



Republic of the Philippines
Department of Education
REGION IX – ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY

DepEd, Division of Zamboanga Sibugay	
NO: 618755	SECTION 223
BY: _____	DATE AUG 12 2025
RELEASED	

12 August 2025

DIVISION MEMORANDUM

No. 373 s. 2025

PARTICIPATION TO THE REGIONAL CAPACITY BUILDING OF ALTERNATIVE LEARNING SYSTEM (ALS) TEACHERS ON THE IMPLEMENTATION OF BE YOUR OWN BOSS (BYOB) AND WORK BASED LEARNING (WBL)

TO: Chief, Curriculum Implementation Division
Education Program Specialists II-ALS
Public Schools District Supervisors/District-in-Charge
Elementary and Secondary School Heads
ALS Teachers
This Division

1. In relation to Regional Memorandum No. 175 series 2025 dated April 1, 2025, the identified participants are requested to attend the **Regional Capacity Building of ALS Teachers on the Implementation of Be Your Own Boss (BYOB) and Work Based Learning (WBL) on August 22- 25, 2025** at **Manuel's Resort, Piñan, Zamboanga del Norte**. See Annex 1 for the list of participants and Annex 2 for the Regional Memorandum.
2. Travel expenses of the participants shall be charged to local fund/school MOOE/ Program Support Fund (PSF) subject to the usual accounting and auditing rules and regulations.
3. Widest dissemination of this memorandum is desired.

VIRGILIO P. BATAN JR., CESO V
Schools Division Superintendent

Encl.: As Stated
Reference: RM 175, s.2025
To be indicated in the Perpetual Index
Under the following subjects:
ALS CAPACITY BUILDING

ZS-DM-CID-2025-08-108
RTG20250812

Annex 1

LIST OF WBL & BYOB PARTICIPANTS

NO.	NAME OF ALS TEACHER	DESIGNATION	STATION
1	Ramil T. Gabin	EPS II - ALS	Division Office
2	Nonito M. Villaplana	EPS II - ALS	Division Office
3	Alberto P. Castañeto Jr.	DALSC	Alicia
4	Isagani J. Baynosa	Mobile Teacher	Alicia
5	Ronnel D. Edama	Mobile Teacher	Alicia
6	Rubie Sierra A. Clarete	DALSC	Buug
7	Eden E. Lopez	Mobile Teacher	Buug
8	Rosemarie T. Hingco	Mobile Teacher	Buug
9	Rogel M. Arambala	Mobile Teacher	Buug
10	Michael D. Mayormente	Mobile Teacher	Diplahan
11	Jose Rey G. Delan	DALSC	Imelda
12	Johnmark A. Mabasag	Mobile Teacher	Imelda
13	Marilou S. Anquillano	Mobile Teacher	Imelda
14	Abeigael O. Licudan	DALSC	Ipil
15	Engelbert R. Manait	Mobile Teacher	Ipil
16	Lynette Zyn Aritalla-Sagga	Mobile Teacher	Ipil
17	Wilson Y. Potayre	Mobile Teacher	Ipil
18	Julius S. Ditchon	DALSC	Kabasalan
19	Edelyn D. Perolino	Mobile Teacher	Kabasalan
20	Marechille S. Arnon	Mobile Teacher	Kabasalan
21	Alexander B. Poliran	Mobile Teacher	Kabasalan
22	James C. Clamor	DALSC	Mabuhay
23	Irene C. Apao	Mobile Teacher	Mabuhay
24	Robin O. Labastilla	DALSC	Malangas
25	Gretchen M. Binadles	Mobile Teacher	Malangas
26	Jillian Marie A. Demoni	Mobile Teacher	Malangas
27	Jourenz Quin M. Purisima	DALSC	Naga
28	Lester C. Realiza	Mobile Teacher	Naga
29	Nerissa H. Balatayo	Mobile Teacher	Naga
30	Delfin C. Labrador	Mobile Teacher	Olutanga
31	Evelyn N. Plania	Mobile Teacher	Olutanga
32	Joaquin M. Lepasana	Mobile Teacher	Olutanga
33	Felix L. Tagaro	DALSC	Payao
34	Jude P. Gervacio	Mobile Teacher	Payao
35	Felizardo G. Zapanta	Mobile Teacher	Payao
36	Michelle Jane G. Salboro	DALSC	RT Lim
37	Ramiro B. Albillar	Mobile Teacher	RT Lim
38	Ben Johnson V. Villafuente	Mobile Teacher	RT Lim
39	Eduardo L. Cayabyab, Jr.	Mobile Teacher	RT Lim
40	Analie A. Dacanay	DALSC	Siay
41	Roy C. Decipulo	Mobile Teacher	Siay
42	Juvenal C. Cael	DALSC	Talusan
43	Natalia I. Magsayo	Mobile Teacher	Talusan
44	Norberto B. Aposaga	DALSC	Titay

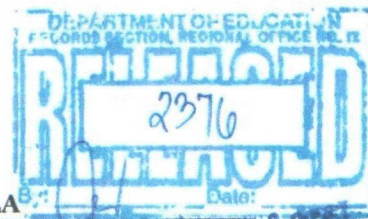
45	Reynante R. Matusalem	Mobile Teacher	Titay
46	Girly B. Vidal	Mobile Teacher	Titay
47	Fidel O. Cabaljog Jr.	DALSC	Tungawan
48	Francis C. Suladay	Mobile Teacher	Tungawan
49	Marvey R. Mamogay	Mobile Teacher	Tungawan
50	Luche C. Dumael	ALS Volunteer	Alicia
51	Catherine A. Masong	ALS Volunteer	Alicia
52	Mary Jean E. Moñeba	ALS Volunteer	Alicia
53	Belinda Jane L. Anjason	ALS Volunteer	Alicia
54	Anthony D. Cantina	ALS Volunteer	Mabuhay
55	Jucel C. Luchavez	ALS Volunteer	Olutanga
56	Pepe O. Tompong	ALS Volunteer	Tungawan
57	Laylane T. Pasicaran	ALS Volunteer	Tungawan
58	Angel Rose P. Bresenio	ALS Volunteer	Tungawan
59	Lorianne Cris S. Dayoc	ALS Volunteer	Tungawan
60	Edelyn E. Antolin	ALS Volunteer	Ipil



Republic of the Philippines

Department of Education

REGIONAL OFFICE IX, ZAMBOANGA PENINSULA



Office of the Regional Director

April 1, 2025

REGIONAL MEMORANDUM

No. 175, s. 2025

2025 ALS TEACHER DEVELOPMENT: STRENGTHENING SKILLS & RESOURCES

To: The Schools Division Superintendents
Chiefs, Curriculum and Implementation Division
Division ALS Focal Persons
This Region

1. The Department of Education Region IX, Zamboanga Peninsula through the Curriculum and Learning Management Division (CLMD) shall conduct a **2025 Capability Building and Learning Resource Enhancement for Alternative Learning System (ALS) Teachers**. This initiative aims to upgrade the competencies of ALS teachers and improve the quality, relevance, and accessibility of ALS learning materials.

2. The activity specifically aims to:

- equip ALS teachers with effective strategies, techniques, and tools for teaching early literacy skills in the ALS context;
- strengthen the ability of teachers to adapt and utilize appropriate instructional materials (IMs) for beginning reading instruction;
- deepen understanding of the BYOB and WBL concepts and their relevance to functional literacy and life skills development;
- revise and finalize the developed ALS SHS lesson exemplars based on validators' comments, ensuring that they are clear, relevant, and easy to use for both teachers and learners; and
- share best practices on the pilot implementation of ALS SHS program.

3. The activities, participants, timeline, and venue of the activities are as follows:

Title of Activities	Target Numbers of Participants	Timeline and Venue
Writershop on the Revision and Finalization of the Developed Lesson Exemplars for Alternative Learning System Senior High School (ALS SHS)	160 pax	June 3-7, 2025 NEAP-R, Tiguma, Pagadian City
Capacity Building of ALS Teachers on Beginning Reading	410 pax	June 9-12, 2025 Zamboanga del Norte
Capacity Building of ALS Teachers on the Implementation of Be Your Own Boss (BYOB) and Work Based Learning (WBL)	420 pax	August 22-25, 2025 Zamboanga del Norte



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4. Board and lodging of the identified participants and supplies and materials shall be charged to Program Support Funds and the 2025 Direct Release Funds for ALS while travelling expenses of the identified participants from SDOs shall be charged to Local Funds/School MOOE/ALS Funds/LGU Funds, subject to the usual accounting and auditing rules and regulations.
5. Identified participants are requested to present their approved travel authority to the program management team during registration.
6. Division ALS Focal Persons are requested to submit the names of their official participants for the activities on or before April 7, 2025. Identified participants who are on medical maintenance are also reminded to bring their necessary medications. Participants are reminded not to bring their children during the training to ensure full engagement in the sessions.
7. In addition, concerned school heads and teachers are directed to institute measures to ensure that learning activities continue while the identified participants will attend this activity. Teaching and non-teaching personnel attending the said activities cited above will be granted service credits if the dates falls on holiday, Saturday and Sunday pursuant to the guidelines specified in **DepEd Order No. 53, s. 2003** (*Updated Guidelines on Grant of Vacation Service Credit of Teachers*) and *Compensatory Time-Off (CTO)* per **CSC-DBM Joint Circular No. 2, s. 2004** (*Non-Monetary Renumeration for Overtime Services*), whichever is appropriate and applicable.
8. For inquiries and clarifications, you may contact the Chief of CLMD, Dr. Eugenio B. Penales, or the Regional ALS Focal Person, Mr. Ramel P. Cael, at 0917-157-9275 or via email at ramel.cael@deped.gov.ph.
9. Immediate dissemination of this memorandum is desired.

Digitally signed by Legaspi Ruth Fuentes
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Reason: I am the author of this
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RUTH L. FUENTES, CESO III
Regional Director

CLMD/EBP/rpc/RM
_____, April, 2025



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194	HANISA C. TAMIN	ALS TEACHER	ZAMBOANGA DEL NORTE
195	ROAY R. BANGGOT	ALS TEACHER	ZAMBOANGA DEL NORTE
196	JOSE RUEL S. TINDOG	ALS TEACHER	ZAMBOANGA DEL NORTE
197	SALACIA T. TINDOG	ALS TEACHER	ZAMBOANGA DEL NORTE
198	FHARHAN A. ANTAO	ALS TEACHER	ZAMBOANGA DEL NORTE
199	GERARDO C. TOTO	ALS TEACHER	ZAMBOANGA DEL NORTE
200	ANGELITO S. GUMILA	ALS TEACHER	ZAMBOANGA DEL NORTE
201	ALVADOR M. CABOVERDE	ALS TEACHER	ZAMBOANGA DEL NORTE
202	JOEMAR C. PINEDA	ALS TEACHER	ZAMBOANGA DEL NORTE
203	HAZEL M. PAISONES	ALS TEACHER	ZAMBOANGA DEL NORTE
204	ROMELYN S. ZAPANTA	ALS TEACHER	ZAMBOANGA DEL NORTE
205	ANTONIO E. BALUCAN	ALS TEACHER	ZAMBOANGA DEL NORTE
206	GENALDYND S. TAGUPA	ALS TEACHER	ZAMBOANGA DEL NORTE
207	GERLIE S. CARCUEVAS	ALS TEACHER	ZAMBOANGA DEL NORTE
208	RAYMUNDO A. BESTES	ALS TEACHER	ZAMBOANGA DEL NORTE
209	ELMER G. BAGUIO	ALS TEACHER	ZAMBOANGA DEL NORTE
210	NOEL V. ENCONADO	ALS TEACHER	ZAMBOANGA DEL NORTE
211	WILLIAM G. BERNIDO	ALS TEACHER	ZAMBOANGA DEL NORTE
212	CARMELITO P. BESA	ALS TEACHER	ZAMBOANGA DEL NORTE
213	ORLANDO M. REDONDO	ALS TEACHER	ZAMBOANGA DEL NORTE
214	GINA MARIE B. MORGIA	ALS TEACHER	ZAMBOANGA DEL NORTE
215	JESEBEL B. ALCALA	ALS TEACHER	ZAMBOANGA DEL NORTE
216	CIRILO S. ALCALA	ALS TEACHER	ZAMBOANGA DEL NORTE
217	JAKE REID S. BALAIS	ALS TEACHER	ZAMBOANGA DEL NORTE
218	ARGIE T. LUMBOS	ALS TEACHER	ZAMBOANGA DEL NORTE
219	NESTOR A. BATABAT	ALS TEACHER	ZAMBOANGA DEL NORTE
220	CANDY B. BELLINO	ALS TEACHER	ZAMBOANGA DEL NORTE
221	MIRAFLORES S. LAGUNAY	ALS TEACHER	ZAMBOANGA DEL NORTE
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224	KARL A. CINCHEZ	ALS TEACHER	ZAMBOANGA DEL NORTE
225	ROSEMARIE A. MONTINA	ALS TEACHER	ZAMBOANGA DEL NORTE
226	JENNY N. MAGHANOY-OLASIMAN	ALS TEACHER	ZAMBOANGA DEL NORTE
227	DAVE D. ENOY	ALS TEACHER	ZAMBOANGA DEL NORTE
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230	GEOFFREY A. MARCELLANA	ALS TEACHER	ZAMBOANGA DEL NORTE
231	HALARON D. NABUA	ALS TEACHER	ZAMBOANGA DEL NORTE
232	ARISTOTLE T. COMILANG	ALS TEACHER	ZAMBOANGA DEL NORTE
233	ALLAN W. AHMAD	ALS TEACHER	ZAMBOANGA DEL NORTE
234	JANODI H. DAPII	ALS TEACHER	ZAMBOANGA DEL NORTE
235	AL-SALI C. GUMAGA	ALS TEACHER	ZAMBOANGA DEL NORTE
236	JULEI JHUN L. MONTIMOR	ALS TEACHER	ZAMBOANGA DEL NORTE
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245	RAMON S. AMADO	EPS FOR ALS	ZAMBOANGA DEL NORTE
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316	JUNNER N. MAL-ANG	ALS TEACHER	ZAMBOANGA DEL SUR
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322	EUGENE T BUCOG	ALS TEACHER	ZAMBOANGA DEL SUR
323	JEBE MARK C. VILLANUEVA	ALS TEACHER	ZAMBOANGA DEL SUR