



DepEd-Division of Catanduanes

RECORDS SECTION

RELEASED

BY: *[Signature]* No. 175
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Republika ng Pilipinas
Kagawaran ng Edukasyon
REHIYON V - BICOL
TANGGAPANG PANSANGAY NG CATANDUANES

5 February 2026

DIVISION MEMORANDUM

No. 175, s. 2026

**REGIONAL STAFF ORIENTATION WORKSHOP (RSOW) FOR GABAY:
SUPERVISORY AND MANAGERIAL COMPETENCIES ENHANCEMENT FOR
ASPIRING SCHOOL HEADS IN DEPED REGION V-BICOL**

To : Mary Jean S. Romero, Chief Education Supervisor
Floren P. Clavo, Senior Education Program Specialist-PRU
Ruben Tria Jr, Principal I San Isidro Village Elementary School
Francis Surban, Principal II Codon Elementary School
Eligio B. Sales, Principal II Palta Elementary School

1. You are hereby requested to attend the **Regional Staff Orientation Workshop (RSOW) for Gabay: Supervisory and Managerial Competencies Enhancement for Aspiring School Heads on February 9-11, 2026 at Coastal View Resort, Sto Domingo, Albay.**
2. Participants shall bring laptop, pocket Wifi, extension wire and reference materials related to their assigned PPSSH topic.
3. Food, accommodation, and training materials shall be charged to the Regional HRD fund while transportation and other incidental expenses of the participants shall be charged to HRTD fund/ division/ school local funds subject to existing budgeting, accounting and auditing rules and regulations.
4. Enclosed is Regional Memorandum No. 00182 s. 2026 for reference.
5. This memorandum is for dissemination, guidance and compliance.

[Signature]
MA. JEANY T. ABAYON
Assistant Schools Division Superintendent
Officer-In-Charge
Office of the Schools Division Superintendent



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Republic of the Philippines
Department of Education
REGION V - BICOL



4 February 2026

REGIONAL MEMORANDUM
No. OC 102, s. 2026

**ADDENDUM/CORRIGENDUM TO REGIONAL MEMORANDUM NO. 104 s. 2026
REGIONAL STAFF ORIENTATION WORKSHOP (RSOW) FOR GABAY:
SUPERVISORY AND MANAGERIAL COMPETENCIES ENHANCEMENT FOR
ASPIRING SCHOOL HEADS IN DEPED REGION V-BICOL**

To : Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Please be advised that the venue for the **Regional Staff Orientation-Workshop (RSOW) on February 9-11, 2026 is at Coastal View Resort, Sto. Domingo, Albay.**
2. Participants shall bring laptop, pocket Wifi, extension wire and reference materials related to their assigned PPSSH topic. The Final List of Participants, Lead Facilitators, PMT, and Training Matrix are attached as enclosures.
3. The first meal to be served will be breakfast on February 9, 2026.
4. Food, accommodation, and training materials shall be charged to the Regional HRD fund while transportation and other incidental expenses of the participants shall be charged to division/school local funds subject to existing budgeting, accounting and auditing rules and regulations.
5. Immediate dissemination of and strict compliance with this Memorandum is desired.


GILBERT C. SADSAD
Regional Director

Encls: As stated
To be indicated in the Perpetual Index
under the following subjects:
LEARNING AND DEVELOPMENT
PROFESSIONAL GROWTH
PPSSH

HRDD/smn/ccf/mde
02/04/2026



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ENCLOSURE 1: FINAL LIST OF PARTICIPANTS

NAME	POSITION	OFFICE/SCHOOL	DIVISION	Assigned PPSSH Strand
1. Judith A Bellen	Principal IV	Malabog NHS	Albay	School Planning and Implementation
2. Chery L. Garcia	Principal II	Upper Bonga ES		Records Management
3. Ederlyn I. Morales	Principal II	Bacacay East CS		Personal and Professional Development
4. Joewe B. Belga	Principal I	Alabangpuro ES		Management of Diverse Relationship
5. Ruel T. Dominguez	PSDS	CID	Camarines Norte	Management of Diverse Relationship
6. Amorsolo R. Jamito	PSDS	CID		Personal and Professional Development
7. Arleen Gache	Principal II	L.Opeda ES		Records Management
8. Venia Surara	Principal III	Paracale CS		School Planning and Implementation
9. Mary Ann T. Viloso	Principal II	Caroyroyan ES	Camarines Sur	Policy Implementation
10. Maria Lorena F. Abengoza	Principal I	Pugod ES		Financial Management
11. Elma T. Villamil	Principal I	Salvacion-Baybay ES		Professional reflection and learning
12. Mara Rose M. Napire	Principal I	Taguilid ES		Career awareness and opportunities
13. Floren P. Clavo	SEPS	SGOD-PRS	Catanduanes	Research and innovation
14. Ruben Tria, Jr.	Principal I	San Isidro Village ES		School Facilities and Equipment
15. Francis Surban	Principal II	Codon ES		Learning Assessment
16. Eligio Sales	Principal II	Palta ES		General Welfare and Human Resources
17. Clinton B. Abilong	Principal I	Buenasuerte Integrated School	Masbate	Communication
18. William F. Arcenas	Principal III	Tomas V. Rivera Memorial HS		Learner Achievement and other Performance indicator
19. Rosa M. Bulanon	Principal I	Lahong NHS		Program Design and Implementation

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20. Willie B. Guzman	Principal II	Andres Clemente, Jr. MHS		Management of Staff
21. Manuel V. Estera	OIC PSDS-Principal II	Magallanes North District	Sorsogon	Professional Networks
22. Michael G. Domanais	Principal I	Trece Martires ES		Monitoring and Evaluation processes and tools
23. Ryan R. Desabayla	School Head/Master Teacher II	Faustino G. Glua NHS		Community Engagement
24. Aireene Mae V. Elli	Master Teacher I	CID		Learning Environment
25. Rey M. Bueno	Principal III	Perpetual Help NHS	Iriga City	School Safety for disaster preparedness, mitigation and resiliency
26. Virgilio S. Puso	Principal I	Iriga City Science HS		Leadership Development of Individuals and Teams
27. Raquel A. Papa	Principal	Mac Mariano ES	Naga City	Management of School Organizations
28. Norbelia C. Avila	Principal	Pacol ES		School-based review, contextualization and implementation of learning standards
29. Marylou V. Argamosa	Principal I	Bacong NHS	Ligao City	Teacher Performance Feedback
30. Angelyn D. Talavera	Principal I	LWCES		Inclusive Practice
31. Iris R. Raz	Principal I	Deogracia P. Princes MHS		Teaching Standards and Pedagogies
32. Gloria C. Abadesa	Principal I	Albay CS	Legazpi City	Performance Management
33. Mabel C. Añasco	Principal II	Taysan ES		Professional Development of school personnel
34. Shirley V. Bataller	Principal III	Bantayan NHS	Tabaco City	Rewards and Recognition
35. Cristina Marie C. Borromeo	Principal II	Mayon IS		Learner Discipline
36. Jayson B. Baria	Principal I	Agnas ES		Emerging Opportunities and Challenges

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37. Ernesto D. Deyto	Principal III	Sorsogon East CS	Sorsogon City	Vision, Mission and Core Values
38. Rowan T. Celestra	Principal II	Basud ES		School-based review, contextualization and implementation of learning standards
39. Marife A. Canares	Principal IV	Masbate National Comprehensive HS	Masbate City	Learner Voice
40. Ulysses C. Mendoza	Principal I	N. Delos Santos ES		Emerging Opportunities and Challenges

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ENCLOSURE 2: LEAD FACILITATORS & PMT

NAME	POSITION	OFFICE/SCHOOL	DIVISION
LEAD FACILITATORS			
1. Mary Jean S. Romero	CES	SGOD	Catanduanes
2. Francly R. Valdemoro	CES	CID	Masbate City
3. Jocelyn P. Navera	EPS	CID	Ligao City
4. Cynthia T. Montañez	EPS	CID	Iriga City
5. Jeremy A. Cruz	Principal	ORD	Regional Office
6. Ireño M. Dicen	EPS	SGOD	Sorsogon City
7. Sulpicio C. Alferes III	Principal	Camarines Sur NHS	Naga City
8. Franlie O. Ramos-Corporal	Principal	San Jose North ES	Camarines Sur
9. Claudette M. Pillejera	Principal	Liong NHS	Masbate
10. Ma. Shella B. Suñas	Principal	Eusebia Paz Arroyo MNHS	Camarines Sur
PROGRAM MANAGEMENT TEAM			
1. Catalina P. Garcia	EPS	HRDD	Regional Office
2. Ma. Corazon A. Aler	EPS	HRDD	Regional Office
3. Jinky A. Villareal	EPS	HRDD	Regional Office
4. Priscilla J. Ombao	EPS	HRDD	Regional Office
5. Sancha M. Nacion	Chief ES	HRDD-NEAP R	Regional Office
6. Cecile C. Ferro	SDS	HRDD-NEAP R	Regional Office
7. Paraluman M. Torrezoza	SEPS	HRDD-NEAP R	Regional Office
8. Melanie D. Encarnacion	EPS II	HRDD	Regional Office
9. Marilou V. Tobongbanua	EPS II	HRDD	Regional Office
10. Jeremy A. Atad	EPS II	HRDD-NEAP R	Regional Office
11. Alaster O. Palacio	AA I	HRDD	Regional Office

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ENCLOSURE 3:

TRAINING MATRIX

DAY 1 (February 9, 2026)	
7:00 – 8:30	Arrival of Participants & Registration
8:30 – 9:00	Opening Program
9:00 – 10:00	Getting to Know You (GTKY)
10:00 – 12:00	Understanding the Domains and Strands of the Philippine Professional Standards for School Heads (PPSSH)
12:00 – 1:00	Lunch Break
1:00 – 2:30	Effective Facilitation Skills for Engaging Learning Sessions
2:30 – 3:00	Mechanics in the Walkthrough of PPSSH Modules
3:00 – 5:00	Walkthrough of Modules per Domain
5:00 – 5:30	Debriefing
DAY 2 (February 10, 2026)	
8:30 – 9:00	Preliminaries
9:00 – 10:00	Continuation of the walkthrough of Modules per Domain
10:00 – 11:00	
11:00 – 12:00	
12:00 – 1:00	Lunch Break
1:00 – 2:30	Continuation of the walkthrough of Modules per Domain
2:00 – 3:00	
3:00 – 4:00	
4:00 – 5:00	
5:00 – 6:00	
DAY 3 (February 11, 2026)	
8:30 – 9:00	Preliminaries
9:00 – 10:00	Finalization of Modules
10:00 – 11:00	↓
11:00 – 12:00	
12:00 – 1:00	Lunch Break
1:00 – 2:30	Presentation of Modules (Plenary)
2:00 – 3:00	↓
3:00 – 4:00	
4:00 – 5:30	Planning for the GABAY Training
5:30 – 6:00	Closing Program

Officer of the Day

Day 1: Catalina P. Garcia

Day 2: Jinky A. Villareal

Day 3: Priscilla J. Ombao

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