



Republic of the Philippines  
**Department of Education**  
Region III  
**SCHOOLS DIVISION OF PAMPANGA**

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March 14, 2025

**DIVISION MEMORANDUM**

No. 111 , s. 2025

**2025 RECOGNITION OF THE SCHOOL HEADS' BEST UKIT MARANGAL  
WORKPLACE APPLICATION PROJECTS IMPLEMENTATION**

- To: Assistant Schools Division Superintendents  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
All others concerned
1. Anchored on Regional Memorandum (RM) No. 320, s. 2023 titled *Ukit Marangal* Creating a Model of Transforming Education: Moral and Innovative Leadership Training and RM No. 840, s. 2024 titled Adoption of *Ukit Marangal* Transformative M&E Tool, this Office, through the Curriculum Implementation Division (CID), announces the **2025 Recognition of the School Heads' Best Ukit Marangal Workplace Application Projects Implementation** on April 4, 2025 at Otel Pampanga, City of San Fernando, Pampanga from 8:30 A.M. to 3:00 P.M.
  2. The division shall recognize the top 3 sectorial and cluster level winners based on the cross monitoring and evaluation of PSDSs and EPSs. The identified Best WAPs were adjudged based on the following indicators: 1) Assessment of *Ukit Marangal* Project Implementation, 2) Leadership Transformation, 3) Student Transformation, and 4) Curriculum and School Transformation. Although school heads were validated based on the M&E transformative tool relative to paper documentation and random interviews, the recognition is NOT a competition but an evaluation of the impact of the moral and innovative trainings on leadership behavior and practices, and the influence of the WAP strategies and activities toward learners, teachers, parents and community transformation through integration of peace competencies in the curriculum, promotion of character, and holistic development of people as its foundation.
  3. The objectives of the activity are as follows:
    - 3.1 present to the school heads the best WAPs in the division; and
    - 3.2 recognize sector/cluster level best *Ukit* WAP implementers.



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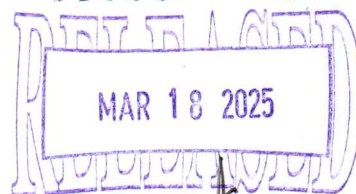
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4. Top 1 in the sectorial and in the cluster level validation, composing of 11 school heads, shall present to the attendees their WAPs with video material not exceeding 15 minutes per presenter. Slide decks and videos shall be submitted to the CID on or before March 28, 2025. Meanwhile, all PSDSs and Cluster Chairs shall facilitate the gathering/lay-outing of the titles of all WAPs, names of proponents, and submit the finished layout in the CID Office in a tarpaulin 5x 2.5 ft. size until March 24, 2025.
5. Attached are Enclosures 1, 2, and 3 for the matrix, participants, and awardees of this activity.
6. Participants are advised to wear modern long gown *Filipiniana* attire for women, and pants, with long sleeves barong Tagalog for men.
7. This Memorandum shall serve as the travel order of all officials, SDO personnel and school heads who will be part of this activity.
8. Wide dissemination of this Memorandum to all concerned is earnestly desired.

**ROMEO M. ALIP PhD, CESO V**  
Schools Division Superintendent

CID-CHF

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**MATRIX OF ACTIVITY**

<b>Time</b>	<b>Activity</b>	<b>In-Charge</b>
8:00-8:30	Registration	CID
8:30- 9:00	I. Preliminaries <ul style="list-style-type: none"><li>• AVP-Philippine National Anthem</li><li>• Invocation</li><li>• Welcome Remarks</li><li>• Introduction of Dignitaries</li><li>• Inspirational Message</li><li>• Region 3 <i>Ukit Marangal</i> Video</li><li>• Intermission number</li></ul>	SGOD-HRDS
9:00-10:00	II. Presentation of WAPs and videos of 4 Sectorial Winners	North Sector East Sector West Sector South Sector
10:00-10:30	Health Break	
10:30-11:00	<ul style="list-style-type: none"><li>• Intermission number</li><li>• Presentation of WAPs and videos of cluster level winners</li></ul>	Clusters 1 & 2
11:00-12:00	<ul style="list-style-type: none"><li>• Presentation of WAPs and videos of cluster level winners</li></ul>	Clusters 3,4, & 5
12:00-1:00	Lunch Break	
1:00-1:30	<ul style="list-style-type: none"><li>• Presentation of WAPs and videos of cluster level winners</li></ul>	Clusters 6 & 7
1:30-3:00	III. Awarding of Best WAP winners <ul style="list-style-type: none"><li>• Top 3 Sectorial Winners (12)</li><li>• Cluster Level Winners (7)</li></ul>	CID
3:00-3:15	Health Break	
3:15-3:30	<ul style="list-style-type: none"><li>• Call to Action</li><li>• Closing Remarks</li></ul>	Leandro C. Canlas PhD ASDS Ma'am Leendel Ivy Y. Capulong EPS I, GMRC/Values

**Jayson M. Santos & Kristin Santos**  
*Masters of Ceremonies*



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**LIST OF PARTICIPANTS**

<b>SDO Proper</b>	<b>Name</b>	<b>Designation</b>
	Romeo M. Alip PhD, CESO V	SDS
	Cecilia E. Valderama PhD, CESE	ASDS
	Leandro C. Canlas PhD, CESE	ASDS
	Arceli S. Lopez PhD	Chief, SGOD
	Celia R. Lacanlale PhD	Chief, CID
	Leendel Ivy Y. Capulong PhD	EPS I, GMRC/Values
	June D. Cunanan	EPS-I English
	Mary Anne Bernadette M. Samson	EPS-I MAPEH
	Cherry G. Vinluan PhD	EPS-I Filipino
	Garry I. Pangan PhD	EPS-I Math
	Vilma T. Arcilla	EPS-I APAN
	Ana Marie B. Castaneda PhD	EPS-I Science
	Ruel F. Bondoc	EPS-I ALS
	Kristin Santos	EPS, SGOD
	Jayson M. Santos	SEPS, SGOD
	JB Manalang	AO V
	Dexter Pangilinan	AO IV
	Remedios M. Bacani	Budget Officer
	Erwin Cruz	Accountant
	Philip T. Paulino EdD	PSDS, Bacolor North
	Lolita L. Molano PhD	PSDS, Bacolor South
	Marites S. Mallari	PSDS, Arayat East
	Irene C. Lulu	PSDS, Arayat West
	Andrea Gutierrez PhD	PSDS, Magalang South
	Ruby I. Jimenez, PhD	PSDS, Magalang North
	Bernadette C. Tiongco, Ph.D.	PSDS, Porac East
	Abelardo Garcia	PSDS, Porac West
	Elizer Dimarucut EdD	PSDS, Candaba West
	Constancio L. Rodriguez	PSDS, Candaba East
	Madilyn V. Ayson PhD	PSDS, San Luis
	Bernadette V. Lerit PhD	PSDS, Mexico North
	Edna L. Pineda	PSDS, Mexico South
	Delapaz T. Waje PhD	PSDS, Mexico West
	Eloida N. Labrador	PSDS, Sta. Ana
	Raquel R. Yuzon EdD	PSDS, Lubao West
	Gloria M. Pineda EdD	PSDS, Lubao East
	Randy N. Batac	PSDS, Lubao North
	Emyleen C. Samonte, Ed.D.	PSDS, Guagua East
	Maria Rita Alicia S. Alipio	PSDS, Guagua West
	Emily R. Maninang	PSDS, Sta. Rita



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	Ignacia P. Quiros	PSDS, Floridablanca East
	Bernabeth B. Manio PhD	PSDS, Floridablanca West
	Donfermin M. Mercado	PSDS, Sasmuan
	Anna Liza I. Pineda	PSDS, Sto. Tomas
	Edna L. Severo, Ph.D.	PSDS, Minalin
	Marlene G. Manansala PhD	PSDS, Apalit
	Alvin T. Gozon, PhD	PSDS, Macabebe East
	Nairo Olalia PhD	PSDS, Macabebe East
	Aurelio B. Canilao	PSDS, Masantol North
	Renato B. Canilao	PSDS, Masantol South
	Nenita Salas EdD	PSDS, San Simon
	Delbert L. Lumbang	SDO Nurse
	Ryan S. Santos	SDO Nurse

**SCHOOL PARTICIPANTS**

<b>District</b>	<b>Name</b>	<b>Designation</b>	<b>School</b>
<b>Arayat East</b>	1. Escarlet L. Macapagal	Principal II	Batasan Elementary School
	2. Luzviminda E. Gutierrez	Principal IV	San Nicolas Elementary School
	3. Joel D. De Ala	Principal II	Camba Elementary School
<b>Arayat West</b>	4. Violeta G. Cordova PhD	Principal IV	Anderson Elem. School
	5. Agnes G. Punu	Head Teacher II	Telapayong Elem. School
	6. Ethelwolda D. Guinto	Principal II	Palinlang Elem. School
<b>Magalang North</b>	7. Barbara M. Cadiang	Principal IV	San Isidro Resettlement ES
	8. Reynaldo D. Guzman	Principal II	Balitucan ES
	9. Aileen D. Santos	Principal II	San Roque ES
<b>Magalang South</b>	10. Novelita D. Alfonso	Principal II	Sta. Cruz ES
	11. Darwin D. Zuniga	Principal I	San Pedro II ES
	12. Reynaldo A. Manalo	Principal I	Sto. Nino ES



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<b>Bacolor North</b>	13.Arwin S. Silao	Principal II	Eliseo Belen ES
	14.Jiji Regala	Principal IV	Cabalantian ES
	15. Jomel D. David	Principal I	Bacolor ES
<b>Bacolor South</b>	16. Christopher D. Garcia	Principal I	Cabetican Elementary School- Proper
	17. Fe G. Bognot	PRINCIPAL III	Bacolor Integrated School
	18. Grace R. Capati	Principal IV	San Antonio Elementary School- Bulaon
<b>Porac West</b>	19.Victor H. Raymundo	Principal Iii	Pio Elementary School
	20. Luzviminda D. Cunanan	Principal Iv	Pulung Santol Elementary School
	21.Josephine C. Buan	Principal I	Pias Elementary School
<b>Porac East</b>	22.Cristina L. Infante	Principal II	Dolores Elementary School
	23. Sylvia D. Fernandez	Principal III	Porac Elementary School
	24.Edwina G. Lansangan	Principal IV	Francisco Henson Elementary School
<b>Candaba West</b>	25.Renato M. Javier	Principal IV	Candaba Elementary School
	26.Joseline A. Cuellar	Principal II	Pasig Elementary School
	27.Daisy V. Sagcal	Principal II	Pansinao Elementary School
<b>Candaba North</b>	28.Olympia Galang	Principal II	Mandili I ES
	29.Isabelita O. Alabado	Principal III	Mandili 2 ES
	30.Romel A. Suva	Head Teacher III	Tagulod ES
<b>Candaba East</b>	31.Cristina C. Mallari	Principal IV	Bahay Pare ES
	32. Emily M. Lontoc	Principal I	Barit ES
	33. Myra C. Pulongbarit	Head Teacher II	Vizal San Pablo II



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<b>San Luis</b>	34. Romer R. Cao	Principal 2	San Jose Proper Elementary School
	35. Belinda S. Cayanan	Principal 1	Sta Catalina Elementary School
	36. Ronaldo Ingal	Principal IV	San Carlos Elementary School
<b>Sta. Ana</b>	37. Josephine R. Buan	Principal IV	San Nicolas Elementary School
	38. Ronnie D. Villeza	Principal IV	Santa Ana Elementary School
	39. Adelina J. Loneza	Principal IV	Sta. Maria Elementary School
<b>Mexico North</b>	40. Randy S. Trono	Principal II	Malino Elementary School
	41. Marvin G. Bolivar	Principal II	Camuning Elementary School
	42. Daniel Y. Del Rosario	Principal II	Laput Elementary School
<b>Mexico South</b>	43. Ria Donita Malonzo	Principal I	Sta Maria ES
	44. Analyn Aquino	Principal III	Sto Domingo ES
	45. Raymond Salas	Head Teacher III	Divisoria ES
<b>Mexico West</b>	46. Rodel A. Escolano	Teacher-In-Charge	Pandacaqui Resettlement E.S.
	47. Evangelina S. Camiling, EdD	Principal IV	Pandacaqui Resettlement E.S.
	48. Mary Grace A. Tabora	Principal II	San Juan E.S.



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<b>Floridablanca East</b>	49. Teresita E. Sibayan	Principal III	Floridablanca ES
	50. Belinda S. Galang	Principal III	San Fernando ES
	51. Stella Marie L. Punzalan	Principal II	Anon ES
<b>Floridablanca West</b>	52. Enrile G. Muli	Principal I	Dampe Elementary School
	53. Jocelyn L. Atun	Principal II	San Jose Elementary School
	54. Erlic S. Vitug	Principal IV	Calantas Elementary School
<b>Guagua East</b>	55. Michael R. Datu	Principal II	Sta. Ines Elementary School
	56. Ruvie Ann B. Pallasigui	Principal I	Betis Elementary School
	57. Alma I. Sapnu	Principal IV	Guagua Elementary School
<b>Guagua West</b>	58. Emeliza Ramirez Sotto, EdD	Principal III	Natividad ES
	59. Cherry Merryll M. Javier	Principal II	Maquiapo ES
	60. Azer Ian R. Valencia, EdD	Principal III	San Antonio Integrated School
<b>Sta. Rita</b>	61. Donnalyn L. Limin	Principal III	Becuran Elementary School
	62. Elvira L. De Leon	Principal II	San Basilio Elementary School
	63. Lizette M. Aniciete	Principal IV	Dila-dila Elementary School





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<b>Lubao West</b>	64. Leila Pearlangela M. Bamba	Head Teacher III	Santiago Elementary School
	65. Jelen P. Galan	Principal IV	Lauc Pao Elementary School
	66. Marina M. Gamido	Principal I	Baruya Elementary School
<b>Lubao North</b>	67. Leona M. Cruz	Principal III	Sta Monica ES
	68. Madonna C. Roque	Principal II	Sto. Domingo ES
	69. Josely T. Manalang	Head Teacher II	San Agustin ES
<b>Lubao East</b>	70. Carolina o. Mendoza	Head teacher III	Sto. Cristo ES
	71. Alvin S. Sambat	Head Teacher III	San Pablo 1st ES
	72. Eden Grace M. Dagdag	Head Teacher III	Sta. Barbara ES
<b>Sasmuan</b>	73. Rodolfo S. Sibug Jr.	Principal II	Malusac Elementary School
	74. Desiree L. Carreon	Principal III	Sasmuan Elementary School
	75. Ronald P. Umlas	Head Teacher I	Sebitanan Integrated School
<b>Sto. Tomas</b>	76. Jennifer Quiambao	Principal I	San Bartolome ES
	77. Juanito L. Rigor	Principal II	San Matias ES
	78. Gemma b Sunga	Principal III	San Vicente ES
<b>Minalin</b>	79. Jerome N. Manansala	Principal II	Lourdes Elementary School
	80. Amor Chino D. Lopez	Principal I	San Francisco Elementary School
	81. Michelle E. Tubig	Principal I	Sta. Rita Elementary School



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<b>Apalit</b>	82. Charito C. Perez	Principal IV	Fausto Gonzales Sioco Mem. School
	83. Marygrace G. Lubo	Principal II	Cansinala ES
	84. Lilia T. Sulit	Head Teacher III	Galang ES
<b>Macabebe East</b>	85. Ma. Theresa Saclao	Principal IV	Macabebe ES
	86. Maria Divina G. Bonifacio	Principal III	Caduang Tete ES
	87. Jay-R M. Intal	Principal I	Saplad David ES
<b>Macabebe West</b>	88. Mark Ermel G. Reyes	Principal II	Sta Maria Elementary School
	89. Marian M. Bautista	Principal II	San Jose Elementary School
	90. Sherwin Y. Castro	Principal I	Dalan Baliti Elementary School
<b>Masantol North</b>	91. Lalaine M. Viray EdD	Principal IV	San Isidro Elementary School
	92. Cyndi L. Manansala	Principal I	SUA Elementary School
	93. Jayjay Y. Navarro	Principal II	Palimpe Elementary School
<b>Masantol South</b>	94. Jean Jeric A. Pacia	Principal I	Nigui ES
	95. Jocelyn Y. Sarmiento	Principal I	Bebe Anac ES
	96. Aileen S. Canilao	Principal I	Caingin ES
<b>San Simon</b>	97. Porcia P. Santiago	Principal I	San Isidro Elementary School
	98. Candelaria S. Dacayan	Head Teacher II	San Nicolas Integrated School
	99. Michael Louie D. Paular	Principal III	San Pedro Elementary School



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<b>Cluster 1</b>	100. Remedio G. Rivera	Principal I	Arayat NHS
	101. Rubyrosa C. Sagum	Principal IV	Camba HS
	102. Garry Dela Cruz	Principal IV	Don Jesus Gonzales HS
<b>Cluster 2</b>	103. Sienna D. Panganiban	Principal I	Betis National High School
	104. Girlie L. Pangilinan	Principal III	Natividad High School
	105. Arlene B. Julian	Principal I	ASSET
<b>Cluster 3</b>	106. Ricky C. Balingit	Principal IV	Baruya HS
	107. Annabelle T. Laxamana	Principal II	San Vicente HS
	108. Irish M. Bacani	Principal I	Valdez HS
<b>Cluster 4</b>	109. Edna R. Gutierrez	Principal III	Mexico National High School
	110. Naszer I. Yco	Principal IV	Diosdado Macapagal High School (Mexico)
	111. Joel P. Cadiang	Principal IV	San Juan High School (Mexico)
<b>Cluster 5</b>	112. Fatima S. Munoz	HT-III/OIC	Lanang High School
	113. Maribeth S. Santos	Principal IV	Bahay Pare National High School
	114. Jayson M. Salas	HT-III/OIC	San Jose Integrated School
<b>Cluster 6</b>	115. Ismael M. Nuqui	Principal III	Sto Rosario National High School
	116. Sharon R. Carino	Principal II	Dela Paz Libutad High School
	117. Arnel Pablo L. Agustin	Principal I	Apalit High School



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<b>Cluster 7</b>	118.Lindon Q. Batayola	Principal I	Tarik Suliman HS
	119. Jojokyle L. Carencia	Principal II	Telacsan ES
	120. Merlita L. Aguinardo	Head Teacher III	Malauli HS

Enclosure no. 3 to Division Memorandum No. s. 2025

**TOP SECTORIAL AND CLUSTER AWARDEES**

<b>Sector/ Cluster</b>	<b>Name</b>	<b>Designation</b>	<b>School</b>	<b>PSDS In- Charge</b>
North	1. Christopher D. Garcia	Principal I	Cabalantian ES, Bacolor South	Lolita L.Molano PhD
	2. Arwin S. Silao	Principal II	Eliseo Belen, Bacolor North	Philip T. Paulino EdD
	3. Violeta G. Cordova PhD	Principal IV	Anderson ES	Irene C. Lulu
East	1. Rodel A. Escolano	Teacher-In-Charge	Pandacqui ES, Mexico West	Delapaz T. Waje PhD
	2. Randy S. Trono	Principal II	Malino ES, Mexico North	Bernadette V. Lerit PhD
	3. Josephine R. Buan	Principal IV	San Nicolas ES, Sta. Ana	Eloida N. Labrador
West	1. Teresita E. Sibayan	Principal III	Floridablanca ES, Floridablanca East	Ignacia Quiros
	2. Leila Pearl Angela M. Bamba	Head Teacher III	Santiago ES, Lubao West	Raquel R. Yuzon EdD
	3. Rodolfo S. Sibug Jr.	Principal II	Malusac ES	Donfermin Mercado



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South	1. Charito C. Perez	Principal IV	Fausto Gonzales Sioco Mem. School, Apalit	Marlene Manansala PhD
	2. Lalaine M. Viray EdD	Principal IV	San Isidro ES, Masantol North	Aurelio Canilao
	3. Ma. Theresa Saclao	Principal IV	Macabebe ES, Macabebe East	Alvin T. Gozun EdD
Cluster 1	Remedios G. Rivera	Principal I	Arayat NHS	Irene C. Lulu Leendel Ivy Y. Capulong PhD
Cluster 2	Sienna D. Panganiban	Principal I	Betis National High School	Emyleen C. Samonte, EdD
Cluster 3	Ricky C. Balingit	Principal IV	Baruya HS	Raquel M. Yuzon Garry L. Pangan
Cluster 4	Edna Gutierrez	Principal III	Mexico HS	Bernadette V. Lerit PhD June D. Cunanan
Cluster 5	Fatima S. Munoz - Magat	HT-III/OIC	Lanang HS	Elizer M. Dimarucut EdD Mary Anne Bernadette M. Samson
Cluster 6	Ismael Nuqui	Principal III	Sto. Rosario HS	Edna Severo PhD Ana Marie B. Castaneda EdD
Cluster 7	Lindon Q. Batayola	Principal I	Tarik Suliman HS	Renato Canilao Garry Dela Cruz