



Republic of the Philippines
Department of Education
Region VI – Western Visayas
SCHOOLS DIVISION OF CAPIZ

23 FEB 2026

DIVISION MEMORANDUM

No. 092, s. 2026

REORIENTATION ON THE PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) FOR TEACHERS AND WORKSHOP ON THE DEVELOPMENT OF SCHOOL AND DISTRICT PROFESSIONAL DEVELOPMENT PROGRAMS

To: Assistant Schools Division Superintendent
OIC-Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Heads of Public Elementary, Secondary and Integrated Schools
All Others Concerned

1. In view of DepEd Memorandum No. 089, s. 2025, titled “Guidelines on the Multi-Year Performance Management and Evaluation System (PMES) for Teachers for SYs 2025–2026 to 2027–2028,” this Office, through the School Governance and Operations Division (SGOD), will conduct a Reorientation on the Performance Management and Evaluation System (PMES) for Teachers coupled with a Workshop on the Development of School and District Professional Development Programs on March 12-13, 2025. The venue will be announced later.
2. This activity aims to:
 - a. revisit and clarify the latest policies, standards, and processes on the Performance Management and Evaluation System (PMES) for Teachers, with emphasis on professional planning, commitment, and continuous improvement;
 - b. strengthen the capacity of school and district leaders to conduct systematic and evidence-based Professional Development Needs Assessment, including the proper accomplishment and consolidation of the electronic Self-Assessment Tool (eSAT), in accordance with DM No. 089, s. 2025;
 - c. establish shared norms and unified guidelines in the design of context-responsive, competency-based, and quality-assured professional development programs anchored on actual teacher needs; and
 - d. develop or enhance School and District Professional Development Plans that are responsive, relevant, sustainable, and aligned with NEAP standards and DepEd priorities.
3. Please find the following attachments as enclosures to this Memorandum:
 - ✓ Enclosure No. 1 List of Participants
 - ✓ Enclosure No. 2 PD Program Matrix



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4. All participants are expected to attend the entire duration of the training and workshop. They are advised to bring laptop, extension wires, and alternative internet modem or mobile data.
5. Resource speakers and facilitators are expected to bring soft and printed copies of their slide decks and session guides
6. To ensure the smooth conduct of the activity walkthrough sessions will be held on March 11, 2026, for all resource persons, M&E focal persons, IT support personnel, admin support staff, and training managers.
7. Expenses relative to the conduct of this training such as food, accommodation, operational and other incidental expenses of the PMT and TWG / participants shall be charged against the Division HRTD Funds while the travel expenses of the participants and resource speakers/facilitators shall be charged to School MOOE subject to the usual accounting and auditing rules and regulations.
8. It is understood that in the conduct of this activity, there shall be no discrimination on account of age, school, gender, civil status, disability, religion, or other similar factors/personal circumstances that run counter to the principles of equal opportunity. This memorandum serves as Authority to Travel.
9. Immediate dissemination of and compliance with this Memorandum are advised.


ROEL F. BERMEJO
Schools Division Superintendent

Enclosure: None
Reference: As stated
To be indicated in the Perpetual Index
Under the following subjects:

CURRICULUM	CAPABILITY BUILDING	TEACHERS	SCHOOL
LEADERS			



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Enclosure No. 1 to Division Memorandum No. 092, s. 2026

REORIENTATION ON THE PERFORMANCE MANAGEMENT AND EVALUATION SYSTEM (PMES) FOR TEACHERS AND WORKSHOP ON THE DEVELOPMENT OF SCHOOL AND DISTRICT PROFESSIONAL DEVELOPMENT PROGRAMS

PARTICIPANTS

Program Management Team

Name	Designation	Office / Station
Roel F. Bermejo	SDS	SDO Capiz
Luz U. Banson, CESE	ASDS	SDO Capiz
Dr. Edna Azcarraga	OIC, Office of the Chief SGOD	SDO Capiz
Dr. Merlie J. Rubio	OIC, Office of the Chief CID	SDO Capiz
Immaculada J. Amores	SEPS, HRD	SDO Capiz
Jerry V. Mosquite	EPS II- HRD	SDO Capiz

Resource Persons / Trainers

Name	Designation	Office / Station
Dr. Lalain Delos Santos	Public Schools District Supervisor	SDO Capiz
Jonel Sembrano	Principal II	Maayon Elementary School
Mark Nel Venus	Principal I	Maindang NHS
Evita Rose Busil	Master Teacher II	Pontevedra Elementary School
Aileen May Isiderio	Head Teacher III	Sapian NHS
Immaculada J. Amores	SEPS, HRD	SDO Capiz
Ronald D. Dile	SMM&E	SDO Capiz
Judith Tu	Public Schools District Supervisor	SDO Capiz
July Falagne	Principal II	Buntod Elem. School

TWG

Name	Designation	Office / Station
Arnold Delfin	ALS Teacher	Braulio Morgan R. Patricio ES
Gladys B. Barolo	TIC	Jamul-awon ES



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Participants

NAME	POSITION
1. RUTH C. GERVERO, PhD	EPS-ALS/SPED
2. MERLIE J. RUBIO, EdD	EPS-FILIPINO-OIC, Office of the Chief Education Supervisor
3. ANDRES D. QUIACHON	EPS-SCIENCE
4. ELENIA P. BARANDA	EPS-MATHEMATICS
5. RONIE C. RETERACION	EPS-MAPEH
6. ALAN VINCENT B. ALTAMIA	EPS-ESP/GUIDANCE
7. LALAIN DELOS SANTOS, PhD	PSDS (CUARTERO&DAO)
8. MA. THERESA VILLAGRACIA, EdD	PSDS (JAMINDAN&SIGMA)
9. ANGEL F. PAYO, JR, EdD	PSDS (DUMALAG&DUMARAO)
10. FE D. BANEZ, EdD	PSDS (IVISAN&SAPIAN)
11. ZALDY CAALAM	PSDS (PANAY, PONTEVEDRA&
12. CALIN B. BERNALES, EdD	PSDS (PANITAN&MAAYON)
13. JUDITH P. TU, EdD	PSDS (PRES. ROXAS&PILAR)
14. REYNALDO AZCARRAGA	PSDS (MAMBUSAO EAST &WEST)
15. EDNA B. AZCARRAGA, PH. D.	EPS-OIC, Office of the Chief Education Supervisor-SGOD
16. ROMAR S. JARAVELO	SEPS-SMN
17. GLENDA MARIE B. BOTIN	PDO-II
18. RONALD D. DILE	SEPS-SMM&E
19. IMMACULADA J. AMORES, PH. D.	SEPS-HRD
20. JERRY V. MOSQUITE	EPS II- HRD
21. YZARDA CLAUDETTE BALLERA	PDO-I YF
22. JHEAN MAE GRACE LINGCO	PDO-I YF
23. ALVIN BRAULIO	NURSE-II
24. RENE HORTILLAS	NURSE-II
25. MA. SHARON BARRIENTOS	AO-V- ADMIN
26. MARLON CLARITO	ENGR.- III
27. DARWIN BRILLO	HRMO

CORE GROUP

Name	Position	Subject Area	Office / Station
1. Prince Ace L. Billones	Teacher III	Felixberto Dicon Dorado Sr. IS	Esp/Guidance
2. Jonna C. Aspera	Head Teacher I	Banga-An ES	Esp/Guidance
3. Michael John R. Bade	Teacher III	Agloway ES	Esp/Guidance
4. Ladylyn D. Bibaño	Head Teacher III	Felixberto Dicon Dorado Sr. IS	Esp/Guidance
5. Nenneth C. Jeremias	Principal I	Balogo Primary School	Esp/Guidance
6. Rosemarie B. Osan	Head Teacher I	Panitan NHS	MAPEH



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7. Elvie D. Kilayco	Head Teacher I	Maayon NHS	MAPEH
8. Dorislyn Bellosillo	MT - I	Ivisan ES	MAPEH
9. Jefferson S. Cabag	HT- III	Capiz NHS	MAPEH
10. Larry Mar D. Farinas	T-III	Ivisan NHS	MAPEH
11. Jeroewy B. Valbarez	Teacher III	Ivisan NHS	Aralin Panlipunan
12. Mary Joy E. Develos	Teacher 3	Ivisan NHS	Aralin Panlipunan
13. Romy L. Bermudo	P-IV	Cuartero CS	Aralin Panlipunan
14. Choly Villanueva	P-III	Margarita Soriano ES	Aralin Panlipunan
15. Ever Ciudadano	Head Teacher III	Capiz National High School	Aralin Panlipunan
16. Donnalyn Olandesca	P - II	Dapdapan ES	Mathematics
17. Leo Barroa	HT - III	Linao ES	Mathematics
18. Zandie Ponce	Teacher III	Ilawod ES	Mathematics
19. Dude Ryan Obamos	Teacher III	Sapian NHS	Mathematics
20. Tanya Morales	HT III	Panitan NHS	Mathematics
21. Nashrudin A. Roxas	Principal I	Tincupon ES	English
22. Ma. Sarah C. Baes	Master Teacher II	Feliciano Yusay Consing NHS	English
23. Ernesto J. Fulgencio	Principal III	Leodegario Deocampo, Sr. NHS	English
24. Fatima L. Escuton Phd	Principal III	Lucero NHS	English
25. Christian Dellota	Head Teacher I	Pontevedra NHS	English
26. Gemma Obsiana	Master Teacher II	Commissioner Luis R. Asis NHS	Filipino
27. Kyle D. Bonilla	Head Teacher I	Sapian NHS	Filipino
28. Susan J. Quistadio	Master Teacher II	Vicente Andaya Sr. NHS	Filipino
29. Leonardo Q. Bayadog	Head Teacher VI	Capiz NHS	Filipino
30. Lilibeth Meliton	Teacher III	Felixberto Dicon Dorado Sr. Is	Filipino
31. Jennifer Catalan	Principal I	Badiangon ES	Kindergarten
32. Myra Nerecena	Principal II	Dr. Laureane R. Frial IS	Kindergarten
33. Reymond Deocampo	Head Teacher II	Tuburan ES	Kindergarten
34. Saturnina Mayo	Principal 3	Pontevedra ES	Kindergarten
35. Connie Galupar	Principal 2	Don Leopoldo Gialogo IS	Kindergarten
36. K- Mark Valaquio	Teacher I	Libo-O Primary School	Lrmds
37. Reden B. Aguadera	Teacher III	Pilar ES	LRMDS
38. Janeth C. Palomo	Principal III	Sigma Central School	LRMDS
39. Esmeralda A. Dagmil	Head Teacher III	Manoling ES	LRMDS
40. Gboy Amador	Teacher I	Rizal ES	LRMDS
41. Francis B. Librando	Eps II ALS	SDO Capiz	ALS
42. Kenneth Clent A. Ortiz	T-III	Panitan ES	ALS
43. Arlyn D. Gabata	T-III	Mambusao ES	ALS
44. Joel B. Borce	T-III	Panitan ES	ALS
45. Conrado G. Jimenez	Master Teacher I	Joaquin Artuz ES	ALS
46. July F. Falagne	Principal	Buntog ES	Science
47. Rodnie B. Wicas	Master Teacher I	Dao ES	Science
48. Maja B. Demandante	Head Teacher	Bungsi ES	Science
49. Ellen Mae V. Rodriguez	Principal	San Esteban ES	Science
50. Joan Q. Santiago	Principal	Juan Jarencio ES	Science
51. Mark Nel R. Venus	Principal I	Maindang Nhs	HRD
52. Edwin C. Salanatin	Master Teacher II	Comsr. Luis R. Asis NHS	HRD
53. Evita Rose Busil	Master Teacher II	Pontevedra ES	HRD
54. Mary Lyn De Guzman	Master Teacher I	Casanayan ES	HRD
55. Krizel Aguadera	Teacher III	Marciano M. Patricio NHS	HRD
56. Aileen May Isiderio	Head Teacher III	Sapian NHS	Research & Planning
57. Zandie Ponce	Teacher III	Ilawod ES	Research & Planning
58. Raymund Magbanua	Master Teacher II		Research & Planning
59. Rodney Wicas	Master Teacher I		Research & Planning
62. Monica Anonoy	HT III	Agbabadiang ES Panitan	SNED
63. Connie Galupar	Principal II	Don Leopoldo Gialogo IS	SNED



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64. Shimie Grace Duron	SPET- III	Ivisan ES	SNED
65. Etidal Dela Paz- Gallones	SPET III	President Roxas East ES	SNED
66. Sol Blanco	Head Teacher III	Cabangahan ES	Multigrade
67. Dexter E. Ferasol	Principal I	San Miguel Ilawod ES	Multigrade
68. Charlyn G. Benjamin	Teacher III	Katipunan ES	Multigrade
69. Isidro P.Oliveros Jr.	Teacher III	Capiz NHS	Multigrade
70. Nenneth C. Jeremias	Principal I	Balogo Primary School	Multigrade

District Learning & Development (L & D) Coordinators

No.	District	Coordinator/ Focal Person	Position
1	Capiz NHS	Rowena Luza	SSHT VI
2	Cuartero	Mabini Abellano	Principal II
3	Dao	Ma. Roda Tolores	Principal III
4	Dumalag	Myra F. Nerecena	Principal II
5	Dumarao	Abadesa Sabordo	Principal III
6	Ivisan	Rey Andrada	Prioncipal I
7	Jamindan	Lolita Palacios	Principal I
8	Maayon	Jonel Sembrano	Principal II
9	Mambusao East	Rona Overencio	Principal 1
10	Mambusao West	Marjoric Ricardo	HT IV
11	Panay	Lourdes Oropio	Principal IV
12	Panitan	Robert Begas	HT II
13	Pilar	Arnold Ani	Principal III
14	Pontevedra	Alda Malibong	Principal I
15	Pres. Roxas	David De Ado	SSHT III
16	Sapian	Lodecy Ocbena	MT II
17	Sigma	Buddy Alvarez	Principal I
18	Tapaz East	Lia Gialogo	HT III
19	Tapaz West	Anamae Gamayao	HT II



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Enclosure No. 2 to Division Memorandum No. 092, s. 2026

**REORIENTATION ON THE PROFESSIONAL DEVELOPMENT NEEDS
 ASSESSMENT OF TEACHERS CUM CRAFTING OF PROFESSIONAL
 DEVELOPMENT PLANS WORKSHOP**

PD PROGRAM MATRIX

Day 1

TIME	ACTIVITY / TOPIC	PERSON IN-CHARGE / SPEAKER / MODERATOR
7:30 – 8:00 AM	Arrival / Settling In	TWG / Facilitators
8:00 – 9:00 AM	Opening Program	TWG / Facilitators
9:00 – 10:30 AM	Revisiting SDM No. 089, s. 2025	Dr. Lalain Delos Santos
10:30 AM–12:00NN	Orientation on How to Accomplish and Consolidate eSAT for Teachers SYs 2025- 2028	Emmanuel Lati/ Jonel D. Sembrano
12:01 – 1:00 PM	Lunch	
1:00 – 3:00 PM	WORKSHOP in accomplishing and Consolidating eSAT for Teachers SYs 2025-2028	Emmanuel Lati/ Jonel D. Sembrano

Day 2

TIME	ACTIVITY / TOPIC	PERSON IN-CHARGE / SPEAKER / MODERATOR
7:30 – 8:00 AM	Arrival / Settling In	TWG / Facilitators
8:00 – 8:30 AM	MOL	TWG / Facilitators
8:30 – 11:30 AM	WORKSHOP: Development of Professional Development Plans for school and district 1. NEAP-Core-Programs 2. Needs Assessment, Planning and Designing School-Based INSET 3. Developing Rationale 4. Formulating-Objectives.pptx 5. PD-LRM-Quality-Standards 6. Revisiting M&E	Jonel Sembrano Mark Nel Venus Evita Rose Busil Aileen May Isiderio Dr. Immaculada Amores Ronald Dile Judith Tu
11:30 AM–12:00NN	Q&A	
12:01 – 1:00 PM	Lunch	
1:00 – 3:00 PM	Presentation of Outputs and Critiquing	Dr. Lalain Delos Santos Jonel Sembrano Mark Nel Venus
3:00 – 3:30 PM	Ways forward	Dr. Immaculada Amores



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