



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS
Schools Division of Bohol

**Office of the Schools
Division Superintendent**

December 17, 2025

DIVISION MEMORANDUM
No. **864**, s. 2025

**LAUNCHING AND ORIENTATION ON THE CUSTOMIZED POLICY
GUIDELINES FOR THE IMPLEMENTATION OF ALS PROGRAMS AND
CAPACITY-BUILDING FOR ALS TEACHERS ON WORK
PROFESSIONALISM**

To: Assistant Schools Division Superintendent
Chief, CID and SGOD
Education Program Supervisors
PSDS/ APSDS
ALS TWG
EPSA
School Heads
All Others Concerned

1. This Memorandum is issued **with reference to Division Memorandum No. 841, s. 2025.**
2. In support of the continuing efforts to strengthen the implementation of the Alternative Learning System (ALS) and to further enhance the competence and professionalism of ALS implementers, the Schools Division Office issues this Memorandum to provide **additional capacity-building activities** for ALS teachers. This will be conducted on **December 22-23, 2025 at the Panda Tea Garden Suites (Pavillion), Tagbilaran City.**
3. These activities are intended to reinforce work ethics and professionalism and to provide a structured venue for the review and reflection on the implementation of ALS programs, including the identification of gaps, challenges, and good practices in the field.
4. In addition to the activities stipulated in **Division Memorandum No. 841, s. 2025**, the following shall be included:
 - a. Capacity-building sessions focused on work ethics, professionalism, and accountability of ALS teachers;
 - b. Review of ALS program implementation, including policies, standards, delivery modalities, and assessment practices;
 - c. Reflective discussions and collaborative planning to enhance the quality and effectiveness of ALS service delivery;



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- d. Sharing of best practices and identification of actionable steps for continuous improvement of ALS programs.
5. Foods, accommodation, and materials relative to this activity shall be charged against the ALS PSF. However, travel and incidental expenses of PSDS (TWG) are chargeable to SDO fund subject to existing accounting and auditing rules and regulations. First meal is breakfast and last is dinner.
 6. All major provisions of Division Memorandum No. 841, s. 2025 shall remain in full force and effect.
 7. This memorandum also serves as a **TRAVEL ORDER**.
 8. Immediate and wide dissemination of this memorandum is desired.


FAY C. LUAREZ EdD, PhD. TM, CESO V
Schools Division Superintendent 

FCL/CID/CMR/JCA



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List of Participants

| No. | Name | Position/ Designation | District/ School |
|--------------------------------|------------------------------------|---|--------------------------------------|
| Top Management | | | |
| 1 | Fay C. Luarez EdD PhD TM CESO V | SDS | SDO |
| 2 | Eduardo A. Ompad PhD | ASDS | SDO |
| 3 | Carmela M. Restificar | CID Chief | SDO |
| 4 | Wilfreda O. Flor PhD | SGOD Chief | SDO |
| 5 | Jupiter I. Maboloc PhD | EPSVR | SDO |
| Technical Working Group | | | |
| 6 | Jeanylette C. Ayson PhD | EPSvr, Division ALS Focal Person/ Author/ Lead Developer | SDO |
| 7 | Jean C. Saturinas | EPSA/ Co-Author | SDO |
| 8 | Helen N. Rocamora | EPSA/ Co-Author | SDO |
| 9 | Neil John C. Jabujab | EPSA/ Co-Author | SDO |
| 10 | Elsa F. Hingpit | EPSA/ Co-Author | SDO |
| 11 | Carmen A. Mutia | ALS Teacher/ Co- Author | Jagna |
| 12 | Percy P. Torres PhD | PSDS/ Co-Author | Talibon I |
| 13 | Miguel G. Pogoy PhD | PSDS/ Co-Author | Getafe II |
| 14 | Carlito A. Fuentes Jr PhD | PSDS/ Co-Author | Dauis |
| 15 | Ma. Pamela N. Cenita PhD | PSDS/ Co-Author | Buenavista I |
| 16 | Davilin B. Cuanan PhD | PSDS/ Co-Author | CPG |
| 17 | Cerlito Romero | PSDS | Valencia |
| 18 | Ma. Robilla O. Espejo PhD | School Principal II/ Co-Author | Biking TVHS, Dauis |
| 19 | Gloria S. Cifra | ALS MT/ Co-Author | Dagohoy |
| 20 | Mercuria O. Tagapia | School Principal II/ Co-Author | Jagna CES, Jagna |
| 21 | Hermina T. Divinagracia | School Principal I/ Co-Author | Bonotbonot ES, Buenavista I |
| 22 | Bobby Montes | School Principal I/ Co-Author | Mayor Inocencio B Mendez NHS, CPG |
| 23 | Reyno B. Delda | ALS Teacher/ Co- Author | Garcia Hernandez |
| 24 | Je D. Torregosa | ALS Teacher/ Co- Author | Buenavista I |
| 25 | Elvie T. Mijares | ALS Teacher/ Co- Author | Calape |

| | | | |
|----|-----------------------|--------------------------------|----------------------------|
| 26 | Myra May R. Dumapias | ALS Teacher/ Co-Author | Valencia |
| 27 | Jonas U. De Erio | ALS Teacher/ Co-Author | Tubigon West |
| 28 | Calin Mar Bolofer | MT/ e-MER Developer | Biking TVHS, Dauis |
| 29 | Melody Joy Rabina | Lay-out Artist | SDO |
| 30 | Carla Joyce C. Arnejo | English Specialist | SDO |
| 31 | Jocelyn Rotersos | Copyright Consultant | SDO |
| 32 | Evelyn Marapao | Social Mobilization Consultant | SDO |
| 33 | Lenjun Boiser | Video Editor/ Documenter | San Roque NHS, Albur |
| 34 | Ruben Impang | Video Editor/ Documenter | Felix E Bompat HS, Panglao |
| 35 | Marlon S. Sumayo | Video Editor/ Documenter | Valencia District |
| 36 | Kim Vincent I. Acedo | Master Of Ceremonies | ALS Teacher |
| 37 | Marjun Bual | Voice Over | San Roque NHS, Albur |
| 38 | Allen E. Adorna | SD/ Program Developer | ALS Teacher |
| 39 | Zesriel Z. Linog | Technical Support | SDO |

| NO. | DISTRICT | NAME OF TEACHERS |
|-----|----------------|---------------------------|
| 1 | CALAPE | April Grace O. Saclay |
| 2 | | Rico M. Cuya |
| 3 | LOON NORTH | Rolando T. Amadeo |
| 4 | | Mary Beverly P. Maglahos |
| 5 | LOON SOUTH | Romelito G. Roferos |
| 6 | | Heide S. Omilig |
| 7 | | Ferlie G. Divino |
| 8 | TUBIGON EAST | Rowena E. Pinat |
| 9 | | Maria Fe P. Tuquib |
| 10 | TUBIGON WEST | Jonas U. De Erio |
| 11 | | Roel B. Cusap |
| 12 | CLARIN | Paterna P. Refulle |
| 13 | | Wincelyn O. Ausejo |
| 14 | SAGBAYAN | Alicia R. Astillo |
| 15 | | Ma. Wenavil Y. Omane |
| 16 | | Mary Gell P. Gambe |
| 17 | DANA O | Casimiro B. Vitor |
| 18 | | Marjorie A. Nellas |
| 19 | CATIGBIAN | Loida L. Jaum |
| 20 | | Lucia A. Tutor |
| 21 | | Eldren R. Suaybaguio |
| 22 | SAN ISIDRO | Judith C. Asoy |
| 23 | | Wilson B. Cosap |
| 24 | MARIBOJOC | Catherine C. Miñoza |
| 25 | | Reynaldo R. Villas |
| 26 | INABANGA NORTH | Evelio C. Anunciado Jr. |
| 27 | | Pemry D. Lumosbog |
| 28 | INABANGA SOUTH | Regin M. Reyes |
| 29 | | Janice G. Torrefalma |
| 30 | ALBURQUERQUE | Armalene M. Bongales |
| 31 | | Polyvie T. Francisco |
| 32 | BACLAYON | Michelle Cates A. Salamat |
| 33 | | Florelene P. Balo |
| 34 | DAUIS | Flores Q. Lood |
| 35 | | Catherine G. Vilos |
| 36 | | Ma. Ramela A. Cirunay |
| 37 | PANGLAO | Restita C. De Leon |

| | | |
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| 38 | CORTES | Rowena T. Ocdinaria |
| 39 | | Ermocila G. Bancure |
| 40 | CORELLA | Jennifer Ann T. Ariate |
| 41 | | Zarina L. Soria |
| 42 | ANTEQUERA | Helen G. Baluca |
| 43 | | Roquel P. Cosare Jr. |
| 44 | BALILIHAN | Maria Elyn Grace O. Cablitas |
| 45 | | Zinklyn P. Largo |
| 46 | SIKATUNA | Milagrosa E. Ibahay |
| 47 | | Salome D. Calimpusan |
| 48 | SEVILLA | Arnel I. Canda |
| 49 | | Jocelyn C. Salaan |
| 50 | LILA | Sesinia B. Pelpinosas |
| 51 | | Edna Cahiles |
| 52 | DIMIAO | Angelyn L. Acson |
| 53 | | Maria Lourdes G. Magtajas |
| 54 | GARCIA HERNANDEZ | Martesa O. Baguhin |
| 55 | JAGNA | Samuel A. Jamisola |
| 56 | DUERO | Lilian M. Ampo |
| 57 | | Melesia P. Acebes |
| 58 | GUINDULMAN | Gina Lyn S. Baldon |
| 59 | | Homer B. Felisilda |
| 60 | ANDA | Carmela A. Nayre |
| 61 | | Rebelin P. Visaya |
| 62 | LOAY | Albert M. Galemba |
| 63 | | Mark Joseph M. Sabijon |
| 64 | LOBOC | Mel Krister J. Jala |
| 65 | | Dorothy T. Lismis |
| 66 | TALIBON 1 | Maria Naita A. Auxtero |
| 67 | | Ma. Georgina B. Español |
| 68 | | Novelita T. Bornea |
| 69 | TALIBON 2 | Emma Fe E. Torrefiel |
| 70 | | Genevive G. Estologa |
| 71 | | Jesame M. Sumalinog |
| 72 | GETAFE 1 | Catherine T. Torrefiel |
| 73 | | Robert T. Botero |
| 74 | GETAFE 2 | Joselito T. Mejias |
| 75 | BUENAVISTA 1 | Marita C. Pacaldo |

| | | |
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| 76 | BUENAVISTA 2 | Joneses T. Lambojon |
| 77 | | Tomas Lofranco |
| 78 | TRINIDAD 1 | Jovie P. Loreto |
| 79 | | Maximiano E. Doblas |
| 80 | TRINIDAD 2 | Marilyn B. Lumacad |
| 81 | | Reymund Nino M. Petalino |
| 82 | BIEN UNIDO | Clariza L. Macua |
| 83 | UBAY 1 | David F. Cutamora |
| 84 | | Benedicto C. Bicada |
| 85 | UBAY 2 | Romeo C. Mariño |
| 86 | | Rocelita P. Soria |
| 87 | UBAY 3 | Elena M. Maboloc |
| 88 | | Linda A. Berdan |
| 89 | CPG | Florencia C. Mendez |
| 90 | | Patrick B. Flor |
| 91 | SAN MIGUEL | Charmaine C. Boncales |
| 92 | | Reyno P. Polinar |
| 93 | PILAR | RUEL E. MABAQUIAO |
| 94 | | LOWELITO T. BUTRON |
| 95 | | REBECA B. FOSTANES |
| 96 | CANDIJAY | JADE T. RAYA |
| 97 | | LUZ C. AMORA |
| 98 | | FELIX T. ACENAS |
| 99 | MABINI | JEZIEL MAE B. CURIT |
| 100 | | GERALDINE B. SILVESTRE |
| 101 | ALICIA | LUCITO C. DUYOG |
| 102 | | Dan Arion Esdrelon |
| 103 | BILAR | ROGELIA L. CALAMBA |
| 104 | | GEMMA C. JUMAWID |
| 105 | BATUAN | JONATHAN J. CAGOL |
| 106 | | JAYMAR P. SALABSAB |
| 107 | CARMEN 1 | BEATRIZ G. ESPANSO |
| 108 | | ANALIZA S. CAJOTE |
| 109 | | Rolando Cagatin |
| 110 | CARMEN 3 | ISRAEL C. TARAY |
| 111 | SIERRA BULLONES | FE P. PEROCHO |
| 112 | | JANELYN B. LLOA |
| 113 | | TITA J. TAGOTONGAN |