



Republic of the Philippines  
**Department of Education**  
Region XI  
**SCHOOLS DIVISION OF DIGOS CITY**

**Office of the Schools Division Superintendent**

**February 5, 2026**

**DIVISION MEMORANDUM**

SGOD-2026- 075

To : Assistant Schools Division Superintendent  
Division Chiefs  
Education Program Supervisors  
Public School District Supervisors  
Public School Heads  
Public School Teachers

Subject: **ATTENDANCE IN THE CONDUCT OF INDUCTION PROGRAM FOR BEGINNING SCHOOL HEADS**

1. This is in reference to Regional Memorandum HRDD-2026-014 dated January 26, 2026, signed by Allan G. Farnazo, Director IV, re: **Conduct of Induction Program for Beginning School Heads**, be informed that the activity is scheduled on March 2-4, 2026 (Batch 1), March 5-7, 2026 (Batch 2), and March 16-18, 2026 (Batch 3) at NEAP XI, Davao City.
2. The participants are newly promoted principals who have not yet undergone the Induction Program which is intended to capacitate them to further enhance and improve professional practice.
3. The list of participants:

Batch 1 (March 2-4, 2026)	
Nedymar D. Andrade	Arcaflor Maniapao ES
Al D. Fernandez	Binaton ES
Flora MAY Cadungog	Damñas ES
Emily V. Igcalinós	Matti ES
Batch 1 (March 5-7, 2026)	
Rex C. Sayson	Isaac Abalayan ES
Peter Paul V. Deiparine	Soong ES
Michael E. Cometa	Kapatagan NH

4. Relevant details and information are provided in the enclosures.
5. Travel and other incidental expenses incurred in the participation of the activity shall be charged against local/school funds, subject to the usual accounting and auditing rules and regulations.
6. For queries, email [hrddneapro11@gmail.com](mailto:hrddneapro11@gmail.com).
7. Immediate dissemination of this Memorandum is directed.

**Schools Division of Digos City**

**RECORDS SECTION**

**RELEASED**  
26-7018

Enclosed As stated

SGOD/jsa

BY: \_\_\_\_\_

**MELANIE P. ESTACIO, PhD, CESO VI**  
Schools Division Superintendent



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| (082)553-8375



RECORDS

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Republic of the Philippines  
**Department of Education**  
DAVAO REGION



0226070018

January 26, 2026

REGIONAL MEMORANDUM  
HRDD-2026-014

SCHEDULE OF THE INDUCTION PROGRAM FOR  
BEGINNING SCHOOL HEADS

To: Assistant Regional Director  
Schools Division Superintendents

1. This has reference to RM-HRDD-2025-275 dated October 30, 2025 titled, Updates on the Conduct of Induction Program for Beginning School Heads, be informed that the activity is scheduled on March 2-4, 2026 (Batch 1), March 5-7, 2026 (Batch 2), and March 16-18, 2026 (Batch 3) at RNEAP XI, Davao City. Relevant details, number of participants per Schools Division Office, list of resource speakers, and other information are found in the enclosures.
2. The participants are newly promoted principals who have not yet undergone the Induction Program which is intended to capacitate them to further enhance and improve professional practice. Thus, Schools Division Offices with the assistance of HRD SEPS and EPS II are requested to facilitate the completion of the registration via <https://tinyurl.com/5xn9m4k5> on or before February 5, 2026.
3. Furthermore, the Program Management Team will conduct a virtual coordination meeting with the Resource Speakers on January 28, 2026 from 9:30AM-12:00NN via <https://tinyurl.com/7sv9xpu9>.
4. For queries, email [hrddneaprol1@gmail.com](mailto:hrddneaprol1@gmail.com).
5. Immediate dissemination of this Memorandum is directed.

**ALLAN G. FARNAZO**  
Director IV

Encl.: As stated  
ROH3/glv

DEPARTMENT OF EDUCATION - DAVAO REGION  
RECORDS SECTION  
**RELEASED**

By: *[Signature]*  
Date: 01/20/26 Time: 7:45

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Website: [www.depedroxi.ph](http://www.depedroxi.ph)







Republic of the Philippines  
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DAVAO REGION

Enclosure 1

**Number of Participants per SDO**

<b>SDOs</b>	<b>Batch 1</b>	<b>Batch 2</b>	<b>Batch 3</b>	<b>Total</b>
Davao City	6	6	6	<b>18</b>
Davao de Oro	5	5	5	<b>15</b>
Davao del Norte	5	5	5	<b>15</b>
Davao del Sur	5	5	5	<b>15</b>
Davao Occidental	4	4	4	<b>12</b>
Davao Oriental	5	5	5	<b>15</b>
Digos City	4	4	4	<b>12</b>
IGACOS	4	4	4	<b>12</b>
Mati City	4	4	4	<b>12</b>
Panabo City	4	4	4	<b>12</b>
Tagum City	4	4	4	<b>12</b>
<b>Total</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>150</b>





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DAVAO REGION

Enclosure 2

**List of Resource Speakers**

No.	Name of Resource Speakers	Position & Office
1	Dr. Nelma Lyn R. Barnija	CES, HRDD-RNEAP
2	Dr. Cherry Ann D. Into	CES, PPRD
3	Dr. Warlito I. Hua	CES, ESSD
4	Loradel L. Baricaua	CAO, FD
5	Isidra B. Despi	EPS, HRDD
6	Dr. Glen L. Villonez	EPS, HRDD
7	Dr. Jeoffrey L. Bernabe	EPS, HRDD-RNEAP
8	Emmanuel Alpha C. Sicam, CESE	Planning Officer III, IRCA-CQI Certified ISO 9001:2015 Auditor, PPRD
9	Emmanuel B. Clarion	EPS-Science, SDO-Davao de Oro
10	Iryhn E. Petalcorin	PSDS, SDO-Panabo City
11	Isidora Cermino, EdD	PSDS, SDO-Davao City
12	Sandy G. Yee	Principal IV, SDO-Davao de Oro

**List of PMT Members**

No.	Name of PMT Members	Position & Office
1	Dr. Mariane B. Tubo	EPS II, HRDD
2	Maureen Ava B. Acuña	EPS II, HRDD-RNEAP
3	Leonard Ray E. Castillon	EPS II, HRDD
4	Kirstine Fheb Y. Reyes	ADAS I
5	TBD	QAME Personnel