



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

DIVISION MEMORANDUM

JAN 27 2026

No. 041 s. 2026

**EVERY CHILD DESERVES A PLAN: SNED POLICY ORIENTATION
AND IEP WORKSHOP**

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

1. In line with the Department of Education's commitment to inclusive education and in pursuit of continuous professional growth among educators, this Office hereby announces the conduct of the seminar *"Every Child Deserves A Plan: SNED Policy Orientation and IEP Workshop."*
2. The seminar-workshop aims to:
 - a. Orient participants on existing DepEd policies and guidelines on Special Needs Education (SNED) and inclusive education;
 - b. Enhance participants' knowledge and skills in developing, implementing, and monitoring Individualized Education Plans (IEPs);
 - c. Promote learner-centered, data-driven, and values-based educational planning;
 - d. Strengthen collaboration among school heads, teachers, parents, and other stakeholders in SNED implementation; and
 - e. Develop school-based action plans to improve SNED program delivery.
3. Details of the activity are as follows:
 - **Title:** Every Child Deserves A Plan: SNED Policy Orientation and IEP Workshop
 - **Date:** February 18-20, 2026
 - **Time:** 8:00 AM – 5:00 PM
 - **Venue:** Dinalupihan Bataan Youth Center,
Barangay Kataasan, Dinalupihan, Bataan
 - **Participants:** SNED Teachers and School Heads



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4. Enclosed in this Memorandum are the following:
 - Enclosure 1 List of Participants
 - Enclosure 2 Seminar Matrix
5. This Memorandum shall serve as the Travel Authority of the Participants.
6. Immediate dissemination and strict compliance to this Memorandum is desired.


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

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

 Training/Seminar
C18



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Enclosure 1

**EVERY CHILD DESERVES A PLAN: SNED POLICY ORIENTATION
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February 18-20, 2026

NO.	NAME	PARTICIPANT	SCHOOL	DESIGNATION
DINALUPIHAN EAST				
1.	Geraldine Galve	Teacher	Old San Jose ES	Teacher II
2.	Wendy S. Ocampo	Teacher	Pita S	Teacher III
3.	Kenneth Joy V. Cabel	Teacher	Dinalupihan ES	SPET I
4.	Rommel S. Marañan	Teacher	Pagalangang NHS	SPET-I
5.	Lorelie T. Gloria	Teacher	Sta. Lucia HS	Teacher III
6.	Jane D. Robles	School head	Dinalupihan ES	SP-IV
7.	Neila P. Toledo	School Head	Old San Jose ES	SP-II
DINALIPIHAN WEST				
8.	Noemi G. Rubio	Teacher	San Pablo ES	Teacher III
9.	Marites Q. Garcia	Teacher	Happy Valley ES	Teacher I
10.	Jaima L. Abong	Teacher	Bangal ES	Teacher III
11.	Malen A. Manalastas	Teacher	Kataasan ES	Teacher 1
12.	Ricaflor A. Pagsuguiron	Teacher	Maligaya ES	Teacher I
13.	Miralou T. Garcia	School head	Pinulot ES	SP IV
14.	Aida P. Capili	School Head	Magsaysay NHS	SP IV
HERMOSA				
15.	Maria Rebecca L. Ortega	Teacher	Hermosa ES	SPET III
16.	Andrea Faye G. Arcano	Teacher	Hermosa ES	SPET I
17.	Rodylie Calimlim	Teacher	Hermosa NHS	TIII
18.	Theresa Nuque	Teacher	Hermosa NHS	TII
19.	Melinda Gigante	Teacher	Hermosa NHS	TIII
20.	Rosario S. Canlas	School head	Hermosa ES	SP IV
21.	Arcele F. Servera	School Head	Hermosa NHS	SPII
ORANI				
22.	Jinky Joy V. Datu	Teacher	Orani North ES	SPET I



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23.	Milany R. Manalansan	Teacher	Kaparangan ES	SNET I (T- IV)
24.	Judith V. Miller	Teacher	Orani North ES	SPET I
25.	Agnes S. Junio	Teacher	Orani North ES	SPET I
26.	Heidy M. Dona	Teacher	Orani NHS	SPET I
27.	Jeffrey V. David	School head	Orani North ES	School Principal II
28.	Rodrigo S. Panlaque Jr.	School Head	Kaparangan ES	School Principal II
SAMAL				
29.	Godlyn Pearl A. Matacot	Teacher	Samal North ES	SPET 1
30.	Myrtle Erica E. Garganta	Teacher	Samal North ES	SPET 1
31.	Rotchie D. Buensuceso	Teacher	Samal NHS- Main	Teacher I
32.	Marilyn C. Tenorio	Teacher	Asuncion Consunji MES	Teacher 1
33.	Rosalie H. Inton	Teacher	Samal NHS- Annex	Teacher 3
34.	Charito D. Corpus	School Head	Smal North ES	School Principal II
35.	Felisa C. Bravo	School Head	Samal National HS	School Principal III
ABUCAY				
36.	Jenny H. Labasan	Teacher	Salian ES	Teacher I
37.	Edna A. Baltazar	Teacher	Tomas Pinpin MES	Teacher II
38.	Kimberly Anne M. De Guzman	Teacher	Tomas Pinpin MES	SPET I
39.	Mary Christine E. Barin	Teacher	Abucay North ES	Teacher I
40.	Kriz Ann D. Delos Reyes	Teacher	Bangkal ES	Teacher I
41.	Emily D. Mendoza	School Head	Tomas Pinpin MES	School Principal IV
42.	Gemma Ruth G. Castro	School Head	Salian ES	School Principal I
PILAR				
43.	Ma. Janette G. Manlapaz	Teacher	Liyang ES	Master Teacher I
44.	Charmaine N. Andrade	Teacher	Pilar ES	SPET I
45.	Arjel G. Jose	Teacher	Pilar ES	SPET I
46.	Beverlyn M Oates	Teacher	P.Roman NHS	Teacher I
47.	Aileen B. Retuta	Teacher	P.Roman NHS	Teacher I
48.	Joseph Ralph S. Dizon	School Head	Pilar ES	School Principal I
49.	Shiela D. Carlos	School Head	Liyang ESI	School Principal I
ORION				
50.	Nelissah D. Quintana	Teacher	Teacher	Teacher III



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51.	Mellet Alderite	Teacher	Capunitan ES	Teacher III
52.	Luisa N. Omadto	Teacher	Bilolo ES	Teacher III
53.	Annabelle Crisostomo	Teacher	JEAG	Teacher III
54.	Dennis Baniaga	Teacher	JEAG	SPET I
55.	Jennifer S. Dominguez	School Head	JEAG	School Principal III
56.	Resie R. Baluyot	School Head	Pablo R. Roman ES	School Principal I

LIMAY

57.	Joyce E. Dimaculangan	Teacher	Limay ES	SPET I
58.	Elvira C. Calma	Teacher	Limay ES	SPET II
59.	Alegre Joy S. Baluyot	Teacher	Limay ES	SPET I
60.	Josephine M. Peralta	Teacher	Limay ES	SPET I
61.	Geraldine S. Sebastian	Teacher	Limay ES	SPET I
62.	Josephine dela Cruz	Teacher	SFES (Bacong)	Teacher III
63.	Imelda Corpuz	School Head	Kitang ES	Head Teacher III
64.	Arlene M. Vallejos	School Head	Gabaldon ES	Principal III

MARIVELES

65.	April O. Toralde	Teacher	Cabcaben ES	SPET I
66.	Rizalina C. Bumanglag	Teacher	Alasasin ES	Teacher I
67.	Anna Liza S. Menil	Teacher	Cabcaben ES	Teacher III
68.	Keyshell P. Cortez	Teacher	Antonio G. Llamas ES	SPET I
69.	Elija A. Alquiza	Teacher	Antonio G. Llamas ES	SPET I
70.	Maria Cecilia r. Rubia	Teacher	MNHS- Poblacion	Teacher III
71.	Ryan Jake F. Bariacto	Department Head	MNHS-Poblacion	HT-III
72.	Marjorie M. Palomo, EdD	School Head	Alasasin ES	Principal IV
73.	Noel T. Lagman, EdD	School Head	Antonio G. Llamas ES	Principal IV

BAGAC

74.	Irma Flores	Teacher	Bagac ES	SPET I
75.	Shane Agcaoile	Teacher	Bagac ES	SPET I
76.	Denness Braza	Teacher	Bagac ES	SPET I
77.	Juvylyn Calma	Teacher	ECBNHS	Teacher II
78.	Maricel Morales	Teacher	ECBNHS	Teacher III
79.	Jessica Torres	School Head	Bagac ES	Principal III



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80.	Dave Basto	School Head	ECBNHS	Principal II
MORONG				
81.	Karileen Rico	Teacher	Morong ES	SPET I
82.	Ana Marie B. Ulanday	Teacher	Mabayo NHS	Teacher II
83.	Jerald C. Calma	Teacher	Morong NHS	Teacher III
84.	Leslie Joy E. Sidon	Teacher	Morong NHS	Teacher I
85.	Gemma Teresa P. Cabrerios, EdD	School Head	Morong NHS	School Principal IV
86.	Ma. Cecilia L. Paguio	School Head	Morong ES	School Principal IV
87.	Ma. Liza P. Incleto	School Head	Nagbalayong NHS	School Principal I
SPEAKERS				
88	Jacqueline C. Tuazon	EPS	SDO BATAAN	
89	Cristina S. Reyes	Teacher	Dinalupihan ES	
90	Dr. Milagros M. Penaflor	Professor	T. Del Rosario College	
91	Randy N. Tallorin	Principal	Balanga ES	
92	Charito D. Santos	Teacher	Limay ES	
93	Rodolfo N. Ariola, Jr.	Teacher	Cabcaben ES	
94	Renila L. Cornejo	Teacher	MNHS-Poblacion	
NURSE				
95	ON DUTY		SDO BATAAN	
96	ON DUTY		SDO BATAAN	
TWG				
97	Nicko Manalansan		SDO BATAAN	
98	Jomel P. Carlos		SDO BATAAN	
EPS				
99	Evelyn V. Mendoza		SDO BATAAN	



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Enclosure 2

TRAINING MATRIX
EVERY CHILD DESERVES A PLAN: SNED POLICY ORIENTATION AND IEP WORKSHOP
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TIME	DAY 1	DAY 2	DAY 3
8:00-8:30	OPENING PROGRAM Renilla Cornejo	MOL Cristina Sanchez	MOL Charito Santos
8:30-9:35	Overview of SNED Program Resource Person: Evelyn V. Mendoza Randy N. Tallorin	Introduction to IEP Resource Person: Randy N. Tallorin	IEP Format and Components Resource Person: Randy N. Tallorin
9:35-9:50	HEALTH BREAK		
9:50-12:00	SNED Policies and Legal Basis / Inclusive Education Framework Resource Person: Jacqueline C. Tuazon Charito D. Santos	Assessment and Data Gathering / Writing Measurable Goals Resource Person: Renilla L. Cornejo Rodolfo N. Ariola, Jr.	IEP Writing Workshop Resource Person: Renilla L. Cornejo Cristina D. Sanchez
12:00-1:00	LUNCH BREAK		
1:00-1:15	MOL	MOL	MOL
1:15-3:00	Types of Learners with Disabilities Resource Person: Cristina D. Sanchez Rodolfo N. Ariola, Jr.	Accommodations and Modifications Resource Person: Charito D. Santos Jacqueline C. Tuazon	Presentation and Critiquing of Output Resource Person: Rodolfo N. Ariola, Jr. Jacqueline C. Tuazon
3:00-3:15	HEALTH BREAK		
3:15-4:00			Action Planning and Presentation Resource Person: Rodolfo N. Ariola, Jr. Dr. Milagros M. Penaflor
3:15-4:30	Roles of Teachers and Stakeholders Resource Person: Dr. Milagros M. Penaflor	Behavior Intervention & Support Resource Person: Dr. Milagros M. Penaflor	
4:00-4:30			CLOSING PROGRAM