



Republic of the Philippines
Department of Education
Region II – Cagayan Valley
Schools Division of Nueva Vizcaya

04 August 2026

DIVISION MEMORANDUM

No. 286, s.2026

PAGHUBOG SA TAGAHUBOG: CAPACITY BUILDING AND ORIENTATION ON ENSURING SAFE AND MOTIVATING LEARNING ENVIRONMENT

To: Assistant Schools Division Superintendent
Chief, School Governance and Operations Division
Chief, Curriculum Implementation Division
Public Schools District Supervisors/District In-Charge
Public and Private Elementary and Secondary School Heads
All others concerned

1. Pursuant to DepEd Order No. 006, s. 2026, titled Policy Guidelines on Ensuring Safe and Motivating Learning Environment (ESMLE), this Office, through the School Governance and Operations Division-Learner Rights and Protection announces the conduct of **PAGHUBOG SA TAGAHUBOG: Capacity Building and Orientation on Ensuring Safe and Motivating Learning Environment on August 19–20, 2026** at the **SDO Conference Hall, Bayombong, Nueva Vizcaya**.

2. The activity aims to strengthen the capacity of *School Heads* and *Registered Guidance Counselors* in implementing the provisions of DepEd Order No. 006, s. 2026 or the Ensuring Safe and Motivating Learning Environment (ESMLE) Policy. Specifically, at the end of the activity, the participants are expected to:

- a. Explain the key provisions, policy framework, and implementation strategies of the ESMLE Policy, particularly its prevention and response mechanisms for Learner Rights and Protection (LRP) concerns;
- b. Strengthen the implementation of school-based prevention, reporting, referral, case management, and intervention mechanisms for Learner Rights and Protection concerns in accordance with existing DepEd policies and guidelines;
- c. Enhance the capacity of schools to implement appropriate school safety and security measures, as well as mental health and psychosocial support interventions that promote learner welfare and protection; and
- d. Develop or enhance school implementation plans and strategies that strengthen collaboration among schools, parents, local government units, partner agencies, and other stakeholders in ensuring a safe and motivating learning environment.

3. Attached herewith are the training matrix and list of participants. (see enclosures)

4. Meal and snacks for the duration of the activity will be charged to HRTD and LSP fund. Meanwhile, the participants' travel and other allowable expenses related



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to the conduct of this activity shall be charged against the School Maintenance and Other Operating Expenses (MOOE) or local funds, subject to the usual accounting and auditing rules and regulations

5. For relevant queries, you may contact Project Development Officers I- Division Youth Formation Coordinators, Marc Henrick R. Nicanor, 0955-891-4479 or at marchenrick.nicanor@deped.gov.ph and Christian Lloyd T. Vicente, 0955-129-6045 or at christianlloyd.vicente@deped.gov.ph.

6. For information, guidance and compliance.

ORLANDO B. MANUEL PhD, CESO V
Schools Division Superintendent



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(ENCLOSURE NO. 1 TO DIVISION MEMORANDUM NO. 201, S. 2026 RE PAGHUBOG SA TAGAHUBOG: CAPACITY BUILDING AND ORIENTATION ON ENSURING SAFE AND MOTIVATING LEARNING ENVIRONMENT)

PROGRAM MANAGEMENT TEAM/ TECHNICAL WORKING GROUP		
1.	ORLANDO E. MANUEL PhD, CESO V	Schools Division Superintendent
2.	ADONIS C. CEPEREZ EdD, CESE	Assistant Schools Division Superintendent
3.	ROMULO S. ANCHETA PhD	Chief-SGOD
4.	ROMMEL S. DE GRACIA PhD, CESE	OIC-Chief- CID
5.	ATTY. JULIUS CAESAR G. DOMINGO, CPA	Legal Officer
6.	NOLI MAR M. NAVARRO EdD	SEPS SMME
7.	MARIA THERESA B. IGLESIA	PDO- II DRRMS
8.	MARC HENRICK NICANOR CHRISTIAN LLOYD T. VICENTE	PDO I/ Proponent

NO.	NAME OF PARTICIPANT	STATION
SECONDARY SCHOOL HEADS		
1.	MELANIE I. DE JESUS	ABUYO NHS
2.	MARY JANE V. VALDEZ	ALFONSO CASTAÑEDA NHS
3.	ROSELLE R. MENDOZA	AMBAGUIO HS
4.	OSCAR T. CASTRO, JR	ARITAO NHS
5.	ROBERT D. CUTILLON	BAGABAG NHS
6.	ALVIN G. CULANAG	BAMBANG NHS
7.	MONA LISA A. CABATO	BASCARAN NHS
8.	OLIVER INOCENCIO I. TAMANI	BELANCE TVS
9.	LUCIA N. DINGPAYAN	BINALIAN NHS
10.	AMADEO B. DULAY	BINTAWAN NHS
11.	OSMUNDO R. ESPEJO	BONFAL NHS
12.	DICK B. LAPITAN	BUGKALOT NHS
13.	ELEONOR U. DAVIS	CABAYO IS
14.	JONATHAN C. PAMITTAN	CANABUAN NHS
15.	FELY A. COLTING	CAROLOTAN HS
16.	ROMY R. BALADAD	CASAT NHS
17.	DEXTER P. CAANAWAN	CASECNAN NHS
18.	GABRIEL C. ULLANI	DIADI NHS
19.	JONATHAN B. PAGADUT	DIPPOG NHS
20.	MEDY M. BIANZON	DUPAX DEL NORTE NHS
21.	DAVID JOHN D. UBERA	DUPAX DEL SUR NHS
22.	LILYBETH A. BUYUCCAN	EASTERN NVNHS
23.	MAY ANN V. VILLAPAÑA	GANAO NHS
24.	ESTRELITA L. BINLINGAN	KAKIDUGUEN NHS
25.	SUNNY B. BINANDO	KAYAPA NHS
26.	MICKAEL A. RAYMUNDO	KNAS
27.	NOIMIE I.PANIS	KONGKONG VALLEY NHS



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28.	JIGGER R. MANUEL	LAMO NHS
29.	GEORLY R. TUGADE	MALABING VALLEY HS
30.	ROMY C. DAGA	MARTINEZ CUYANGAN NHS
31.	AGNES D. ILARDE	MUNGUIA NHS
32.	ROSIE J. CALIP	MURONG NHS
33.	MARIA TERESA B. CABORUBIAS	NANSIAKAN NHS
34.	RACQUEL D. QUIBEN	NAPO-TUYAK NHS
35.	LUVIMINDA M. CORDERO	NUEVA VIZCAYA GENERAL CHS
36.	VIRGINIA R. TABERNA	PAIMA NHS
37.	RUCELLE T. BORJA	PANIKI NHS
38.	MARK ANTHONY I. GANO	PINAYAG NHS
39.	MENALYN A. SALVADOR	QUEZON NHS
40.	ARVEE GLEN P. ABELLERA	RUNRUNO NHS
41.	GUILBERT R. ORCALES	SALINAS NHS
42.	JASON F. REDULFIN	SAN FERNANDO IS
43.	RONALDO G. JAMES	SANTA FE NHS
44.	TRINIDAD B. LOGAN	SOLANO HS
45.	YOLANDA D. FRONDA	STA CLARA HS
46.	SATURNINO P. CALANSI	STA CRUZ PINGKIAN HS
47.	JESSICA CORAZON N. CALUB	STO. DOMINGO IS
48.	JOSEPH GASTON DONALD A. LANANG	TUAO HS
49.	RITA H. GANGANO	TIBLAC NHS
50.	NOEMI L. BULAN	UDDIAWAN NHS
51.	MAY ANN V. VILLAPAÑA	GANAO NATIONAL HIGH SCHOOL
52.	MARILYN A. SERAPON	BONE NORTH IS
53.	MELODY C. LIMBAWAN	INDIANA IS
54.	CARINA B. CORDERO	DULLI IS
55.	HELEN GRACE J. TABOR	BALONG IS
56.	ROY S. DINANGWATAN	OYAO IS
57.	ALFREDO B. PANHON	BINOGAWAN IS
58.	ABIGAIL ETHEL D. CULIAO	ALIMIT IS
59.	LORADEL R. SULIO	PAQUET IS
60.	ELEONOR U. DAVIS	CABAYO IS
61.	JESSIE L. WAIS	LUCLOCOS IS
62.	FRANCISCO M. PIDO	MAPAYAO IS
DISTRICT CPC COORDINATORS		
63.	MECAH P. PANDI	ALFONSO CASTAÑEDA
64.	MARY A. ALLAWAS	AMBAGUIO
65.	JAMES O. LAMSIS	ARITAO I
66.	RITCHE R. CORPUZ	ARITAO II
67.	JACQUELINE A. ESTIMADA	BAGABAG I
68.	JOYCELINE S. CELESTINO	BAGABAG II
69.	TRECY C. UCOL	BAMBANG I
70.	CAPITULO R. FERNANDEZ	BAMBANG II
71.	EDMUNDO P. DE CASTRO	BAYOMBONG I
72.	IRENE B. GONZALES	BAYOMBONG II



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73.	JUNIA B. CAYUHAN	DIADI
74.	SALVADOR S. BORJA	DUPAX DEL NORTE I
75.	JOANNE K. PASIGON	DUPAX DEL NORTE II
76.	ELSIE A. COLLANTES	DUPAX DEL SUR
77.	VIRGINIA B. AROCO	EASTERN KAYAPA
78.	BERNADETTE P. GUMAWI	KASIBU EAST
79.	SHIELLA B. BUNGAY	KASIBU WEST
80.	LEIZEL M. ALEXANDER	QUEZON
81.	ILUMINADA C. DAPIG	SANTA FE
82.	EVELYN O. CASTILLO	SOLANO I
83.	ROSEMARIE D. PALE	SOLANO II
84.	TEDDY A. BUDUAN	VILLAVERTDE
85.	ABRAHAM B. SINGGANGAN	WESTERN KAYAPA
REGISTERED GUIDANCE COUNSELORS		
86.	IMELDA BELEN VILAR	ALFONSO CASTAÑEDA NHS
87.	JANNETTE VENTURA CALATA	BAMBANG NHS
88.	JESSIE SALIRUNGAN BALUT	BINTAWAN NHS
89.	RITA ADDUG FRANCISCO	DIADI NHS
90.	NORLA LEGASPI TIONGSON	LAMO NHS
91.	JOCELYN ESPADA CALIXTO	NANSIAKAN NHS
92.	ARWIN CASER PERALTA	NUEVA VIZCAYA GENERAL CHS
93.	RONA RIA ARCEGA OBISPO	NUEVA VIZCAYA GENERAL CHS
94.	CARLA MAY GUNNACAO CALLORES	SANTA FE NHS



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(ENCLOSURE NO. 2 TO DIVISION MEMORANDUM NO. 2026 RE PAGHUBOG SA TAGAHUBOG: CAPACITY BUILDING AND ORIENTATION ON ENSURING SAFE AND MOTIVATING LEARNING ENVIRONMENT)

Program Matrix

<i>Time</i>	<i>Day 1</i>	<i>Activity/ Method</i>	<i>Activity Description</i>
7:00-8:00 AM	Arrival and Registration	Registration	Participants shall register to the Attendance sheet.
8:01-9:00 AM	Opening Program	Prayer Singing of the Philippine National Anthem Welcome Message	AVP
9:01-9:15 AM	Preliminary Session	Background, Overview, and Objectives of the Activity, and Levelling of Expectations	Presentation of the activity background, objectives, and participants' expectations.
9:16-10:15 AM	Session 1	Introduction to the General Provisions, Definition of Terms, Types of Bullying, Levels of Discipline, and Prohibited Acts	Discussion on the general provisions, types of bullying, prohibited acts, and disciplinary measures.
10:16-11:15 AM	Session 2	Rules of Procedure in Handling Bullying Incidents and Investigation Protocol According to ESMLE Policy	Orientation on the procedures for handling and investigating bullying incidents under the ESMLE Policy.
11:16-12:00 NN	Instructions for Activities 1 & 2	Development of School-based Anti-Bullying Policy and Bullying Case Analysis	Presentation of the workshop mechanics, objectives, and expected outputs.
12:00 – 1:00 PM	LUNCH		
1:01- 2:00 PM	Session 3	Prevention and Intervention Programs; Roles and Responsibilities of Stakeholders; Miscellaneous Provisions	Discussion on prevention and intervention programs, stakeholders' roles, and other policy provisions.



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2:01-3:00 PM	Activities 1 and 2 (Simultaneous Sessions)	Development of School-based Anti-Bullying Policy and Bullying Case Analysis	Participants develop a School-Based Anti-Bullying Policy and analyze bullying cases.
3:01-3:30 PM	Presentation of Activities 1 and 2	Presentation of School-based Anti-Bullying Policy and Bullying Case Analysis	Groups present their outputs and receive feedback.
3:31-5:00 PM	Session 4	Safety and Security Measures in Schools	Discussion on school safety and security measures.
DAY 02			
08:00 AM – 08:30 AM	Opening Ceremonies Management of Learning with Energizer	Opening Ceremonies Management of Learning with Energizer	AVP
08:30 AM – 09:30 AM	Session 5	ESMLE Overview – Background, Policy and Objectives, Framework	Overview of the ESMLE Policy, including its objectives and framework.
09:31 AM – 10:45 AM	Session 6	Standards and Procedures: Prevention Strategies	Discussion on standards and procedures for prevention strategies.
10:46 AM – 12:00 NN	Session 7	Standards and Procedures: Response Mechanisms	Discussion on standards and procedures for response mechanisms
12:00 NN – 01:00 PM	LUNCH		
01:01 PM – 02:00 PM	Workshop	Workshop on Mapping Prevention and Response Strategies, and Identifying ESMLE Implementation Challenges and Strategies	Participants map prevention and response strategies and identify implementation challenges.



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02:01 PM – 03:00 PM	Presentation of Workshop Outputs	Presentation on Mapping Prevention and Response Strategies, and Identifying ESMLE Implementation Challenges and Strategies	Groups present workshop outputs and receive technical inputs
03:01 PM – 04:30 PM	Consultation Proper	Consultation for the Anti- Bullying Implementing Guidelines	Consultation on the Anti-Bullying Implementing Guidelines.
04:31 PM – 05:00 PM	Closing Ceremonies	Closing Message and Awarding of Certificates	Closing messages and awarding of certificates.



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