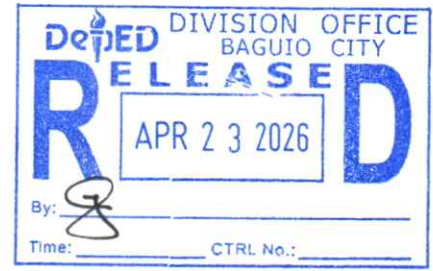




Republic of the Philippines
Department of Education
 Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY



April 21, 2026

DIVISION MEMORANDUM
 NO. 280-2026

CONDUCT OF KNOWLEDGE BUILDING PROGRAM FOR MASTER TEACHERS

To: Assistant Schools Division Superintendent
 Chief Education Program Supervisors
 Public Schools District Supervisors
 Elementary and Secondary School Heads
 All Others Concerned

1. Pursuant to DepEd Order No.001, s. 2020, titled Guidelines for NEAP Recognition of Professional Development Programs and Courses for Teachers and School Leaders, the Department of Education through the National Academy of the Philippines (NEAP) issued the DepEd Professional Development (PD) Priorities for Teachers and School Leaders.
2. The PD priorities, which includes Professional Programs for Master Teachers, shall support the realization of DepEd's goal of continuous upskilling and reskilling of teachers and school leaders that will result to better student learning outcome.
3. In adherence to these directives, and as part of SDO Baguio's continued commitment to professional growth and excellence in teaching, this Office through the School Governance and Operations Division- Human Resource Development Section shall conduct the Knowledge Building Program for Master Teachers starting this May until October 2026. The schedule of the conduct of the program is as follows:

| Date | Activity | Venue |
|-----------------------|---|------------------|
| May 7-8, 11-14, 2026 | Conduct of Phases 1-4 Modules 1-5 | DO Training Hall |
| May 19, 2026 | Presentation of WAP via Zoom | Online |
| May 19 -22, 2026 | Finalization of WAP | |
| June 15- September 30 | WAP Implementation Period | |
| September 25, 2026 | Benchmarking Activity (tentative) | TBI |
| October 2-3, 2026 | Workshop Presentation and critiquing of Implementation Report | DO Training Hall |
| October 29, 2026 | Revalida/Completion Program | DO Training Hall |





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4. For reference, please refer to the attached Enclosures:
Enclosure 1: Indicative Training Matrix
Enclosure 2: List of Participants
5. Expenses incurred in the conduct of the course program shall be charged against HRTD funds, subject to existing auditing and accounting rules and regulations.
6. Participants are advised to be mindful of the schedule of activities. They are also instructed to bring their own laptops or any available gadgets for use during the workshop sessions.
7. A service credit of 1.5 days per day shall be granted on May 7- 8 and May 11-13, 2026, for all teachers participating in the activity, as these dates fall within the vacation period of teachers.
8. Immediate dissemination and compliance with this Memorandum are enjoined.

SORAYA T. FACULO PhD, CESO V
Schools Division Superintendent

ENCLOSURE 2: LIST OF PARTICIPANTS

| NO. | LAST NAME | FIRST NAME | MI | SEX | SCHOOL | POSITION |
|-----|------------------|------------------|----|-----|-------------------------|-------------------|
| 1 | ABLAU | LUZVIMINDA LARRY | T. | F | BCNHS | Master Teacher I |
| 2 | ACLOPEN-KINDIPAN | KIMBERLY JOY | M. | F | Don Mariano Marcos ES | Master Teacher II |
| 3 | ALTIYEN | JOY | C. | F | BCNHS | Master Teacher I |
| 4 | AMBROS | JOJO | S. | M | Mabini ES | Master Teacher I |
| 5 | AROMIN | FELY | N. | F | Baguio Central School | Master Teacher II |
| 6 | AWING | MARIZELL | L. | F | Loakan ES | Master Teacher II |
| 7 | BACAYAN | DARIELLE | A. | F | BCNHS | Master Teacher I |
| 8 | BADI | EVA JACKIE LOU | L. | F | Baguio Country Club ES | Master Teacher I |
| 9 | BADIAN | MIGUELA | C | F | Crystal Cave ES | Master Teacher II |
| 10 | BAGAYAO | DOLORES | P. | F | BCNHS | Master Teacher I |
| 11 | BALDINO | ARLENE | S. | F | Fort Del Pilar ES | Master Teacher I |
| 12 | BARBADO | SILUIN | A. | | BCNHS | Master Teacher I |
| 13 | BASALI | CHARLIE | B. | M | Baguio City SPED Cntr. | Master Teacher II |
| 14 | BELOKEN | CHRISTINE JOY | T. | F | San Carlos ES | Master Teacher I |
| 15 | BERNAL | ASSUMPTA | P. | F | Baguio City SPED Center | Master Teacher II |
| 16 | BULALIT | MARCELINA | A. | F | Rizal ES | Master Teacher I |
| 17 | CADSI | RUFINA | D. | F | BCNHS | Master Teacher II |
| 20 | CALUZA | EMELY | L. | F | DOIMINCAN MIRADOR ES | Master Teacher I |
| 21 | CANDIDO | AYSON LEO | | M | BCNHS | |
| 22 | CASTELLANO | TERESITA | S. | F | JCES | Master Teacher I |
| 23 | CAWILAN | ROSARIO | R. | F | Josefa Cariño ES | Master Teacher II |
| 24 | COLAL | JEANILYN | M. | F | San Vicente NHS | |
| 25 | CRISOSTOMO | WALTER | S. | M | Springhills ES | Master Teacher I |
| 26 | CUEVO | JORELYN | P. | F | Roxas ES | Master Teacher II |
| 27 | CULALING | BRIGITTE MARIE | A. | F | Aguinaldo ES | Master Teacher I |
| 28 | DAGDAGEN | JANET | K. | F | San Vicente ES | Master Teacher II |
| 29 | DAGUIO | ELVIRA | G. | F | Baguio Central School | Master Teacher II |
| 30 | DAWAYEN | HILDA | C. | F | BCNHS | Master Teacher II |
| 31 | DE JESUS | CINDY | G. | F | GVNHS | Master Teacher II |
| 32 | DE VERA | PATROCIÑO | C. | F | Sto. Tomas NHS | Master Teacher II |
| 33 | DEPAYSO | BEVERLY | K. | F | BCNHS | Master Teacher II |
| 34 | DUY-AC | ELENA | S. | F | BCNHS | Master Teacher II |
| 35 | ELAHE | MARY ROSE | E. | F | | Master Teacher I |
| 36 | ESTABILLO | HILDO | Y. | M | Quezon Hill NHS | Master Teacher I |
| 37 | FERRER | MARILOU | B. | F | BCNHS | Master Teacher I |
| 38 | GABRIEL | MARIE TINA | T. | F | Sto. Tomas NHS | Master Teacher I |
| 39 | GUERRERO | LUDIVINA | L. | F | Alfonso Tabora ES | Master Teacher I |
| 40 | HERMAN | CLAIRE | D. | F | BCNHS | Master Teacher I |
| 41 | KIDANGE | FELY | L. | F | Joaquin Sminth NHS | Master Teacher 1 |
| 43 | LISNANG | HARRISON | D. | M | PCNHS | Master Teacher I |
| 44 | MENDOZA | MARICEL | L. | F | BCNHS | Master Teacher II |
| 45 | MOGA | BENSON | B. | M | Aguinaldo ES | Master Teacher II |
| 46 | MOSTALES | MARGIE | S. | F | BCNHS | Master Teacher I |

| | | | | | | |
|----|-----------|--------------|----|----|-----------------------|-------------------|
| 47 | NARCISO | JONNALYN | T. | F | Don Mariano Marcos ES | Master Teacher I |
| 48 | NIMER | ELLENE | C. | F | Josefa Cariño ES | Master Teacher II |
| 49 | OLSIM | VIVIAN | A. | F | Baguio Central School | Master Teacher II |
| 50 | PADILLA | HILDA | S. | F | Irisan ES | Master Teacher I |
| 51 | PALAYEN | DIONA | A. | F | BCNHS | Master Teacher I |
| 52 | PARAYAO | JOHN | B. | M | Lucban IS | Master Teacher I |
| 53 | PARISTA | ARLON | P. | M | Josefa Cariño ES | Master Teacher I |
| 54 | PILUDEN | BLECYREZZA | E. | F | BCNHS | Master Teacher II |
| 55 | PINEDA | MARIA LOIDA | L. | F | Quezon ES | Master Teacher I |
| 56 | PIWIT | EMILIA | B. | F | Doña Aurora NHS | Master Teacher I |
| 57 | PODES | MARTHA | L | F | Springhills ES | Master Teacher I |
| 58 | POLACAO | DOMINGA | L. | F | Pinget ES | Master Teacher II |
| 59 | QUINOPEZ | JASON | P. | M | Pacday Quinio ES | Master Teacher II |
| 60 | RAMOS | ELJIM | V. | F | PCNHS | Master Teacher I |
| 61 | RAPADCIS | HANNAH | F | F | BCNHS | Master Teacher I |
| 62 | SABELO | METHRISHYA | B. | F | Dontogan ES | Master Teacher I |
| 63 | SALINGBAY | BELLA | A. | F | Pacday Quinio ES | Master Teacher I |
| 64 | SARMIENTO | EDNA | D. | F | BCNHS | Master Teacher I |
| 65 | SHAGYO | RAQUEL | C. | F | Mabini ES | Master Teacher I |
| 66 | SUCTE | MARILYN | G. | F | Gibraltar ES | Master Teacher I |
| 67 | TORIBIO | NIEVES DOMAY | Y. | F | Don Mariano Marcos ES | Master Teacher II |
| 68 | UGAY | LORMA | L. | F | JSNHS | Master Teacher II |
| 69 | VERGONIA | HELEN | D. | F | Dontogan ES | Master Teacher 1 |
| 70 | WALSIYEN | CARINA | G. | F | BCS | Master Teacher I |
| 71 | WAKAT | EMMA | L. | F. | Lindawan ES | Master Teacher I |

PROGRAM MANAGEMENT TEAM

| No. | NAME | DESIGNATION/Role | OFFICE |
|-----|---------------------------|-----------------------------|--------|
| 1. | SDS Soraya T. Faculo | Consultant | OSDS |
| 2. | ASDS Samuel T. Egsaen Jr. | Consultant/PDC Chair | OSDS |
| 3. | CES Juliet C. Sannad | Chair- Curriculum/Speaker | CID |
| 4. | CES Nino M. Tibangay | Chair-Management & Logistic | SGOD |
| 5. | Nora D. Dalapnas | Resource Speaker | CID |
| 6. | Marilyn S. Apiit | Resource Speaker | CID |
| 7. | Virginia C. Alindayo | Resource Speaker | CID |
| 8. | Sydney Shan M. Carino | Resource Speaker | CID |
| 9. | Armi Victoria A. Fiangaan | Resource Speaker | CID |
| 10. | Lolita S. Manzano | Resource Speaker | CID |
| 12. | Loida S. Mangangey | Resource Speaker | CID |
| 13. | Mary Jane N. Malihod | Resource Speaker | CID |
| 14. | Marilyn S. Tamiing | Resource Speaker | CID |
| 15. | Jayrerose S. Gueverra | Resource Speaker | CID |
| 16. | Brenda Lee C. Awingan | Resource Speaker | CID |
| 17. | Nancy B. Dumalili | Resource Speaker | CID |
| 18. | Santiago L. Bugtong | Resource Speaker | CID |
| 19. | Nixon C. Elahe | Resource Speaker | CID |
| 20. | Rosanna D. Dizon | Resource Speaker | CID |
| 21. | Lourdes B. Lomas-e | Resource Speaker | CID |

| | | | |
|-----|---------------------|-------------------------|--------------|
| 22. | Rosiebell N. Marzo | Resource Speaker | CID |
| 23. | Rey S. Gapasin | Resource Speaker | CD |
| 24. | Jerry C. Yamson | Resource Speaker | SGOD |
| 25. | Samuel F. Bab-anga | TWG- logistics | SGOD |
| 26. | Jovelyn T. Balantin | TWG- Program Management | SGOD |
| 27. | Lilybeth Balutoc | Facilitator | Adiwang IS |
| 28 | Riona Copiling | Facilitator | DANHS |
| 29 | Helen Acop | Facilitator | Aguinaldo ES |
| 30 | Felto Agpawa | Facilitator | Lucban IS |
| 31 | Danilo Gayao | Facilitator | PCNHS |
| 32 | Brenda Contada | Facilitator | INHS |
| 33 | Sonny Paday-os | TWG-IT | OSDS |
| 34 | Vincent Jay Luis | TWG-IT | OSDS |
| 35 | Asuncion C. Saguid | M & E | SGOD |



ENCLOSURE 1: TRAINING MATRIX
 KNOWLEDGE BUILDING PROGRAM FOR MASTER TEACHER- BATCH 2- MODULES-1-5
 DIVISION OFFICE TRAINING HALL

| Time | DAY 1-MAY 7 | DAY 2-MAY 8 | DAY 3- MAY 11 | DAY 4- MAY 12 | DAY 5- MAY 13 | Day 6- May 14 |
|---------------|---|---|--|--|--|--|
| 7:30-8:30 am | Attendance/Registration | Attendance MOL- D1 & 2 | Attendance MOL- D3&4 | Attendance MOL- D5&6 | Attendance MOL- D7&8 | Attendance MOL- D9&10 |
| 8:30-9:30 | Opening Program c/o HRDS | <i>Session 4:</i> Inclusive and gender responsive pedagogy | Module 2: LEADERSHIP AND MENTORSHIP SKILLS <i>Session 1</i> Conflict resolution and building a collaborative school culture | Module 3: INSTRUCTIONAL LEADERSHIP FOR MENTORS <i>Session 1:</i> Principles of Effective Classroom Observation RS: Rosanna Dizon | <i>Session 5:</i> Encouraging Reflective Journaling and Self-assessment among mentees | Module 5: FOSTERING INNOVATION AND TECHNOLOGY INTEGRATION IN MENTORING <i>Session 1:</i> Integrating technology into the lessons |
| 9:30-10:00 | Orientation on the Roles of Master Teachers RS: Nino M. Tibangay | RS: Sydney Shan Carino | RS: Jayrerose Guevara | | RS: Armi Victoria Fiangaan | RS: Mary Jane N. Malihod |
| 10:00-10:20 | Coffee Break | | | | | |
| 10:20 -12:00 | Module 1: PEDAGOGICAL MASTERY <i>Session 1:</i> Foundations of Pedagogical Mastery RS: Juliet C. Sannad | <i>Session 5</i> Assessing HOTS: A Cognitive demand perspective RS: Virginia Alindayo | <i>Session 2</i> Developing and implementing school improvement plans RS: Jayrerose Guevara Leading Professional Learning Communities RS: Nancy Dumalili | <i>Session 2:</i> Strategies for diagnosing instructional strengths and areas RS: Rosiebeel Marzo | Module 4: EMOTIONAL INTELLIGENCE AND RELATIONSHIP BUILDING FOR MENTORS <i>Session 1:</i> Building emotional resilience in oneself and mentees RS: Lourdes Lomas-e <i>Session 3</i> The Role of emotional intelligence in effective mentoring RS: Santiago Bugtong | <i>Session 2:</i> Supporting digital literacy and competency among mentees RS: Loida Mangangey |
| 12:00-1:00 PM | Lunch Break | | | | | |
| 1:00-3:00 pm | <i>Session 2</i> Differentiated Instruction and Personalized Learning RS: Jerry C. Ymson | <i>Session 6</i> Analysis and Utilization of Assessment Results RS: Rey D. Gapasin | <i>Session 3</i> Leading curriculum development initiatives RS: Brendalee Awingan | <i>Session 3:</i> Demonstrating effective teaching techniques during mentoring RS: Nixon Elahe | <i>Session 2:</i> Encouraging work like balance and managing burnout RS: Nora Dalapnas <i>Session 3:</i> Strengthening Teacher Relationships for Collaborative and Effective Teaching RS: Marilyn Apiit | <i>Session 3</i> Guiding mentees in integrating educational technology tools into the classroom RS: Warren Ambat <i>Session 3:</i> Using technology to tract and assess mentoring progress RS: Estilito Mendoza |
| 3:00-3:20 | Coffee Break | | | | | |
| 3:20-4:45pm | <i>Session 3</i> Inquiry-based and student - centered learning approaches RS: Virginia Alindayo | Con't | <i>Session 4:</i> Coaching & Mentoring Strategies Marilyn Tami-ing | <i>Session 4:</i> Using evidenced -based frameworks for teaching improvement RS: Rosanna Dizon | <i>Session 4</i> Navigating challenging emotions during mentoring sessions RS: Lolita Manzano | Developing your Workplace Application Plan RS: Jovelyn T. Balantin |
| 4:45-5:00 pm | Reflection Sharing/ Synthesis | | | | | |
| Facilitators | Lilybeth Balutoc | Riona Copiling | Daniilo Gayao | Helen Acop | Felto Agpawa | Brenda Contada |