



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

DIVISION MEMORANDUM
No. 339, s. 2025

AUG 20 2025

**DIVISION TRAINING ON THE UPSKILLING OF ENGLISH TEACHERS
IN LANGUAGE INSTRUCTION**

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

1. Building on the implementation of the Aral Program, which underscores Communicative Language Competence as the core framework for English language teaching, the program focuses on developing learners' oral language skills to enhance communication, nurture literary appreciation, and strengthen overall cognitive abilities.
2. Aligned with this policy directive, this Office will conduct the Division Training on the Upskilling of English Teachers in Language Instruction on September 24-26, 2025, at a venue to be announced later.
3. This activity aims to:
 - a. facilitates high-quality professional learning opportunities to ensure that English teachers are not only competent in teaching the standards but also proficient users of the target language; and
 - b. device teaching strategies and activities geared towards the development of communicative language competence.
4. Participants are required to bring reference materials on English language teaching and literacy development, laptop and extension cord.
5. The following enclosures are attached for guidance and reference:
 - Enclosure No. 1 – Training Matrix
 - Enclosure No. 2 – List of Participants and Trainers
 - Enclosure No. 3 – Technical Working Group



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6. Travel expenses incurred during the activity shall be charged to School MOOE/local funds, subject to government auditing rules and regulations.
7. This Memorandum shall serve as the Travel Authority of the participants.
8. Immediate and wide dissemination of this Memorandum is enjoined

CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

FOR THE SCHOOLS DIVISION SUPERINTENDENT

To be included in the Perpetual Index
under the following Subjects:
ENGLISH TEACHERS
DIVISION TRAINING OF TEACHERS

MILAGROS M. PENAFLOR, Ph.D.
Chief Education Supervisor-CID

n/Ci9/prr



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Enclosure No. 1 - **TRAINING MATRIX**

TIME	DAY 1	DAY 2	DAY 3
6:00 – 7:30	Arrival of Participants	BREAKFAST	
7:30 – 8:00	Registration	MANAGEMENT OF LEARNING	MANAGEMENT OF LEARNING
8:00 – 10:00	OPENING PROGRAM National Anthem.....AVP Opening Prayer.....AVP Bagong Pilipinas.....AVP Region III Hymn.....AVP Bataan Hymn.....AVP Roll Call – Bernardo, Jr. G. Laxamana T III – BEPZ ES Opening Remarks Milagros M. Peñaflor, PhD <i>CID Chief</i> Messages Armando C. Capili, EdD <i>ASDS</i> Carolina S. Violeta, EdD, CESO V <i>SDS</i> Statement of Purpose/Overview of the Training Roberto R. Pantig, PhD <i>EPS - English</i> Annaliza O. Diomampo <i>Udyong NHS</i> <i>Program Master</i> (Pre-Assessment)	Plenary Session 4: Fostering Accuracy in Language through Grammatical Competence <i>Speaker: Ryan Jake F. Bariacto</i> <i>Head Teacher III</i> <i>Mariveles NHS - Cabcaben</i>	Plenary Session 7: Fostering Meaningful Communication through Discourse Competence <i>Speaker: Gideon V. Roberts</i> <i>Master Teacher I</i> <i>Paraíso ES</i> Plenary Session 8: Discourse Competence: Applications for Language Teaching <i>Speaker: Gideon V. Roberts</i> <i>Master Teacher I</i> <i>Paraíso ES</i>



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10:00 – 12:00	Plenary Session 1: English Proficiency for Teachers: What DepEd Has Done so Far <i>Speaker: Robert R. Pantig, PhD Education Program Supervisor SDO - Bataan</i>	Plenary Session 5: Grammatical Competence: Applications for Language Teaching <i>Speaker: Ramil G. Ilustre EPS-English DepEd Region III</i>	Plenary Session 9: Mastering Strategic Competence for Effective Communication <i>Speaker: Gemalyn T. Barquin SP III- Nagbalayong ES</i> Plenary Session 10: Strategic Competence: Applications for Language Teaching <i>Speaker: Gemalyn T. Barquin SP III- Nagbalayong ES</i>
12:00 – 1:00	UNINTERRUPTED LUNCH BREAK		
1:00 – 3:00	Plenary Session 2: The English Curriculum Standards vis-à-vis Communicative Language Competence <i>Speaker: Mark Clester A. Rufino, PhD EPS-Cabanatuan City</i>	Plenary Session 6: Navigating Appropriate Language Usage through Sociolinguistic Competence <i>Speaker: Jerry C. Perello, EdD School Principal I MNHS - Alas-asin</i>	Workshop: Mapping of CLT Components and Strategies vis-a-vis Learning Competencies in English <i>Speakers: Ryan Jake F. Bariacto/ Vina V. Cunanan</i> Plenary Session 11: Presentation of Mapped CLT Components and Strategies vis-à-vis Learning Competencies in English <i>Speakers: Ryan Jake F. Bariacto/ Vina V. Cunanan</i>
3:00 – 5:00	Plenary Session 3: Communicative Competence and Language Teaching: Implications for Teaching Practice <i>Speaker: Vina V. Cunanan Head Teacher II Orani NHS - Main</i>	Plenary Session 7: Sociolinguistic Competence: Applications for Language Teaching <i>Speaker: Jerry C. Perello, EdD School Principal I MNHS - Alas-asin</i>	(Post-Assessment) CLOSING PROGRAM
END OF SESSION			



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Enclosure No. 2

LIST OF PARTICIPANTS

DIVISION TRAINING ON THE UPSKILLING OF ENGLISH TEACHERS IN LANGUAGE INSTRUCTION				
September 24-26, 2025				
ABUCAY DISTRICT				
No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
1	4	ELIZA VIOLETA	MT-1	Tomas Pinpin MES
2	5	EDEN VIÑAS	T-III	Jose Abejar Memorial ES
3	5	MA. CRISTINA B. DE LEON	T- III	Wawa ES
4	6	CHARITO R. MALIBIRAN	T-III	Salian ES
5	6	JOYCE ANNE R. GUEVARRA	T- II	Tomas Pinpin MES
6	7	Ivy Joi A. Salvador	T-I	Bonifacio Camacho NHS
7	7	3-9Jessica C. Lopez	T-I	Abucay HS
8	8	Marianne Elaine D. Estrada	T-I	Bonifacio Camacho NHS
9	8	Daisy I. Alarcon	T-III	Mabatang NHS
10	9	Jimery B. Soriano	T- I	Bonifacio Camacho NHS
11	9	Conception Agulto	T-III	Mabatang NHS
12	10	Alpha Joy P. Azcona	T-III	Bonifacio Camacho NHS
13	10	Jolina A. Borbe	T-I	Bangkal HS
BAGAC DISTRICT				
14	4	DAVIE T. AGUSTIN	T-I	BINUANGAN ES
15	5	CHERRY P. TUAÑO	T-I	BAGAC ES
16	6	CECILIA S. JAVAL	T-III	PAYSAWAN E.S
17	6	RODESSA B. SILVESTRE	T-II	SAYSAIN ES
18	7	Catherine A. Bayani	TI	Saysain High School
19	7	Ainelle E. Jordan	TI	EC Bernabe National High School
20	8	Wilhemina P. Corpuz	TI	Saysain High School
21	8	Rickalyn I. Monzaga	TI	EC Bernabe National High School
22	9	Joann Kate C. Gonzales	T III	Bagac National High School - Parang
23	9	Liezl C. Bantugan	T III	Bagac National High School - Parang
24	10	Yolanda D. Bantugan	T III	Bagac National High School - Parang
25	10	Abby Cris D. Federico	T II	EC Bernabe National High School
DINALUPIHAN EAST DISTRICT				
No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School



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26	4	Janiel A. Regala	T-III	Dalao Elementary School
27	5	Lesie U. Ilao	T-III	Sta. Isabel Elementary School
28	5	Marissa R. Sarmiento	T-II	Layac Integrated School
29	6	Angeli M. Suba	T-III	Sapang Balas Elementary School
30	6	Anna Marie R. Sangalang	T-I	Pagalanggang Elementary School
31	7	Christian F. Buyoc	T-I	Pagalanggang NHS
32	7	Marie Estela S. De Guzman	T-I	Sta Lucia HS
33	8	Lizette Christine L. Dulo	MT-I	Pagalanggang NHS
34	8	Rian Aubrey P. Lauzon	MT-II	Layac IS
35	9	Leonora R. Santos	T-II	Pagalanggang NHS
36	9	Peter Joseph Reyes	T-II	Sta Lucia HS
37	10	Maricris P. Pangilinan	T-I	Pagalanggang NHS
38	10	Patricia S. Lapid	T-I	Pagalanggang NHS

DINALUPIHAN WEST DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
39	4	Leanne Herchelle Lazaro	TI	Naparing Es
40	5	Mylene Tumamak	T-I	Magsaysay ES
41	5	Marjorie E. Bolaño	T-I	San Pablo Elementary School
42	6	Gerard Emmanuel V. Reyes	T-III	Jose C. Payumo Jr. Elementary School
43	6	Aileen S. Flores	T-III	Colo Elementary School
44	7	Faithe Duran Bauyon	T-III	Tubo-Tubo IS
45	7	Kariza M. Camacho	T II	JCPJR. MHS
46	8	Marjorie S. Abraham	T I	Payangan Is
47	8	Kayezel D. Sapo	P-I	Luakan NHS Main
48	9	Janica R. Dabu	T-I	Roosevelt NHS
49	9	Joice Anne M. Berida	T-I	Luakan NHS Annex
50	10	Mara Shaira T Sabuero	T-I	Magsaysay NHS
51	10	Caryl Dorothy A. Solon	T-III	JCP Jr MHS

HERMOSA DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
52	4	FRANKLIN LOPEZ	T-III	BAMBAN ES
53	5	CAMILLE ANN C. ACUNA	T-II	PULO IS
54	6	SHIELA MARIE T. BARAL	Teacher III	MABUCO ES
55	6	ABEGAIL M. CARREON	Teacher III	MAMBOG ES
56	7	Nierisa D. Bilbao	Teacher I	Pastolan IS
57	7	Pilipina A. Santos	Teacher I	Pulo IS



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58	8	Allyanah Grace B. Garcia	Teacher I	Mabiga IS
59	8	Lovely D. Bello	Teacher I	Maite IS
60	9	Shirley B. Delacruz	Teacher I	SMVPLMIS
61	9	Riza V. Insigne	Teacher I	Hermosa NHS
62	10	Mary Anne B. Valenzuela	Teacher I	Sumalo IS
63	10	Marianne L. Esteban	Teacher I	Balsik NHS

LIMAY DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
64	4	PRINCESS NERI F. VIBAR	T1	SF 1 (PETRON) ELEM SCHOOL
65	5	MARIVIC M. DELA PENA	T1	LAMAO ELEM SCHOOL
66	5	MAY P. MARCOS	T3	LUZ ELEM SCHOOL
67	6	ELIZABETH S. HERNANDEZ	T3	CARBON ELEMENTARY SCHOOL
68	6	MARY LEE A. AJERO	MT 1	PEAS ELEM SCHOOL
69	7	Marvin B. Hernandez	Teacher II	Lamiao National High School
70	7	Fatima B. Mercado	Teacher I	Kinaragan Integrated School
71	8	Limsey P. Sumugat	Teacher II	Limay National High School
72	8	Rowella D. Umandal	Teacher I	BLISS Integrated School
73	9	Sandra O. Arizobal	Teacher II	Limay National High School
74	9	Gio B. Santisima	Master Teacher I	St. Francis National High School
75	10	Ma. Roxan B. Tabamo	Teacher II	Lamiao National High School
76	10	Minerva J. Areja	Teacher III	St. Francis National High School

MARIVELES DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
77	4	Jeremiah Myrtle M. Borja	Teacher III	Alasasin Elementary School
78	5	Bernardo Jr. G. Laxamana	Teacher III	BEPZ Elementary School
79	5	Janel L. Dasalla	Teacher III	Sisiman Elementary School
80	6	Christian A. Cruz	Teacher III	Lucanin Integrated School
81	6	Laura Angela P. Lim	Teacher III	Mt. View Elementary School
82	7	Katherine L. Gregana	Teacher III	MNHS-Malaya
83	7	Mary Jane T. Loquisan	Teacher I	Biaan Aeta Integrated School
84	8	Rechelle V. Forbes	Teacher III	MNHS-Cabcaben
85	8	Rose Ann G. Bulanadi	Teacher I	MNHS-Pob. (Annex) Sisiman
86	9	Andrea S. Cubar	Teacher I	Lucanin Integrated School
87	9	Vhina Joana J. Quiroz	Teacher I	MNHS-Alion
88	10	Janine T. Penoliar	Teacher II	MNHS-Ipag



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89	10	Annalyn Q. Juelar	Teacher II	MNHS-Poblacion
MORONG DISTRICT				
No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
90	4	Hedelyn P. Restom	Teacher II	Binaritan Elementary School
91	5	Eilleen L. Taba	Teacher I	Facundo Angeles Memorial ES
92	6	Ofemia D Bugay	Teacher III	Nagbalayong Elementary School
93	6	Rachel June M. Sumbilla	Teacher III	Morong Elementary School
94	7	Andrea Ester Q. Mendigorin	Teacher I	Morong National High School
95	7	Graciela D. Quimlat	Teacher I	Sampaloc Integrated School
96	8	Maria Cristina E. Austria	Teacher III	Morong National High School
97	8	Hyacintha T. Bagang	Teacher I	Nagbalayong National High School
98	9	Renzy M. Villaruel	Teacher I	Mabayo National High School
99	9	Lara Melissa M. Santos	Teacher I	Morong National High School
100	10	Frenz M. Pastelero	Teacher I	Sampaloc Integrated School
101	10	Aaron James B. De Leon	Teacher II	Mabayo National High School
ORANI DISTRICT				
No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
102	4	Valerie C. David	Teacher I	Kaparangan Elementary School
103	5	Jomar C. Rubio	Teacher III	Sibul Elementary School
104	6	Rialyn M. Santos	Teacher III	Tapulao Elementary School
105	6	Mhay Flor C. Mallari	Teacher III	Pantalan Luma Elementary School
106	7	ARDIE V. IZON	T-II	ORANI NHS-Main
107	7	ROSANNA T. MEDINA	T-III	ORANI NHS PARANG PARANG
108	8	JAYSON N. MAXIMO	T-III	ORANI NHS-Main
109	8	NOVIJNY P. SAMONTINA	T-I	LEGUA IS
110	9	MARIE BUENA B. TELERON	T-I	ORANI NHS-Main
111	9	ARNOLD M. MALLARI	MT-I	ORANI NHS PARANG PARANG
112	10	MADELINE S. GUEVARRA	T-I	ORANI NHS-Main
113	10	KAREN S. SANGALANG	T-III	ORANI NHS PARANG-PARANG
ORION DISTRICT				
No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
114	4	DIANA D. GUZMAN	TEACHER II	STO. DOMINGO ES



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115	5	ANA PAZ D. GUEVARRA	MASTER TEACHER I	DAAN PARE ES
116	6	SHIELA MAY O. CRUZ	TEACHER III	GEN LIM ES
117	6	MICHELLE E. LABALAN	TEACHER II	PUTING BUHANGIN ES
118	7	Gladys F. Montemayor	Teacher I	UNHS
119	7	Sharlene Padilla	Teacher I	JEAGMHS
120	8	Joemeleen D. Malana	Teacher II	JEAGMHS
121	8	Erlyn S. Para	Teacher I	BSF
122	9	Abegail Trajano	T-III	JEAGMHS
123	9	Helen N. Delos Reyes	MT II	BSF
124	10	Anna Liza O. Diomampo	Teacher I	UNHS
125	10	Ronald M. Juico	Teacher II	BSF

PILAR DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
126	4	Abigail B. San Diego	Teacher I	Nagwaling Elementary School
127	5	Ma. Rachelle A. Radaza	Teacher III	Pilar Elementary School
128	6	Katrina C. Basilio	Teacher I	Bagumbayan Elementary School
129	6	Mary Joy E. Reyes	Teacher I	Panilao Elementary School
130	7	Leslie B. Damalerio	T I	Pablo Roman National High School
131	7	Anne Gwyneth D. Taguinod	T I	Pablo Roman National High School
132	8	Lailanie J. Enopia	T II	Dr. Victoria B. Roman MHS
133	8	Dhaine Earl P. Reso	T I	Pablo Roman National High School
134	9	Rosalie R. Valencia	T I	Dr. Victoria B. Roman MHS
135	9	Chen L. Perez	T I	Pablo Roman National High School
136	10	Fatima Faye R. Romero	T I	Dr. Victoria B. Roman MHS
137	10	Erickson Djan P. Baylon	T III	Pablo Roman National High School

SAMAL DISTRICT

No.	Grade Level	Name (First, Middle initial, Last Name)	Position	School
138	4	Evita C. Ramos	T-I	Asuncion Consunji ES
139	5	Mary Grace M. Medina	T-III	Adamson ES
140	6	Melanie M. Carriedo	T-III	Sapa ES
141	6	MC Ronn C. Bugay	T-III	Lalawigan ES
142	7	Lyka G. Lamon	T1	Palili IS
143	7	Krishna Marie H. Villaruel	T1	FC Del Rosario IS
144	8	Mikaela Marie S. Santos	T1	FC Del Rosario IS



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145	8	Gertrudes P. Gacutan	TIII	Samal NHS-Main
146	9	Patricia D. Fontillas	TII	Samal NHS-Main
147	9	Diana E. Isip	TI	Samal NHS-Annex
148	10	Diana E. Rubiano	TII	Samal NHS-Annex
149	10	Maricel M. Bugay	TII	Samal NHS-Main

SDO BATAAN			
No.	Position	Name (First, Middle initial, Last Name)	Office
150	SDS	Carolina S. Violeta, EdD, CESO V	SDO Bataan
151	ASDS	Armando C. Capili, EdD	SDO Bataan
152	CID Chief	Milagros M. Penaflor, PhD	SDO Bataan
153	SEPS-HRD	Raymond Joseph V. Mendoza	TWG
154	IT Staff	Nico Manalansan	TWG
155	Nurse 1		Medical Team
156	Nurse II		Medical Team
Speakers			
No.	Position	Name (First, Middle initial, Last Name)	Office/School
157	EPS	Ramil G. Ilustre, PhD	DepEd Region III
158	EPS	Roberto R. Pantig, PhD	SDO-Bataan
159	EPS	Mark Clester A. Rufino, PhD	SDO-Cabanatuan City
160	P1	Jerry D. Perello	MNHS-Alasasin
161	HT III	Ryan Jake F. Bariacto	MNHS-Cabcaben
162	MT1	Gideon V. Roberts	Paraiso ES
163	SP III	Gemalyn T. Barquin	Nagbalayong ES
164	HT III	Vina V. Cunanan	Orani NHS-Main



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Enclosure No. 3

TECHNICAL WORKING GROUP

Chair: Roberto R. Pantig, PhD

Co - chairs: Jerry Perello, EdD

Ryan Jake F. Bariacto

Members:

Program - Gideon V. Roberts

Documentation - Vina V. Cunanan / Gemalyn T. Barquin

SEPS - HRD - Raymond Joseph V. Mendoza

IT Staff - Nico Manalansan