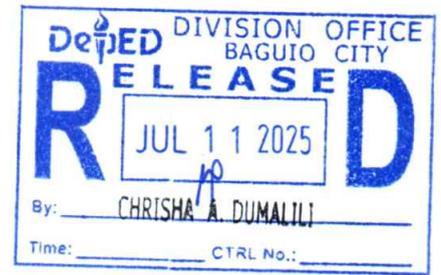




Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY



10 July 2025

Division MEMORANDUM
No. 410-2025

**CLUSTERED TRAINING ON SPECIAL NEEDS EDUCATION (SNED) PROGRAM
CONTENT AND PEDAGOGICAL APPROACHES**

To: Chief ES, Curriculum Implementation Division
Public Schools District Supervisors
School Heads
Others concerned

1. The Schools Division of Baguio City, in collaboration with the Schools Division of Benguet and Schools Division of Abra, will conduct a **Clustered Training on Special Needs Education (SNED) Program Content and Pedagogical Approaches** on **July 21-25, 2025** at **EM Royale Hotel, San Juan, La Union**.
2. The objectives of the activity are the following:
 - a. Explain the key provisions of DepEd-related policies on special needs education and demonstrate how these policies guide inclusive education practices.
 - b. Capacitate participants on the appropriate pedagogical approaches for learners with disability/difficulty responsive to teaching and learning delivery;
 - c. Prepare workplace application/action plan to integrate new knowledge and skills learned in the teaching-learning process; and
 - d. Appreciate the ability/ies of learners with disability/difficulty.
3. See attached Enclosures for guidance:
 - a. Enclosure 1: List of Participants
 - b. Enclosure 2: Training Matrix
4. Participants are expected to check in at the venue at 2 pm on July 21, 2025. The first meal to be served is dinner on July 21 and last meal is PM snack of July 25, 2025. They are also requested to bring a clean piece of cloth or handkerchief to be used for the seashore activity aligned with the session on understanding difficulty in seeing.
5. Accommodation and meals of participants shall be charged to the downloaded SNED Program Support Fund while travel and incidental expenses of the participants shall



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be charged to the SDO SNED downloaded fund/ school MOOE/ local funds subject to usual budgeting accounting and auditing rules and regulations.

6. Below is the summary of meals and accommodation:

Particulars	June 21 (Monday)	June 22 (Tuesday)	June 23 (Wednesday)	June 24 (Thursday)	June 25 (Friday)
Breakfast		✓	✓	✓	✓
AM Snack		✓	✓	✓	✓
Lunch		✓	✓	✓	✓
PM Snack		✓	✓	✓	✓
Dinner	✓	✓	✓	✓	
Accommodation	✓	✓	✓	✓	

7. Participants are to ensure that appropriate arrangements are made in advance for the supervision and continuation of their classes which includes but not limited to preparation of self-directed learning activities overseen by a designated teacher, or mutually adjusting schedules with a coteacher, such as rendering your class in advance in exchange for coverage during the training days.

8. Members of the Inspectorate Team for the inhouse meals and snacks and accommodation for the event shall come from the pool of identified participants namely Sydney Shan M. Cariño (end user), Rolly P. Bomogao, and Nonnette B. Alsino.

9. This Memorandum shall serve as Authority to Travel of the participants.

10. Wide dissemination and compliance are desired.


SORAYA T. FACULO PhD, CESO VI
Schools Division Superintendent



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Enclosure 1 to SDO Memorandum 410-2025

LIST OF PARTICIPANTS

A. BAGUIO PARTICIPANTS and TWG

No.	Name	Sex	Position	Station/School
1.	Monna Riza N. Agsi	F	Teacher III	BCC ES
2.	Sunshine A. Ramos	F	Teacher I	Rizal ES – Pacdal Ext.
3.	Rodella B. Bagtuna	F	Teacher II	Fort del Pilar NHS
4.	Melody G. Lacaden	F	Teacher II	Happy Hollow ES
5.	Marjorie O. Ganaden	F	Teacher III	Camp 7 ES
6.	Feliza D. Balangiao	F	Teacher III	Mil-an NHS
7.	Thalia Marie T. Estonanto	F	Teacher II	Doña Aurora NHS
8.	Cherry Ann C. Malecdan	F	Teacher I	Baguio Central School
9.	Elvira T. Adiwang	F	Teacher I	Adiwang ES
10.	Anna Liza A. Banglayan	F	Teacher III	Josefa Cariño ES
11.	Bickert G. Dagsen	M	Teacher II	Dominican Mirador NHS
12.	Lorna A. Tagapong	F	Teacher III	San Luis ES
13.	Amy B. Macedonio	F	Teacher III	Quezon Hill ES
14.	Gemmalyn R. Dulipas	F	Teacher III	E. Quirino ES
15.	Donna Laurie C. Solano	F	Teacher III	Fairview ES
16.	Mary Jaine B. Ganaden	F	Teacher III	Guisad Valley NHS
17.	Alma Muriel B. Pugu-en	F	Teacher III	Pinget ES
18.	Abrin M. Oyang-o	M	Teacher III	Joaquin Smith NHS
19.	Lorna V. Olod	F	Teacher III	San Vicente NHS
20.	Rolly P. Bomogao	M	SPET III/ Resource Speaker	SPED Center
21.	Nonette B. Alsino	F	SPET III/ Resource Speaker	SPED Center
22.	Karen B. Ganga	F	SPET I/ Speaker	Kias ES
23.	Sydney Shan M. Cariño	M	EPS/ TWG	SDO-CID
24.	Asuncion C. Saguid	F	SEPS/ M&E	SDO-SMME

B. ABRA PARTICIPANTS and TWG

No.	Name	Sex	Position	Station/School
25.	Caroline T. Baril	F	Teacher	Gaddani National High School
26.	Jessica T. Claustro	F	Teacher	An-anaao Integrated School
27.	Rogelio T. Balneg	F	Teacher	Bagalay Elementary School
28.	Noemi B. Brillantes	F	Teacher	Lagayan Central School
29.	Yehlen Joy T. Ola	F	Teacher	La Paz Integrated School



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30.	Felimar A. Villamor	F	Teacher	Caridad Azares Elementary School
31.	Marites D. Berras	F	Teacher	Sallapadan Central School
32.	Hanna Fe M. Langbayan	F	Teacher	Maguyepyep Integrated School
33.	Bless D. Bentalan	F	Teacher	Bangued West Central School
34.	Maribel Ciara B. Abero	F	Teacher	Bangued East Central School
35.	Helen B. Billaro	F	Teacher	Maoay Elementary School
36.	Lemuel Ian D. Timoteo	M	Teacher	Patad Elementary School
37.	Julie Ann I. Bonilla	F	Teacher	Villa San Isidro Elementary School
38.	Venus V. Gayyed	F	Teacher	Manabo National High School
39.	Alona Bambini F. Domingo	F	Teacher	Madago Elementary School
40.	Evangeline T. Tao-ing	F	Teacher	Dilong National High School
41.	John Daniel B. Aguilar	M	Teacher	Cristina B. Gonzales Memorial High School
42.	Nico Ellis Christian P. Perlas	M	Teacher	Abra High School
43.	Henry Boy B. Borbon	F	Master Teacher	Silet Elementary School
44.	Fernandina B. Lagundino	M	PSDS/ Resource Speaker	CID, SDO-Abra
45.	Wilhelm P. Sago	F	Master Teacher/ Resource Speaker	Garreta Elementary School
46.	Pedro B. Talingdan Jr	M	EPS/ Resource Speaker	CID, SDO-Abra

C. BENGUET PARTICIPANTS and TWG

No.	Name	Sex	Position	Station/School
47.	Minerva D. Paycan	F	MT1	Atok NHS
48.	Marie Fhaye Maigi	F	MT1	Ampusongan NHS
49.	Maricel D. Padawag	F	T1	Nawal IS, Bokod
50.	Vicky A. Keliano	F	TI	Catlubong-Adiston ES
51.	Imee B. Garibay	F	T1	Bano-oy ES
52.	Concepcion P. Dacquias	F	SPET 1	Tuding ES
53.	Maricris I. Palina	F	T1	Ampucao ES
54.	Edilberta M. Butangen	F	MT 1	Ballay IS, Kabayan
55.	Lorna B. Tayaban	F	T3	Pudong ES, Kapangan
56.	Elajah W. Batanes	M	T3	Pakpakitan ES
57.	Liza C. Alibio	F	T3	Sagpat IS, Kibungan
58.	Ronabelle T. Pecua	F	T3	Don Pulas ES
59.	Lourdes T. Rufino	F	T31	Cabitin ES, Mankayan
60.	Judith G. Diassan	F	MT 1	Lepanto NHS, Mankayan
61.	Margarette A. Bugtong	F	T3	Ebbes ES, Sablan
62.	Joyce Ann C. Dulnuan	F	T1	Tagadi Housing ES



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63.	Jerlyn P. Pa-ang	F	T3	Tublay Trade NHS
64.	Janera S. Lansoan	F	MT2	Pacda ES, Mankayan
65.	Mercy O. Gorospe	F	SPET 2/ Resource Person	Benguet NHS, La Trinidad
66.	Jayrona L. Olsino	F	SPET 1/ Resource Person	Loo ES, Buguias
67.	Merna N. Banggawan	F	Teacher 3/ Resource Person	Tabio NHs, Mankayan
68.	Erlinda C. Quinuan	F	EPS/ Resource Person	SDO-CID



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Enclosure 2 to SDO Memorandum 410-2025

TRAINING MATRIX

Time	Duration	Topic	Facilitator
Day 1 (July 21, 2025)			
08:00 am - 02:00 pm	6h	Arrival and Check-in of Participants	
02:30 pm - 03:15 pm	45m	Registration of Participants	TWG
03:15 pm - 5:00 pm	1hr45m	Opening Program I. Preliminaries II. Session Proper Session 1: RA 11650: Legal Basis in SNED Program Implementation	Jayrona L. Olsino, SDO Benguet
05:00 pm - 06:00 pm	1hr	Updates on SNED Program Implementation	Dhenia O. Tarnate RO-CLMD EPS SNED Focal Person
06:00 pm - 06:30 pm	30m	End-of-the-day Evaluation Debriefing	SMME
06:00 pm - 08:00 pm	2h	Dinner	
Day 2 (July 22, 2025)			
06:30 am - 07:30 am	1h	Breakfast	
07:30 am - 08:15 am	45m	Registration and Pretest	TWG
08:15 am - 08:30 am	45m	Management of Learning	TWG
08:30 am - 10:00 am	1h30m	Session 2: Understanding DepEd Order No. 44, s. 2021: Policy Guidelines on the Provision of Educational Programs & Services for Learners with Disabilities in the K to 12 Basic Education Program	Wilhelm P. Sago Master Teacher I SDO-Abra
10:00 am - 10:15 am	15m	Health Break	
10:15 am - 12:00 nn	1h45m	Session 3: Life Pathways for Learners with Disabilities: Policy Guidelines on the Adoption of the K to 12 Transition Curriculum Framework for LWDS	Erlinda C. Quinuan and Mercy O. Gorospe. SDO Benguet
12:00 nn - 01:00 pm	1h	Lunch Break	



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01:00 pm - 03:00 pm	2h	Session 4: Implementation of Filipino Sign Language: Its Legal Bases	Karen B. Ganga SDO Baguio City
03:00 pm - 03:15 pm	15m	Health Break	
03:15 pm - 05:00 pm	1h45m	Session 5: Facilitating Inclusion of Learners with Disabilities in the General Education School System through Child Find: DepEd Order No. 23, s. 2022	Pedro B. Talingdan Jr Education Program Supervisor SDO- Abra
05:00 pm - 5:30 pm	30m	End-of-the-day Evaluation	TWG
05:30 pm - 06:00 pm	30m	Debriefing	SMME
06:00 pm - 08:00 pm	2h	Dinner	
Day 3 (July 23, 2025)			
07:00 am - 08:00 am	1h	Breakfast	
08:00 am - 08:15 am	15m	Management of Learning	TWG
08:15 am - 10:00 am	1h45m	Session 6: Difficulty in Seeing	Rolly P. Bomogao SDO Baguio City
10:00 am - 10:15 am	15m	Health Break	
10:15 am - 12:00 nn	1h45m	<i>continuation of Session 6 Workshop: Sensing Beyond Sight: An Empathy Walk by the Shore</i>	
12:00 nn - 01:00 pm	1h	Lunch Break	
01:00 pm - 03:00 pm	2h	Session 7: Difficulty in Hearing	Nonette B. Alsino SDO Baguio City
03:00 pm - 03:15 pm	15m	Uninterrupted Health Break	
03:15 pm - 05:00 pm	1h45m	<i>continuation of Session 7 Workshop</i>	
05:00 pm - 5:30 pm	130m	End-of-the-day Evaluation	SMME
05:30 pm - 06:00 pm	30m	Debriefing	SMME
06:00 pm - 08:00 pm	2h	Dinner	
Day 4 (July 24, 2025)			
07:00 am - 08:00 am	1h	Breakfast	
08:00 am - 08:15 am	15m	Management of Learning	
08:15 am - 10:00 am	1h45m	Session 8: Difficulty in Interpersonal Behavior	Fernandina B. Lagundino PSDS, SDO Abra
10:00 am - 10:15 am	15m	Health Break	



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10:15 am - 12:00 nn	1h45m	<i>continuation of Session 8 Workshop</i>	
12:00 nn - 01:00 pm	1h	Lunch Break	
01:00 pm - 03:00 pm	2h	Session 9: Difficulty in Mobility	Janera S. Lansoan, SDO Benguet
03:00 pm - 03:15 pm	15m	Uninterrupted Health Break	
03:15 pm - 05:00 pm	1h45m	<i>continuation of Session 9 Workshop: Waves of Movement: Simulating Mobility Challenges in Water</i>	
05:00 pm - 5:30 pm	30m	End-of-the-day Evaluation	SMME
05:30 pm - 06:00 pm	30m	Debriefing	SMME
06:00 pm - 08:00 pm	2h	Dinner	
Day 5 (July 25, 2025)			
07:00 am - 08:00 am	30m	Registration	
08:00 am - 08:15 am	30m	Management of Learning	TWG
08:15 am - 10:00 am	1h45m	Session 10: Understanding Workplace Application Plan	Merna N. Banggawan , SDO Benguet
10:00 am - 10:15 am	15m	Health Break	
10:15 am - 12:00 nn	1h45m	Workshop on WAP	
12:00 nn - 01:00 pm	1h	Lunch Break	
01:00 pm - 03:00 pm	2h	Presentation of WAP outputs	
03:00 pm - 03:15 pm	15m	Health Break	
03:15 pm - 04:00 pm	45m	Giving of Feedback	TWG
04:00 pm - 04:30 pm	30m	End-of-day Evaluation & Post test	SMME
04:30 pm - 05:00 pm	30m	Closing Program	TWG