



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

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February 13, 2026

**DIVISION MEMORANDUM**

No. 109, s. 2026

**DIVISION TRAINING ON STRENGTHENING SCIENCE TEACHERS' COMPETENCE  
IN RESEARCH AND INNOVATION DEVELOPMENT**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary & Secondary School Heads  
All Others Concerned

1. In line with the Department of Education's thrust to promote scientific literacy and innovation among learners reiterated under DM No. 016, s. 2025, this Office, through the Curriculum Implementation Division (CID), announces the conduct of the ***Division Training on Strengthening Science Teachers' Competence in Research and Innovation Development*** on February 18-19, 2026 (Online) via Microsoft Teams, and on February 20, 2026 (Face-to-Face) at Otel Pampanga, from 8:00 a.m. to 5:00 p.m.
2. The division seminar aims to:
  - 2.1 assist Science teachers understand and apply essential research and innovation processes across all TUKLAS categories;
  - 2.2 enable teachers to mentor learners in preparing quality research projects and completing all required Research TUKLAS forms; and
  - 2.3 support better learner outputs and stronger participation in Science and Technology fairs.
3. Below is the breakdown of the list of participants:
  - 145 Secondary Science teachers (one Science teacher from each Secondary school across the seven (7) clusters in the division)
  - 33 District Key Science Teachers
  - 7 Cluster Coordinators
  - 8 SHS Science Master Teachers
  - 10 JHS Science Master Teachers
  - 19 Science Head Teachers
  - 14 SSES Coordinators
  - 14 STE Coordinators
  - 7 Technical Working Group



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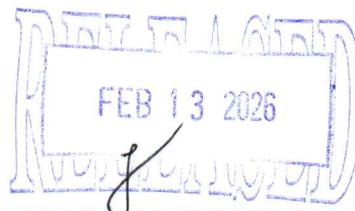


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4. All participants are advised to take charge of their own stable internet source and the necessary digital tools for full engagement in the virtual sessions. Likewise, they are encouraged to stay home to maintain comfort, safety, and focus throughout the activities. Full attention, minimizing distractions, and demonstration of professionalism are encouraged for maximum learning.
5. School heads of the participants are advised to assign relieving teachers to maximize time-on-task stipulated in DepEd Order No. 9, s. 2005 entitled *Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith*.
6. The MS Teams link will be sent through the official group chat prior to the scheduled meetings for the two (2) days of online sessions. Participants are required to bring a laptop, extension cord, and portable internet modem for the face-to-face session on the 3<sup>rd</sup> day of the training.
7. Enclosed are the following documents for your information and guidance:  
Enclosure No. 1- List of Participants & Technical Working Group  
Enclosure No. 2- Training Matrix
8. The transportation and other incidental expenses of participants shall be charged against available School Local Funds subject to the usual accounting and auditing rules and regulations.
9. This Memorandum shall serve as the official travel authority of the participants.
10. For queries and concerns, please contact the Education Program Supervisor in charge at [ana.castaneda003@deped.gov.ph](mailto:ana.castaneda003@deped.gov.ph) or through the mobile number 0968-461-5164.
11. Immediate and wide dissemination of this Memorandum to all concerned is earnestly desired.

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

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Enclosure No. 1 to Division Memorandum No. \_\_\_\_\_, s. 2026

**Division Training on Strengthening Science Teachers' Competence in Research and Innovation Development**

February 18-19, 2026 (Online) and February 20, 2026 (Face-to-Face)

**List Participants and Technical Working Group**

**A. Participants**

<b>Secondary Science Teachers</b>		
<b>Cluster 1</b>	<b>School</b>	<b>Name</b>
	1. Justino Sevilla High School	Dave Talledo
	2. Turu Integrated School	Catherine D. Cabrera
	3 Arayat National High School	Carlo Vincent Jordan
	4 Rodolfo V. Feliciano Memorial High School	Aleah G. Sabado
	5 Tinajero National High School- Main	Robert C. Venasquez
	6 Gatiawin High School	Roxanne Claire Lim
	7 Balitucan National High School	Liezeth A. Manalastas
	8 Candating National High School	Jasmin M. Garcia
	9 Dolores National High School	John Mark Due
	10 Camba National High School	Jordan M. Puyat
	11 Tinajero National High School - Annex	Vangie R. Paras
	12 Ayala High School	Arriane Apple Lacson
	13 Andres Luciano High School	Rafael Supan
	14 Carmelo F. Lazatin National High School	Renerose Boncocan
	15 San Juan Bano High School	Jo-celine Kabigting
<b>Cluster 2</b>	<b>School</b>	<b>Name</b>
	1. Porac Model Community High School	Chrisper C. Escoto
	2. Eastern Porac National High School	Dawn Marie Morales
	3. Pulung Santol National High School	Joseph Nunag
	4. Sto Tomas National High School	Lorina D. Sevilla
	5. Porac National High School	Pilar B. Limin
	6. Natividad High School	Alfredo R, Lague Jr.
	7. Betis National High School	Jim Francis Y. Cayanan
	8. San Basilio National High School	Jonalyn Correa
	9. Villa Maria Integrated School	Marilou DC. Escordial
	10. San Antonio Integrated School	Alvin S. Sibug



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11. ASSET Center of Learning	Neil Patrick A. Libiran
12. GD Mendoza National High School	Sharon Pamintuan
13. Planas High School	Queen Therese Mendoza
14. Sta. Monica High School	Maricris G. Limin
15. Becuran National High School	Kristina Paula P. Dizon
16. Malusac National High School	Jessica Castro
17. Pulung Masle National High School	Dianne Grace L. Zita
18. Sapang Uwak High School	Jaya Lou P. Nuqui
19. Camias High School	Claudine M. Buan
20. Batang II Integrated School	Catherine M. Sibug
21. Sebitanan Integrated School	Genesis J. Cortez

Cluster 3	School	Name
	1. Basa Air Base National High School	Jessica G. Acebo
	2. Del Carmen National High School	Melissa L. Taruc
	3. Prado Siongco High School	Arcie C. Cabrera
	4. San Roque Dau High School	Kevin M. Tamayo
	5. Santiago National High School	Lorie Ann S. Bautista
	6. San Vicente National High School	Hadjie Dagami
	7. Lubao National High School	Donna Marie B. Bautista
	8. Paguiruan High School	Joey Sylvester H. Orteo
	9. Rizal Con. Integrated School	Joseph Edward S. Ocampo
	10. Baruya High School	Efraim G. Mendoza
	11. Remedios National High School	Daisy R. Gindap
	12. San Jose National High School	Rex T. Bacani
	13. Nabuclod Integrated School	Wayne Sean S. Rivera
	14. San Pablo 2nd National High School	Laurence S. Pangan
	15. Bodega High School	Florepez B. Nulleddo
	16. Wenceslao Village High School	Wyleen O. Quiatchon
	17. Floridablanca National Agricultural Sch.	Leigh Ann S. Guiiao
	18. Bancal Pugad Integrated School	David John M. Reymundo
	19. Valdez High School	Allica Rhyzel G. Supan
	20. Gutad National High School	Rya S. Esmale
	21. San Roque Arbol High School	Franz Justine M. Ramirez
	22. Sta. Cruz National High School	Shella G. Esmillarín
	23. Diosdado Macapagal Memorial HS	Jasmin O. Carolino
	24. Mawacat Integrated School	Christine Joy D. Depalac
	25. San Jose Gumi Integrated School	Katheryn O. Reyes
	26. Sta. Teresa 2nd High School	Eunice R. Fajardo



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Cluster 4	School	Name
	1. Bacolor High School	Joara R. Mandap
	2. Bacolor Integrated School	Bernard R. Bagtas
	3. Cawayan Integrated School	Remi-Rei L. Magat
	4. Diosdado Macapagal High School	Maria Monica D. Dela Cruz
	5. Don Antonio Lee Chi Uan Integrated Sch.	Marife V. Rafon
	6. Don Jesus Gonzales High School	Joanna Paula Atienza
	7. Gerry H. Rodriguez High School	Wilma M. Guevarra
	8. Malino National High School	Rechel Benian S. Reyes
	9. Mexico National High School	Maricel C. Catu
	10. Nicanor David Vergara High School	Joana C. Diaz
	11. Potrero National High School	Mariel Myro M. Lacsamana
	12. San Antonio Integrated School	Ashley P. Dizon
	13. San Isidro High School Sta. Ana	Irene Intal
	14. San Isidro National High School Bacolor	Angelika F. Sales
	15. San Juan High School	Jolo Allexice R. Pineda
	16. San Vicente Pilot Sch. for Phils. Craftsmen	Weandylou Garcia
	17. Sta. Ana Central High School	Kristine Lyn Tagulao
	18. Sta. Ana National High School	Liezl T. Turla
	19. Telesforo Natividad Antonio High School	Emiliza M. Manicdao
	20. Tinajero Integrated School	Shierly A. Opalia

Cluster 5	School	Name
	1. Mangga High School	Joy Camille S. Enrile
	2. San Isidro San Luis National High School	Jennifer M. Dungo
	3. San Juan San Luis National High School	Daisy L. Maun
	4. Salapungan National High School	Raymond S. Manalastas
	5. Bahay Pare National High School	Louie May Villanueva
	6. Mapaniqui High School	Janine A. Briones
	7. San Jose Integrated School	Mary Joy P. Hondrade
	8. Sta. Catalina High School	Glydeline P. Yabut
	9. Lanang High School	Analiza T. Alejandrino
	10. Talang National High School	Cynthia Ignacio
	11. Emigdio A. Bondoc High School	Erick Miguel M. Malvar
	12. Paralaya High School	Leilani P. Salac
	13. Pulong Gubat High School	Donabelle Manarang
	14. San Nicolas Integrated School	Charolyn C. Meneses
	15. San Carlos San Luis National HS	Eva Marie A. Panlilio
	16. San Luis National High School	Mary Jane C. Ingal
	17. Mandili High School	Jerwin F. Reyes



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	18. Pasig National High School	Michelle T. Macarayo
	19. Gulap High School;	Ma. Kaye Anne Jann G. Sebastian
	20. Tagulod High School	Dalisay B. Liwanag

<b>Cluster 6</b>	<b>School</b>	<b>Name</b>
	1. Concepcion Integrated School	Mikee E. Punzalan
	2. Sto. Nino Integrated School	Trixia May D. Bajares
	3. San Pedro National High School	Faith Julianne F. Castro
	4. San Matias National High School	Robert Alfaro
	5. Sto. Rosario Integrated School	Emma I. Sawal
	6. Balucuc National High School	Ennalyn C. Cabrera
	7. Sto. Rosario National High School	Matthew Dela Cruz
	8. Bro. Andrew Gonzalez Technical HS	Baby Jane Y. Magcalas
	9. Senior High School Apalit (Stand Alone 1)	Angelie A. Navarro
	10. Sto. Rosario National High School	Gener P. Magcalas
	11. Dela Paz Libutad High School	Matt Jerwin T. Vergara
	12. Apalit High School	Jayson M. Labsan
	13. Bulac High School	Mercedez I. Villagracia
	14. San Simon High School	Catherine I. Manlapaz
	15. Sta Monica High School	Reymond M. Guinto
	16. Sampaga High School	Vivian E. Bautista
	17. Sta. Maria National High School	Ron Michael T. Supan
	18. Anita G. Flores National High School	Joy Y. Villamarin
	19. Sucasac National High School	Arlene T. Carlos
	20. San Nicolas Integrated School	Leticia G. De Ocampo
	21. San Agustin Integrated School	Manuel U. Nucum
	22. San Jose Integrated School	Arwun T. Balboa
	23. Emigdio A. Bondoc High School	Karishma Joy A. Matic
	24. Sto. Tomas National High School	Elena D. Mallari
	25. Calantipe High School	Maricar A. Ponce
	26. Cansinela high School	Veronica N. Macalino
	27. Pedrita High School	Nikita M. Galang
	28. Emigdio A. Bondoc SHS	Joshua L. Pineda

<b>Cluster 7</b>	<b>School</b>	<b>Name</b>
	1. Masantol High School	Jhaslea E. Panandigan
	2. Telacsan National High School	Zhashamae P. Bernardo
	3. Sta. Matia National High School	Jona May M. Lacanlale
	4. Sitio Mindanao Integrated School	Joy S. Banting
	5. Sapang Kawayan High School	May R. Mallari
	6. Tarik Suliman High School	Mariabel B. Calara
	7. Macabebe High School	Raquel S. Cabiling



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8. San Esteban High School	Rachel Joy B. Sitchon
9. Malauli High School	Vanessa Joy S. Manalang
10. San Vicente San Francisco High School	Marie Catherine B. Acosta
11. Sta. Lutgarda Integrated School	Jema Rose M. Velasco
12. Dalayap High School	Ann Kristine T. Bautista
13. Consuelo High School	Leonica Balingit
14. Candelaria Integrated School	Rovilyn Ducut
15. Caduang Tete High School	Meryrose D. Sunga

<b>District Science Leaders (Elementary)</b>		
<b>No.</b>	<b>School</b>	<b>Name</b>
1	Mangga Elementary School	Aileen C. Salaysay
2	Lubao Elementary School	Coleen G. Manasan
3	Arayat Central /Arayat West	Emma Marie G. Arceo
4	Guemasan Elementary School/Arayat	Rose Ann A. Yumul
5	Calantas ES/Floridablanca West	Amapola L. Sulapas
6	Sta.Cruz ES /Lubao West	Edlyn L. Cabrera
7	Batasan ES/ Macabebe East	Allen Christopher M. Reyes
8	Sta. Cruz ES / Porac East	Charito B. Ocampo
9	Candaba Elementary School	Jennifer B. Sadie
10	San Pablo ES -San Simon	Jinie P. Sitchon
11	Pandacaqui Resettlement ES	Janet M. Gomez
12	Camuning ES/Mexico North	Jennalyn A. Pring
13	Balitucan ES/Magalang North	Jose Jomby G. Pangan
14	Sta. Rita ES/ Minalin	Jenny G. Gatpolintan
15	Santa Rita E/S / Santa Rita District	Kathleen Kristel M. Reyes
16	Natividad ES/ Guagua West	Maria Teresa M. Santos
17	Guagua ES/ Guagua East	Alice T. Sahagun
18	Sasmuan Elem. Sch.	Emma C. Avila
19	Cabetican ES/Bacolor North	Gina A. Palo
20	Planas ES/Porac West District	Larmie E. Dela Peña
21	Turu Integrated School/Magalang	Jesusa F. Dizon
22	Mexico Elementary School/Mexico	Camela V. Torres



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23	San Isidro Elementary School	Lany G. Catacutan
24	Malauli ES/ Masantol South District	Marjorie S. Balingit
25	Floridablanca Elementary School	Emily R. Marquez
26	Apalit District	Arlyn M. Cervantes
27	Mapaniqui ES/ Candaba North	Michelle M. Hernandez
28	San Agustin ES/ Sta Ana District	Rochelle P. Galang
29	San Matias Elementary School	Dino Lorenzo P. Manese
30	Sta. Cayalina ES/San Luis	Ronald L. Lulu
31	Palimpe Elementary School/Masantol	Andy C. Brimon
32	Don Macario Bacani ES/ Lubao North	Jaime C. Cruz
33	Castuli Elementary School/Macabebe	Maria Gracia M. Bautista

**Division Cluster Coordinators**

No.	Name	School
1	Jhaslea E. Panandigan (Substitute)	Masantol High School
2	Neslaine P. De Guzman	San Juan High School
3	Mary Jean D. Domingo	San Roque Dau High School
4	Jovelyn R. Maniago	Justino Sevilla High School
5	Angelita A. Meneses	San Simon High School
6	Reynaldo G. Bautista Jr.	Mangga High School
7	Alvin Jay S. Torio	Porac Model Community High School

**SHS Science Master Teachers**

No.	School	Name
1	San Vicente Pilot Sch. for Phils Craftsmen	WeandyLou F. Garcia
2	Don Antonio Lee Chi Uan Integ. Sch.	Maria Conchitina C. Vallado
3	Porac National High School	Pilar B. Limin
4	Potrero National High School	Raidis L. Dela Cruz
5	San Pablo 2nd National High School	Christine M. Hernandez
6	San Pablo 2nd National High School	Irma M. Dabu
7	San Vicente National High School	Reyna M. Dabu
8	Sucad National High School	Arlene Tomines Carlos



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<b>JHS Science Master Teachers</b>		
<b>No.</b>	<b>School</b>	<b>Name</b>
1	Basa Air Base National High School	Grace E. Navelgas
2	San Matias High School	Maricel M. Sunga
3	San Roque Dau High School	Marriane E. Villaga
4	Justino Sevilla High School	Jeanie J. Padilla
5	Andres M. Luciano High School	Emely M. Culvera
6	Caduang Tete National High School	Rodolfo E. Sablan
7	Sampaga High School	Analiza R. Nicodemus
8	Salapungan National High School	Raymond S. Manalastas
9	Porac National High School	Winnie Alicante
10	Potrero National High School	Aileen C. Manalo

<b>Science Head Teachers</b>		
<b>No.</b>	<b>School</b>	<b>Name</b>
1	Emigdio A. Bondoc High School	Jessie Joe C. Reyes
2	Senior High School in Apalit	Angelie A. Navarro
3	San Carlos San Luis NHS	Evriline M. Simbulan
4	Potrero National High School	Paulyn R. Espino
5	Becuran National High School	Ma. Aida M. Pascual
6	Betis National High School	Mark Anthony C. Castro - TIC
7	Pasig National High School	Lea E. Hondrade
8	Nicanor David Vergara High School	Evelyn T. Trinidad
9	Basa Air Base National High School	Keren Rosiane B. Alipio
10	San Vicente San Francisco High Sch.	Florita A. Garcia
11	Natividad High School	Vergonia Meregene V. Corpuz
12	Bro. Andrew Gonzalez Technical HS	Baby Jane Y. Magcalas
13	Justino Sevilla High School	Criselda M. Fuertez
14	Cansinala National High School	Mary Kristine N. Manuel
15	Rodolfo V. Feliciano Memorial HS	Gerllyn D. Lumanog
16	San Pedro National High School	Myrna M. Santillan
17	San Simon High School	Orlando Y. Yumul Jr.
18	San Juan-San Luis National HS	Agnes T. Castro



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19	Concepcion Integrated School	Emiliana M. Viray
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<b>Special Science Elementary Schools (SSES) Coordinators</b>		
<b>No.</b>	<b>Name</b>	<b>School</b>
1	Miriam B. Espirida	Floridablanca New Settlement Elem. Sch.
2	Giewelyn C. Carreon	Magalang Elementary School
3	Consuelo C. Patiu	Minalin Elementary School
4	Rowena G. Perez	Mexico Elementary School
5	Alona T. Rivera	Arayat Central School
6	Merlyn T. Lagman	Pandacaqui Resettlement Elem. Sch.
7	Brenda O. Sawallich	Don Antonio Lee Chi Uan Integrated Sch.
8	Mary Ann R. Dizon	Guagua Elementary school
9	Jenny Rose R. Santos	San Miguel Elementary School
10	Mylene M. Dungo	San Vicente Elementary School
11	Gemma G. Miclat	San Matias Elementary School
12	Liza D. Buan	Porac Elementary School
13	Juvy Lee F. Dizon	Manibaug Paralaya Elementary School
14	Levi C. Singew	Mitla Elementary School

<b>Science Technology and Engineering (STE) Coordinators</b>		
<b>No.</b>	<b>Name</b>	<b>School</b>
1	Pauly R. Espino	Potrero National High School
2	Maricel M. Sunga	San Matias National High School
3	Jeanie J. Padilla	Justino Sevilla High School
4	Kimberly Rose M. Puno	Remedios National High School
5	Robert M. Saculles	Porac Model Community High School
6	Maricel M Gonzaga	San Pablo 2nd National High School
7	Donna Marie Bautista	Lubao National High School
8	Marife V. Rafon	Don Antonio Lee Chi Uan Integrated Sch.
9	Ines C Ayson	Pulung Santol National High School
10	Diana S. Gonzales	Don Jesus Gonzales High School



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11	Janet T. Miranda	Rodolfo V. Feliciano Memorial High School
12	Lorwina D. Turla	Gutad National High School
13	Lorena M. Bernal	San Vicente High School
14	Ric Cabonce	Becuran High School

**B. Technical Working Group**

<b>No.</b>	<b>Name</b>	<b>School</b>
1	Jaypee S. Lapira	Pulungmasle National High School
2	Maribeth C. Enrile	Dela Paz- Libutad High School
3	Maria Winnie B. Dizon	Porac Model Community High School
4	Charles Allen G. Canlas	Sta. Maria National High School
5	Monica D. Dela Cruz	Diosdado Macapagal High School
6	Anjo D. Soliman	Pasig National High School
7	Martee B. Gozun PhD	Malino High School



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Enclosure No. 2 to Division Memorandum No. \_\_\_\_\_, s. 2026

**Division Training in Strengthening Science Teachers' Competence in Research  
and Innovation Development**

February 18-19 (Online) & Feb. 20, 2026 (Face-to-Face)

**TRAINING MATRIX**

<b>Day/Time DAY 1 February 18, 2026 (Online)</b>	<b>Session Title</b>	<b>Topic Description</b>	<b>Facilitator</b>
8:00–8:30 a.m.	Registration & Preliminaries		<b>TWG</b>
8:30–10:30 a.m.	Overview of the Science and Innovation Programs Fundamentals of Scientific Inquiry	Competition Purpose, Structure, Expectations Enhancing inquiry-based learning understanding	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
10:30-10:45 a.m.	Health Break		
10:45–12:00 a.m.	Identifying Viable Research Problems	Techniques for selecting feasible topics	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
12:00-1:00 p.m.	Lunch Break		
1:00–2:30 p.m.	Research Designs for Science Technology Fair	Overview of experimental, engineering, and environmental research	<b>Charlene A. Zeng</b> Master Teacher I (DSTF Winner & RSTF Qualifier-COACH)
2:30–2:45 p.m.	Health Break		
2:45- 4:45 p.m.	Ethical Considerations Data Gathering and Statistics	Ethics aligned with STF Guidelines Tools and basic statistical techniques	<b>Charlene A. Zeng</b> Master Teacher I Master Teacher I (DSTF Winner & RSTF Qualifier-COACH)
4:45-5:00 p.m.	Q&A and Consultation Synthesis and Reminders	Addressing Questions	<b>TWG/Speakers</b>



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REGION III  
**SCHOOLS DIVISION OF PAMPANGA**

<b>Day/Time</b> <b>DAY 2</b> <b>February 19,</b> <b>2026</b> <b>(Online)</b>	<b>Session Title</b>	<b>Topic Description</b>	<b>Facilitator</b>
8:00–8:15 a.m.	Preliminaries		<b>TWG</b>
8:15–9:45 a.m.	Research Proposal Development	Structure aligned with STF needs	<b>Dhalia G. Guinto</b> School Head (RSTF 4 <sup>th</sup> Place Winner-COACH)
9:45-10:00 a.m.	Health Break		
10:00–12:00 p.m.	Writing Research Components  Preparing the Research Plan	Problem objectives, hypotheses Essential structure and rationale writing	<b>Joshua L. Pineda</b> Teacher III (RSTF 4 <sup>th</sup> Place Winner-COACH)
12:00-1:00 p.m.	Lunch Break		
1:00–3:00 p.m.	Innovation Expo Fundamentals	Strengthening educators' competence in developing, refining, and showcasing educational innovations	<b>Erick Miguel M. Malvar</b> Teacher I (Regional & National Winner-COACH)
3:00–3:15 p.m.	Health Break		
3:15- 4:45 p.m.	Innovation Showcase Preparation	Preparing educators to effectively package, present, and exhibit their innovations for showcase	<b>Erick Miguel M. Malvar</b> Teacher I (Regional & National Winner-COACH)
4:45-5:00 p.m.	Q&A and Consultation Synthesis and Reminders	Addressing Questions	<b>TWG/Speakers</b>



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Republic of the Philippines  
**Department of Education**  
REGION III  
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<b>Day/Time</b> <b>DAY 3</b> <b>February 20,</b> <b>2026</b> <b>(Face-to-Face)</b>	<b>Session Title</b>	<b>Topic Description</b>	<b>Facilitator</b>
8:00–8:30 a.m.	Preliminaries Recap & Overview		<b>TWG</b>
8:30–10:00 a.m.	Deep Dive into ISEF Forms	Detailed discussion of Forms 1, 1A, 1B, 3, 4, 5, 6A, 6B	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
9:45-10:00 a.m.	Health Break		
10:00–12:00 p.m.	Hands-On ISEF Forms Clinic	Guided Practice and error correction	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
12:00-1:00 p.m.	Lunch Break		
1:00–2:00 p.m.	Advanced Risk Assessment & Safety Protocols	Human subjects, PHBAs, animals, engineering	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
2:00–2:15 p.m.	Health Break		
2:15- 3:15 p.m.	Action Planning		<b>Training Participants</b>
3:15-4:15 p.m.	Presentation	Sharing of Inputs and Provide suggestions & recommendations	<b>Arlon P. Cadiz PhD</b> Public Schools District Supervisor (Former Regional Science Supervisor)
4:15-5:00 p.m.	Closing Program	Messages, distribution of certificates, evaluation, ways forward	<b>TWG/Speaker</b>



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