



Republic of the Philippines
Department of Education
CARAGA REGION
SCHOOLS DIVISION OF SIARGAO



DIVISION MEMORANDUM

No. 09-278 s. 2025

To : Assistant Schools Division Superintendent
Chiefs, CID and SGOD
Elementary and Secondary School Heads
This division

**SCHOOL HEADS' TRAINING ON FLEXIBLE LEARNING OPTIONS - ALTERNATIVE
DELIVERY MODE PROGRAM IMPLEMENTATION (FLO-ADM)**

1. In support of the Department of Education's thrust to provide inclusive, equitable, and quality education for all, SDO-Siargao through **Curriculum Implementation Division (CID)** announces the conduct of the Training on Flexible Learning Options - Alternative Delivery Mode (FLO-ADM) Program Implementation for school heads on **September 25-27, 2025** at Langojon Beach Resort, Sta, Fe, Gen Luna , Surigao del Norte.
2. This initiative is anchored on the following legal and policy issuances:
 - a. **DepEd Order No. 54, s. 2012** – Policy Guidelines on the Implementation of Alternative Delivery Modes (ADMs), which outlines the framework for delivering formal education through non-traditional modalities to address issues of access and quality.
 - b. **DepEd Order No. 21, s. 2019** – Policy Guidelines on the K to 12 Basic Education Program, which includes ADM as part of the Flexible Learning Options (FLOs)
3. The training aims to:
 - a. Build the capacity of school heads to implement ADM programs effectively;
 - b. Promote learner-centered and context-responsive instructional strategies; and
 - c. Strengthen school leadership in planning, monitoring, and evaluating ADM initiatives.
4. The list of participants, matrix , resource speakers and program management team are found in enclosures. All identified participants are required to bring their laptops and extension cords.



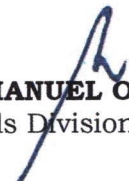
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5. All participants shall be granted one day (1) Compensatory Time-off (CTO) Sept 27 for the services rendered (Saturday) in accordance with DepEd Order No. 53, s. 2003, CSC-DBM Joint Circular No. 2, s. 2015 and Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees.
6. A pre-work virtual conference for the program management team and resource speakers is scheduled for September 19, 2025 (Friday, 2:00pm). The meeting link will be shared later in the designated group chat.
7. **Meals ,snacks and other related expenses** shall be charged against ADM Program Support Fund while **travel expenses** shall be charged to School MOOE subject to the availability of funds and in accordance with the usual accounting and auditing rules and regulations.
8. Wide dissemination of this memorandum is highly desired.


MANUEL O. CABERTE
Schools Division Superintendent

Reference: As stated

Encl's: As stated

To be indicated in the **PERPETUAL INDEX** under the following subjects:

curriculum

inclusivity

training

CID/RRudila
09/15/2025



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Enclosure 1, Memorandum No.____s, 2025

A. LIST OF PARTICIPANTS

No	Name	Gender	School/Station
1	John Mark Dulpina Petallo	Male	Pitogo ES/Maribojoc ES
2	Reynold R. Minguita	Male	Burgos NHS
3	Maricris F. Ortojan	Female	Cabawa ES
4	Alda Minorca	Female	DENMS
5	Jorly Bou	Male	Cambas-ac ES
6	Melinda C. Buyain	Female	San Isidro CES
7	Lilian P. Murillo	Female	Sta Fe NHS
8	Carmen G. Guilaran	Female	Numancia CES
9	Jamell Icill F. Padios	Female	Catangnan ES
10	Alma C. Esparrago	Female	Don Paulino ES
11	Raquel O. Cervantes	Female	Mahayahay ES
12	Ana Marie Tomasita Espejon	Female	Gen Luna CES
13	Marvic P. Castronuevo	Male	Sayak ES
14	Ronel Suan	Male	Lasala Integrated School
15	Arnel S. Rosende	Male	Pilar CES
16	Bonifacio M. Decoy, Jr.	Male	Caridad NHS
17	Jesette J. Dolar	Female	Sapao CES
18	Alejo D. Obrial Jr.	Male	Alegria NHS
19	Sammy E. Baylan	Male	San Benito CES
20	Reysan J. Tesiorna	Male	San Benito NHS
21	Dante Dacera	Male	Atoyay NHS
22	Ritchell L. Escobia	Female	San Isidro NHS
23	Methos Lian Q. Juanite	Female	DATMES
24	Mayette Q. Guma	Female	Pamosaingan NHS
25	Rolanda G. Mendaña	Female	Bay-ang ES
26	Engr Danilo P. Racho	Male	Roxas NHS
27	Bryan C. Ruaya	Male	Salog ES
28	Jocelyn M. Vosotros	Female	Socorro NHS
29	Raymart D. Ranara	Male	Montserrat ES
30	Jessica Dulguime	Female	Consuelo NHS
31	Shin Mark Engroba	Male	Dapa CES/SPED Center



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33	John Mark D. Domíños	Male	Burgos CES
35	Rhea Luz D. Sarong	Female	Pamosaingan ES
36	Christoper C. Salvaloya	Male	Maasin ES

B. LIST OF RESOURCE SPEAKERS, TWG AND PMT

No	Name	Gender	School/Station
<i>Resource Speakers</i>			
1	JOVY C. LIZA	Female	Sapao NHS
2	VIRGINCHITA A. GORGONIO	Female	Dapa NHS
3	KEM E. ABUTON JR	Male	Union ES
4	SHIELA JANE D. LASALA	Female	Nueva Estrella NHS
5	MAISAN P. MASCARDO	Female	SOCES
6	JONATHAN C. GUBANTES	Male	Gen Luna NHS
<i>Program Management Team</i>			
6	MANUEL O .CABERTE	Male	SDO-Siargao
7	ROEL T. DIAMANTE	Male	SDO-Siargao
8	GEMNA G. POBE	Female	SDO-Siargao
9	RANDY A. RUDILA	Male	SDO-Siargao
10	LOUWEN E. GUBATON	Female	SDO-Siargao



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ACTIVITY MATRIX

September 25-27, 2025

DATE	TIME	ACTIVITY	RESPONSIBLE PERSON
Day 1	8:00am-8:30am	Registration and Opening Program Pre Test	PMT
	8:30am-10:00am	<i>OVERVIEW</i> Policy Guidelines on the Implementation of ADM	Randy A. Rudila <i>Education Program Supervisor</i> <i>ADM Focal</i>
	10:00am-10:15am	Health Break	
	10:15am-12:00pm	<i>SWOT Analysis</i> Night Classes	Maisan P. Mascardo Principal IV Socorro CES
	12:00pm-1:00pm	Lunch Break	
	1:00pm-1:15pm	MOL	
	1:15pm-3:00pm	Revised Policy Guidelines on Homeschooling	Kem E. Abuton Jr Principal III Union ES
	3:00pm-3:15pm	Health Break	
	3:15pm-5:00pm	<i>SWOT ANALYSIS</i> <i>School Initiated Intervention (SII)</i>	Shiela Jane D. Lasala Principal IV Nueva Estrella NHS
	5:00pm-5:15pm	<i>Health Break</i>	
	5:15pm-7:00pm	Presentation : School Initiated Intervention (SII)	<i>Reactors:</i> Maisan P. Mascardo Jonathan C. Gubantes Shiela Jane D. Lasala
	8:00am-8:30am	Management of Learning	
	8:30am-10:00am	Instructional Management by	Jovy A. Liza



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