



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

28 August 2026

DIVISION MEMORANDUM
SGOD-2026-214

**ELEVATING EDUCATIONAL EXCELLENCE: ADVANCED LEADERSHIP SKILLS FOR
SCHOOL HEADS**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. In support of the Department of Education's commitment to strengthen school leadership and professional development anchored on DepEd Order No. 024, s. 2020, or the *National Adoption and Implementation of the Philippine Professional Standards for School Heads (PPSSH)*, the Human Resource Development Section (HRDS) shall facilitate the conduct of the training program "Elevating Educational Excellence: Advanced Leadership Skills For School Heads" on September 7-9, 2026, at Venue 88 Hotel and Events Place, Mabuhay Road, General Santos City.
2. The program seeks to enhance school heads' competencies in strategic leadership, instructional leadership, decision-making, and effective management of school operations and resources, consistent with the PPSSH. This training program also supports DepEd Order No. 001, s. 2020, or the *Guidelines for NEAP Recognition of Professional Development Programs and Courses for Teachers and School Leaders*, by providing relevant and responsive professional development opportunities for school heads. The program is PRC-CPD accredited with 10 CPD units and NEAP Region XII Quality-Assured, ensuring its relevance, quality, and alignment with professional development standards.
3. Attached are the activity matrix and list of identified school heads as the participants, including the composition of the program management team. Participants are advised to bring their laptops and extension cords for use during the training. All participants are expected register through project SPARK link <https://bit.ly/ProjectSPARK> and to actively and fully participate in all training activities and commit to the implementation of their respective Workplace Action Plans to ensure the application and sustainability of the knowledge and competencies gained from the program.
4. Travel expenses shall be charged against local funds, while accommodation and meals shall be charged against the HRD Fund, subject to the existing accounting and auditing rules and regulations.
5. For inquiries, contact Rehane P. Sambuto and Madina P. Loguioman at hrd.sarangani@deped.gov.ph





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

6. Strict compliance with this Memorandum is directed.

ATTY. NELYN B. FRINAL, CESO VI
Schools Division Superintendent

Encl.: As stated

Reference: As stated

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

PROFESSIONAL DEVELOPMENT PROGRAM

MDL/RPS/SGOD-HRDS – elevating educational excellence: advanced leadership skills for school heads
0640/August 28, 2026



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

List of Participants

No.	Name
1	Abejar, Christopher Eric Labadia
2	Abellon, Ascer Pacheco
3	Abid, Marilez Suelo
4	Abrasado, Jonard Pacres
5	Abueva, Leogen Liva
6	Acharon, Ronel Cezar
7	Aguilar, Abraham Del Castillo
8	Agunat, Emerlita Saura
9	Ahyeng, Merle Faith Tacras
10	Aknaban, Edwin Mangarang
11	Alberca, Maribel Tawan
12	Alcaya, Randy Yuson
13	Alconera, Julito Pang
14	Ali, Montasir Makakena
15	Alindajao, Aries Dimagnaong
16	Aller, Leandro Kagakit
17	Altarejos, Jerwin Dela Cruz
18	Amasol, Arnedo Alonsabe
19	Ambag, Karlyn Napila
20	Andres, Alan Barriga
21	Anga, Rene Kimhong
22	Artiaga, Vianney Nemaria
23	Asuncion, Geneveve Albinto
24	Bacolod, Cheryl Ruth Ducusin
25	Baguio, Reuben Jay Epis
26	Balawag, Mary Rose Estaris
27	Balaza, Rolando Jr. Villegas
28	Balbino, Junaire Caluyan
29	Balbino, Romel Colano
30	Balmaceda, Shela May Asgapo
31	Bañas, Annie Magno
32	Bandala, Rudilla Nuñez
33	Bandlao, Reyche Saquilabon
34	Bansalao, Cherilyn Buscano
35	Baran, Melbert Tumandan
36	Baranggan, Lindy Sadera
37	Barcelona, Lawrence Llenos
38	Barcena, Ginalyn Ecoy
39	Barnachea, Arlene Becidilla
40	Barretto, Analyn Tamba
41	Basino, Jeffrey Tico





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

42	Bayang, Margie Sugod
43	Belotendos, Robert Zozobrado
44	Bergado, Velmor Inigo
45	Besana, Arthur Bolado
46	Besana, James Nick Daquigan
47	Betonio, Kareen Joy Valois
48	Bragado, Rex Sanchez
49	Briones, Gaudencia Lipang
50	Briones, Joann Sulla
51	Buenaluz, William Antonio Isaias Espa
52	Bunquin, Allan Campana
53	Cabanag, Esmeria Tubera
54	Cabanlit, Aldrin Galay
55	Cabanlit, Maximo Romares
56	Cabatuan, Relanie Ilo
57	Callano, Jay-Ar Lim
58	Canete, Marilou, Tabanag
59	Cania, Elaine Labasa
60	Cantonao, Romnick Pendez
61	Carido, Renante Sapio
62	Carten, Kenneth Pulvera
63	Casas, Liezl Postrero
64	Castro, Jennelyn Nuñez
65	Catalan, Analee Alayon
66	Catog, Ricky, Dimalaluan
67	Catolico, Kurt Bantigue
68	Caturas, Mario Aginga
69	Cawatil, Ramil Zaspá
70	Caya, Ireneo Tacalan
71	Celestial, Marvin Sison
72	Cenon, Gerlita Recto
73	Cervantes, Roger Abasolo
74	Chan, Maurino Jr. Cambas
75	Ciudad, Joedel Ancuna
76	Contemplo, Teotimo, Jr. Monterola
77	Corpuz, Shiegfrid Genosa
78	Cortez, Warlito Taguding
79	Cruz, Ruperto Baclayo
80	Cuaresma, Noemi Katug
81	Dadizon, Romeo Jr Ordinario
82	Daguplo, Charlie Galapín
83	Daligdig, Junryl Sarona
84	Danwata, Noel Vicente
85	Daquigan, Giovannie Garde
86	Decir, Mark Reagan Junio





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

87	Dela Sierra, Jennifer Soguilon
88	Deposo, Raul Ocampo Jr.
89	Diamoda, Hanezel Melecio
90	Dimagnaong, Mark Anthony Morales
91	Dinopol, Eugene Erick Lenizo
92	Dinopol, Grace Postrado
93	Docallos, Luzviminda Bariente
94	Dueñas, Joekhent Dacanay
95	Dueñas, Ryan James Dacanay
96	Duero, Cecilia Payar
97	Dujeñas, Imelda Tirso
98	Duron, Rio Lahoylahoy
99	Duyag, Marrebeth Canillo
100	Edulza, Alfredo Jumalon
101	Encabo, Geofrey Medel
102	Esberto, Lourdes Cabudoy
103	Escaner, Roy Orong
104	Espiritu, Christian Oliver Ubas
105	Estanda, Neil Cañadilla
106	Evangelio, Ronald Gonzales
107	Evangelista, Roberto Endaya
108	Falsario, Marilyn Oirada
109	Fernando, Eddie Solomon
110	Ferolino, Christopher Gemilo
111	Fiang, Michael Torendon
112	Fuentes, Victoriano Jr. Marquez
113	Gabutero, Elmer Bolonos
114	Gabutero, Warren Manzo
115	Galzote, Barbara Mae Roque
116	Gapas, Roland Ogoy
117	Gapate, Rowena Cardona
118	Genete, Rico Adarna
119	Gino, Alvin Gido
120	Gonzales, Nillian Suga
121	Goyha, Juanito Abrigana
122	Goyha, Warlito Abregana
123	Gutierrez, Joel, Jr. Fontanilla
124	Homecillo Ruvelyn Lleo
125	Jagunos, George Casero
126	Jamili, Marissa Perolino
127	Jamio, Vic Rosales
128	Jandoc, Lee Espa
129	Juan, Benjie Baldo
130	Juan, Mary Anne Pila
131	Juan, Sheila Marie Briones





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

132	Katug, Leonarda Fabro
133	Labadia, Burt Arduo
134	Lagare, Arlene Garnica
135	Lampatan, Harisa Saidina
136	Lanchita, Arbert Batocoy
137	Lasib, Fe May Leyte
138	Lawa, Allen Yata
139	Lecita, Leo Combong
140	Lendio, Juan Jr. Letegio
141	Lendio, Sheilamarie Sotomil
142	Liz, Jear Segafu
143	Lomocso, Marivic Esteva
144	Lumapas, Ricky Sendiong
145	Lumatao, Saada Hassan
146	Mabalot, Gladwyn Ampoon
147	Macabacyao, Teresita Calura
148	Macadaag, Isah Sardan
149	Magallanes, Reneboy Labasano
150	Magculang, Ronald Agalla
151	Maluya, Evelyn Matugas
152	Mamintas, Eleuterio Tomontong
153	Mancao, Jose Talabero
154	Mangalon, Angelyn Manggay
155	Manzano, Lallie Dianne Hope Bualan
156	Maputol, Neil Almonicido
157	Marabiles, Edgardo Rimando
158	Maratas, Mary Joy Caraque
159	Mariano, Nenita Dadizon
160	Maslog, Tito Dio
161	Matulac, Marilou Yamamoto
162	Melendres, Mcdonald Canales
163	Mendoza, Cristina Albarracin
164	Mendoza, Jonathan Gonong
165	Mendoza, Machael Ardo
166	Mendoza, Roberto Jr. Lopez
167	Mendoza, Toedora Bayate
168	Mercado, Ronald Laron
169	Meredes, Melvin Mangiling
170	Merontos, Johnklin Mandalejo
171	Miomio, Judy Butal
172	Mobesar, Jayson Bagan
173	Mutia, Jesiel Altarejos
174	Nacion, Noel Montes
175	Nantin, Sandra Luck Bautista
176	Napila, Eriel Laguidong





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

177	Napila, Himelda Narvaez
178	Naval, Joel Naboa
179	Niñeza, Bonifacio Infiesto
180	Nocos, Richard Rollan
181	Obiena, Ma. Rita Tereza Barcena
182	Olivo, Niño Comeros
183	Orongan, Jannice Galvezo
184	Padernal, Reynald Baquido
185	Padios, Sanny Barsanas
186	Paglinawan, Jeffry Centeno
187	Pamatian, Ulysses Ratonil
188	Pañares, Rimar Sayson
189	Panerio, Pepin Bantilan
190	Panes, Jemima Miero
191	Parreño, Maria Lissa Paclibar
192	Pedrigosa, Romeo Vidal
193	Pejana, Eugene Pacres
194	Perez, Belinda Zuero
195	Piamonte, German Pedregosa
196	Piang, Editha Tayan
197	Piquero, Peter Lito Migo
198	Plantar, Antonio Torres
199	Polancos, Romar Bordios
200	Polancos, Ronnel Calegan
201	Polangcos, Khent Ryan Cretecio
202	Protacio, Eduardo, Jr. Aguayon
203	Quiachon, Rennie Tingal
204	Quijano, Josie Teofila Nesle
205	Quijano, Paquito Jr. Oponda
206	Quim, Sinfronio Liray
207	Quirobin, Jeklenn Mesagrande
208	Rama, Genevieve Sarcon
209	Ramoran, Ruben Sabuya
210	Ranis, Mary Jane Roco
211	Rebueno, Marjorie Ducusin
212	Recla, Helen Villagrancia
213	Reganit, Jogenes Jeanne Mainit
214	Remollo, Emmanuel Atienza
215	Reynes, Jerome Bontilao
216	Rosales, Louie Dela Costa
217	Sagarino, Mennen Deposa
218	Sagario, Rhodum Atillo
219	Salinas, Vic Batoy
220	Salutan, Harjolan Sebastian
221	Saranillo, Gina Gumban





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

222	Sarmiento, Archie Ejalon
223	Secreto, Milagros Ballares
224	Silad, Buagas Jr, Jawali
225	Simacas, Jeofrey Saya
226	Simbajon, Eugene Cawag
227	Sinas, Michael Hernane
228	Singcala, Michael Eslague
229	Solis, Emmanuel Panginaco
230	Spadilla, Mosaba Abdulhan
231	Suico, Julius Dumpa
232	Suico, Marilyn Memoracion
233	Suico, Ronald Fernandez
234	Sumanday, Dina Pacheco
235	Tabasondra, Ezra Lou Yuzon
236	Tagoon, Edgar Atinen
237	Tama, Raiya Vecinte
238	Tamayo, Ramon Reyes
239	Tanap, Pinky Gonzales
240	Tanap, Rowen Pablo
241	Tañedo, Christopher Olaman
242	Tangaro, Jayson Bendiola
243	Tao-Tao, Julius Czar Mollaneda
244	Tatamang, Norbelito Pianawong
245	Tawac, David Impig
246	Tawanero, Darwin Maranga
247	Tondog, Mudres Kudanding
248	Torcino, Grace, Martinez
249	Valdez, Ailen Marquez
250	Valdez, Garry Jr. Son
251	Ventura, Jomar Bagando
252	Vergara, Evelyn Omandam
253	Vicera, Ellin Tingson
254	Vigafria, Raymund Cedeño
255	Villamor, Eva Eramis
256	Villanueva, Roselyn Gama
257	Villaruben, Joy Escaner
258	Villorente, Argie Idala
259	White, Albert Muyco
260	Yama, Cristino Manli
261	Yama, James Manli
262	Yata, Joenard Obpon
263	Yurag, Jessie Sabanate
264	Zamora, Romel Albopira





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

Program Management Team

No.	Name	Position
1	Atty. Nelyn A. Frinal, CESO VI	Schools Division Superintendent
2	Gilbert B. Barerra	Assistant Schools Division Superintendent
3	Donna S. Panes	Chief CID
4	Ma. Shirley M. Cardinal	Chief SGOD
5	Daligdig A. Adriano	Education Program Supervisor
6	Rehanee P. Sambuto	Senior Education Program Specialist
7	Madina P. Loguiooman	Education Program Specialist II
8	Felipe B. Tuyugon, Jr.	Senior Education Program Specialist
9	Noli G. Cabaylo	Public Schools District Supervisor
10	Fernie Cabanalan	Public Schools District Supervisor
11	Felix Barenan, Jr.	Public Schools District Supervisor
12	Argelio Arago	Public Schools District Supervisor
13	Susana S. Sumagka	School Principal III
14	Josie Teofila N. Quijano	Vocational Administrator II
15	Margie B. Morales	School Principal II
16	Suzzette C. Rodis	School Principal II
17	Araceli J. Dinopol	Senior Education Program Specialist
18	Jestoni Sales	Education Program Specialist II/M&E Focal
19	Relyn S. Hopedra	Administrative Officer II/PMT
20	Clark Jay Parantar	Project Development Officer/PMT
21	Rosalie Traya	Administrative Aide/PMT
22	Loniecel H. Lumagod	On-the-Job Trainee
23	Ruel G. Nacion	Head Teacher I/PMT
24	Rey Marlene R. Dela Gente	Administrative Officer II/PMT
25	Jonathan Agreda	Administrative Officer II/PMT
26	Estylinda G. Tudayan	Nurse II/Welfare Officer
27	Rochelle T. Esperat	Nurse II/Welfare Officer
28	Genevieve C. Ericbuagas	Nurse II/Welfare Officer
29	Venice R. Ahheng	Nurse II/Welfare Officer
30	Aiza E. Cruz	Administrative Assistant II/PMT





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

Elevating Educational Excellence: Advanced Leadership Skills for School Principals

Activity Matrix

Time	Topic/s	Person In-charge	
Day 1 September 7, 2026			
Plenary			
8:00-8:30	Registration		
8:30-9:00	Phil. National Anthem	AVP	
	Prayer	AVP	
	Regional Hymn	AVP	
	Sarangani Hymn	AVP	
	Presentation of Participants	Rehane P. Sambuto, SEPS	
	Welcome Message	Ma. Shirley M. Cardinal Chief-SGOD	
	Statement of Purpose	Gilbert B. Barerra Assistant Schools Division Superintendent	
	Message	Atty. Nelyn B. Frinal, CESO VI Schools Division Superintendent	
Training Proper by breakout room			
Time	Breakout Room 1	Breakout Room 2	Breakout Room 3
9:00-10:30	Session 1: Strategic School Leadership and School Planning	Session 3: Strategic Program Implementation	Session 4 Financial Stewardship for Strategic Impact



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Department of Education
 SOCCSKSARGEN REGION
 SCHOOLS DIVISION OF SARANGANI

	Felix Barenan, PSDS	Margie B. Morales SP II	Argelio Arago PSDS
10:30-10:45	Health Break		
10:45-12:00	Session 2: Advancing Research-Driven Innovation Felipe Tuyogon SEPS	Session 1: Strategic School Leadership and School Planning Felix Barenan, PSDS	Session 3: Strategic Program Implementation Margie B. Morales SP II
12:00-1:00	Lunch Break		
1:00-3:00	Session 3: and Strategic Program Implementation Margie B. Morales SP II	Session 2: Advancing Research- Driven Innovation Felipe Tuyogon SEPS	Session 1: Strategic School Leadership and School Planning Felix Barenan, PSDS
3:00-3:15	Health Break		
3:15-4:30	Session 4 Financial Stewardship for Strategic Impact Argelio Arago PSDS	Session 5: Empowering Human Capital in school Suzzette Rodis PII	Session 2: Advancing Research- Driven Innovation Felipe Tuyogon SEPS
4:00-5:00	Ways Forward	Host	
	Online Evaluation	<i>Participants</i>	
Day 2 September 7, 2026			



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

8:00-8:30	Management of Learning - Attendance -Previous Session Recap -Singing of Makabayan Song -Energizer		
8:30-10:00	Session 5: Empowering Human Capital in school Suzzette Rodis PII	Session 4 Financial Stewardship for Strategic Impact Argelio Arago PSDS	Session 6: Leading with Fostering Accountability and Innovation in Learning Noli Cabaylo PSDS
10:00-10:15	Health Break		
10:15-12:00	Session 6: Leading with Fostering Accountability and Innovation in Learning Noli Cabaylo PSDS	Session 7: Exemplary Leadership and Professional Development Initiatives Madina P. Loguioman EPSII	Session 5: Empowering Human Capital in school Suzzette Rodis PII
12:00-1:00	Lunch Break		
1:00-3:00	Session 7: Exemplary Leadership and Professional Development Initiatives Madina P. Loguioman EPSII	Session 8: Unwavering Commitment to the Welfare of School Community Fernie S. Cabanalan PSDS	Session 9: Excelling in Management of Diverse Relations and School Organizations Josie Teofila Quijano VOCSA II



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

3:00-3:15	Health Break		
3:15-4:45	Session 8: Unwavering Commitment to the Welfare of School Community Fernie S. Cabanalan PSDS	Session 10: Exemplified Practices in Managing Inclusivity in Schools Susana S. Sumagka PIC	Session 7: Exemplary Leadership and Professional Development Initiatives Madina P. Loguioman EPSII
4:45-5:00	Ways Forward	Host	
	Online Evaluation	<i>Participants</i>	
Day 3 September 9, 2026			
8:00-8:30	Management of Learning - Attendance -Previous Session Recap -Singing of Makabayan Song -Energizer		
8:30-12:00	Session 9: Excelling in Management of Diverse Relations and School Organizations Josie Teofila Quijano VOCSA II	Session 6: Leading with Fostering Accountability and Innovation in Learning Noli Cabaylo PSDS	Session 10: Exemplified Practices in Managing Inclusivity in Schools Susana S. Sumagka PIC
12:00-1:00	Lunch Break		
1:00-3:00	Session 10: Exemplified		



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

	Practices in Managing Inclusivity in Schools Susana S. Sumagka PIC	Session 9: Excelling in Management of Diverse Relations and School Organizations Josie Teofila Quijano VOCSA II	Session 8: Unwavering Commitment to the Welfare of School Community Fernie S. Cabanalan PSDS
3:00-3:15	Health Break		
3:15-5:00	Closing Program	Host	
	Ways Forward	Host	
	Online Evaluation	<i>Participants</i>	

Breakout Room Assignment of RPs

Resource Person	Day 1	Day 2	Day 3
Felix Barenan, PSDS	R1 → R2 → R3	—	—
Felipe Tuyogon, SEPS	R1 → R2 → R3	—	—
Margie B. Morales, SP II	R2 → R3 → R1	—	—
Argelio Arago, PSDS	R3 → R1	R2	—
Suzzette Rodis, PII	R2	R1 → R3	—
Noli Cabaylo, PSDS	—	R3 → R1	R2
Madina P. Loguoman, EPS II	—	R2 → R1 → R3	—
Fernie S. Cabanalan, PSDS	—	R2 → R1	R3
Josie Teofila Quijano, VOCSA II	—	R3	R1 → R2
Susana S. Sumagka, PIC	—	R2	R3 → R1



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