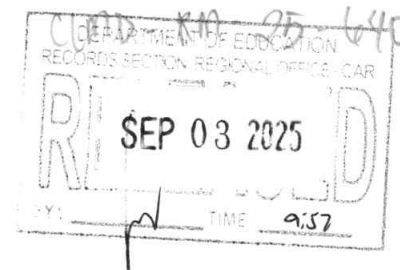




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



02 Sept 2025

REGIONAL MEMORANDUM

No. 638-2025

**CAPABILITY BUILDING OF ALS IMPLEMENTERS ON SNED POLICIES,
AND ITS IMPLEMENTATION CUM PEDAGOGICAL APPROACHES
IN TEACHING LEARNERS WITH DISABILITY/DIFFICULTY**

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) shall conduct the **Capability Building of Alternative Learning System (ALS) Implementers on SNED Policies, Its Implementation cum Pedagogical Approaches in Teaching Learners with Disability/Difficulty** at Banaue Realty and Development, 58-A Camp 7, Kennon Road, Baguio City on September 16-18, 2025.
2. The activity aims to:
 - a. Orient participants on the issued policies for Special Needs Education (SNED) Program implementation;
 - b. Provide necessary information and resources to successfully lead the implementation of SNED program;
 - c. Align PPAs of SNED to ALS implementation and vice versa;
 - d. Foster a shared and common understanding on the attainment of the goal and objectives of the programs; and
 - e. Appreciate the ability/ies of learners with disability.
3. Enclosed with this Memorandum are **Enclosures 1 and 2** or the List of Participants per SDO and Training Matrix, for guidance.
4. In case of conflict of schedule, the Schools Division Superintendent or his/her duly authorized representative shall nominate a substitute provided that the replacement is an ALS implementer and willing to learn/handle Learners with Disabilities.
5. Accommodation and meals of participants from SDO Abra, Apayao, Ifugao, Kalinga, Mt. Province and Tabuk City, select participants from Benguet and meals of RO and SDOs Baguio City and Benguet shall be charged to the downloaded 2025 SNED Program Support Funds while travel and incidental expenses shall be charged to SDO/School MOOE/Local Funds subject to usual budgeting accounting and auditing rules and regulations.



Address: DepEd-CAR Complex, Wangal, La Trinidad, Benguet, 2601
Telephone No: (074) 422 – 1318
Email Address: car@deped.gov.ph



DepEd Tayo Cordillera



<https://depedcar.ph>



6. Check – in of participants from the seven (7)) SDOs will start at 2 PM of September 15, 2025 while Check-out will be at 12NN of September 18, 2025.
7. Should there be any queries and/or clarifications, kindly contact Asterio C. Madalla, OIC-CLMD, through email address at car.clmd@deped.gov.ph.
8. Immediate dissemination of and strict compliance with this Memorandum is directed.


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

List of Participants per SDO

Name of Participant	Position	Office/School Assignment
SDO ABRA		
1. Jacqueline M. Reyes	Teacher III	Penarrubia IS
2. Jane P. Ballestra	Teacher III	Bucay CS
3. Jose F. Venus Jr	Teacher III	San Juan ES
4. Loyda P. Zapata	Teacher III	Dolores CS
5. Michell O. Parinas	Teacher III	Bangued West CS
6. Miguel V. Bangui Jr	Teacher III	Manabo Pilot ES
7. Paterno Daria	Teacher III	San Juan CS CLC
8. Remedios L. Balino	Teacher III	La Paz IS
9. Reynaldo B. Calinap	EPSA II	CID
10. Roland S. Venus	Teacher III	Luba CS
11. Ruby A. Bigornia	Teacher III	Bangued East CS
12. Shirley B. Millare	Teacher III	ALS Poblacion CLC/Tayum CS
13. Westley S. Latawan	Teacher II	Bucloc CS
14. Julie May S. Tamo	Teacher I	Lagangilang CS
15. Narciso B. Cannaoay	EPS	CID
SDO APAYAO		
1. Angeline D. Rumpon	EPSA II	CID
2. Darwin M. Padre	Teacher III	Upper Swan ES
3. Janica A. Carino	Teacher I	Sta. Filomena ES
4. Jovelyn A. Castillo	Teacher III	Barocboc
5. Judy Ann B. Tamot	Teacher I	Guimitan PS
6. Kristel Anne R. Santos	Teacher III	Malekeg ES
7. Kristine Joy A. Naval	Teacher I	Palungkada ES
8. Arnold A. Tomas	EPS	CID
9. Marvel P. Soriano	Teacher III	CID
10. May Claire P. Agron	Teacher III	Pedro Bunot CS
11. Yolanda C. Tucnoy	Teacher II	Guedegued ES
12. Rafael D. Agustin	Teacher III	Anninipan ES
13. Peter A. Besyaken	Teacher III	Conner
14. Cristina A. Gupay	Teacher I	Kabugao 2
SDO BAGUIO CITY		
1. Farley M. Lubangas	Teacher III	Manuel L. Quezon ES
2. Janette J. Abat	Teacher III	Lucban ES
3. Judith D. Billy	Teacher III	Lucban IS
4. Lehabim M. Pudsok	Teacher I	Manuel L. Quezon ES
5. Maresa L. Cayso	Teacher III	Manuel L. Quezon ES
6. Maybeline F. Nacis	Teacher II	Lucban ES
7. Michaelle T. Saganib	Teacher III	Bonifacio ES
8. Nikki W. Jacinto	Teacher I	Manuel L. Quezon ES
9. Ponce S. Batnag	Teacher III	Manuel L. Quezon ES
10. Rheineck M. Caparas	EPSA II	CID
11. Rhodora P. Cabillan	Teacher III	Bonifacio ES
12. Rolando G. Galvez	Teacher III	Dontogan ES

13. Venus A. Bulong	Teacher II	San Carlos Heights ES
14. Wilfredo E. Capuyan	Teacher III	Lucban ES
SDO BENGUET		
1. Eden S. Gawageo	Teacher I	Bokod CS CLC
2. Eleonor C. Dig-o	Teacher III	Becday Charosas Lamsis ES
3. Elizabeth T. Longawe	Teacher III	Ampucao CLC
4. Graziella M. Argate	Teacher III	Sablan CS
5. Janelyn C. Tomin	Teacher III	Baculongan Sur CLC
6. Meriam K. Cadiay	Master Teacher I	MPIS
7. Michael B. Tamiray	Teacher III	Puguis ES
8. Rodriguez L. Belino	EPSA II	CID
9. Rose N. Anapen	EPSA II	CID
10. Ruthie C. Cabangcala	Teacher III	Manakayan CS
11. Chester P. Bolcio	Teacher III	Camilo Lucaben ES
12. Nieves C. Atiw	Teacher III	Celo Haight CLC/ES
13. Hazel D. Palangdan	Teacher III	Tuding CLC
14. Vivian D. Pacio	Master Teacher I	Kabayan IS
15. Ramona S. Juan	Master Teacher I	Lomon CLC
16. Remy N. Dum-ao	EPS	CID
SDO IFUGAO		
1. Ariel T. Dulawan	EPSA II	Nunhabatan ES
2. Benita C. Dulnuan	Teacher III	Bokiawan ES
3. Fely B. Battulon	Teacher I	Manguyang CLC
4. Lilibeth K. Panisan	Teacher III	Hingyon ES
5. Marcela P. Pasigon	Teacher III	Tinoc CS
6. Rona N. Young	Teacher I	Mayban PS
7. Eva V. Ladaona	Teacher III	Lamut CLC
8. Lenie C. Bongtiwon	Teacher III	Camandag ES
9. Florence P. Atluna	Teacher II	Aguinaldo CLC
10. Jaychael L. Calumpit	Teacher III	Alfonso Lista CLC
11. Joehary T. Alindayo	Teacher III	Boliwong CLC
12. Marilyn P. Ganggangan	Teacher III	Banaue CLC
13. Sarah Jane DT Buhong	EPSA	CID
14. Arsenio R. Yongoyong	EPS	CID
SDO KALINGA		
1. Charity B. Parungao	Teacher III	Balbalan NHS
2. Clifford G. Wandagan	Teacher III	Tinglayan CLC
3. Fedencio R. Vallejo	EPSA II	CID
4. Geraldine G. Cusipag	Teacher II	Pasil CS
5. Hector A. Bawalan	EPSA II	CID
6. Kryzl Lani G. Dularte	Teacher I	Pinukpuk ES
7. Marjorie L. Waguiyon	Teacher III	Biga NHS
8. Mary Grace S. Dag-ing	Teacher III	Luplupa ES
9. Nermalee Joy M. Daligdig	Teacher II	Buaya CLC
10. Nicolas N. Carag	EPS	CID
11. Sherry Ann Gallamoy	Teacher III	Lubuagan SHS
12. Marieta P. Padilla	Teacher III	Allangigan CLC
13. Amado L. Warding	Teacher III	Babbanoy ES
14. Lorenza Y. Gawang	Teacher III	Anonnag ES CLC
SDO MT. PROVINCE		
1. Carmelita C. Gat-onen	Teacher II	Nacagang CLC

2. Charles G. Fadchal Jr.	Teacher II	Lubon ES
3. Enera B. Ciano	Teacher III	Sadsadan Trail ES
4. Hilda B. Bangdo	Teacher II	Otucan CLC
5. Julia A. Mangapak	Teacher III	Sayapot ES
6. Ligaya S. Taud	EPSA II	CID
7. Mary Jane S. Ballawig	Teacher III	Paracelis CS
8. Shalymar C. Fesway	EPSA II	CID
9. Sheila Ann S. Sacyafen	Teacher I	Bekigan ES
10. Leonie P. Sarol	Head Teacher	CID
11. Evangeline P. Ballawig	Teacher III	Mulian ES
12. Jarree P. Etong	Teacher III	Saliok ES/CLC
13. Carolyn Bomatay	Teacher II	Aguid ES CLC
14. Janet Lingbawan	Teacher I	Talubin CLC
SDO TABUK CITY		
1. Bernalyn C. Balnao	Teacher I	Naneng NHS
2. Dexter R. Quanso	Teacher III	Magabbangon ES
3. Freda S. Pascua	Teacher III	Calanan ES
4. Hilda C. Miguel	Teacher III	CID
5. Hubert P. Elig	Teacher II	New Balbalan ES
6. Krystal Mae S. Manzanillo	Teacher III	Gradual Discovery ES
7. Lalaine L. Orya	Teacher III	Agbannawag CS
8. Lanie D. Addamo	Teacher II	Laya IS
9. Marionette S. Dooma	EPS	CID
10. Regina S. Dagyo	Teacher I	Lacnog IS & Nambaran ES
11. Rode S. Pascua	Teacher III	Wesern Tabuk CS
12. Rose Eileen U. Bulwayan	Teacher III	Southern Tabuk IS
13. Anacita G. Bongngat	EPSA	CID
14. Bernalyn C. Balnao	Teacher I	Naneng NHS
REGIONAL TECHNICAL WORKING GROUP		
1. 1. Estela P. Leon-Cariño EdD, CESO III/Ronald B. Castillo CESO V	RD/ARD	ORD
2. Jennifer P. Ande	Chief/RP	CLMD
3. Rosita C. Agnasi/Representative	OIC/RP	HRDD
4. Denia O. Tarnate	EPS	CLMD
5. Winnie Joy Jose	ADAS I	CLMD
6. Alfredo B. Lanas	EPS	CLMD
7. Mesenia P. Laquiao	Master Teacher II/RP	SDO Benguet
8. Teodoro P. Dicos	SPET III/RP	SDO Benguet
9. Rhylizette Ching	SPET II/RP	SDO Baguio City
10. Jeffrey T. Munar	SPET III/RP	SDO Baguio City
11. Melanie B. Bateria	SPET I/RP	SDO Tabuk City
12. Nicole Shane M. Ngolab	Guidance Associate	SDO Benguet
13. Pablo B. Mariacos	EPS	QAD
14. Florence E. Balictan	OIC	QAD
15. Pedro B. Talingdan Jr	EPS/Facilitator	SDO Abra
16. Jeanalyn P. Parinas	EPS/Facilitator	SDO Apayao
17. Sydney Shan M. Carino	EPS/RP	SDO Baguio City

18. Erlinda C. Quinuan	EPS/Facilitator	SDO Benguet
19. Marilou T. Yogyog	EPS/Facilitator	SDO Ifugao
20. Jovelyn T. Dugayon	EPS/Facilitator	SDO Kalinga
21. Joyce Marie O. Engngeg	EPS/Facilitator	SDO Mt. Province
22. Cresencia M. Na-oy	EPS/Facilitator	SDO Tabuk City
23. Jovita T. Caldito	SPET III/RP	SDO Baguio City
24. Aizel Ann L. Jamison	ALS- TAS/Participant/ Secretariat	CLMD

Training Design/Matrix

DAY 0: September 15, 2025				
Time	Session Title	Resource Speaker	Facilitator	Secretariat/ Technical Support
2:00-6:00 PM	Arrival and Check-in of Participants			
6:00-7:00	Dinner			
Day 1: September 16, 2025				
6:30 – 7:45	Breakfast			
7:45 – 8:15	Registration	TWGs	TWG	Winnie Joy Jose
8:15 – 9:00	Opening Program			
9:00-9:20	Pre-Test			
9:20 – 10:00	Overview of Special Needs Education	Denia O. Tarnate EPS-RO SNED Focal	Sydney Shan Carino EPS, Baguio City	
10:00-10:15	Health Break			
10:00 – 12:00	Continuation			
12:00 – 1:00	Lunch Break			
1:00 – 2:00	Existing ALS Policies on Learners with Disability: RA 11650, DepEd Order 46 s. 2014, DepEd Order No. 13, s. 2019	Alfredo B. Lanas EPS-RO ALS Focal	MOL: SDO Tabuk City Cresencia Na-oy EPS, Tabuk City	Winnie Joy Jose
2:00 – 3:00	Accommodation and Pedagogical Approaches for LWDs in the ALS Program Difficulty in Remembering and Concentrating	Mesenia P. Laquiao MT II Benguet SPED Center SDO Benguet Rhylizette Ching SPET II Baguio City NHS SDO Baguio City		
3:00 – 3:15	Health Break			
3:15 – 4:45	Continuation			
4:45-5:00	Open Forum			
5:00 – 6:00	Debriefing and Evaluation of the Activity	QAD, CLMD, HRDD and Speakers		
6:00 – 7:00	Dinner			
MOL (PM)	SDO Tabuk City			

DAY 2: September 17, 2025

Time	Session Title	Resource Speaker	Facilitator	Secretariat/ Technical Support
6:30 – 8:00	Breakfast			
8:00 – 8:30	Management of Learning		SDO Abra	
8:30 – 10:00	Accommodation and Pedagogical Approaches for LWDs in the ALS Program Difficulty in Seeing	Jeffrey T Munar SPET III Baguio SPED Center SDO Baguio City Melanie B. Baterina SPET I, Kalinga SPED Center SDO Tabuk City	Pedro Talingdan Jr EPS, Abra	Winnie Joy Jose
10:00-10:15	Health Break			
10:15 – 11:45	Continuation			
11:45-12NN	Open Forum			
12:00 – 1:00	Lunch Break			
1:00 – 3:00	Accommodation and Pedagogical Approaches for LWDs in the ALS Program Difficulty in Mobility	Teodoro P. Dicos SPET III Benguet SPED Center SDO Benguet	MOL: SDO Apayao Jeanalyn P. Parinas EPS, Apayao	Winnie Joy Jose
3:00-3:15	Health Break			
3:15-4:45	Continuation			
4:30 – 5:00	Open Forum			
5:00 – 6:00	Debriefing and Evaluation of the Activity			
6:00 – 7:00	Dinner			
MOL (PM)	SDOs Benguet			
Day 3: September 18, 2025				
6:30 – 8:00	Breakfast			
8:00 – 8:30	Management of Learning		SDOs Mt. Province & Ifugao	

8:30– 10:00	Introduction of Tools in the Conduct of Informal Assessment	Denia O. Tarnate EPS, SNED Focal CLMD Sydney Shan M. Carino EPS, SNED Focal Baguio City Nicole Shane M. Ngolab Guidance Associate BeNHS	Joyce Marie Engngeg EPS, SDO Mt. Province Marilou T. Yogyog EPS, SDO Ifugao	Winnie Joy Jose
10:00-10:15	Health Break			
10:15-11:45	Simulation on the Conduct of Initial Assessment of LWDs by select ALS Implementers	Jovita T. Caldito SPET III SDO Baguio City Mesenia P. Laquiao MT II SDO Benguet Rhylizette Ching SPET II Baguio City NHS SDO Baguio City Teodoro P. Dicos SPET III SDO Benguet Melanie B. Bateria SPET I SDO Tabuk City		
12:00 1:00	Lunch Break			
1:00 – 1:30	Open Forum	Jovelyn T. Dugayon EPS, Kalinga		Winnie Joy Jose
1:30 – 2:00	Ways Forward			
2:00-2:30	Post Test			
2:30 – 3:00	Evaluation			
3:00-4:00	Closing Program	c/o SDOs Baguio city and Benguet		
4:00PM onwards	Home Sweet Home			