



Republic of the Philippines  
**Department of Education**  
REGION I  
SCHOOLS DIVISION OF VIGAN CITY

**DIVISION MEMORANDUM**No. 409, s.2025

**CONDUCT OF LEADERSHIP BEGINS WITH YOU: CULTIVATING  
THE MINDSET OF A VISIONARY LEADER**

TO: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Section/Unit Heads  
Public Elementary, Secondary and Integrated School Heads

1. Pursuant to Republic Act No. 9155, also known as the Governance of Basic Education Act of 2001 which empowers school leaders to strengthen educational governance and promote effective leadership, the Schools Division of Vigan City will conduct the **Leadership Begins with You: Cultivating the Mindset of a Visionary Leader** with the theme: **"Mindset and Personal Growth"** at the **Vigan City Convention Center** on **July 17, 2025**.
2. The activity aims to capacitate school leaders to become agile, resilient, and transformative leaders. Specifically, it seeks:
  - a. to have a better and more in-depth understanding of school leadership;
  - b. to prepare and develop the knowledge, skills, and abilities of school leaders which are necessary for leading and improving their learning environment;
  - c. to leverage thought on leadership and to help find solutions that concern the improvement of learning outcomes for impactful sustainability; and
  - d. to improve information exchange and the understanding of how to improve learning and building leadership, technical and functional capabilities which are linked to real-time experience.
3. Enclosed are the Program of Activities, List of Participants and Program Management Team for reference.
4. Immediate dissemination of this Memorandum is desired.



**VILMA D. BDA, CESO V**  
Schools Division Superintendent





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**PROGRAM OF ACTIVITIES**

I. Title of Activity:  
***Leadership Begins with You: Cultivating the Mindset of a Visionary Leader***

II. Date of Implementation:  
***July 17, 2025***

III. Venue:  
***TBA***

IV. Program Matrix:

TIME	ACTIVITIES	IN-CHARGE
7:30 – 8:00	Registration	<b>Program Management Team</b>
8:00 – 8:30	<b>Opening Program</b> National Anthem Prayer  Message	<b>AVP AVP</b>  <b>Mrs. Vilma D. Eda, CESO V</b> <i>Schools Division Superintendent</i>
8:30 – 9:45	<b>Theme: “Mindset and Personal Growth”</b> <b>Session 1 - The Growth Mindset: How Leaders Continuously Evolve – Embracing adaptability, learning from failure, and fostering continuous self-improvement.</b>	<b>Luzviminda Relon</b> <i>Director</i> <i>Instruction and Faculty Development (UNP)</i>
9:45 – 10:00	<b>Open Forum</b>	<b>Mr. Alimar Ablog</b> <i>Education Program Specialist II</i>
10:00 – 10:15	<b>Coffee/Tea Break</b>	
10:15 – 11:45	<b>Session 2 - Resilience and Grit: Overcoming Challenges as a Leader – Strengthening mental toughness and perseverance to navigate adversity in leadership.</b>	<b>Marifel Acena</b> <i>Associate Professor II (UNP)</i>
11:45 – 12:00	<b>Open Forum</b>	<b>Mr. Alimar Ablog</b> <i>Education Program Specialist II</i>
12:00 – 1:00	<b>LUNCH BREAK</b>	
1:00 – 2:30	<b>Session 3 - Reflective Practice: Learning from Experience to Lead Better – Using structured reflection to enhance decision-making and personal learning.</b>	<b>Dr. Reginald Ugaddan</b> <i>Assistant Professor</i> <i>National College of Public Administration and Governance (UP)</i>
2:30 – 3:30	<b>Sharing of the Project TAWID</b>	<b>Mr. Royston Quidolit</b> <i>Head Teacher III, CapES</i>
3:30 – 4:00	<b>Open Forum</b>	<b>Mr. Alimar Ablog</b> <i>Education Program Specialist II</i>
4:00 – 4:30	<b>Coffee/Tea Break</b>	
4:30 – 5:00	Closing Program	<b>Program Management Team</b>
	<b>Moderator</b>	<b>Mr. Alimar Ablog</b> <i>Education Program Specialist II</i>







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**LIST OF PARTICIPANTS**

**School-Based**

No.	Name	Position/Designation
1	Leticia A. Pugrad	School Principal I
2	Vivian T. Del Castillo	School Principal I
3	Paulino B. Aninag Jr.	School Principal I
4	Azenith A. Ramos	School Principal I
5	Avelina T. Alon	School Principal I
6	Nora P. Paroligan	School Principal III
7	Marie-Sol A. Castañeda	School Principal III
8	Richard A. Agtutubo	School Principal II
9	Royston F. Quidolit	School Principal I
10	Rosario A. Organo	School Principal II
11	Maggie Aytona	Master Teacher II, OIC – Office of the School Principal
12	Pablo B. Bañaga Jr.	Head Teacher III
13	Lany Q. Corpuz	School Principal I
14	Racquel A. Follante	School Principal II
15	Karen A. Frando	School Principal I
16	Ana A. Castor	School Principal IV
17	Eric A. Bilgera	Head Teacher III
18	Dina Q. Rivad	School Principal II
19	Editha C. Bagcal	School Principal IV
20	Anita R. Presto	School Principal IV
22	Glenn U. Tadena	Asst. Principal II
23	Salvador S. Avisia	Asst. Principal II
24	Raymond Florendo	Asst. Principal II
25	Ronald P. Alejo	Head Teacher VI
26	Aileen Joy R. Manzano	Head Teacher VI
27	Maria Theresa F. Redondo	Head Teacher VI
28	Joseph Q. Obrero	Head Teacher VI
29	Efren A. Armandico	Head Teacher VI
30	Erlinda F. Anicas	Head Teacher VI
31	Dennis A. Quillopo	Head Teacher VI
32	Eloisa B. Aquino	Head Teacher VI
33	Romano Quitevis	Master Teacher II, TVL Subject Group Head
34	Janice V. Alonzo	Master Teacher II, HUMSS/GAS Subject Group Head
35	Ricky Bosque	Master Teacher II, STEM/ABM Subject Group Head

**SDO Personnel**

No.	Name	Position/Designation
1	Vilma D. Eda, CESO V	Schools Division Superintendent
2	Annie D. Pagdilao, CESO VI	Assistant Schools Division Superintendent
3	Marie Christine Natividad	Chief Education Supervisor
4	Rodrigo Reyes Jr.	Chief Education Supervisor
5	Atty. Kim Tagorda	Administrative Officer V
6	Elsie Amorin	Education Program Supervisor
7	Pelagio Cardenas	Education Program Supervisor
8	Clarito Siababa	Education Program Supervisor
9	Edgar Pescador	Education Program Supervisor
10	Solito Cortel	Education Program Supervisor
11	Nelson Robiñol	Education Program Supervisor
12	Felipa Regaspi	Education Program Supervisor
13	Peter John Frial	Education Program Supervisor
14	Amelyn Abella	Education Program Supervisor
15	Rommel Rabo	Education Program Supervisor

16	<b>Susiemar Rapisura</b>	Education Program Supervisor
17	<b>Arlyn Batulan</b>	Medical Officer III
18	<b>Grace Castañeda</b>	School Principal II
19	<b>Cherry Joy Discaya</b>	Senior Education Program Specialist
20	<b>Princess Torricer</b>	Senior Education Program Specialist
21	<b>Christopher Michael Gasmen</b>	Accountant III
22	<b>Mary Joy Suero</b>	Administrative Officer V – Budget Officer
23	<b>Eric Tapat</b>	Information Technology Officer
24	<b>Gloria Cabotaje</b>	Planning Officer III
25	<b>Aurelyn Fieldad</b>	Education Program Specialist II
26	<b>Aphrodite Hope Martinez</b>	Project Development Officer II
27	<b>Daisy Ancheta</b>	Administrative Officer IV
28	<b>Sherelyn Riodil</b>	Administrative Officer IV
29	<b>Mark Allen Sinogo</b>	Administrative Officer IV
30	<b>Greatest Yeng Molina</b>	Administrative Officer IV
31	<b>Sherwin Fabre</b>	Project Development Officer I

#### PROGRAM MANAGEMENT TEAM

Consultants:	<b>Vilma D. Eda, CESO V</b> Schools Division Superintendent <b>Annie D. Pagdilao, EdD, CESO VI</b> Assistant Schools Division Superintendent
Program Manager:	<b>Rodrigo Q. Reyes Jr., CES – SGOD</b>
Resource Speakers:	<b>Luzviminda Relon, Director, Instruction and Faculty Development (UNP)</b> <b>Marifel Acena, Associate Professor II (UNP)</b> <b>Dr. Reginald Ugaddan, Assistant Professor, National College of Public Administration and Governance (UP)</b>
Monitoring and Evaluation:	<b>Grace F. Castaneda, SP2, QAME</b>
Welfare Officer:	<b>Maria Korynne P. Taborda, Nurse II</b>
Secretariat/ Documenter:	<b>Princess Torricer, SEPS</b> <b>Aurelyn Fieldad, EPS II</b>
Moderator:	<b>Alimar Ablog, EPS II</b>

