



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

OCT 03 2025

DIVISION MEMORANDUM
No. 436, s. 2025

**GENDER AND DEVELOPMENT IN SCHOOL LEADERSHIP AND
GOVERNANCE: A GAD TRAINING FOR SCHOOL HEADS**

To: Assistant Schools Division Superintendent
Chief Education Supervisors, CID and SGOD
Education Program Supervisors
Public Schools District Supervisors
Division Unit Heads
All Division Office Personnel
All Others Concerned

1. This Office announces the conduct of the **Gender and Development in School Leadership and Governance: A GAD Training for School Heads on October 13-14, 2025** at Villa Amanda Resort Corporation, Abucay, Bataan.
2. This activity aims to:
 - a. enhance the knowledge of school heads on Gender and Development (GAD) concepts, policies, and principles;
 - b. strengthen the capacity of school heads in applying gender-responsive approaches in school leadership and governance;
 - c. to promote inclusive practices that poster equality, respect, and fairness within schools; and
 - d. equip school heads with strategies to address gender issues and eliminate biases in the school setting.
3. Enclosed to the Memorandum are the following:
Enclosure 1: List of Participants
Enclosure 2: Training Matrix



Kabukiran, Calaylayan, Abucay 2114 Bataan
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4. Expenses relevant to the conduct of this activity shall be charged against Division MOOE, while transportation expenses of the participants may be charged to other local funds subject to usual accounting and auditing procedures.
5. Participants are hereby advised to bring their own extension cords, and laptops.
6. This Memorandum shall serve as the Travel Authority of the participants.
7. Immediate dissemination of this Memorandum is enjoined.


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

References: As stated

Encls.: As stated

To be indicated in the Perpetual Index

under the following subjects: Trainings and Seminar
GAD TRAINING FOR SCHOOL HEADS

SO11/mbdcg/
10/02/2025



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Enclosure No. 1 to the Division Memorandum No. _____, s. 2025

List of Participants

NO	STATION	DESIGNATION	NAME
SDO-BATAAN			
1	SDO Bataan	Schools Division Superintendent	Carolina S. Violeta, EdD, CESO V
2	SDO Bataan	Assistant Schools Division Superintendent	Jerry Dimla Cruz, DEM, CESO VI
3	SDO Bataan	SGOD Chief Education Supervisor	Ramon C. Perez
4	SDO Bataan	CID Chief Education Supervisor	Milagros M. Peñaflor, PhD
5	SDO Bataan	Registration Committee	Judylyn T. Gatdula
6	SDO Bataan	Registration Committee	Mariel E. Nuguid
7	SDO Bataan	Monitoring and Evaluation	Hermie G. Duran, EdD
8	SDO Bataan	Medical Committee	Nurse on Duty
9	SDO Bataan	Medical Committee	Nurse on Duty
10	SDO Bataan	TWG (Technical Committee / ICT)	Mark Anthony Sobrevinas
11	DepEd Region III	Speaker	Dr. Stephen Tracy E. Tabamo
12	SDO Balanga City	Speaker	Dr. Jennifer A. Quiroz
13	SDO Bataan	Speaker	Jethro M. Nocom
14	SDO Bataan	Facilitator	Raymond Joseph V. Mendoza
15	SDO Bataan	Facilitator	Misty B. Dela Cruz
16	SDO Bataan	Moderator	Evangeline D. Gallardo

ABUCAY			
1	Ana Liza V. Dominguez	Abucay North ES/ Bangkal ES	
2	Bernadeth D. Bantique	Bangkal Resettlement ES	
3	Merlina R. Tinao	Capitangan ES	
4	Gemma B. Canare	Hacienda ES	
5	Myrna B. Torres	Jose Abejar MES	
6	Rosalie F. Sarmiento	Mabatang ES	



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7	Rose Anne C. Perez	P. Rubiano ES
8	Gemmaruth G. Castro	Salian ES
9	Emily D.R. Mendoza	T. Pinpin MES
10	Vilma D. Bermillo	Wawa ES
11	Arsenio N. Ongoco Jr.	Abucay High School
12	Rosemarie Inocencion	Bangkal HS
13	Reynaldo B. Visda	B. Camacho NHS
14	Villamor B. Magat	Mabatang NHS
15	Milagros T. Mendoza	B. Camacho NHS-SHS

Bagac		
1	Jessica A. Torres	Bagac ES
2	Dante O. Pagsolingan	Banawang ES
3	Norbilyn Ilao	Binuangan ES
4	Lani C. Pagsolingan	Binukawan ES
5	Nancy C. Carreon	Overland ES
6	Joel B. Vargas	Parang ES
7	Leonardo Apales	Paysawan ES
8	Mary Ann S. Valdez	Pinagsumilan ES
9	Norman T. Mosquida	Quinawan IS
10	Grace F. Daracay	Saysain ES
11	Jessica Quimlat	Bagac NHS-Parang
12	Mia Ariana P. Tansionco	Bataan High School for the Arts
13	Dave D. Basto	E. C. Bernabe Memo. HS
14	Evelyn L. Perez	Saysain NHS

Dinalupihan East		
1	Evelyn G. Regala	Bayan-Bayanan ES
2	Mayrah A. Esconde	Daang Bago ES
3	Efren G. Espiritu	Dalao ES
4	Jane D. Robles	Dinalupihan ES
5	Mildred B. Famorcan	Layac IS
6	Celia L. Sangalang	New San Jose ES
7	Neila D. Toledo	Old San Jose ES
8	Jocelyn P. Reyes	Pagalanggang ES
9	Joel S. Santos	Pentor ES
10	Agnes C. Lapid	Pita ES
11	Philip Ferdinand Q. Cruz	San Simon ES



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12	Vicent R. Navarro	Sapang Balas ES
13	Raffy R. Abilong	Sta. Isabel ES
14	Rolan S. Peñaflor	Sto. Nino ES
15	Geraldine C. Flores	Tucop Integrated School
16	Edgardo Jesus S. Basa II	Pagalanggang NHS
17	Marlene G. Lulu	Sta. Lucia HS

Dinalupihan West		
1	Danah Mae D. De Padua	Bangal ES
2	Mary Ann M. De Mesa	Colo Elementary School
3	Joseph A. Robles	Happy Valley ES
4	Maricel A. Bansil	Jose C. Payumo Jr. ES
5	Helen C. Mendoza	Kataasan ES
6	Ariel P. Cañaverall	Luakan ES
7	Juvy T. Nacu	Magsaysay ES
8	Nancy S. Escobido	Maligaya ES
9	Loida D. Fausto	Naparing ES
10	Perlie S. Bacilig	Pag-asa ES / San Benito ES
11	Dan-Emel V. Bautista	Payangan IS
12	Miralou T. Garcia	Pinulot ES
13	Leovigildo V. Guinto	Roosevelt ES
14	Marivic Lorna A. Garcia	Saguing ES
15	Jake B. Bautista	San Pablo ES
16	Ma. Fe Teresa T. Peñaflor	San Ramon ES
17	Miraflor A. Ronquillo	Tubo-Tubo IS
18	Omar G. Magcalas	Jose C. Payumo Jr. MHS
19	Aida P. Capili	Luakan NHS
20	Ronaldo A. Punla	Luakan NHS - Annex
21	Ara S. Velasco	Magsaysay NHS
22	Odielon O. Gamboa	Roosevelt NHS

Hermosa		
1	Olivia L. Basi	Almacen ES
2	Joselito S.Gaza	Bacong ES
3	Liezelle V. Torio	Balsik ES
4	Hilda D. Sayson	Bamban ES / Maite IS
5	Erlinda S. Custorio	Casupanan ES
6	Emily A. Gaza	Culis ES
7	Rosario S. Canlas	Hermosa ES



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8	Marietta L. Tubig	Mandama ES
9	Jennifer J. Comia	Mabiga IS
10	Melanie S. Bugay	Mambog ES
11	Joed T. Rodriguez	Mabuco ES
12	Enrico S. Susi	Pandatung ES
13	Marilyn De Guzman	Parapal ES
14	John Paul C. Solon	Pastolan IS
15	Romualdo G. Comia	St. Ma. Virginia P. Leonzon MES
16	Erwin T. Terible	Pulo IS
17	Lor P. Ronquillo	Saba IS
18	Jasmin A. Felipe	Sumalo IS
19	Alvin D. David	Tipo ES
20	Arlene M. Matilde	Balsik NHS
21	Arcele F. Servera	Hermosa NHS
22	Aileene Macaspac	Hermosa NHS-Annex

Morong		
1	Blessie S. Velasco	Binaritan ES
2	Ma. Linda V. Manzano	Facundo Angeles MES
3	Leovigildo E. Domingo Jr.	Kanawan IS
4	Leilani P. Leaño	Mabayo ES
5	Rowin R. Sanchez	Minanga ES
6	Ma. Cecilia L. Paguio	Morong ES
7	Gemalyn T. Barquin	Nagbalayong ES
8	Jose D. Labandilo Jr.	Panibatuhan ES
9	Emelita G. Paguio	Sampaloc IS
10	Gemma Teresa P. Cabreros	Morong NHS
11	Odissa P. Dasilao	Mabayo NHS
12	Ma. Liza P. Incleto	Nagbalayong NHS
13	Melody P. Del Rosario	Morong NHS-SHS

Orani		
1	Christian N. Carizal	Alikabok ES / Paraiso ES
2	Mario R. Victoria	Doña IS
3	Anna May P. Roberts	Kabalutan ES
4	Rodrigo S. Panlaque Jr.	Kaparangan ES
5	Raichel M. Evaristo	Legua IS
6	Jeffrey V. David	Orani North ES



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7	Ma. Concepcion M. Reyes	Orani South ES
8	Viola T. De Guzman	Pag-asa ES
9	Rowena C. Perez	Pantalan Bago ES
10	Jefferson John Basto	Pantalan Luma ES / Talimundoc ES
11	Hamilton Cruz	Pulo IS
12	Marisa B. Regala	Sibul ES
13	Lolita Benamir	Tala ES
14	Carolyn R. Reyes	Tapulao ES
15	Gleceria C. Mateo	Orani NHS
16	Troy B. Villasol	Orani NHS - Pagasa
17	Crisanto V. Santos	Orani NHS - Parang-Parang
18	Ariel S. Valencia	Governor Efren E. Pascual Sr. Integrated Central School

Samal		
1	Noah De Lara	Adamson ES
2	Maria Ailene L. Libao	Asuncion Consunji MES
3	Norma S. Guinto	Calaguiman ES
4	Aurelia L. Garcia	Gugo ES
5	Maria Chona M. Villegas	Lalawigan ES
6	Jeaña L. De Los Santos	Palili IS
7	Charito D. Corpus	Samal North ES
8	Virginia S. Macabuhay	Samal South ES
9	Alice M. De Guzman	Sapa ES
10	Felisa C. Bravo	Samal NHS - JHS
11	Lorinda R. Poblete	Samal NHS - SHS
12	Antonio B. Venegas Jr.	Samal NHS - Annex

Limay		
1	Jose C. Guanzon	Alangan ES
2	Richard Alboro	Arsenal ES
3	Dexter V. Fernandez	BLISS IS
4	Charito Lyn H. Lumibao	Carbon ES
5	Alberto B. Lorenzo	Duale ES
6	Arlene M. Vallejos	Gabaldon ES
7	Ivan Gail R. Yarra	Kinaragan IS / Peas ES
8	Imelda Corpuz	Kitang ES
9	Ma. Bernadette E. Mendiola	Lamao ES
10	Basilisa S. Icasiano	Limay ES



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11	Rowena M. Lisud	Luz ES
12	Janice A. Mercado	St. Francis ES (Bacong)
13	Kristine Joy Matilla	St. Francis II ES
14	John R. Quiroz	Lamao NHS
15	Frederick Y. Simbol	Limay NHS
16	Wilbert D. Langreo	St. Francis NHS

Mariveles		
1	Noel T. Lagman	A. G. Llamas ES
2	Marjorie M. Palomo	Alasasin ES
3	Maricel A. Hualde	Alion ES
4	Crisalda C. Palad	Balon ES
5	Susana R. Cruz	Baseco ES
6	Jeneffer A. Madarang	Batangas 2 ES
7	Cirilo C. Caborales Jr.	Bayview ES
8	Pheobe Hazzlee I. Valeroso	BEPZ ES
9	Mariquita A. Banal	Biaan Aeta IS
10	Charina A. Morales	Cabcaben ES
11	Maria May S. Forio	Ipag ES
12	Elda E. Afable	Lucanin IS
13	Janny de Leon Manla	Marina Bay ES
14	Gemma F. Dalugdug	Mt. View ES
15	Marites C. Pasudag	Renato L. Cayetano MES
16	Geraldine C. Dimaculangan	Sisiman ES
17	Leann C. Luna	Sto. Niño Biaan ES
18	Aileen R. Nuñez	Townsite ES
19	Mirasol M. Tabarangao	Baseco NHS
20	Ludivina S. Omania	Mariveles NHS, Cabcaben
21	Jerry C. Perello	Mariveles NHS, Alasasin
22	Arvin N. De Dios	Mar. NHS, Cab.-Batangas II
23	Jenelyn E. Sibayan	Mar. NHS, Cab.-New Alion
24	Joey Silva	Mariveles NHS - Malaya
25	Marijoy B. Mendoza	Mariveles NHS, Poblacion
26	Mildred V. Nichols	Mar. NHS Pob.-Annex -Sisiman
27	Rolando T. Limua	Ipag National High School
28	Carlito C. Pontillas	Mariveles NHS-Camaya Campus
29	June C. Servera	Mariveles SHS - Sitio Mabuhay



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Orion		
1	Irene B. Angeles	Arellano ES
2	Ricky C. Gonzales	Bantan ES
3	Maria Corazon M. Alarcon	Bilolo ES
4	Rheniel B. Gatdula	Calungusan ES
5	Myrna Z. Lonzon	Camachile ES
6	Jocelyn M. Reyes	Capunitan ES
7	Joan C. Padua	Daan Pare ES
8	Jeric Lopez	Eva Aeta ES
9	Manuel G. Pangomlayem Jr.	General Lim ES
10	Resie R. Baluyot	Pablo R. Roman ES
11	Miguela B. Cayabyab	Puting Buhangin ES
12	Jhenie R. Agustin	Sabatan ES
13	Evelyn C. Quicho	Sta. Elena ES
14	Christine Chelo P. Gabriel	Sto. Domingo ES
15	Jesusa Pizarro	Udyong NHS
16	Cesar L. Valenzuela	Bataan School of Fisheries
17	Jennifer S. Dominguez	Justice E.A. Gancayco MHS

Pilar		
1	Pauline B. Roxas	Alauli ES
2	Imelda N. Martin	Bagumbayan ES
3	Leonard S. Malang	Balut ES
4	Amelia F. Retuta	Diwa ES
5	Melissa N. Mizon	J.S. Herrera Sr. MES
6	Shiela D. Carlos	Liyang ES
7	Jeanette B. Afable	Nagwaling ES
8	Perlita S. Pareño	Panilao ES
9	Imelda C. Estrada	Pantingan ES
10	Joseph Ralph S. Dizon	Pilar ES
11	Angelito M. Licup	Sta. Rosa ES
12	Kristine C. Tentia	Wakas ES
13	Angelo R. Basilio	Dr. Victoria B. Roman MHS
14	Myrna E. Castillo	P. Roman NHS



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Enclosure No. 2 to the Division Memorandum No. _____, s. 2025

**Gender and Development in School Leadership and Governance:
A GAD Training for School Heads**
October 13-14, 2025

Time	Day 1-October 13, 2025	Day 2-October 14, 2025	
8:00 AM-8:30 AM	Registration	Management of Learning Makabayan Song - AVP Prayer – AVP Energizer Presentation of Outputs Continuation of Training	With Games and Break-out Activities
8:30 - 9:00 AM	Opening Program Preliminaries - AVP Opening Remarks - CAROLINA S. VIOLETA, EdD, CESO V Message – JERRY DIMLA CRUZ, DEM, CESO VI Roll Call – HERMIE G. DURAN, EdD	Session 3: "Learning to Leading: Application of Learning and Development Action Plan through GAD" Speaker: DR. JENNIFER A. QUIROZ SEPS SDO Balanga City	
9:00 -10:00 AM	Session 1: "Transformative School Leadership Through Gender and Development" Speaker: DR. STEPHEN TRACY E. TABAMO SEPS HRD/GAD Focal Person SDO Tarlac City		
10:00 AM -10:15 AM	Snacks	Snacks	
10:15 AM-12:00NN	Continuation of Training Speaker: DR. STEPHEN TRACY E. TABAMO SEPS HRD/GAD Focal Person SDO Tarlac City	Session 3: "Learning to Leading: Application for CPD" Speaker: DR. JENNIFER A. QUIROZ SEPS SDO Balanga City	With Games and Break-out Activities
12:00 NN – 1:00 PM	LUNCH		
1:00 PM - 2:30 PM	Continuation of Training Energizer Session 2: "Championing Inclusion: The Role of School Heads in GAD Advocacy" Speaker: JETHRO M. NOCOM SEPS	Continuation of Training Speaker: DR. JENNIFER A. QUIROZ SEPS GAD Related Activities	
2:30 PM – 3:00 PM	Snacks		
3:00-5:00	Training Break-out sessions	Evaluation Closing Program Take away – School Heads Commitment Setting – School Head (Representative) Closing Remarks – RAMON C. PEREZ Chief ES, SGOD Awarding of Certificates	
EMCEE		EVANGELINE D. GALLARDO EPS II	