



Republic of the Philippines
Department of Education
Region V
SCHOOLS DIVISION OF SORSOGON

April 20, 2026

DIVISION MEMORANDUM
No. **148**, s. 2026

CONDUCT OF ORIENTATION TO THE PARTICIPANTS OF PROJECT REAL 4.0 (REVITALIZED EFFICIENT AND ACCOUNTABLE LEADERSHIP) AND JOURNEY OF HOPE 2.0 (HARNESSING OPPORTUNITIES FOR PEAK PERFORMANCE IN ENABLING LEADERSHIP)

TO : Assistant Schools Division Superintendent
Chiefs, CID and SGOD
SDO Section Heads
Public Schools District Supervisor concerned
Elementary and Secondary School Heads concerned
Program Management Team
All Others Concerned

1. The Department of Education (DepEd) Schools Division Office of Sorsogon Province, announces the **Conduct of Orientation to the Participants** of its flagship program **Project REAL 4.0 (Revitalized Efficient and Accountable Leadership) and the Journey of HOPE 2.0 (Harnessing Opportunities for Peak Performance in Enabling Leadership)** to be held at the DepEd Building, Balogo Sorsogon City on April 24, 2026, 8:00 o'clock in the morning.

2. This activity aims:
- to orient the participants of the incoming schedules (Modules 1 to Modules 14)
 - to present the result and analysis of Learning and Development Assessment
 - to gather the profile and finalize the number of participants

3. The Composition of Program Management Team and the participants in this program is hereto attached in Enclosure No. 1 and 2 of this Division Memorandum.

4. The participants are advised to accomplish the following link on or before April 22, 2026.

- Learning and Development Needs Assessment
<https://forms.gle/HuyKobKnrUgZPYdS8>
- Participant's Profile
<https://forms.gle/dTJ5XqT9DvMR75Ce9>



4700



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5. The Program Management Team shall meet for Coordination Meeting on April 23, 2026 at the QMS office at 9 o'clock in the morning.

6. Meals and travel expenses of the participants shall be charged against their school MOOE. All expenses are subject to the usual accounting and auditing rules and regulations.

7. This **Memorandum** serves as **Travel Order**.

8. For information and guidance.


JOSE L. DONCILLO, CESO V
Schools Division Superintendent
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Enclosure No. 1 to Division Memorandum No. _____ s. 2026

EXECUTIVE COMMITTEE

JOSE L. DONCILLO	SCHOOLS DIVISION SUPERINTENDENT
CHERYLL V. BERMUDO	ASSISTANT SCHOOLS DIVISION SUPERINTENDENT
GINA Q. TAROG	CID CHIEF
JOHN REY J. PEREZ	SGOD CHIEF
VALENTINA E. HUGO	BUDGET OFFICER
PAUL ANDY D. DEBLOIS	ACCOUNTANT
RICA D. ESPIGOL	CASHIER
PROGRAM MANAGEMENT TEAM	
ELVIE J. FIGUEROA	PROGRAM OWNER, FINANCE OFFICER
MARIBEL B. DARADAR	M&E COORDINATOR, FINANCE OFFICER SECRETARIAT
LYNE LASALA	SECRETARIAT, M&E COORDINATOR
EDGAR MEJIA	SECRETARIAT, LOGISTIC OFFICER
VENUS MATUBA	LOGISTIC OFFICER, SECRETARIAT
JUNEL GUANTERO	LOGISTIC OFFICER, SECRETARIAT
MICHAEL G. DOMANAIS	DOCUMENTER, LEARNING MANAGER
ALLAN TAROY	DOCUMENTER, LEARNING MANAGER
JOHN HIDEA	ICT OFFICER, RESOURCE SPEAKER
ROMAN JEBULAN	ICT OFFICER, RESOURCE SPEAKER
DENNIS GAMIS	LEARNING MANAGER, DOCUMENTER
ROMEO G. LLONA	LEARNING MANAGER,, DOCUMENTER
THERESA PAMELA ANGELES	WELLNESS OFFICER
ELIZABETH TABUENA	WELNESS OFFICER
BERNADETTE R. BEDIS	SEPS- HRDS
LHEA H. PERAN	SEPS- SMME



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Enclosure No. 2 to Division Memorandum __, s. 2026

LIST OF PARTICIPANTS OF PROJECT REAL 4.0

(Revitalized, Efficient, and Accountable Leadership)

and THE JOURNEY OF HOPE 2.0

(Harnessing Opportunities for Peak Performance and Enabling Leadership)

BATCH 1

NAME	POSITION TITLE	NAME OF SCHOOL	DISTRICT
1. Shirley B. Warde	Head Teacher III	Gogon ES	Donsol East I
2. Daniel A. Salvador	Head Teacher II	San Antonio ES	Donsol East I
3. Daryll R. Orenciada	Head Teacher III	DVHS Gogon Annex	Donsol East I
4. Domingo A. Lopera Jr.	Principal I	Tingdol IS	Donsol East I
5. Maria Azel F. Geronimo	Head Teacher II	San Ramon ES	Donsol East I
6. Rafael P. Sena	Principal I	Ogod ES (Central School)	Donsol East II
7. Arnaldo B. Muncal	Head Teacher II	Banban ES	Donsol East II
8. Daryl B. Azares	Head Teacher I	Bayawas ES	Donsol East II
9. Lalaine M. Cadag	TIC	Cristo ES	Donsol East II
10. Rodel S. Palles	TIC	De Vera ES	Donsol East II
11. Rossane C. Badrina	Head Teacher I	Gura ES	Donsol East II
12. Roel P. Avendano	Head Teacher I	San Vicente ES	Donsol East II
13. Robelyn B. Belbes	Principal I	Sevilla ES	Donsol East II
14. Manuel M. Cadag	Head Teacher I	Bandi ES	Donsol West II
15. Rene C. Barola	Principal I	Donsol West CS	Donsol West I
16. Annie C. Ayson	Head Teacher I	San Jose ES	Donsol West I
17. Walter M. Belbes	Head Teacher III	Tagbac ES	Donsol West I
18. Raul A. Toca	ASP I	Donsol Vocational High School	Donsol West I
19. Valdemar M. Avisado	TIC	Pawala Elementary School	Donsol West I
20. Ely M. Cadag	Head Teacher III	San Francisco ES	Donsol West II
21. Jocelyn Montales	Principal I	Sta. Cruz National High School	Donsol West II
22. Ryan T. Mandane	Head Teacher I	Juan Adre ES	Donsol
23. Nessie C. De Ocampo	Principal II	Banuyo ES	Pilar I
24. Adrienne D. Sarias	TIC	Guiron Elementary School	Pilar I
25. Ernie D. Contreras	Principal II	Inapugan Elementary School	Pilar I
26. Julius A. Ranoco	TIC	Marifosque ES	Pilar I
27. Arvin L. Macabuhay	Principal I	San Antonio ES	Pilar I
28. Gilbert A. Grifal	Head Teacher II	Abas Elementary School	Pilar I
29. Carlos A. Llacer Jr.	Head Teacher I	Lumbang Elementary School	Pilar I
30. Jocelyn M. Guerrero	Principal I	Mabanate Elementary School	Pilar I
31. Dennis M. Majadillas	Principal I	Abucay Elementary School	Pilar II
32. Wilma M. Navia	Principal I	Cabiguan Elementary School	Pilar II
33. John Mark L. Del Ayre	Head Teacher III	Cagdongon Elementary School	Pilar II
34. Agnes B. Loseriaga	Head Teacher III	Bulabog Elementary School	Pilar III



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and THE JOURNEY OF HOPE 2.0

(Harnessing Opportunities for Peak Performance and Enabling Leadership)

BATCH 2

NAME	POSITION TITLE	NAME OF SCHOOL	DISTRICT
1. Marvin James L. Robles	Principal I	Esperanza Integrated School	Pilar III
2. Jhonel H. Literal	TIC	Pangpang Elementary School	Pilar III
3. Glenda L. Ravanilla	Principal II	Inang Elementary School	Pilar III
4. Ailyn M. Musa	Head Teacher I	Esmeralda Elementary School	Pilar III
5. Lerma M. Bujatin	Principal II	Palanas Elementary School	Pilar III
6. Lucy M. Lorenzana	Head Teacher I	Bayawas Elementary School	Pilar II
7. Ma. Victoria H. Llamera	Head Teacher II	Migabod Elementary School	Pilar II
8. Ricky E. Espineda	Principal I	Bagacay Elementary School	Gubat North
9. Jesant Escobar	Head Teacher III	Beriran ES	Gubat North
10. Allan G. Demdam	School Principal I	Carriedo ES	Gubat North
11. Maribel B. Daradar	TIC	San Ignacio ES	Gubat North
12. Marlon E. Panuga	Head Teacher III	Dita ES	Gubat North
13. Catherine J. Escarcha	Head Teacher I	Nato ES	Gubat North
14. Raul F. Maraño	Head Teacher I	Patag ES	Gubat North
15. Juvilyn M. Red	Principal II	Gubat South Central School	Gubat South
16. Mary Ann P. Ereño	Head Teacher II	Togawe ES	Gubat South
17. Joselito E. Estiller	Principal I	Bentuco ES	Gubat South
18. Alejandro F. Bruño	Head Teacher III	Rizal ES	Gubat South
19. Adonis G. Nuñez	Head Teacher I	Bongsaran ES	Gubat South
20. Alvin E. Codon	TIC	Naagtan ES	Gubat South
21. Emma L. Gabion	Principal II	Tabi ES	Gubat South
22. Paterna R. Estabaya	Head Teacher III	Union ES	Gubat South
23. Juvy F. Garduque	Principal I	Rizal National High School	Gubat South
24. Catherine D. Manallo	Head Teacher I	Alegria IS	Barcelona
25. Gloria Raymundo	OIC-PSDS	Barcelona District	Barcelona
26. Gina E. Floresca	Head Teacher II	San Antonio ES	Barcelona
27. Ana Riza F. Bucio	Head Teacher III	Sta. Cruz Elementary School	Barcelona
28. Lyne F. Lasala	TIC	Bugtong Elementary School	Barcelona
29. Cheryl L. Mendizabal	Principal II	Buhang ES	Bulusan
30. Albert F. Escota	TIC	San Isidro ES	Bulusan
31. Noel M. Diño	Head Teacher III	Tinampo ES	Bulusan
32. Rosalie F. Gabion	TIC	Alig-Igan Elementary School	Sta. Magdalena
33. Edwin L. Frencillo	Head Teacher II	Bilaoyon Elementary School	Sta. Magdalena
34. Mary Joy G. Bayting	Head Teacher II	Salvacion Elementary School	Sta. Magdalena
35. Ronilo L. Godilo	Head Teacher III	Inararan ES	Bulan I



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(Harnessing Opportunities for Peak Performance and Enabling Leadership)

BATCH 3

NAME	POSITION TITLE	NAME OF SCHOOL	DISTRICT
1. Roque M. Gepiga	Principal III	Bulan North CS-A	Bulan I
2. Eden G. Panelo	Head Teacher III	Danao ES	Bulan I
3. Perfecto P. Hona Jr.	Head Teacher II	Namo ES	Bulan I
4. Glendo C. Claudio	Principal I	San Francisco NHS	Bulan I
5. Cyril G. Palacio	Principal I	G. Del Pilar ES	Bulan II
6. Marlon L. Tejada	Head Teacher III	Fabrica ES	Bulan II
7. Unica G. Instrella	TIC	Padre Diaz ES	Bulan II
8. Arturo G. Santiago	Head Teacher I	San Ramon ES	Bulan II
9. Christopher P. Sancho	Head Teacher I	Abad Santos ES	Bulan III
10. Ruel B. Gracela	Head Teacher I	CALPI IS	Bulan III
11. Acheron M. De Jesus	Principal III	San Juan Bag-O HS	Bulan III
12. Plaridel G. Francisco	ESP-I	Alberto De Castro ES	Bulan IV
13. Darwin L. Gersalia	ESHT-III	Marinab IS	Bulan IV
14. Jose Francisco G. Arribas	Esp-II	Otavi ES	Bulan IV
15. Emil A. Agnote	ESHT-III	Quezon ES	Bulan IV
16. Maria Linda D. Golimlim	Esp-I	San Rafael Es	Bulan IV
17. Ryan D. Desabayla	SSHT-II	F.G. Glua National HS	Bulan IV
18. Aaron G. Gimpao	SSP-I	V. B Boncan NHS	Bulan IV
19. Domingo H. Enteria	SSP-II	Quezon NHS	Bulan IV
20. Janette B. Buban	Principal I	Anog ES	Juban
21. Randy H. Huerto	Principal I	Taboc ES	Juban
22. Bobby M. Buban	Head Teacher II	Sipaya ES	Juban
23. Medy A. Paga	Head Teacher II	Sablayan ES	Juban
24. Linda F. Marfil	TIC	RP Tabuena ES	Juban
25. Rolito M, Gumal	TIC	Grefalda ES	Juban
26. Michelle E. Bandola	Head Teacher II	Maalo ES	Juban
27. Jolan L. Dellomas	Principal II	Sablayan NHS	Juban
28. Jason James D. Almonte	TIC	Sablayan HS	Jubam
29. Darwin B. Pasco	Head Teacher I	Sablayan ES	Juban
30. Zemina G. Laresma	TIC/MT II	Maalo ES	Juban
31. Aldrin G. Judin	Head Teacher III	Catanusan ES	Juban
32. Francesco H. Dealca	Principal I	Calateo IS	Juban
33. Benhur P. Camacho	Principal I	Behia ES	Magallanes North
34. Lilian L. Hongo	Head Teacher III	Pili ES	Magallanes North
35. Ma. Jinky G. Burton	TIC	Cagbolo NVHS	Magallanes North



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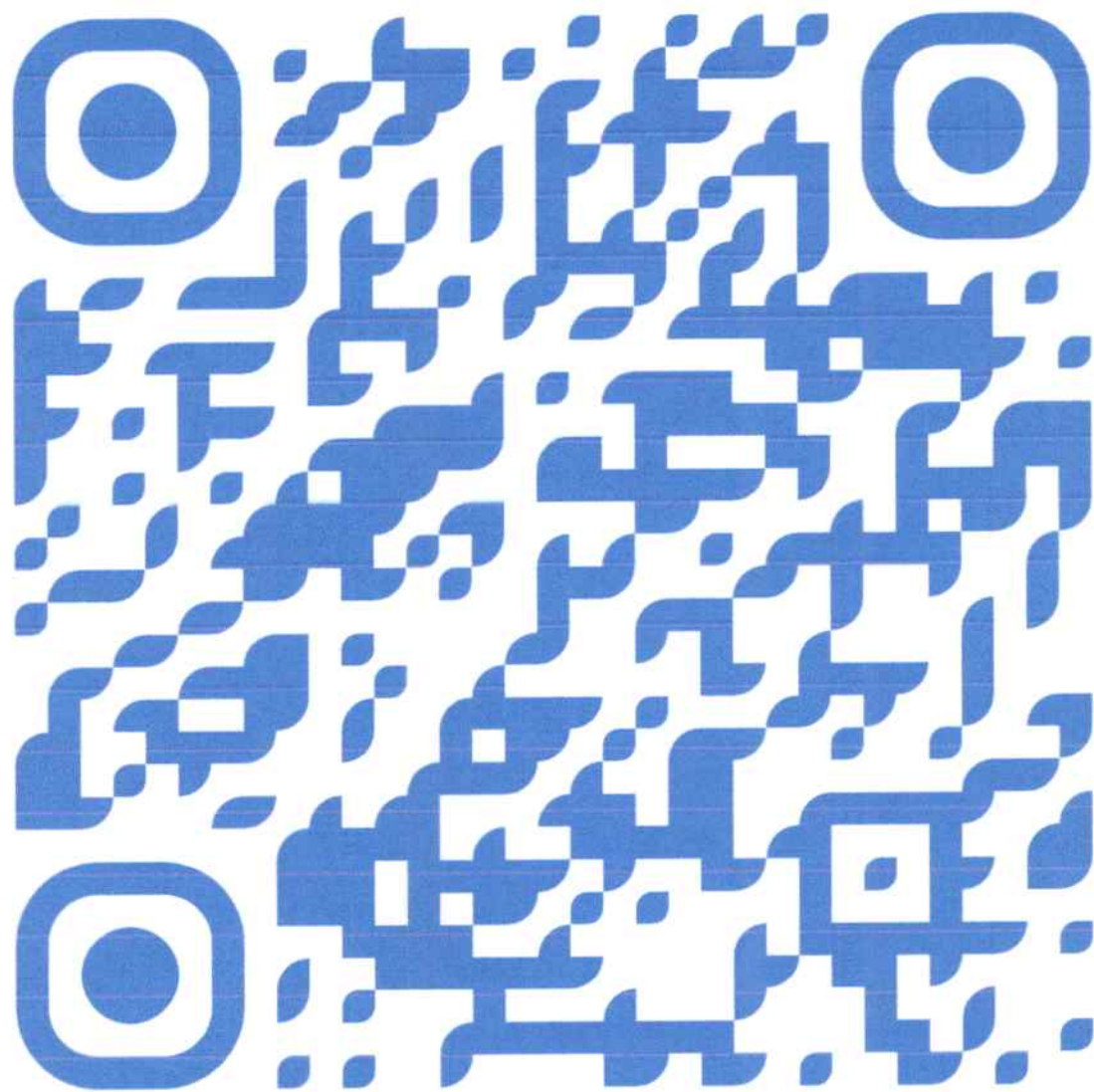
(Harnessing Opportunities for Peak Performance and Enabling Leadership)

BATCH 4

NAME	POSITION TITLE	NAME OF SCHOOL	DISTRICT
1. Nicky H. Del Valle	Head Teacher I	Pili NhS	Magallanes North
2. Jerry Chris R. Dado	Head Teacher III	Anibong Elementary School	Magallanes North
3. Aljon B. Camacho	TIC	Bartolome G. Lee Sr. IS	Magallanes South
4. Sancho N. Añonuevo	Principal I	Pawik Integrated	Magallanes South
5. Rayno H. Lucenario	Head Teacher II	Biton ES	Magallanes South
6. Nanette D. Rosare	TIC	Salvacion ES	Magallanes South
7. Rowell A. Dichoso	Principal I	Minanticaan ES	Castilla East
8. Arnel F. Dawani	TIC	Bagong Sirang NHS	Castilla East
9. Dennis De Guzman	Principal II	Milagrosa National High School	Castilla East
10. Jolina Rose L. Huab	TIC	Cabucaran ES	Castilla South
11. Efraem P. Mendez	TIC	Loreto ES	Castilla South
12. Mary Grace B. Naño	TIC	Tomalaytay ES	Castilla South
13. Mila D. Despuig	Principal I	Gogon ES	Prieto Diaz
14. Alma B. Fernando	Principal II	Prieto Diaz Central School	Prieto Diaz
15. Geneath V. Dones	Principal I	San Fernando ES	Prieto Diaz
16. Joselito A. Halcon	Head Teacher III	Banawang ES	Casiguran
17. Ramir H. Espedillon	Head Teacher I	Cagdagat ES	Casiguran
18. Jason C. Hagad	ESHT-I	Casay ES	Casiguran
19. Ruel H. Borres	Head Teacher III	San Juan ES	Casiguran
20. Arturo H. Hicarte	School Principal I	San Pasual ES	Casiguran
21. Arnel David E. Duka	Principal I	San Juan NHS	Casiguran
22. Christian F. Gatón	TIC	Vicente Dorotan Sr. ES	Matnog I
23. Jenny B. Balona	TIC	Culasi NHS	Matnog I
24. Elisa B. Guardian	Principal I	Bolo ES	Matnog II
25. Jean C. Molarto	Principal I	Coron-Coron ES	Matnog II
26. Marvin G. Demorin	Principal I	Pawa ES	Matnog II
27. Ronnie B. Garduque	Head Teacher II	Sua Elementary School	Matnog II
28. John Mark E. Patricio	Head Teacher I	Tugas Elementary School	Matnog II
29. Maria Ines P. Galon	Principal I	Benedicto F. Gabito ES	Irosin I
30. Andrea E. Glipo	Principal I	Lian ES	Irosin I
31. Roger P. Ariate	Principal III	Gallanosa NHS	Irosin II
32. Ma. Evelyn E. Ril	Principal I	Monbon, Irosin Sorsogon	Irosin II



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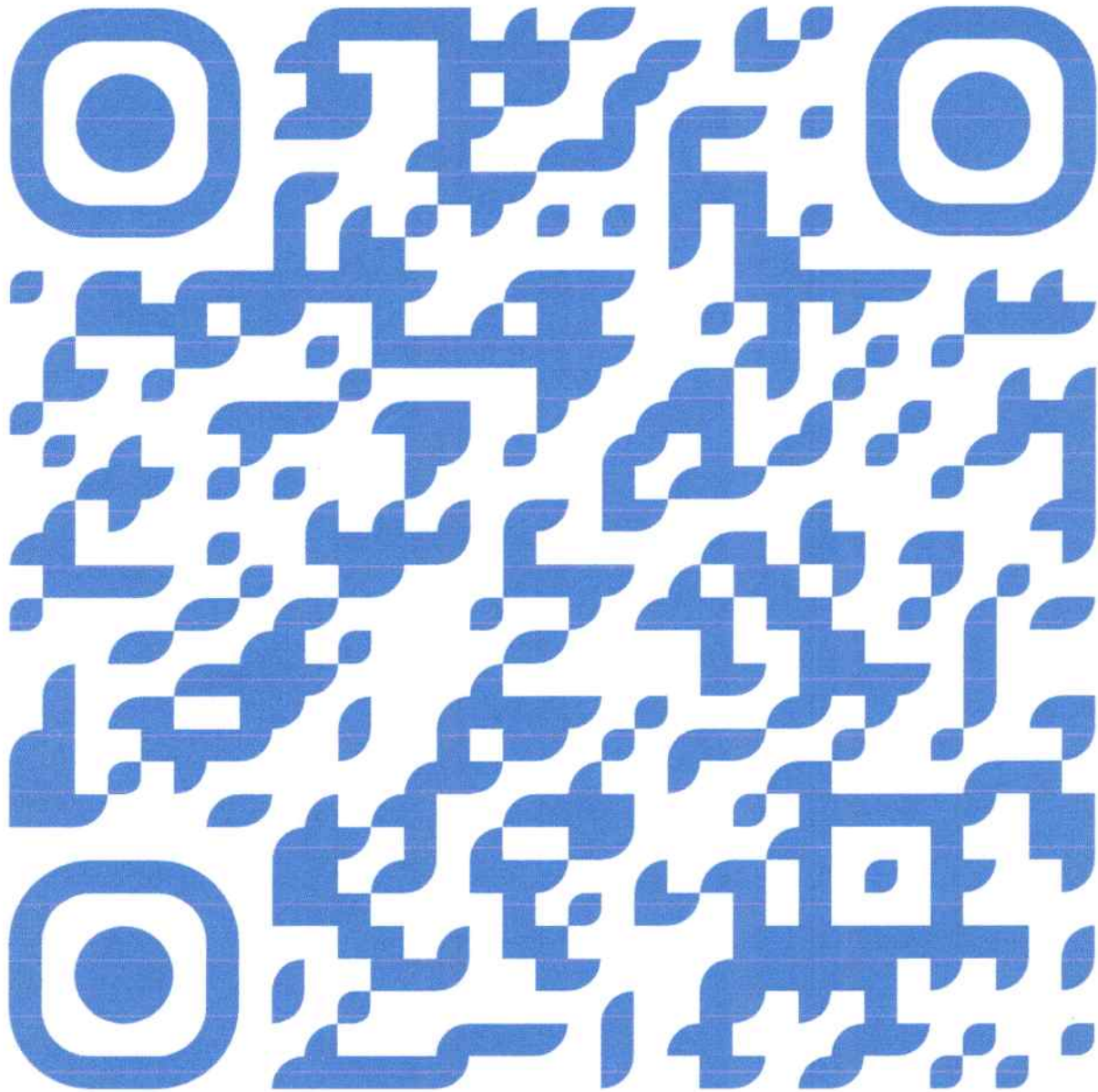


PARTICIPANT'S PROFILE

PROJECT REAL 4.0

(Revitalized, Efficient and Accountable Leadership)

<https://forms.gle/dTJ5XqT9DvMR75Ce9>



L&D NEEDS ASSESSMENT

PROJECT REAL 4.0

(Revitalized, Efficient and Accountable Leadership)

<https://forms.gle/awqL'ttqcySoziN7j7>