



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

**DIVISION MEMORANDUM**

No. 485 s. 2025

OCT 29 2025

**MID-IMPLEMENTATION REVIEW OF ARAL PROGRAM**

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

1. In line with the Department of Education's ongoing **Implementation Review of the Academic Recovery and Accessible Learning (ARAL) Program** and its commitment to strengthen foundational literacy and numeracy, the **Schools Division of Bataan** will conduct the **Division Mid-Implementation Review of the ARAL Program** on **November 3-5, 2025**, at **Seorabeol Grand Leisure Hotel, Subic Bay Freeport Zone, Zambales**.
2. This activity aims to assess the fidelity of ARAL program implementation, determine the progress of learners in reading and numeracy, identify implementation gaps related to teacher capacity, learning resources, and monitoring systems, and formulate actionable recommendations to enhance program delivery and ensure equitable learning recovery across schools.
3. Participants in this activity are the Education Program Supervisors, Public Schools District Supervisors, School Heads, Teachers and Technical Working group. A detailed list of participants and the training matrix is enclosed (see Enclosure No. 1 and 2).
4. Travel expenses of participants to and from the venue shall be charged against School MOOE or local funds, subject to the usual accounting and auditing rules and regulations.
5. This Memorandum shall serve as the travel authority for the listed participants.
6. Immediate and wide dissemination of this Memorandum is desired.

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

**FOR THE SCHOOLS DIVISION SUPERINTENDENT**

**JERRY DIMLA CRUZ, DEM, CESO VI**  
Assistant Schools Division Superintendent

To be included in the Perpetual Index  
Under the following subjects:

TRAINING      SEMINAR

Ci9/prr



Kabukiran, Calaylayan, Abucay 2114 Bataan

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**Enclosure No. 1**

**LIST OF PARTICIPANTS**

**Mid-Implementation Review of ARAL Program**

No.	Name of School	Name of School Heads	No.	Names of ARAL tutors/teachers	Position
1	Abucay North ES	Ana Liza V. Dominguez	1	Aileen Magat	Teacher III
2	Bangkal Resettlement ES	Bernadette D. Bantigue	2	Venica Leano	T-1
3	Binukawan ES	Lani C. Pagsolingan	3	Delilah B. Canta	TI
4	Capitangan ES	Merlina R. Tinao	4	Alma R. Reyes	TIII
5	Bagac ES	Jessica A. Torres	5	Charmaine U. Tingson	TI
6	Bayan-Bayanan ES	Evelyn G. Regala	6	Jenny M. David	TII
7	Dalao ES	Mayrah A. Esconde	7	Abby Mae C. De Guzman	T I
8	Daang Bago ES	Efren G. Espiritu	8	Louise Anne S. Labarentos	T-II
9	Bangal ES	Danah Mae D. De Padua	9	Joni G. Bernardo	Teacher III
10	Colo ES	Mary Ann M. De Mesa	10	Marilyn P. Naluz	TII
11	Happy Valley ES	Joseph A. Robles	11	Jenny Rose B. De Fiesta	TII
12	Almacen ES	Olivia L. Basi	12	Hasmin C. Yandoc	TII
13	Bacong ES	Joselito S.Gaza	13	Raquel M. Rodriguez	TI
14	Balsik ES	Liezelle V. Torio	14	Lalaine D. Ramos	Teacher I
15	Binaritan ES	Blessie S. Velasco	15	Maria Liza D. Suggeste	Teacher II
16	Facundo Angeles MES	Ma. Linda V. Manzano	16	Arlyn Del Rosario	T-I
17	Kanawan IS	Leovigildo E. Domingo Jr.	17	Krichelle T. Bantugan	T-I
18	Alikabok ES	Christian N. Carizal	18	Carliza I. Santos	Teacher II
19	Kaparangan ES	Rodrigo S. Panlaque Jr.	19	Suzette A. Laluna	T-II
20	Kabalutan ES	Ana May P. Roberts	20	Abegail C. Alcantar	T-I
21	Adamson ES	Noah De Lara	21	Ma. Cecilia D. Merina	TIII
22	Asuncion Consunji MES	Maria Ailene L. Libao	22	Marilyn C. Tenorio	T1
23	Calaguiman ES	Norma S. Guinto	23	Lydia S. Castillo	T-III
24	Alangan ES	Jose C. Guanzon	24	Marife P. Malagayo	TIII
25	Arsenal ES	Richard Alboro	25	Kristine A. Capule	Teacher I
26	BLISS IS	Dexter V. Fernandez	26	Jeimee M. Sapuyot	TIII
27	Alion ES	Maricel A. Hualde	27	Alona C. Damaso	TIII
28	Balon ES	Crisalda C. Palad	28	Jean P. Baña	Teacher III



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29	Baseco ES	Susana R. Cruz	29	Armida B. Trinidad	Teacher I
30	Arellano ES	Irene B. Angeles	30	Jane L. Ringor	T-III
31	Bantan ES	Ricky C. Gonzales	31	Jiriza D. Almelor	TIII
32	Bilolo ES	Maria Corazon M. Alarcon	32	Rhodora M. Carlos	MT1 2
33	Alauli ES	Pauline B. Roxas	33	Loida E. Valencia	Teacher III
34	Diwa ES	Amelia F. Retuta	34	Jonalyn M. Gatarin	PSB
35	J.S. Herrera Sr. MES	Melissa N. Mizon	35	Arriane C. Navarro	Teacher III
36	Abucay HS	Arsenio N. Ongoco Jr.	36	Jeana Buensuceso	T1 (LSB)
37	B. Camacho NHS	Reynaldo B. Visda	37	Ivy Joy A. Salvador	Teacher I
38	Bangkal High School	Rosemarie D. Inocencio	38	Avelina E. Auditor	Teacher 1
39	Balsik NHS	Arlene M. Matilde	39	Olivia S. Roque	Teacher III
40	Mabiga IS	Jennifer J. Comia	40	Princess Joy M. Suba	PSB Teacher
41	Maite IS	Hilda D. Sayson	41	Mutya C. Caponga	Teacher I
42	Doña IS	Mario R. Victoria	42	Patricia Anne M. Cruz	T-I
43	Legua IS	Raichel M. Evaristo	43	Aerielle Dela Cruz	T-I
44	Pulo IS	Hamilton Cruz	44	Russel Cruz	T1 PSB
45	Samal NHS	Felisa C. Bravo	45	Prescilla R. Alcantara	TII
46	Samal NHS - Annex	Antonio B. Venegas Jr.	46	Diana E. Rubiano	Teacher II
			47	Diana E. Isip	Teacher I
47	Palili IS	Jeaña L. De Los Santos	48	Lyka G. Lamon	T-I
			49	Anna Margariata Capule	T-I
			50	Gervy O. Tagoon	T-I
48	Bataan School of Fisheries	Cesar L. Valenzuela	51	Lilibeth S. Pangilinan	Teacher III
49	JEAG	Jennifer S. Dominguez	52	Jermie Alicante	MT-II
50	Udyong NHS	Jesusa D. Pizarro	53	Daisilyn H. Nool	T-I
51	Kinaragan IS	Ivan Gail R. Yarra	54	Lea May D. Ison	TI
52	Lamao NHS	John R. Quiroz	55	Marvin B. Hernandez	TII
53	Limay NHS	Frederick Y. Simbol	56	Mary Rose A. Abarquez	TII
54	St. Francis NHS	Wilbert D. Langreo	57	Gio B. Santisima	MT-I
55	Pablo Roman NHS	Myrna E. Castillo	58	Mina Lorena S. Lintag	MT-I
56	Dr. Victoria B. Roman Mem. HS	Angelo R. Basilio	59	Lailanie J. Enopia	
57	Quinawan IS	Norman T. Mosquida	60	May Belle T. Panganiban	TI



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58	Bagac Nat'l HS, Parang	Jessica Quimlat	61	Yolanda D. Bantugan	TIII
59	Bataan High School for the Arts	Ronald P. Bantugan	62	Jessa Albarba	Teacher I
60	Layac IS	Mildred B. Famorcan	63	Mae Rose T. Dabu	TI
61	Tucop IS	Geraldine C. Flores	64	Evangelyn M. Duran	T-I
62	Pagalanggang HS	Edgardo Jesus S. Basa II	65	Christian F. Buyoc	T-I
63	Tubo-Tubo IS	Miraflor A. Ronquillo	66	Sharmaine Baque	T1
64	Jose C. Payumo MHS	Omar G. Magcalas	67	Karen Vanessa A. Mirabel	T1
			68	Rica Ann Gatmin	T1
65	Luakan NHS	Aida P. Capili	69	Janeth B. Bondoc	TIII
66	Lucanin IS	Elda E. Afable	70	Ashley B. Frondoza	Teacher I
			71	Danlyn Mae T. Villacero	Teacher II
67	Biaan Aeta IS	Mariquita A. Banal	72	Mary Jane T. Loquisan	T-I
			73	Juhmela Joy R. Dinglas	T-III
68	Mariveles NHS, Cabcaban	Ludivina S. Omania	74	Ronnel D. Canoy	Teacher III
			75	Kevin H. Manlo	T-I
	Kanawan IS	Leovigildo E. Domingo Jr.	76	Jay Ann Santillan	T-I
			77	Jalene Mica M. Felerino	T-I
69	Sampaloc IS	Emelita G. Paguio	78	Aldea H. Zuniga	T-I
			79	Jocelyn D. Quimlat	Teacher III
70	Morong NHS	Gemma Teresa P. Cabreros	80	Nancy M. Gonzales	Teacher III
			81	Renzy M. Villaruel	T-I
71	Morong NHS (Mabayo Annex)	Odissa P. Dasilao	82	Aaron James B. De Leon	T-II
			83	Hyacintha T. Bagang	TI
72	Nagbalayong NHS	Ma. Liza P. Incleto			



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<b>SDO- Bataan Participants</b>		
<b>No.</b>	<b>Name</b>	<b>Position</b>
1	Carolina S. Violeta, EdD, CESO V	Schools Division Superintendent
2	Milagros M. Peñaflo	CID Chief
3	Roberto R. Pantig, PhD	EPS
4	Mila D. Calma	EPS
5	Danilo C. Caysido	EPS
6	Jacqueline C. Tuazon	EPS
7	Evelyn V. Mendoza	EPS
8	Jean A. Lintag	EPS
9	Edwin R. Bermillo	EPS
10	Maria Teresa C. Perez	EPS
11	Romeo M. Layug	EPS
12	Edgar E. Garcia	EPS
13	Francisco B. Bautista	PSDS
14	Elma P. Dizon	PSDS
15	Elvira R. Mina	PSDS
16	Arlene S. Carlos	PSDS
17	Mariel M. Labandillo	PSDS
18	Teresita R. Ordiales	PSDS
19	Jonathan B. de Guzman	PSDS
20	Ruel D. Lingad	PSDS
21	Jeolfa G. Reyes	PSDS
22	Rodger R. de Padua	PSDS
23	Ronie S. Mendoza	PSDS
24	Minerva P. Rillo	PSDS
25	Nurse on Duty	TWG- Nurse
26	Nurse on Duty	TWG- Nurse
27	Anthony Glenn P. Gacutan	TWG- ICT Staff
28	Raymond Joseph V. Mendoza	TWG- SEPS-HRD



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Enclosure No. 2 - **TRAINING MATRIX**

TIME	DAY 1	DAY 2	DAY 3
6:00 – 7:30	Arrival of Participants	<b>BREAKFAST</b>	
7:30 – 8:00	Registration	8:00-8:30 <b>MANAGEMENT OF LEARNING</b>	8:00-8:30 <b>MANAGEMENT OF LEARNING</b>
8:00 – 9:00	<p><b>OPENING PROGRAM</b></p> <p>National Anthem.....AVP            Opening Prayer.....AVP            Bagong Pilipinas.....AVP            Region III Hymn.....AVP            Bataan Hymn.....AVP</p> <p><b>Roll Call – Krichelle T. Bantugan</b>            Teacher I- Kanawan IS</p> <p><b>Opening Remarks</b></p> <p style="text-align: center;"><b>Milagros M. Peñaflor, PhD</b>  <i>CID Chief</i></p> <p><b>Messages</b></p> <p style="text-align: center;"><b>Jerry Dimla Cruz, DEM, CESO VI</b>  <i>ASDS</i></p> <p style="text-align: center;"><b>Carolina S. Violeta, EdD, CESO V</b>  <i>SDS</i></p> <p><b>Statement of Purpose/Overview of the Training</b></p> <p style="text-align: center;"><b>Roberto R. Pantig, PhD</b>  <i>EPS - English</i></p> <p style="text-align: center;"><b>Ivy Joy A. Salvador</b>  <i>Teacher I, B. Camacho NHS            Program Master</i></p> <p style="text-align: center;"><b>(Pre-Assessment)</b></p>	<p><b>8:30-10:00</b></p> <p><b>Plenary Session 3:</b>            Effective Literacy and Numeracy Interventions in ARAL Implementation</p> <p><i>Speaker: Danilo C. Caysido            EPS - Mathematics</i></p>	<p><b>8:30-10:00</b></p> <p><b>Plenary Session 5:</b>            Workshop on Mid-Implementation Review and Action Planning</p> <p><i>Speaker:            Christian N. Carizal, EdD            Principal IV - Paraiso ES</i></p>



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9:00 – 10:30	<b>Plenary Session 1:</b> Revisiting the ARAL Program Framework and Implementation Milestones  <i>Speaker: Milagros M. Penaflor, PhD                  CID chief</i>	<b>10:00-10:15 Health Break</b>  <b>10:15-12:00</b>  <b>Plenary Session 3:</b> Workshop 3	<b>10:00-10:15 Health Break</b>  <b>10:15-12:00</b>  <b>Plenary Session 5:</b> Continuation of Workshop 5
10:30 – 12:00	<b>Plenary Session 1:</b> Workshop 1		
12:00 – 1:00	<b>Lunch Break</b>		
1:00 – 3:00	<b>Plenary Session 2:</b> Data-Driven Insights: Assessing Learner Progress and Learning Gaps  <i>Speaker: Rodrigo S. Panlaque Jr.                  Kaparangan ES</i>	<b>Plenary Session 4:</b> Strengthening Stakeholder Engagement and Support Mechanisms  <i>Speaker:                  Ivan Gail R. Yarra                  Kinaragan ES</i>	<b>Plenary Session 6:</b> Sustaining the Gains: Monitoring, Evaluation, and Next Steps for ARAL Continuity  <i>Speaker: Jacqueline C. Tuazon                  EPS-EsP/ Kinder</i>
3:00 – 5:00	<b>Plenary Session 2:</b> Workshop 2	<b>Workshop Plenary Session 4:</b> Workshop 4	<b>(Post-Assessment)                  CLOSING PROGRAM</b>
<b>END OF SESSION</b>			



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**TECHNICAL WORKING GROUP**

Chair: Roberto R. Pantig, PhD

Co - chairs: Milagros M. Penaflor, PhD

Danilo C. Caysido, EdD

Members:

Program – Christian N. Carizal / Jacqueline C. Tuazon

Documentation – Ivan Gail R. Yarra / Rodrigo S. Panlaque Jr

SEPS - HRD - Raymond Joseph V. Mendoza

IT Staff – Anthony Glenn P. Gacutan