



Republic of the Philippines
Department of Education
REGION IX, ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF DAPITAN CITY

Office of the Schools Division Superintendent

6 November 2025

DIVISION MEMORANDUM

No. 780, s. 2025

**CONDUCT OF BENCHMARKING ACTIVITY OF SCHOOL HEADS
ON THE SCHOOL BASED MANAGEMENT BEST PRACTICES**

To: Assistant Schools Division Superintendent
Chief Education Supervisor (CID and SGOD)
Public Schools District Supervisors/PICD
This Division

1. The Schools Division of Dapitan City announces the **Conduct of Benchmarking Activity of School Heads on the School-Based Management Best Practices on December 4, 2025** in the select schools within the Schools Division of Zamboanga del Sur.
2. The objectives of the activity are the following:
 - a. provide school leaders with opportunities to observe and learn from exemplary practices of identified schools grounded on the effective implementation of **School-Based Management (SBM)**;
 - b. **Identify and analyze effective SBM practices** demonstrated by selected schools and determine their applicability for replication across division schools; and
 - c. **Strengthen the capacity of school heads** in implementing SBM principles through direct exposure, collaboration, and reflection on best practices observed during the benchmarking activity.
3. Further, **ten (10) select school heads** shall also participate in the **Zamboanga Peninsula School-Based Management (SBM) Conference on December 5, 2025 at R-NEAP, Tiguma, Pagadian City**, where they will benchmark best practices shared and presented by various school heads in the region.
4. All concerned school heads are directed to ensure that learning gained from both the benchmarking and the regional SBM conference is cascaded to their



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respective school personnel during LAC sessions or school-based professional development activities.

5. **Expenses incurred during participation** in the benchmarking activity and the SBM Conference such as meals and snacks, accommodation, travelling cost **shall be charged against school MOOE**, subject to the usual accounting and auditing rules and regulations.
6. Attached is the list of ten (10) school heads who will attend in the Zamboanga Peninsula School-Based Management (SBM) Conference.
7. Wide and immediate dissemination of this Memorandum is desired.


JAY S. MONTEALTO, EdD, JD, CESO VI
Schools Division Superintendent





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Enclosure No. 1 to Division Memorandum No. _____, s. 2025

LIST OF TEN (10) SCHOOL HEADS WHO WILL ATTEND IN THE ZAMBOANGA
PENINSULA SCHOOL-BASED MANAGEMENT (SBM) CONFERENCE

NO.	NAME OF SCHOOL HEAD	POSITION	NAME OF SCHOOL
1	Eldie D. Robaro	SPII	Barcelona Central School
2	Juvy S. Pestañas	SPII	Dapitan City Experimental ES
3	Camila Jeanette J. Debaloy	SPIII	Potungan Central School
4	Ofelia A. Cabanlit	SPI	Ilaya Elementary School
5	Love J. Abelo	SPII	Larayan Elementary School
6	Genevieve S. Adiong	SPI	Dakak National High School
7	Jofrey B. Malana	SPII	Aseniero National High School
8	Leonido J. Tabilon	SPIV	Talisay Integrated School
9	Pacita E. Balladares	SPI	San Pedro Integrated School
10	Mercedita B. Obnimaga	SPIV	Kausawagan Integrated School



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