039

