



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

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

No. 975, s.2025

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

To: Assistant Schools Division Superintendent  
All Public Elementary and Secondary School Heads  
CID Chief  
SGOD Chief  
All Others Concerned

1. Pursuant to **Division Memoranda Nos. 189, 409 and 608, s. 2025** and in continuity with the previous leadership development activities as stipulated, the Schools Division of Vigan City will conduct the *4<sup>th</sup> Quarter Leadership Begins with You: Cultivating the Mindset of a Mindset of a Visionary Leader* with the theme: "Purpose-Driven and Servant Leadership" at **West Loch Park Hotel, Vigan City**, Ilocos Sur on **December 17, 2025**.
2. The activity aims to capacitate school leaders and division personnel to become 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 earning outcomes for impactful sustainability; and
  - d. to improve information exchange and the understanding of how to improv learning and building leadership, technical and functional capabilities which are linked to real-time experience.
3. The participants in the activity are **school heads, selected school and division office personnel**. Please refer to *Enclosure A* for the list of participants who will be attending the said event.
4. Further, attached herewith are the Program of Activities, List of Participants, and Program Management Team for your reference.
5. Immediate dissemination of this Memorandum is desired.

**SCHOOLS DIVISION OFFICE  
DEPED VIGAN CITY**

**15 DEC 2025**

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

**RELEASED**

**Dep**



**Address:** Mena Crisologo St. corner Rivero St., Brgy. IX, Vigan City, Ilocos Sur  
**Telephone No:** (077) 722-20-23 / (077) 632-05-33  
**Email Address:** vigan.city@deped.gov.ph  
**Website:** www.depedviganicity.com

*Your Feedback is important to us. Visit this link [bit.ly/SDOViganCityCSM](http://bit.ly/SDOViganCityCSM)*





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

**PROGRAM OF ACTIVITIES**

**I. Title of Activity:**

***Leadership Begins with You: Cultivating the Mindset of a Visionary Leader***

**II. Date of Implementation:**

***December 17, 2025***

**III. Venue:**

***West Loch Park Hotel, Vigan City, Ilocos Sur***

**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</b> <b>AVP</b>  <b>Vilma D. Eda, CESO V</b> <i>Schools Division Superintendent</i>
8:30 – 9:30	<b>Theme: "Purpose-Driven and Servant Leadership"</b> <b>Session 1 - Servant Leadership: Empowering Others by Leading with Purpose</b> – How personal growth enables leaders to serve and uplift others effectively.	  <b>Rev. Fr. Aristotle Maggay</b> <i>DIY Director</i> <i>Immaculate Conception School of Theology</i>
9:30 - 10:00	<b>Workshop</b>	
10:00 – 10:15	<b>Coffee/Tea Break</b>	
10:15 – 11:15	<b>Session 2 - Vision-Driven Leadership: Defining Your Personal Leadership Purpose</b> – Discovering and clarifying your leadership "why" to create meaningful impact.	  <b>Hon. SPM Jay Andia</b> <i>Chairperson, Committee on Education</i> <i>City Government of Vigan</i>
11:15 - 11:45	<b>Workshop</b>	
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 – 2:00	<b>Session 3 - Legacy Thinking: Leading Today with Tomorrow in Mind</b> – Reflecting on the kind of leader you want to be remembered as, and how that guides your present actions.	  <b>Pio Ferdinand J. Lamarca</b> <i>Retired Vice President for Academic Affairs</i> <i>University of Northern Philippines</i>
2:00 - 2:30	<b>Workshop</b>	
2:30 – 3:30	<b>Dissemination of the Research Findings</b> (Communication Practices Among School Heads: A Strategic Blueprint for Capability Enhancement Workshop)	  <b>Mrs. Editha C. Bagcal</b> <i>School Principal IV, ISNHS</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>Mr. Alimar Ablog</b> <i>Education Program Specialist II</i>
	<b>Moderator</b>	





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

**LIST OF PARTICIPANTS**

**School-Based**

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

**SDO Personnel**

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

15	<b>Rommel Rabo</b>	Education Program Supervisor
16	<b>Susiemar Rapisura</b>	Education Program Supervisor
17	<b>Arlyn Batulan</b>	Medical Officer III
18	<b>Racquel A. Follante</b>	School Principal II
19	<b>Cherry Joy Garma</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>Alimar Ablog</b>	Education Program Specialist II
27	<b>Aphrodite Hope Martinez</b>	Project Development Officer II
28	<b>Daisy Ancheta</b>	Administrative Officer IV
29	<b>Sherelyn Riodil</b>	Administrative Officer IV
30	<b>Mark Allen Sinogo</b>	Administrative Officer IV
31	<b>Greatest Yeng Molina</b>	Administrative Officer IV
32	<b>Sherwin Fabre</b>	Project Development Officer I
33	<b>Ben John Lazo</b>	Division Architect

#### 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>Rev. Fr. Aristotle Maggay, DiYp Director, ICST</b> <b>Hon. Jay Andia, Chairperson, Committee on Education, City Government of Vigan</b> <b>Dr. Pio Ferdinand J. Lamarca, Retired Vice President for Academic Affairs, UNP</b>
Monitoring and Evaluation:	<b>Grace F. Castaneda/Racquel Follante, SP2</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>