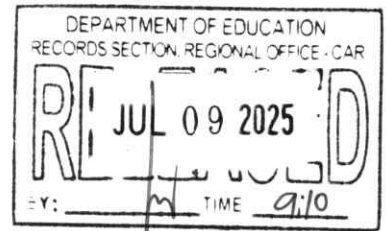




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



8 July 2025

REGIONAL MEMORANDUM

No. 489-2025

ORIENTATION OF SCHOOLS DIVISION OFFICE PERSONNEL AND SCHOOL LEADERS ON SPECIAL NEEDS EDUCATION (SNED) PROGRAM IMPLEMENTATION

To: Assistant Regional Director
Schools Division Superintendents
All Schools Division Offices
All Others Concerned

1. The Department of Education-Cordillera Administrative Region (DepEd-CAR) through the Curriculum and Learning Management Division (CLMD) will conduct an **Orientation of Schools Division Office (SDO) Personnel and School Leaders on Special Needs Education (SNED) Program Implementation** at El Cielito, North Drive, Baguio City from July 30 to August 1, 2025.

2. The activity aims to:
- strengthen the implementation of SNED Program;
 - orient participants on the issued policies for SNED Program and Its Implementation;
 - provide necessary information and resources to successfully lead the implementation of SNED program;
 - foster a shared and common understanding on the attainment of the goal and objectives of the programs; and
 - appreciate the ability/ies of learners with disability.

3. Enclosed with this Memorandum are the following for guidance:

Enclosure 1: List of Participants per SDO

Enclosure 2: Activity Matrix

4. Participants in this activity are the CID Chiefs and/or Supervisors and School Leaders who meet the following criteria:

- No/Limited knowledge on SNED Implementation
- Fully commit himself/herself to the activity
- Willing to share his/her learnings during school M&E, SDO/District training/orientation, etc.
- Additional criteria for School Leaders
 - Manages/Supervises elementary and high schools with Learners with Disability/ies.

5. In case of conflict of schedule, the Schools Division Superintendent or his/her duly authorized representative shall nominate a substitute provided that the replacement meets the criteria in the selection of participants.

6. Accommodation and meals of participants from the 7 SDOs (Abra, Apayao, 7 participants from Benguet, Ifugao, Kalinga, Mt. Province, and Tabuk City) and meals of RO Personnel, participants of SDO Baguio City and 3 participants from SDO Benguet shall be charged to the downloaded 2025 SNED Program Support Fund while travel and incidental expenses shall be charged to SDO/School MOOE/Local Funds subject to usual budgeting accounting and auditing rules and regulations.

7. Below is the summary of meals and accommodation:

Particulars	July 29, 2025 (Tuesday)	July 30, 2025 (Wednesday)	July 31, 2025 (Thursday)	August 1, 2025 (Friday)
Breakfast		/	/	/
AM Snack		/	/	/
Lunch		/	/	/
PM Snack		/	/	/
Dinner	/	/	/	
Accommodati on	/	/	/	

8. For any queries and/or clarifications, kindly contact Jennifer P. Ande, Chief-CLMD, through email address at jennifer.and@deped.gov.ph.

9. Immediate dissemination of this Memorandum is enjoined.


ESTELA P. LEON-CARIÑO EdD, CESO III
Director IV/Regional Director 

List of Participants

Name	Position	Office/School
SDO ABRA		
1. Hedwig M.Belmes	Chief	CID
2. Pedro B. Talingdan Jr	EPS, SDO SNED Focal	CID
3. Jacinto S. Boce	EPS	CID
4. Angeline M. Cabrera	PSDS	CID
5. Rhoda P. Asencio	PSDS	CID
6. Anthony G. Batalao	Head Teacher II	Nangas-asan PS
7. Charito B. Dioayan	Head Teacher III	Supo NHS
8. Leila O. Mapa	School Principal I	Maguyepyep IS
9. Malelyn B. Candong	School Principal I	Pacpaca ES
10. Marisol B. Reyes	Head Teacher I	Bacag ES
SDO Apayao		
1.Joy D. Saleng	CID-Chief Education Supervisor	CID
2.Jeanalyn P. Parinas	Education Program Supervisor-SNED Focal	CID
3.Herwin Mangrubang	PSDS	CID-Upper Calanasan
4.Jonathan Batara	PSDS	CID-Lower Calanasan
5.Manny Kotoken	PSDS	CID-Southern Conner
6.Jordan Yadan	T3/TIC	Naguilian Norte ES/Don Roque ES
7.Agustina Taypew	T3/TIC	Allangigan IS
8.Jericho R. Figueroa	Head Teacher 1	Baliwanan ES
9.Eloisa Garsi	Principal 1	Cadaclan IS
10.Nancy P. Orito	T3/TIC	Dibagat ES
SDO Baguio City		
1. Rosanna O. Dizon	PSDS District 2	SDO-CID
2. Nixon C. Elahe	PSDS District 1	SDO-CID
3. Rey D. Gapasin	PSDS District 3	SDO-CID
4. Lourdes B. Lomas-e	PSDS District 6	SDO-CID
5. Sydney Shan M. Cariño	EPS-SNED Focal Person	SDO-CID
6. Marjorie A. Sumakey	Teacher-in-Charge	Quezon Hill NHS
7. Sherwin L. Fernando	Teacher-in-Charge	Dominican Mirador NHS
8. Pamela S. Andulan	Principal I	Lindawan ES
9. Marlyn D. Lucas	Head Teacher-in-Charge	Brookspoint ES
10.Nickcarter Junior C. Gonzalo	Principal I	Kias ES
SDO Benguet		

1. Samuel Ayangdan	EPS	CID
2. Merlyn Conchita de Guzman	EPS	CID
3. Sonia Dupagan	EPS	CID
4. Onofre Limpayos	School Principal III	Buguias District
5. Lilian T. Ulep	School Principal III	Sablan District
6. Evangeline Pinong,	School Principal I	Ambuklao NHS, Bokod
7. Sanny Dokipen	Head Teacher III	Balakbak ES, Kapangan
8. Alejandrina Malute	Head Teacher III	Kibungan
9. Suella Vencio	Head Teacher III	Sinacbat NHS, Bakun
10. Erlinda C. Quinuan	EPS, SNED Focal	CID
11. Aladin Dobinto	Chief	CID
SDO Ifugao		
1. Evangeline A. Dulnuan	Chief	CID
2. Marilou T. Yogyog	EPS, SNED Focal	CID
3. Delleah A. Tagayo	EPS	CID
4. Alice C. Nayao	School Principal	Piwong ES
5. Gay Marie Lumayna	School Principal	Ayangan ES
6. Lalaine Dulnuan	School Principal	Bangbang ES and Polod PS
7. Rogelyn Chalanag	School Principal	Aguinaldo CS
8. Lorna Ulnagan	School Principal	Malaigay ES & Little Tadian ES Annex
9. Alma Bakakew	School Principal	Haliap ES
10. Emerita Gulayan	School Principal	Hucab ES
SDO Kalinga		
1. Lilyann A. Fernando	PSDS, SNED Focal	CID
2. Jovelyn Dugayon	EPS	CID
3. Herminia P. Astudillo	PSDS	CID
4. Alexander G. Mabanag	PSDS	CID
5. Marivic D. Wandagan	PSDS	CID
6. Joey N. Patinglag	School Principal II	Rizal CS
7. Lilibeth Dongan	School Principal II	Pasil District
8. Rosalina Domallig	School Principal I	Bangad Centra ES
9. Maricel T. Gunnawa	Head Teacher II	Eastern Balbalan NHS
10. Araine Sandra Q. Dilag	Head Teacher III	Dugnac/Manangol ES
SDO Mt. Province		
1. Khad M. Layag	CES- Chief	CID-SDO
2. Nemia A. Lite	EPSvr- Science	CID-SDO
3. Glynnis K. Ngeteg	EPSvr- English	CID-SDO
4. Dolores Anecang	EPSvr- Math	CID-SDO
5. Elner M. Madjaco	PSDS	Bontoc District
6. Joji K. Makitay	Principal 1	Kadaclan Elem. School
7. Letty L. Malecdan	T3-Teacher in Charge	Ap-apawan Elem. School
8. Lourdes Coneng	T3- Teacher in Charge	Sengyew Primary School
9. Edward B. Lizardo	Head Teacher 3	Payag-eo Elem. School
10. Agosto Salipan	Principal 2	Tadian Elem. School
SDO Tabuk City		

1. Gemmalyn Bumanglag	PSDS	CID-SDO
2. Cresencia M. Na-oy	EPSvr- Science/SNEd	CID-SDO
3. Nicasio C. Sumarita Jr.	EPSvr- ESP	CID-SDO
4. Feliciano L. Agsaoay Jr	EPSvr-MAPEH	CID-SDO
5. Henry Alunday	PSDS	CID-SDO
6. Geraldo Baligod	Principal 1	Malalao ES
7. Zaldy Blaza	HT	Toppan IS
8. Charlie B. Marallag	HT-3	Guilayon IS
9. Rey Tumapang	HT	
10. Lewis Balonggay	HT-1	Cudal NHS
Regional Office Technical Working Group/Resource Persons/Facilitators		
1. Estela P. Leon-Cariño EdD, CESO III/Ronald B. Castillo CESO V	RD/ARD	ORD
2. Jennifer P. Ande	Chief/RP	CLMD
3. Alfred B. Lanas	EPS	CLMD
4. Denia O. Tarnate	EPS-Focal	CLMD
5. Winnie Joy Jose	ADAS I	CLMD
6. Edgar D. Vicente	EPS	CLMD
7. Romulo B. Basa	EPS	CLMD
8. Pedro B. Talingdan	RS/Facilitator	CID-SDO Abra
9. Jeanalyn P. Parinas	RS/Facilitator	CID-SDO Apayao
10. Sydney Shan M. Carino	RS/Facilitator	CID-SDO Baguio City
11. Erlinda C Quinuan	RS/Facilitator	CID-SDO Benguet
12. Marilou T. Yogyog	RS/Facilitator	CID-SDO Ifugao
13. Lilyann A. Fernando	RS/Facilitator	CID-SDO Kalinga
14. Joyce Marie O. Engngeg	RS/Facilitator	CID-SDO Mt. Province
15. Cresencia M. Na-oy	RS/Facilitator	CID-SDO Tabuk City
16. Rommel L. Manzano	RS	Baguio SPED Center SDO Baguio City
17. Teodoro P. Dicos	RS	Benguet SPED Center SDO Benguet
18. Atty. Vanesa B. Flora	Legal Officer IV	ORD-RO
19. Maricel S. Codimdim Nadia G. Ossic	AOV TCE II	ADMIN-RO
20. Jasmine A. Calngan	PDO II	SGOD-SDO Mt. Province

Activity Matrix

Time	Session Title	Resource Speaker	Facilitator	Secretariat/ Technical Support
Day 0: July 29, 2025				
2:00 pm onwards	Arrival and check in			
6:00pm-7:00pm	Dinner			
Day 1: July 30, 2025				
8:00 am - 8:15 am	Registration		TWGs	
8:15 am – 8:45 am	Opening Program		TWGs	
8:45 am – 10:30 am	Overview of Special Needs Education	Denia O. Tarnate EPS, SNED Focal CLMD	Sydney Shan M. Carino EPS, SNED Focal SDO Baguio City	Winnie Joy Jose ADAS I CLMD
10:30 am - 10:45 am	Health Break			
10:45 am - 12:00 NN	Legal Basis in the implementation of Special Needs Education Program: RA 11650	Atty. Vanessa B. Flora Attorney IV DepEd-CAR	Sydney Shan M. Carino EPS, SNED Focal SDO Baguio City	
12:00 NN - 1:00 pm	Lunch Break			
1:00 pm - 2:00 pm	The Journey Towards Full Conversion of SPED Centers to Inclusive Learning Resource Center (ILRC)	Erlinda C. Quinuan EPS-SNED Focal SDO Benguet & Rommel Manzano School Head Baguio SPED Center SDO Baguio City	Jeanalyn P. Parinas EPS, SNED Focal SDO Apayao	
2:00-3:00 pm	Tagging of Learners in the LIS	Jasmine A. Calngan PDO II, SDO Mt. Province		
3:00 pm -3:15 pm	Health Break			
3:15 pm - 5:00 pm	Hiring vis-a-vis- the Quality Standard for Special Needs Education Teachers	Maricel S. Codimdim AO V Nadia G. Ossic TCE II Admin-RO	Jeanalyn P. Parinas EPS, SNED Focal SDO Apayao	
5:00-6:00 pm	Debriefing of Training Management Team			
6:00pm-	Dinner			

7:00pm				
Day 2: July 31, 2025				
7:45 am - 8:00 am	Registration			
8:00 am - 8:30 am	Management of Learning and Announcements		SDO Benguet & Tabuk City	
8:31 am - 10:00 am	Implementation of Filipino Sign Language: Its Legal Bases	Denia O. Tarnate EPS, SNED Focal CLMD	Erlinda C. Quinuan EPS, SNED Focal SDO Benguet	
10:01 am - 10:15 am	Health Break			
10:15 am - 12:00 pm	Understanding the Deaf and their Culture	Joyce Engngeg EPS, SNED Focal SDO Mt. Province		
12:01 pm - 1:00 pm	Health Break			
1:00 pm - 3:00 pm	Understanding DepEd Order No. 44, s. 2021: Policy Guidelines on the Provision of Educational Programs and Services for Learners with Disabilities in the K to 12 Basic Education Program	Pedro B. Talingdan Jr EPS, SNED Focal SDO Abra Cresencia M. Na-oy EPS, SDO SNED Focal SDO Tabuk City Sydney Shan M. Carino EPS, SNED Focal SDO Baguio City Lilyann A. Fernando PSDS, SNED Focal SDO Kalinga	Cresencia M. Na-oy EPS, SNED Focal SDO Tabuk City	
3:00 pm - 3:15 pm	Health Break			
3:15 pm - 5:00 pm	Continuation			
6:00pm- 7:00pm	Dinner			
Day 3: August 1, 2025				
7:45 am - 8:00 am	Registration			
8:00am - 8:30am	Management of Learning and Announcements		SDO Kalinga & Ifugao	
8:31 - 10:00am -	Life Pathways for Learners with	Denia O. Tarnate EPS	Lily Ann Fernando	

	Disabilities: Policy Guidelines on the Adoption of the K to 12 Transition Curriculum Framework for Learners with Disabilities	Teodoro P. Dicos SPET III Benguet SPED Center SDO Benguet	PSDS SDO Kalinga	
10:01 am - 10:15 am	Health Break			
10:15 am - 12:00 am	Continuation...			
12:00 pm - 1:00 pm	Lunch Break			
1:00 pm 1:30 pm	Open Forum		Marilou T. Yogyog EPS, SNED Focal SDO Ifugao	
1:30 pm - 2:30 pm	Action Planning of SDOs		Denia O. Tarnate EPS, CLMD	
2:30pm - 3:00	Presentation of Outputs		Sydney Shan M. Carino EPS, SDO Baguio City	
3:01 pm - 3:20 pm	Health Break			
3:21 pm - 4:00 pm	Ways Forward and Closing Program		SDO Baguio City and Mt. Province	
4:00 pm onwards	Home Sweet Home			