



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

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**Office of the Schools Division Superintendent**

November 25, 2025

**DIVISION MEMORANDUM**

OSDS-2025- 782

**PROGRAM IMPLEMENTATION REVIEW (PIR)  
ON ACADEMIC RECOVERY AND ACCESSIBLE LEARNING-READING**

To:

Assistant Schools Division Superintendent  
CID & SGOD Chiefs  
Education Program Supervisors  
Public Schools District Supervisors  
School Heads  
Teachers  
This Division

1. In line with the Division's continuous effort to strengthen the implementation of the **ARAL-Reading Program**, this Office shall conduct a **Program Implementation Review (PIR)** on December 15, 2025 to assess the program's progress, identify challenges, and formulate strategic interventions to further enhance reading outcomes among learners.
2. The Program Implementation Review aims to:
  - a. Examine the effectiveness of ARAL-Reading strategies and activities implemented by schools.
  - b. Present progress reports based on tutoring sessions, learner performance, and accomplishment reports.
  - c. Identify gaps, issues, and areas that require further technical assistance.
  - d. Share innovations, success stories, and replicable practices among ARAL tutors and school heads.
  - e. Develop data-driven recommendations to strengthen program delivery for the succeeding months.
3. Venue for this convergence is to be announced and be reflected on a separate advisory.



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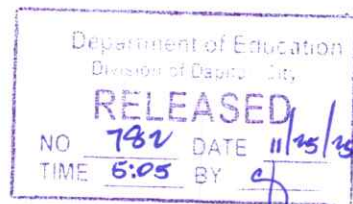
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4. Schools are requested to prepare and bring the following:
  - a. List of Tutees
  - b. List of Tutors
  - c. Learner progress monitoring results (BoSY & MoSY)
  - d. Attendance sheets of ARAL learners
  - e. Challenges encountered and actions taken
  - f. Best practices and innovations implemented
  - g. Other relevant documents to support school reports
  - h. 3 to 5-minute video of the School ARAL Program Implementation
  
5. Please see Annex A for the list of participants.

For your information and guidance.

**JAY S. MONTEALTO, CESO VI**  
Schools Division Superintendent





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Annex A.

**List of Participants**

Name	Position	School/Office
1. Jerry Jerum B. Galota	School Principal I	Ba-ao Elementary School
2. Berlie Jean A. Empeynado	Teacher I	Ba-ao Elementary School
3. Eldie D. Robaro	School Principal I	Barcelona Central School
4. Leonor G. Empeynado	Master Teacher II	Barcelona Central School
5. Anisol M. Patangan	Head Teacher II	Burgos Elementary School
6. Julieta H. Tibon	Master Teacher I	Burgos Elementary School
7. Rufa R. Elumbaring	School Principal IV	Diwaan Elementary School
8. Rizalina B. Mandantes	Teacher III	Diwaan Elementary School
9. Gina C. Elope	Head Teacher II	Hilltop Elementary School
10. Wilmar J. Catipay	Teacher III	Hilltop Elementary School
11. Ofelia A. Cabanlit	School Principal II	Ilaya Elementary School
12. Sarah A. Desuacido	Master Teacher III	Ilaya Elementary School
13. Lynette B. Esparcia	School Principal I	Ma. Uray Elementary School
14. Evangeline L. Elcamel	Teacher III	Ma. Uray Elementary School
15. Ma. Shelva L. Carpenteros	Head Teacher II	Oyan Elementary School
16. Michelle B. Esmade	Teacher III	Oyan Elementary School
17. Gilyn E. Gallemit	School Principal III	Tamion Elementary School
18. Dulce Y. Cabual	Teacher III	Tamion Elementary School
19. Windrell B. Mongcupa	Teacher III (TIC)	Yabu Elementary School
20. Phoebe Gian Marie A. Hamoy	Teacher I	Yabu Elementary School
21. Riza A. Penaso	School Principal II	Barcelona National High School
22. Betsie Joy C. Ricarte	Teacher III	Barcelona National High School
23. Leah B. Acoymo	School Principal III	Ilaya National High School
24. Joseph D. Quimiguing	Head Teacher III	Ilaya National High School
25. Jun Carlo P. Tinio	Head Teacher I	Bacong Elementary School
26. Ellen V. Tuyugon	Teacher I	Bacong Elementary School
27. Menvilou A. Tinnæ	Head Teacher III	Banbanan Elementary School
28. Rochen P. Gumbason	Teacher I	Banbanan Elementary School
29. Imelda F. Tan	School Principal III	Baylimango Central School
30. Anelita A. Bulay-og	Master Teacher I	Baylimango Central School
31. Judy cel L. Elumba	School Principal IV	Canlucani Elementary School
32. Sheila Mae F. Otic	Teacher III	Canlucani Elementary School
33. Liezl Y. Ombay	Head Teacher II	Carang Elementary School
34. Tessa N. Alavanza	Teacher I	Carang Elementary School



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35. Jezebel S. Boquida	School Principal I	Daro Elementary School
36. Aileen P. Bantilan	Teacher III	Daro Elementary School
37. Mirason S. Omilig	Head Teacher III	Guimputlan Integrated School
38. Shekinah Ruth G. Bayron	Teacher I	Guimputlan Integrated School
39. Mercedita B. Obnimaga	School Principal IV	Kauswagan Integrated School
40. Melvin R. Cabasag	Teacher I	Kauswagan Integrated School
41. Mary Ann Z. Cagatan	Head Teacher II	Napo Elementary School
42. Maria S. Calamba	Teacher III	Napo Elementary School
43. Wenchor P. Agum	Head Teacher IV	Oro Elementary School
44. Gigi L. Bayron	Teacher III	Oro Elementary School
45. Kristine B. Pon	Head Teacher I	Selinog Integrated School
46. Mary Joy T. Bulay-og	Teacher I	Selinog Integrated School
47. Riza B. Galanido	Head Teacher IV	Sto. Niño Elementary School
48. Josefa J. Jumud	Master Teacher II	Sto. Niño Elementary School
49. Genelyn M. Dabodabo	School Principal IV	Taguilon Elementary School
50. December T. Arboiz	Teacher III	Taguilon Elementary School
51. Janet O. Cadano	School Principal I	Tag-ulo Elementary School
52. Cecilia B. Busico	Teacher I	Tag-ulo Elementary School
53. Rey I. Jatico	School Principal II	Baylimango National High School
54. Cristita E. Quines	Master Teacher II	Baylimango National High School
55. Genevieve S. Adiong	School Principal I	Dakak National High School
56. May Love M. Arances	Master Teacher II	Dakak National High School
57. Marilou B. Monding	School Principal I	Oro National High School
58. Janice C. Sales	Master Teacher I	Oro National High School
59. Alex C. Sapuan	Head Teacher III	Capucan Elementary School
60. Carona R. Paez	Teacher III	Capucan Elementary School
61. Belen R. Talic	School Principal IV	Dapitan City Central School
62. Felix G. Solatorio	Head Teacher III	Dapitan City Central School
63. Juvy S. Pestañas	School Principal II	Dapitan City Experimental ES
64. Marilyn P. Caga-anan	Master Teacher II	Dapitan City Experimental ES
65. Anna Lee A. Solatorio	School Principal I	Dapitan SPED Center
66. Jerlina O. Enguito	Master Teacher II	Dapitan SPED Center
67. Joel Q. Ruiz	Head Teacher V	Lawaan Elementary School
68. Rachel B. Seño	Teacher III	Lawaan Elementary School
69. Glens H. Sapuan	Teacher III (TIC)	Ma. Cristina Elementary School
70. Alleth D. Galicia	Master Teacher I	Ma. Cristina Elementary School
71. Lyra L. Balladares	School Principal III	Polo Elementary School
72. Janeth P. Saldon	Master Teacher I	Polo Elementary School
73. Nelia P. Tangcalagan	School Principal IV	Sinonoc Elementary School
74. Nenette L. Morido	Teacher III	Sinonoc Elementary School
75. JR Simed Joseph B. Saguin	School Principal III	Dapitan City National High School
76. Aloha R. Lear	Asst. School Principal II	Dapitan City National High School



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77. Glenda Acedo	Asst. School Principal II	Dapitan City National High School
78. Marilie P. Mandaya	Head Teacher II	Dapitan City National High School
79. Marilou S. Cagabanua	Head Teacher V	Aseniero Elementary School
80. Inah'j O. Gallemit	Teacher III	Aseniero Elementary School
81. Gemmalyn O. Ruiz	School Principal I	Dampalan Elementary School
82. Sharon A. Daganasol	Master Teacher II	Dampalan Elementary School
83. Mary Jean S. Lacay	Head Teacher V	Masidlakon Elementary School
84. Jordan D. Rosal	Teacher I	Masidlakon Elementary School
85. Belmor A. Debaloy	School Principal I	Opao Elementary School
86. Maria Fe G. Florida	Master Teacher III	Opao Elementary School
87. Camila Jeanette J. Debaloy	School Principal IV	Potungan Central School
88. Shimei B. Cagandahan	Master Teacher I	Potungan Central School
89. Maricel T. Gagan	Head Teacher I	San Francisco Elementary School
90. Mary Angeli R. Otic	Teacher I	San Francisco Elementary School
91. Jocelyn E. Acorin	School Principal IV	San Nicolas Elementary School
92. Sharon N. Acaylar	Master Teacher II	San Nicolas Elementary School
93. Macaria A. Manuta	Head Teacher VI	Sigayan Elementary School
94. June Bill G. Bagasina	Teacher II	Sigayan Elementary School
95. Jofrey B. Malana	School Principal IV	Aseniero National High School
96. Lolita T. Dahilog	Head Teacher I	Aseniero National High School
97. Anna Enrile C. Adrias	Asst. School Principal II	Dampalan Secondary School
98. Anna Luisa P. Belagantol	Teacher I	Dampalan Secondary School
99. Wency P. Amores	School Principal II	Potungan National High School
100. Meth T. Canaya	Teacher III	Potungan National High School
101. Tiffany L. Ubando	Head Teacher I	Sigayan Secondary School
102. Herard B. Mandantes Jr.	Teacher I	Sigayan Secondary School
103. Liberty L. Enjambre	Head Teacher III	Aliguay Integrated School**
104. Orland C. Bendaño	Teacher III	Aliguay Integrated School**
105. Glenda B. Paguia	Head Teacher II	Antipolo Elementary School
106. Irene B. Cimafranca	Master Teacher I	Antipolo Elementary School
107. Love J. Abelo	School Principal II	Larayan Elementary School
108. April T. Ochotorena	Teacher III	Larayan Elementary School
109. Marilyn C. Sarabia	Head Teacher V	Liyang Elementary School
110. Genalyn T. Daan	Teacher III	Liyang Elementary School
111. Caroline D. Osorio	Head Teacher II	Owaon Elementary School
112. Rosela C. Dylon	Teacher III	Owaon Elementary School
113. Pacita E. Balladares	School Principal I	San Pedro Integrated School
114. Princess Caroline H. Arellano	Teacher I	San Pedro Integrated School
115. Elbert A. Pon	School Principal II	San Vicente Elementary School
116. Jolly Flor P. Calio	Teacher III	San Vicente Elementary School
117. Isagani M. Recamara	Head Teacher III	Sicayab Elementary School
118. June Mark L. Padao	Teacher III	Sicayab Elementary School



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119. Erna C. Gasatan	School Principal IV	Sulangon Central School
120. Melissa B. Elcamel	Teacher III	Sulangon Central School
121. Allan D. Bendaño	School Principal I	Sulangon National High School
122. Norams D. Abne	Master Teacher II	Sulangon National High School
123. Roneza T. Hamoy	Head Teacher II	SNHS-Owaon Extension
124. Edenrose M. Sagapsapan	Teacher III	SNHS-Owaon Extension
125. Vina S. Baes	Head Teacher II	DCNHS-Larayan Extension
126. Delean D. Manugas	Head Teacher II	DCNHS-Larayan Extension
127. Wevina A. Quizo	Head Teacher III	DCNHS-Sicayab Bucana Extension
128. Jestoni E. Cagbabanua	Teacher I	DCNHS-Sicayab Bucana Extension
129. Lecheil M. Revilleza	Teacher III	DCNHS-Bacong Extension
130. Keana P. Obnimaga		DCNHS-Bacong Extension
131. Jaime S. Montealto	Head Teacher IV	DCNHS-San Vicente Extension
132. Jeanette Jarapan		DCNHS-San Vicente Extension
133. Glenn L. Betongga	Head Teacher I	ONHS-Napo Extension
134. Hazel H. Paglinawan	Teacher II	ONHS-Napo Extension
135. Leonido J. Tabilon	School Principal IV	Talisay Integrated School
136. Christine Jera Q. Garsuta	Teacher I	Talisay Integrated School
137. Lindo O. Adasa, Jr.	Education Program Supervisor	CID
138. Analisa A. Bagarinao	Education Program Supervisor	CID
139. Esmeralda A. Bagaipo	Education Program Supervisor	CID
140. Marlyn E. Esmade	Education Program Supervisor	CID
141. Bobbie E. Gurabot	Education Program Supervisor	CID
142. Jerry M. Perong	Education Program Supervisor	CID
143. Luna Luz B. Racho	Education Program Supervisor	CID
144. Jephone P. Yorong	Education Program Supervisor	CID
145. Ma. Perga A. Cadiente	Education Program Supervisor	CID
146. Helen T. Calaguian	Education Program Supervisor	CID
147. Joy I. Cagbabanua	Public Schools District Supervisor	CID
148. Elsa Q. Aranas	Public Schools District Supervisor	CID
149. Jimmy B. Gahuman	Public Schools District Supervisor	CID
150. Rizza A. Daboda	Principal-In-Charge of the District	CID
151. Jose C. Overa	Principal-In-Charge of the District	CID
152. Aljeen D. Caylaluad	AO 2 PMT	
153. Magnolia C. Capati	AO 2 PMT	
154. Jomarich Gold O. Diao	ADA VI PMT	
155. Charlie P. Calibo	AO 2	
156. Gwilym C. Elumba	Nurse 2	
157. Elvie H. Page	Nurse 2	



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