



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

DIVISION MEMORANDUM

No. 548, s. 2025

**RESKILL TO REACH ALL: UPSKILLING AND RESKILLING OF NEWLY HIRED
 AND RECEIVING TEACHERS ON SPECIAL NEEDS EDUCATION (SNED)
 CONTENT AND PEDAGOGY**

To: Assistant Schools Division Superintendent
 Chief Education Supervisors-CID and SGOD
 Public Elementary, Secondary & Integrated School Heads
 All Others Concerned

1. Pursuant to Republic Act No. 11650, or the *Inclusive Education Act of 2022*, which mandates the provision of quality and inclusive education for learners with disabilities, and in line with the Department of Education's commitment to inclusive education, the Schools Division Office of Vigan City shall conduct a capacity-building activity titled "Reskill to Reach All: Upskilling and Reskilling of Newly Hired and Receiving Teachers on Special Needs Education (SNED) Content and Pedagogy" on August 26-28, 2025 at West Loch Park Hotel, General Luna Street, Vigan City, Ilocos Sur.
2. The activity aims to capacitate newly hired and receiving teachers in handling learners with disabilities (LWDs) by:
 - a. Deepening their understanding on the legal foundations, principles, and content of Special Needs Education (SNED), in alignment with RA 11650 and DepEd Order No. 44, s. 2021;
 - b. Equipping them with inclusive and evidence-based teaching strategies, including differentiated instruction, Universal Design for Learning (UDL), IEP development, classroom accommodations and modifications, and behavior management techniques;
 - c. Providing updates on key education policies and programs, such as the Child Protection Policy, Homeroom Guidance Program, Integration of Government Thrust across learning areas, Learning Resources (LR) development and Process Flow and ADM Standards; and
 - d. Enabling participants to develop and implement a Work Application Plan that translates training outputs into concrete, school-based actions promoting inclusive and learner-centered practices for LWDs.



Address: Mena Crisologo St. corner Rivero St., Brgy. IX, Vigan City, Ilocos Sur
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3. Participants to this activity are the newly-hired teachers and receiving teachers of learners with disabilities across public elementary and secondary schools. (Enclosure No. 1)
4. All expenses to be incurred for the conduct of this activity shall be charged against the 2025 Downloaded Special Needs Education (SNED) Program Support Fund, subject to the usual government accounting and auditing rules and regulations.
5. School Heads are directed to allow the identified participants to attend and ensure that classes are not disrupted by implementing appropriate alternative learning arrangements.
6. In preparation for this activity, there will be a meeting of Learning Facilitators on August 15, 2025, 3:30 PM at the SDO Conference Room to ensure a smooth conduct of the upskilling activity.
7. This memorandum shall serve as the locator slip of the PMT and all participants.
8. Enclosed in this Memorandum are the list of identified participants, members of the Program Management Team (PMT), and the detailed activity matrix.
9. Immediate dissemination of this memorandum to all concerned is desired.

VILMA D. EDA, CESO V
Schools Division Superintendent

Encls.: As stated
Reference: RA 11650
To be indicated in the Perpetual Index
under the following subjects:

SPECIAL EDUCATION TRAINING PROGRAMS



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(Enclosure No. 1 to Division Memorandum No. ___ s, 2025)

**RESKILL TO REACH ALL: UPSKILLING AND RESKILLING OF NEWLY HIRED
 AND RECEIVING TEACHERS ON SPECIAL NEEDS EDUCATION (SNED)
 CONTENT AND PEDAGOGY**

Date: **August 26-28, 2025**

Venue: **West Loch Park Hotel, Vigan City**

	Name	School	#	Name	School
1	Rheyra Q. Cabacungan	APES	23	Kazel A. Aquino	RPES
2	Erielyn S. Javier	APES	24	Loricor Gay A. Timbreza	VCS
3	Rhiza Joyce P. Gandeza	APES	25	Ryan A. Panogao	VCS
4	Apple D. Paa	BPES	26	Jessie A. Ponce	VCS
5	Sonia S. Soberano	BMSE	27	Jomero M. Rivad	TES
6	Irene C. Fernando	BMSW	28	Romeo J. Soriano	VNHSE
7	Lanie D. Tabunan	BMSW	29	Judy Ann R. Tamag	VNHSE
8	Maylene F. Alcartado	CAMES	30	Sheryl R. Balanay	VNHSE
9	Berndette D. Frial	CAMES	31	Ron Ron A. Andres	VNHSW
10	Junelyn H. Lopez	CAPEP	32	Dave Johann C. Arcena	VNHSW
11	Nova L. Llapitan	CAPEP	33	Jhoanna S. Braceros	VNHSW
12	Jermaine A. Siababa	CAPEP	34	Precious G. Blancaflor	ISNHS
13	Rosemarie Galimba	GESIIMS	35	Aurel Bernardo P. Dacalano	ISNHS
14	Alma A. Yagyagan	CCES	36	Rodel A. Robiñol	ISNHS
15	Joan A. Valdez	CCES	37	Raynel A. Oandasan	ISNHS
16	Krizzle Joy S. Supnet	PIS	38	Cecile Joy G. Paroligan	ISNHS
17	Jenny E. Querol	PIS	39	Shaira V. Dolorico	ISNHS
18	Vivian R. Camello	PIS	40	Pamela H. Marinas	ISNHS
19	Vicky G. Arizabal	MES	41	Pauline R. Manano	ISNHS
20	Sharon B. Guellang	NES	42	John Rey C. Menor	ISNHS
21	Marian Krista D. Quinoneza	SJES	43	James Vincent C. Racsa	ISNHS
22	Benalyn G. Soberano	SPBES	44	Annalyn S. Frando	SJES
			45	Ronalyn S. Baño	JSES

PROGRAM MANAGEMENT TEAM

Consultants	VILMA D EDA, CESO V ANNIE D. PAGDILAO, CESO VI
Program Manager	MARIE CHRISTINE L. NATIVIDAD
Program Proponent	ELSIE C. AMORIN
QAME	GRACE F. CASTANEDA
Secretariat	ALDRICH QUIOCHO
Resource Persons	Nora P. Paroligan, Ella G. Celana, Jasmin Nina D. Rusibin, Josephine P. Rabaca, Miriam Grace T. Battad, Edgar E. Arizabal Jr. Elsie C. Amorin, Cherry Joy D. Garma, Clarito A. Siababa, Edgar L. Pescador, Kniethel R. Rabara, Rommel R. Rabo & Marie Christine L. Natividad



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(Enclosure No. 2 to Division Memorandum No. ___ s, 2025)

Training Matrix: Upskilling and Reskilling of Newly Hired and Receiving Teachers on SNED Content and Pedagogy

Day 1	Time	Activity	Facilitator
Opening Program	8:00-8:30 AM	Registration and Opening Program	PMT
Session I	8:30- 9:45	Looking at the New Lens of Inclusive Education: The Global and Local Perspective	Elsie C. Amarin
Break	9:45- 10:00	Coffee/Tea Break	
Session 2	10:00- 11:45	Teaching Learners with Difficulty in Remembering or Concentrating	Josephine P. Rabaca
	11:45-12:00	Q&A	
Lunch Break			
Session 3	1:00- 2:45 PM	Teaching Learners with Difficulty in Basic Learning and Applying Knowledge	Jasmin D. Rusibin
Break	2:45-3:00		
Session 4	3:00- 4:45	Teaching Learners with Difficulty in Performing Adaptive Living Skills	Miriam Grace T. Battad
	4:45-5:00	Q&A	
Day 2			
MOL	8:00-8:15	Management of Learning and Attendance Check	
Session 5	8:15 -9:45	Universal Design For Learning	Nora P. Paroligan
Break	9:45-10:00		



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Session 6	10:00-11:00	Teaching Learners with Difficulty in Mobility	Edgar E. Arizabal Jr.
Session 7	11:00-12:00	Teaching Learners with Difficulty in Displaying Interpersonal Behavior	Miriam Grace T. Battad
Lunch Break			
Session 8	1:00-3:00	Teaching Learners with Difficulty in Hearing with Basic Filipino Sign Language	Ella G. Celana
Break	3:00-3:15	Coffee/Tea Break	
Session 9	3:15 -5:00	Teaching Learners with Difficulty in Seeing with Simple Braille Reading	Jasmin D. Rusibin
Day 3			
MOL	8:00-8:15	Management of Learning	
Session 10	8:15 – 9:30	Child Protection Policy	Cherry Joy D. Garma
Break	9:30-9:45		
Session 11	9:45-10:45	Homeroom Guidance Program	Clarito A. Siababa
Session 12	10:45-11:45	Integration of Government Thrust Across Learning Areas	Edgar L. Pescador
	11:45-12:00	Q&A	
Session 13	1:00-2:30	Integrating ARDUINO Kits in the Classroom	Kniethel R. Rabara
Session 14	2:30--3:45	LR Development Process Flow and ADM Standards	Rommel R. Rabo
Break	3:45-4:00	Break	
Session 15	4:00- 4:30	Overview of the Work Application Plan (WAP) WAP Preparation	Marie Christine L. Natividad
Closing Program	4:30-5:00		PMT

