



Republic of the Philippines  
Department of Education  
REGION XI

SCHOOLS DIVISION OF DAVAO DEL NORTE

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Office of the Schools Division Superintendent

DIVISION MEMORANDUM  
CID-2025- 0348

To: Janette G. Veloso, CESO VI- ASDS  
Eduard C. Amoguis, EdD – CID Chief  
Eric P. Indie – PSDS, Sto. Tomas West District  
Janice A. Fernandez- PSDS, San Isidro District  
All Elementary and Secondary School Heads  
All Teachers Concerned

Subject: **ENHANCING SUPERVISORY EXCELLENCE: A COMPREHENSIVE TRAINING WORKSHOP ON DEVELOPMENTAL, CLINICAL AND DIFFERENTIATED SUPERVISION FOR EFFECTIVE EDUCATIONAL LEADERSHIP**

Date: March 19, 2025

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1. Ensuring teacher quality is indispensable in the delivery of quality, accessible, relevant and liberating education. Pursuant to its goal of providing every Filipino with access to quality basic education, the Department of Education (DepEd) is mandated to undertake programs, activities, and projects (PAPs) aimed towards continuing professional development of its personnel especially at the schools and learning centers.
2. For this purpose, the Santo Tomas West and San Isidro District will be conducting Training-Workshop titled: **Enhancing Supervisory Excellence: A Comprehensive Training Workshop on Developmental, Clinical, and Differentiated Supervision for Effective Educational Leadership**, with *12 CPD units* on March 24-26, 2025, at Mikos Brew, Apokon Road, Tagum City. Enclosed is the list of participants.
3. The training workshop on developmental, clinical, and differentiated supervision is a professional development initiative designed to enhance the supervisory competencies of School Heads, Master Teachers, and Head Teachers. Grounded in the frameworks of the Philippine Professional Standards for Teachers (PPST) and the Philippine Professional Standards for School Heads (PPSH), the program aims to address common supervisory challenges and foster a culture of continuous professional growth and instructional excellence in schools. The workshop emphasizes three key supervisory approaches:
  - a. **Developmental Supervision** – Focuses on guiding teachers in their professional growth through reflective practices and continuous learning.



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- b. **Clinical Supervision** – Involves systematic observation, data-driven analysis, and collaborative feedback to improve instructional practices.
  - c. **Differentiated Supervision** – Recognizes the diverse skills, experiences, and needs of teachers, tailoring supervision to maximize individual and collective potential.
4. Further, to ensure uninterrupted learning, there shall be **NO DISRUPTION** of classes during the conduct of the activity, in accordance with DepEd Order No. 9, s. 2005 (Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith). Consequently, coaches must submit substitution slips, along with the attached activity plan, to ensure the continuity of classes. These slips must be duly signed by the school head.
  5. Participants are required to bring laptops and extension wires.
  6. Travelling and other incidental expenses are chargeable against local funds while venue, meals and snacks are taken from HRTD Funds subject to the usual accounting and auditing rules and regulations.
  7. Everyone is highly encouraged to consistently uphold and appreciate the importance of equality and diversity among all personnel while adhering to the directives issued by this Office.
  8. Immediate dissemination of this Memorandum to all concerned is desired.

REYNALDO B. MELLORIDA, CESO V  
Schools Division Superintendent

3-19-25  
8.

JANETTE E. VELOSO, CESO VI  
Assistant Schools Division Superintendent

cid/epi

Fr: STWD, San Isidro Training- Workshops



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Enclosure 1: Lists of Participants

**Enhancing Supervisory Excellence: A Comprehensive Training Workshop on  
Developmental, Clinical, and Differentiated Supervision for Effective Educational  
Leadership**  
**March 24-26, 2025**  
**Mikos Brew, Apokon, Tagum City**

**LISTS OF PARTICIPANTS**

No.	Name	School	Position Level
1	Reynaldo B. Mellorida, CESO V	Division Office	SDS
2	Janette G. Veloso, CESO VI	Division Office	ASDS
3	Eduard C. Amoguis, EdD	Division Office	Chief CID
4	Eric P. Indie	Sto. Tomas West District	PSDS
5	Janice A. Fernandez	San Isidro District	PSDS
6	Dominic M. Dizon	Langilan	PSDS
7	Mila Juvy J. Cachuela	New Katipunan ES	Principal IV
8	Glenda C. Sibonga	San Isidro ES	Principal I
9	Cristine G. Nombrado	New Visayas ES	Master Teacher 1
10	Leomar A. Liboon	Balagunan NHS	Principal II
11	Ester A. Baguio	New Katipunan ES	Master Teacher II
12	Ivy T. Caspe	Bobongon ES	Head Teacher II
13	Nona Grace O. Isturis	Marsman NHS	Master Teacher I
14	Bengie Rose M. Mariano	Marsman NHS	Master Teacher I
15	Rosanna G. Lasco	Balagunan ES	Principal III
16	Jasper Eigne M. Sulamin	Balagunan ES	Teacher III
17	Armando M. Olmedo	Tulalian NHS	Principal IV



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18	Liza S. Bangeles	Tulalian NHS	Head Teacher I
19	Jeralyn C. Bulay	Tulalian NHS	Master Teacher I
20	Georgeta D. Dadula	Tulalian NHS	Master Teacher I
21	Glenn B. Timbal	Maguintalunan IS	Head Teacher I
22	Cherie Lou A. Fugoso	San Isidro ES	Master Teacher I
23	Jocelyn C. Delalamon	Balagunan NHS	Master Teacher I
24	Shirley F. Abkilan	Balagunan NHS	Master Teacher I
25	Ana Jean M. Adajar	Magwawa IS	Head Teacher I
26	Amelyn H. Dulla	Magwawa IS	Master Teacher I
27	Jocelyn C. Cadiente	Sto. Tomas CES- SPED Center	Principal IV
28	Edgardo B. Caballero	Sto. Tomas CES- SPED Center	Master Teacher II
29	Doreen M. Constantino	Sto. Tomas CES- SPED Center	Master Teacher I
30	Nelie A. Mallorca	Sto. Tomas CES- SPED Center	Master Teacher III
31	Joselito F. Gudio	Marsman ES	Head Teacher III
32	Joseph Charlie C. Mislant	Marsman ES	Master Teacher III
33	Elizabeth S. Diesca	Tulalian ES	Principal I
34	Junery B. Tabal	Tulalian ES	Master Teacher I
35	Ryan R. Poliran	Sto. Tomas NHS	Master Teacher I
36	Felinita II R. Villacura	Sto. Tomas NHS	Master Teacher I
37	Walter Willy D. Batosalem	Sto. Tomas NHS	Master Teacher I
38	Estrellita D. Aben	Sto. Tomas NHS	Master Teacher I
39	Michelle B. Dano	Sto. Tomas NHS	Master Teacher I





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40	Evangeline A. Flores	Sto. Tomas NHS	Master Teacher I
41	Jovelyn M. Arrosas	Sto. Tomas NHS	Master Teacher I
42	Bernard B. Anoba	Sto. Tomas NHS	Master Teacher I
43	Suzette B. Villarino	Sto. Tomas NHS	Master Teacher I
44	Donnabelle C. Canteros	Sto. Tomas NHS	Master Teacher II
45	Harold T. Lebria	Sto. Tomas NHS	Master Teacher III
46	Maria Margin S. Bendoy	Sto. Tomas NHS	Master Teacher II
47	Ricardo, Jr. M. Olmedo	Sto. Tomas NHS	Master Teacher II
48	Wendie C. Cagadas	Sto. Tomas NHS	Master Teacher II
49	Rellieto M. Wate	Sto. Tomas NHS	Principal IV
50	Cristopher P. Pelicano	Marsman NHS	Master Teacher I
51	Jubert F. Gulo	Tulalian NHS	Teacher III
52	Condrado F. Sang-an, Jr.	San Jose ES	Master Teacher II
53	Janeth L. Delgado	Talos Elementary School	Head Teacher II
54	Bren Chrishman U. Colita	San Jose ES	Principal I
55	Flarida C. Intan	Datu Balong ES	Head Teacher III
56	Jessie C. Lamsin	Agman PS	Master Teacher II/TIC
57	Alex B. Aporbo	Dacudao ES	Head Teacher I/TIC
58	Richard L. Cia	Igangon IS	Principal II
59	Zarah P. Lumapat	Kipalili ES	Principal I
60	Merlie I. Sumatra	Libuton ES	Teacher III/TIC
61	Robert D. Sabaysabay	Linao ES	Head Teacher I
62	Ma.Irma C. Llevado	Mamangan ES	Principal I
63	Rowena T. Cahapay	Pinamuno ES	Principal I



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64	Liza Mae S. Senon	Sabangan ES	Teacher III/TIC
65	Elpidio I. Dupitas	San Miguel ES	Principal I
66	Nimfa G. Alfar	San Miguel PS	Head Teacher I/TIC
67	Arlene B. Refamonte	Sawata Adecor ES	Principal I
68	Randy T. Lumapat	Sawata Ernandcor CES	Principal III
69	Grace T. Torsino	Datu Balong NHS	Head Teacher V
70	Carlito G. Maligro	Linao NHS	Head Teacher IV
71	Lucia A. Dingal	Pinamuno NHS	Head Teacher II/TIC
72	Alan, Jr. J. Paglinawan	Sawata NHS	School Principal II
73	Ruth D. Salarda	Gov. Dujali ES	Master Teacher I
74	Lougen B. Advincula	Igangon IS	Master Teacher II
75	Mary Joy B. Laude	Igangon IS	Master Teacher III
76	Cherelene C. Savillaga	Igangon IS	Master Teacher II
77	Delia F. Arangis	Kipalili ES	Master Teacher I
78	Wilma S. Lamsin	Kipalili ES	Master Teacher III
79	Gretchen Joy J. Flores	Linao ES	Master Teacher II
80	Joselyn T. Didal	San Miguel ES	Master Teacher I
81	Lizyl L. Dura	San Miguel ES	Master Teacher I
82	Anna Lisa N. Sison	Sawata Adecor ES	Master Teacher I
83	Marites L. Caluban	Sawata Ernandcor CES	Master Teacher III
84	Glyzel C. Cia	Sawata Ernandcor CES	Master Teacher I
85	Celia L. Abe-Abe	Sawata NHS	Master Teacher I
86	Rhodalyne F. Bacote	Sawata NHS	Master Teacher II
87	Jennifer A. Catambacan	Sawata NHS	Master Teacher I



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88	Liezl C. De Guzman	Sawata NHS	Master Teacher I
89	Rosenda H. Malina	Sawata NHS	Master Teacher III
90	Maureen Ava R. Morales	Sawata NHS	Master Teacher I
91	Jinky Janefer A. Quilla	Sawata NHS	Master Teacher I
92	Emmanuel P. Abuzo	Sawata NHS	Master Teacher II
93	Helen Grace V. Bandalan	Sawata NHS	Master Teacher II
94	Cresty F. Maligro	Sawata NHS	Head Teacher III
95	Jocelyn C. Olamit	Sawata NHS	Head Teacher III
96	Editha R. Demerin	Sawata NHS	Head Teacher III
97	Glenn Adonnes P. Flores	Sawata NHS	Teacher III
98	Farrah Harley Café	AO II	CID
99	Alrene Calotes	Nurse II	Health Section
100	Hazel Calotes	Nurse II	Health Section
101	Catherine Cantalejo	Nurse II	Health Section

Prepared by:

**ERIC P. INDIE**

Public Schools District Supervisor



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