



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. Igcalinos	Matti ES
Batch 1 (March 5-7, 2026)	
Rex C. Sayson	Isaac Abalyan 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.
7. Immediate dissemination of this Memorandum is directed.

**1. Schools Division of Digos City
RECORDS SECTION**

RECEIVED
DATE: 05 FEB 2026
TIME: 8:30 AM
Enclosed As stated
SGOD-2026-075
MELANIE P. ESTACIO, PhD, CESO VI
Schools Division Superintendent
2/5/2026



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002
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RECORDS

12/1/01



Republic of the Philippines
Department of Education
DAVAO REGION



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 hrddneapro11@gmail.com.

5. Immediate dissemination of this Memorandum is directed.

ALLAN G. FARNAZO
Director IV

Encl.: As stated
ROH3/glv

RECORDS SECTION
RELEASED
By: *[Signature]* Time: *7:48*
Date: *01/26/22*

12/1/01



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Republic of the Philippines
Department of Education
DAVAO REGION

Enclosure 1

Number of Participants per SDO

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



Republic of the Philippines
Department of Education
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