



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

Office of the Schools Division Superintendent

December 9, 2024

Division Memorandum  
No. 638 s. 2024

**NON-PARTICIPATION OF ALS TEACHERS IN SPORTS ACTIVITIES AND STRICT ADHERENCE TO DUTIES AND RESPONSIBILITIES IN PREPARATION FOR THE CONDUCT OF ACCREDITATION AND EQUIVALENCY (A&E) TEST**

To: Assistant Schools Division Superintendent  
Chief Supervisor SGOD & CID  
Education Program Supervisor  
Public Schools District Supervisor  
Principal Incharge of the District  
Elementary and Secondary School Heads  
ALS Teachers  
All Others Concerned

1. This is to reiterate Regional Memorandum No. 801, s. 2024" Non-Participation of ALS Teachers in Sports Activities and Strict Adherence to Duties and Responsibilities in Preparation for the Conduct of Accreditation and Equivalency A&E) Test"
2. This Memorandum expressly terminates, cancels, revokes, rescinds previously issued issuances designating ALS teachers to non-academic related assignments.
3. This shall take effect immediately and remain enforce unless revoke at will or found to be inconsistent with the existing policies, rules and regulations.
4. Widest dissemination, and compliance to this Memorandum is hereby directed.

**FELIX ROMY A. TRIAMBULO, CESO V**  
Schools Division Superintendent



CID/BEG/ALS



Sunset Boulevard, Dawo, 7101 Dapitan City

(065) 917-5113

www.depeddapitan.net

dapitancity@deped.gov.ph

fb.com/DepEdDapitanCity





Republic of the Philippines

**Department of Education**

REGIONAL OFFICE IX, ZAMBOANGA PENINSULA

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Office of the Regional Director

November 19, 2024

**REGIONAL MEMORANDUM**

No. 801, s. 2024

**NON-PARTICIPATION OF ALS TEACHERS IN SPORTS ACTIVITIES AND STRICT ADHERENCE TO DUTIES AND RESPONSIBILITIES IN PREPARATION FOR THE CONDUCT OF ACCREDITATION AND EQUIVALENCY (A & E) TEST**

To: The Schools Division Superintendents  
This Region

1. In alignment with the Department of Education's (DepEd) commitment to providing quality education and addressing the unique needs of Alternative Learning System (ALS) learners, this Memorandum outlines the Policy on Non-Participation in Sports Activities for ALS Teachers. The goal of this policy is to ensure that ALS teachers focus their efforts on improving the academic outcomes of ALS learners, who often face distinct challenges that require dedicated time, energy, and support.
2. The Alternative Learning System (ALS) serves learners who may be disadvantaged in formal education settings, including out of school children in special cases, out-of-school youth, adult learners, and individuals with special needs. These learners require personalized, flexible, and intensive support to succeed academically. It is imperative that ALS teachers remain fully committed to their instructional duties, which may involve flexible schedules, individualized support, and additional planning outside the usual classroom time.
3. Teachers are primarily responsible for maintaining a learning-focused environment, and at the same time ensuring the welfare of the learners. Participation in sports activities, while beneficial in a general educational setting, will impede the performance of their teaching work and responsibilities and can divert ALS teachers' attention from their primary role of supporting these vulnerable learners to maximize the effectiveness of ALS programs and prioritize the learning outcomes of ALS learners. As such, it is imperative to issue this memorandum to ensure that ALS teachers will be exempted from participation in sports activities during the academic year.
4. In view of the above, All ALS teachers in the region are prohibited from participating in sports activities and other non-academic engagements during their official working hours and instructional periods. This is to ensure that their time and focus remain dedicated to ALS learners.
5. ALS teachers must devote their work hours to the delivery of ALS instruction, individualized learner support, program planning, and related



region9@deped.gov.ph  
 (062) 945-3329 | 09482076710 | 09152475207  
 www.depedro9.info | www.ro9-deped.com  
 www.facebook.com/DEPEDREGION9  
 Pres. Corason C. Aquino Regional Government Center, Balintawak, Pagadian City, 7016

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administrative tasks. This policy applies to both full-time and part-time ALS teachers and is effective during the regular academic year.

6. Schools and Division Offices are tasked with monitoring the compliance of this policy. ALS Focal Persons and Education Program Specialist for ALS are expected to ensure that teachers are informed about and adhere to this policy throughout the academic year. **Non-compliance shall be dealt with accordingly.**

7. This policy shall take effect immediately upon its approval and issuance of this memorandum. Schools Division Superintendents are directed to disseminate this policy to all ALS teachers, within their respective divisions and ensure its effective enforcement.

8. The Regional Office shall continue to provide professional development opportunities to ALS teachers, focusing on curriculum delivery, learner engagement, and other areas critical to the success of ALS programs. These initiatives will support ALS teachers in fulfilling their roles effectively without the distraction of extracurricular responsibilities.

9. For information, guidance, and compliance of all concerned.

Digitally signed by Luzaida Ruth Fuentes  
 DN: cn=Luzaida Ruth Fuentes, o=Department of Education - DepEd Regional Office IX - CDRP, email=luzaida.ruth.fuentes@deped.gov.ph, c=PH  
 Reason: I am the author of this document  
 Location:  
 Date: 2023.06.09 10:28:32 +0800

**RUTH L. FUENTES, CESO III**  
 Regional Director



region9@deped.gov.ph  
 (062) 945-3329 | 09482076710 | 09152475207  
 www.depedro9.info | www.ro9-deped.com  
 www.facebook.com/DEPEDREGION9  
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