



Republic of the Philippines  
**Department of Education**  
REGION VII - CENTRAL VISAYAS  
DIVISION OF CITY SCHOOLS - TAGBILARAN CITY

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Office of the Schools Division  
Superintendent

July 25, 2025

**DIVISION MEMORANDUM**

NO: 474 s. 2025


**MENTORING FUTURE LEADERS FOR NATION BUILDING PROGRAM**

TO: Assistant Schools Division Superintendent  
All Public Elementary and Secondary School Heads  
All Others Concerned

1. This Office hereby disseminates invitation from Louie Boy G. De Real, Executive Director, Security Bank Foundation, the contents of which are self-explanatory.
2. Please see attached Invitation for more details.
3. Immediate and wide dissemination of this Memorandum is desired.

For the SDS:

**WILFREDA D. BONGALOS PhD, CESO V**  
Schools Division Superintendent

  
**JOHN ARIEL A. LAGURA PhD**  
OIC-Asst. Schools Division Superintendent

WDB/JAAL/SGOD/MCC/fct



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Address: H. Zamora St., Dampas, Tagbilaran City, Bohol  
Telephone Nos.: (038)427-1702; (038)427-2506; (038)422-8177  
(038)427-6718; (038)544-2147  
Email Address: tagbilarancity.division@depd.gov.ph

July 17, 2025

**DR. WILFREDA D. BONGALOS**  
Schools Division Superintendent  
Department of Education  
Division of Tagbilaran City



Dear Dr. Bongalos,

On behalf of Security Bank Foundation, Inc. and the Ateneo Center for Educational Development, we extend our sincere appreciation for your continued support of the Mentoring Future Leaders for Nation Building Program, a three-year training initiative aimed at developing and empowering educational leaders.

We are pleased to inform you that the principals and/or teachers from your division have successfully completed the in-person training sessions under the program. The next phase will now proceed with the online component, which aims to further enhance their competencies through a series of webinars.

In line with this, we respectfully request the assistance of your good office in allowing the participating educators to attend the scheduled online sessions on their respective dates, as indicated in **Annex A**, which outlines the corresponding topics and schedule.

For your reference, **Annex B** provides the list of participating principals and/or teachers from your division along with the specific training program they are enrolled in. Additionally, **Annex C** contains the Memorandum of Agreement with the DepEd Central Office that outlines the commitments and scope of this collaborative initiative.

Your continued support is instrumental to the success of this program and the professional growth of its participants. Should you have any questions or require further details, please do not hesitate to reach out.

Thank you once again for your invaluable cooperation.

Sincerely,



**LOUIE BOY G. DE REAL**  
Executive Director  
Security Bank Foundation

**AMELIA P. DYCOCO**  
School Development Programs Supervisor  
Ateneo Center for Educational Development

## Annex A: Topics

PROGRAM	TARGET DATE	TIME	TOPIC
Year 3 - Elementary English and Math Teachers Training	Jul 18, 2025 (Fri)	3:00	Interpreting Previous Performance
	Aug 15, 2025 (Fri)	3:00	Stakeholders in Learning Improvement Programs
	Sep 20, 2025 (Sat)	10:00	Mentoring for Effective Implementation
	Oct 18, 2025 (Sat)	10:00	Providing Support Mechanisms
	Nov 22, 2025 (Sat)	10:00	Assessments for Plan Effectiveness
	Feb 27, 2026 (Fri)	3:00	Working with DepEd
	Mar 27, 2026 (Fri)	3:00	Reporting
	Apr 24, 2026 (Fri)	3:00	Evaluation
	Jan 30, 2027 (Sat)	10:00	Adjusting Learning Improvement Plan
Year 3 - Principals Training	Jul 11, 2025 (Fri)	3:00	Leadership Frameworks for Leading Effective Schools (Completed)
	Aug 8, 2025 (Fri)	3:00	Stakeholder Skills Development
	Sep 26, 2025 (Fri)	3:00	Action Plan Drafting with Stakeholders
	Oct 24, 2025 (Fri)	3:00	Mobilizing Stakeholders for Planning
	Nov 21, 2025 (Fri)	3:00	Mobilizing Stakeholders for Implementation
	Jan 23, 2026 (Fri)	3:00	Mobilizing Stakeholders for Monitoring
	Feb 20, 2026 (Fri)	3:00	Mobilizing Stakeholders for Troubleshooting
	Mar 20, 2026 (Fri)	3:00	Mobilizing Stakeholders for Evaluation and Reporting
	Apr 17, 2026 (Fri)	3:00	Networking
Year 2 - Principals Training	Jul 5, 2025 (Sat)		From Good to Great (Completed)
	Aug 1, 2025 (Fri)	3:00	Leadership Frameworks for Leading Effective Schools
	Sep 12, 2025 (Fri)	3:00	Leading Transformational Change
	Oct 10, 2025 (Fri)	3:00	Examining School Experience through the Eyes of Students
	Nov 14, 2025 (Fri)	3:00	Supporting and Growing Teacher (Personnel) Talent
	Jan 9, 2026 (Fri)	3:00	Communicating Effectively with Constituents
	Feb 13, 2026 (Fri)	3:00	Fostering a Positive School Culture
	Mar 13, 2026 (Fri)	3:00	Effective Data Use and Decision Making
	Apr 3, 2026 (Fri)	3:00	Leading Transformational Change
Year 1 - Principals Training	Sep 5, 2025 (Fri)	3:00	Stakeholder Mapping
	Sep 19, 2025 (Fri)	3:00	Project Management Rules
	Oct 17, 2025 (Fri)	3:00	Mobilizing and Mentoring Project Team
	Nov 14, 2025 (Fri)	3:00	Project Monitoring and Risk Management
	Jan 16, 2026 (Fri)	3:00	Project Troubleshooting
	Feb 21, 2026 (Sat)	10:00	Impact Evaluation

## Annex B: Training Participants

### Year 3 Principals Training

	NAME	RANK	SCHOOL	DIVISION
1	Allan L. Acosta	Principal III	Gogon Central School	Legazpi City
2	Rommel T. Bachiller	Principal III	Puro Elementary School	Legazpi City
3	Michelle B. Balatbat	Principal I	Lambakin Elementary School Annex	Bulacan
4	Ricardo, Jr. C. Benis	Principal II	North Hills Village High School	Bulacan
5	Federico, Jr. P. Cachero	Principal IV	Perez Elementary School	Meycauayan City
6	Lea Joy R. Cuenco	Principal IV	Sta. Rita National High School	Nueva Ecija
7	Blessed T. Del Rosario	Assistant School Principal II	Tondod High School	San Jose City
8	Digna D. Falculan	Principal II	Dela Paz Main Elementary School	Biñan City
9	Ralph Marius F. Fermin	Master Teacher I	San Isidro Integrated School	Cabanatuan City
10	Adeline G. Francisco	Principal III	Bayanan II Elementary School	Calapan City
11	Estrelita A. Geronimo	Head Teacher VI	St. Joseph National High School	Nueva Ecija
12	Nelia G. Gutierrez	Principal IV	San Vicente Elementary School	Nueva Ecija
13	Khristian S. Liwanag	Principal III	Virgen Delas Flores High School	Bulacan
14	Rosalie M. Mabale	Public Schools District Supervisor	Laguna Resettlement Community School	San Pedro
15	Berlin M. Malabanan	Head Teacher I	Pangao Integrated School	Lipa City
16	Anna Liza DZ. Martin	Principal IV	Sta. Barbara Central School	Zamboanga City
17	Benjamin, Jr. P. Ongteco	Principal II	Sinalhan Elementary School	Sta. Rosa
18	Evangeline M. Palejo	Principal IV	Tuguegarao West Central School	Tuguegarao City
19	Ofelia M. Patricio	Principal IV	Lananpin Elementary School	Urdaneta City
20	Royston F. Quidolit	Head Teacher III	Capangpangan Elementary School	Vigan City
21	Mrs. Jessica S. De Villa	Master Teacher I	Cauayan City National High School	Cauayan City
22	Guadalupe B. Sobrepeña	Principal II	Ilocanos Elementary School	San Fernando City
23	Gemma N. Sta. Ines	Principal III	Solano East Central School-Integrated SPED Center	Nueva Vizcaya
24	Victoria O. Superal	Principal III	Tacloban National High School	Dumaguete City
25	Nerissa C. Tabion	Principal IV	Labit National High School	Urdaneta City
26	Chevy T. Tanglao	Principal II	Mabalacat Community High School	Mabalacat City
27	Rico Paulo G. Tolentino	Principal III	Sta. Peregrina High School	Bulacan
28	Maria Gracia R. Victoria	Principal I	Banga Elementary School	Meycauayan City

## Year 2 Principals Training

	NAME	CURRENT RANK	CURRENT SCHOOL	DIVISION
1	Mr. Bayani B. Adona	Principal IV	Leyte National High School	Tacloban City
2	Dr. Sulpicio III C. Alferez	Principal IV	Camarines Sur National High School	Naga City
3	Mrs. Ma. Mae S. Alminaza	Principal I	Andres Bonifacio Integrated School	Iloilo City
4	Dr. Suzette S. Belandres	Principal IV	Victorias National High School	Victorias City
5	Ms. Ferlinda M. Briones	Principal II	Dalahican Elementary School	Lucena City
6	Mr. John Paul E. Cabigao	Principal I	Longos Elementary School	Meycauayan City
7	Mrs. Glo S. Celeste	District Supervisor	Curriculum Implementation Division	Silay City
8	Mrs. Rona May E. Cruz	Head Teacher III	Ricardo Viola Adriano Elementary School	Munoz City
9	Mrs. Rolibecca C. Cruz	Head Teacher I	Pedragosa Acosta Elementary School	Tacurong City
10	Mr. Joffrey P. Dela Cruz	Principal I	Caaocan High School	Laoag City
11	Mrs. Inocencia A. Deles	District Supervisor	Public School District	Silay City
12	Dr. Hanena L. Epino	Principal II	Datu Andiam Manza National High School	General Santos City
13	Mrs. Maria Liza P. Higoy	Principal II	San Fernando North Central School	San Fernando City, La Union
14	Mrs. Mary Jane T. Luna	Head Teacher III	Bagbag National High School	Cavite Province
15	Mrs. Rosslyn D. Mabasa	Principal I	Kabankalan National High School	Kabankalan City
16	Mrs. Emelda H. Malolos	Principal IV	Sto. Tomas North Central School	Sto. Tomas City
17	Mr. Enrico O. Manaid	Principal IV	Cong. Erasmo R. Cruz Memorial Central School	Bulacan
18	Mrs. Lovella E. Moises	Head Teacher III	Emiliano Lizares National High School	Bacolod City
19	Mr. John Gil L. Pamposa	Head Teacher I	Tacurong Pilot Elementary School	Tacurong City
20	Mrs. Joy Jade E. Relos	Principal IV	Visayan Village Central Elem. School	Tagum City
21	Mrs. Mary Ann J. Songcayawon	Head Teacher III	Antonio L. Jayme Elementary School	Bacolod City
22	Dr. Roderick A. Tadeo	Principal IV	New Cabalan National High School	Olongapo City

### Year 1 Principals Training

	NAME	RANK	SCHOOL PRIOR TO TRAINING	DIVISION
1	Marilou S. Alcanar	Principal I	Calvario Elementary School	Meycauayan City
2	Loida R. Aluan	Principal III	Jose C. Pastor Memorial Elementary School	Batangas City
3	Louie L. Alvarez	Principal III	Lemery Pilot Elementary School	Batangas Province
4	Jerrimie A. Arrieta	Principal II	Balatong Integrated School	Laoag City
5	Nico J. Bagus	Head Teacher III	Honorato C. Perez Sr. Memorial Science High School	Cabanatuan City
6	Jovelyn L. Barba	Principal I	City of Mati National High School	Mati City
7	Lea M. Basco	Principal I	Sta. Ines Integrated School	Mabalacat
8	Robert E. Benito	Head Teacher I	Naga City School of Arts and Trades	Naga City
9	Jose Jr M. Buot	Principal III	Sabang Elementary School	Danao City
10	Kimslyn V. Culejara	Head Teacher I	Chief Justice Ramon Avancena Integrated School	Butuan City
11	Frederick G. Del Rosario	Principal I	Banga High School	Bulacan
12	Hazel A. Dela Peña	Head Teacher I	Cardenas Elementary School	Gapan City
13	Alma G. Dimaano	Master Teacher	Fernando Air Base Integrated National High School	Lipa City
14	Cherish L. Flor	Principal III	Emiliano Lizares National High School	Bacolod City
15	Lorodel C. Gecalao	Principal IV	Santa Cruz Central Elementary School	Laguna Province
16	Editha G. Gone	Principal II	City East Elementary School	Tagbilaran City
17	Irish Hazel B. Jaim	Head Teacher III	Zamboanga Del Sur National High School	Pagadian City
18	Sharika D. Jumawan	Principal III	Barra Elementary School	Dipolog City
19	Melinda A. Lozada	Head Teacher II	Zamboanga City High School - Main	Zamboanga City
20	Paul James G. Luzon	Principal I	Baybay National High School	Baybay City
21	Agnes B. Malvar	Head Teacher I	Sta. Anastacia Elementary School	Sto. Tomas City
22	Dervin V. Nicodemus	Principal II	Tikay Elementary School	Malolos City
23	Maria Raquel O. Obias	Head Teacher I	Cabagnan Elementary School	Legazpi City
24	Chinky May F Paculanang	Principal II	Piapi High School	Dumaguete City
25	Rodlyn M. Pallorina	Principal I	Gov. Emilio Gaston Memorial Elementary School	Silay City
26	Rosalia M. Paz	Principal II	Malhacan Integrated School	Meycauayan City
27	Vrenie Joy C. Pedro	Principal I	Ilocos Norte National High School	Laoag City
28	Joeremie B. Quinto	Principal I	Silay South Elementary School	Silay City
29	Roan A Segales	Principal IV	Binan Elementary School	Biñan City

### Year 3 - Elementary English

	NAME	CURRENT RANK	SCHOOL	DIVISION
1	Chrisylle E. Agnes	Teacher III	Cugman Elementary School	Cagayan De Oro City
2	Jessa Rose O. Ajero	Teacher III	Barra Elementary School	Dipolog City
3	Rosalito F. Arandez, Jr.	Teacher III	Pres Manuel A. Roxas Memorial School South and SPED	Roxas City
4	Ma. Margel A. Arpa	Teacher III	A. Bonifacio Integrated School	Iloilo City
5	Yolanda B. Aseez	Master Teacher II	JV Ferriols Elementary School	Davao City
6	Hazel Mae E. Baliguian	Master Teacher II	Tagbilaran City East Elementary School	Tagbilaran City
7	Jona L. Balingbing	Master Teacher II	Basak Elementary School	Mandaue City
8	Jeany Lyn F. Caballero	Teacher III	Tacurong Pilot Elementary School	Tacurong City
9	Ma. Lourdes C. Castro	Master Teacher I	Sabang Elementary School	Danao City
10	Jean C. Chavez	Teacher II	A.L. Jayme Elementary School	Bacolod City
11	Jane Annes D. Conde	Master Teacher II	San Jose Central School	Tacloban City
12	Lanison T. Damaso	Teacher III	Panabo Central Elementary School - SPED Center	Panabo City
13	Cherry M. Domino	Teacher II	Felipe Carreon Central School	Ozamiz City
14	Christine Jane D. Filomeno	Teacher III	Kalibo Pilot Elementary School	Kalibo
15	Alma C. Galendez	Teacher III	South City Central School	Cagayan De Oro City
16	Jane Angeli M. Gavanoan	Master Teacher I	Catalunan Pequeño Elementary School	Davao City
17	Flor C. Gementiza	Master Teacher II	Visayan Village Central Elementary School	Tagum City
18	Girlie T. Lipang	Teacher I	Surigao West Central Elementary School	Surigao City
19	Maricar B. Magsipoc	Master Teacher II	Governor Emilio Gaston Memorial Elementary School	Silay City
20	Pearly T. Maruguinot	Master Teacher I	Tagbilaran City Central School	Tagbilaran City
21	Rhona O. Mendaño	Teacher II	Agusan Elementary School	Cagayan De Oro City
22	Armelyn D. Nahini	Master Teacher I	Valencia Central Elementary School	Valencia City
23	Loredelle L. Ortuoste	Master Teacher I	Sero Central Elementary School	Cotabato City
24	Mary Grace C. Padernal	Master Teacher I	Maria A. Montilla Memorial Elementary School	Tacurong City
25	Lei Vida H. Peligrino	Teacher I	CCT - Visions Of Hope Christian School	Malungon
26	Lorraine Grace S. Petrola	Master Teacher I	Bakhaw Integrated School	Iloilo City
27	Jane B. Playda	Master Teacher I	Tambo Central School	Iligan City

28	Maria Zenaida R. Rebato	Master Teacher I	Ipil Central School	Ormoc City
29	Rudylyn C. Reyes	Master Teacher II	Silay South Elementary School	Silay City

### Year 3 - Elementary Math

	NAME	RANK	SCHOOL	DIVISION
1	Ma. Divina G. Andres	Teacher I	Bakhaw Integrated School	Iloilo City
2	Maria Christina O. Asensi	Teacher III	Ipil Central School	Ormoc City
3	Venus Irish A. Bahala	Teacher III	South City Central School	Cagayan De Oro City
4	Jovylyn C. Baldemor	Teacher I	Felipe Carreon Central School	Ozamiz City
5	Melissa B. Baldota	Master Teacher I	San Jose Central School	Tacloban City
6	Maribelle D. Barabag	Teacher III	Tambo Central School	Iligan City
7	Diza M. Barcelosa	Teacher (CCF)	CCT - Visions Of Hope Christian School	Malungon
8	Jesette A. Beljot	Master Teacher I	Sero Central Elementary School	Cotabato City
9	Reden Baldonado B. Dela Cruz	Teacher I	Pres Manuel A. Roxas Memorial School South And Sped	Roxas City
10	Nimfa Corazon A. Flores	Master Teacher I	Basak Elementary School	Mandaue City
11	Gretchell C. Galindez	Master Teacher I	Visayan Village Central Elementary School	Tagum City
12	Ramina C. Guevarra	Master Teacher I	A. Bonifacio Integrated School	Iloilo City
13	Gina D. Gumilan	Teacher III	Panabo Central Elementary School - Sped Center	Panabo City
14	John Ryan B. Ignacio	Teacher III	Kalibo Pilot Elementary School	Kalibo
15	Rona Grace T. Julita	Master Teacher I	Silay South Elementary School	Silay City
16	Carmen Rhodora M. Jusay	Master Teacher II	Catalunan Pequeño Elementary School	Davao City
17	Marjorie A. Ligue	Master Teacher I	Tagbilaran City East Elementary School	Tagbilaran City
18	Jeanelyn O. Macalam	Master Teacher I	Valencia Central Elementary School	Valencia City
19	Armida P. Macasama	Teacher III	Tacurong Pilot Elementary School	Tacurong City
20	Grace D. Mesa	Master Teacher I	Governor Emilio Gaston Memorial Elementary School	Silay City
21	Johanna E. Salgado	Teacher III	Surigao West Central Elementary School	Surigao City
22	Susima U. Salise	Master Teacher II	Cugman Elementary School	Cagayan De Oro City
23	Maria Carina N. Samson	Teacher III	Canelar Elementary School	Zamboanga City
24	Gloria O. Tejero	Master Teacher II	Sabang Elementary School	Danao City
25	Leni V. Toledo	Teacher I	Agusan Elementary School	Cagayan De Oro City
26	Virgilio Jr B. Tupos	Master Teacher I	Tagbilaran City Central School	Tagbilaran City
27	Liza S. Vallente	Master Teacher III	JV Ferriols Elementary School	Davao City
28	Crizelle Mae H. Viernes	Teacher III	Maria A. Montilla Memorial Elementary School	Tacurong City
29	Gemma S. Villar	Teacher III	Barra Elementary School	Dipolog City