



Republic of the Philippines  
Department of Education  
**REGION VI – WESTERN VISAYAS**  
SCHOOLS DIVISION OF AKLAN

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November 17, 2025

**DIVISION MEMORANDUM**  
No. 631, s. 2025

**“FROM PHONEMES TO PHONICS”: A CAPABILITY BUILDING FOR  
NEWLY HIRED TEACHERS IN LANGUAGE LITERACY**

To: Office of the Assistant Schools Division Superintendent  
Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors  
Principals In-charge of the District  
Head Teachers In-charge of the District  
Heads of Elementary, Secondary and Integrated Schools  
All Others Concerned

1. Reading serves as the cornerstone of all learning. Early language and literacy instruction lay the foundation for learners’ academic achievement and lifelong learning success. For newly hired teachers handling Grades 4 to 6 learners, strengthening their knowledge and skills in phonological awareness, phonics, and evidence-based literacy instruction is essential to help learners transition effectively from “*learning to read*” to “*reading to learn*.”
2. The Department of Education Schools Division of Aklan, through the Curriculum Implementation Division (CID) will conduct a division training titled “**From Phonemes to Phonics: A Capability Building for Newly Hired Teachers in Language Literacy**,” a three-day professional development program which aims to strengthen the pedagogical skills of newly hired Key Stage 2 language teachers in delivering effective, explicit, and systematic literacy instruction grounded in the **Science of Reading** framework on **November 24 - 26, 2025** at **AltaBriza Resort Boracay** in Malay, Aklan.
3. The training emphasizes the integration of **phonemic awareness, phonics, decoding, and fluency instruction** into classroom practice to address identified reading gaps based on the recent Phil-IRI and CRLA assessment results. Participants will engage in lecture-discussions, demonstrations, hands-on activities, lesson design workshops, and peer teaching sessions to apply evidence-based strategies in developing learners’ foundational literacy skills.



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4. The participants of this training are the newly hired Grades 4 to 6 Language Teachers listed in **Enclosure No. 1**, while the Program Management Team and the detailed matrix of activities is provided in **Enclosure No. 2** of this memorandum.
5. It is understood that in the conduct of this activity, there shall be no discrimination on accounts of age, gender, civil status, disability, religion, or other similar factors/personal circumstances that run counter to the principles of equal opportunity.
6. Travel and meal expenses incurred by the participants relative to the conduct of and participation of this activity are chargeable against school/local funds/MOOE and downloaded fund subject to the usual accounting and auditing rules and regulations.
7. Immediate dissemination of and compliance with this Memorandum are desired.

**FELICIANO C. BUENAFE, JR., CESO VI**  
Schools Division Superintendent *Fby*

ETB/

Enclosure: None

Reference: None

To be indicated in the Perpetual Index  
under the following subjects:

Literacy

Teachers

Training



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<b>"FROM PHONEMES TO PHONICS": A CAPABILITY BUILDING FOR NEWLY HIRED TEACHERS IN LANGUAGE LITERACY</b>				
<b>District</b>	<b>No. of Participants</b>	<b>Name</b>	<b>Position Level</b>	<b>School Name</b>
Altavas	1	Marycris V. Candelario	Teacher I	Quinasay ES
	2	Mary Joyce S. Marcelo	Teacher I	Lupo ES
	3	Alfredo A. Hasigan Jr.	Teacher I	Quinasay ES
	4	Jinelyn L. Almanon	Teacher I	Hongoton ES
Balete	1	Donally Delos Reyes	Teacher I	Feliciano Elem.School
	2	Jamille B. Quillano	Teacher I	Arcangel Norte PS
	3	Jane S. Dinglasan	Teacher I	Oquendo ES
	4	Lenelyn C. Gallardez	Teacher III	Dalmacio Empedida Cuatriz ES
Banga	1	Rechel T. Salsag	Teacher III	Torralba ES
	2	Jemelyn A. Navarra	Teacher I	Polocate ES
	3	Jade I.Zante	Teacher III	DAJA SUR ES
	4	Maribeth S. Naig	Teacher III	ATRSIS
Batan	1	Deodenen L. Dandoy	Teacher I	Mandong IS
	2	Jessa P. Olay	Teacher I	Angas IS
	3	Joanna V. Andrade	Teacher I	Tabon IS
	4	Suzette P. Panado	Teacher I	Cabugao ES
Buruanga	1	Sheryl S. Sulat	Teacher I	Alegria ES
	2	June Faye M. Mendoza	Teacher III	Tigum ES
	3	Cleo D. Echegaray	Teacher I	Mayapay ES
	4	Jason C. Rojo	Teacher I	Buruanga ES
Ibajay East	1	Joebert Cabangil	Teacher I	Rivera PS
	2	Vic T. Andrade	Teacher III	Monlaque ES
	3	Florian B. Lasap	Teacher III	Agdugayan IFS
	4	Virna S. Alonsagay	Teacher I	Naligusan ES
	5	Jhezelle C. Belonio	Teacher I	Bugtongbato ES
Ibajay West	1	DONNALYN S. ROBA	Teacher III	MALOCO ES
	2	ANGIELYN M. TIMBAS	Teacher I	YAWAN ES
	3	MELODY ANN ORTEGA	Teacher I	IBAJAY CENTRAL SCHOOL
	4	CRISTALYN SOLIDUM	Teacher III	LAGUINBANWA ES
	5	DONNA MAE M. GARCIA	Teacher III	MABUSAO ES

Kalibo 1	1	GRACE F. AMURAO	TEACHER I	ANDAGAW ES
	2	JURIROSS JOY M. FLAVIANO	TEACHER I	NALOOK ES
	3	CHERUBIM T. VALLEJO	TEACHER I	KALIBO PILOT ES
	4	MARLOW N. NAZARETA	TEACHER I	NEW BUSWANG ES
	5	MICHELLE M. REMBULAT	TEACHER III	GEN. F. CASTILLO MS
Kalibo 2	1	MA. JOVELLA P. MANSAYON	TEACHER III	MOBO ES
	2	GRACE I. BIADOR	TEACHER II	KISEC
	3	MARIE JOY DE PEDRO	TEACHER 1	TIGAYON ES
	4	MOREFE Q. FLORES	TEACHER III	ESTANCIA ES
	5	DINA ROSE D. BOCO	TEACHER I	KALIBO ES
Lezo	1	RECHIEL F. FULGENCIO	TEACHER I	AGCAWILAN-SILAKAT NONOK E/S
	2	SUSANIE D. SILVERIO	TEACHER III	BUGASONGAN ES
	3	MARK DARYL C. TIRAZONA	TEACHER III	TAYHAWAN ES
	4	JOY R. ISTURIS	TEACHER 1	PRUDENCIO T. YERRO ES
	5	FLORENCE I. IMAN	TEACHER III	IBAO ES
Libacao	1	CHARLOTTE S. ZAPICO	TEACHER III	RIVERA PS
	2	JOAN O. ENETORIO	TEACHER I	TAROYTOY ES
	3	JAYE ANNE C. ORTEGA	TEACHER III	PINONoy PS
	4	DENSELLE FYE N. ELIAS	TEACHER I	ROSAL
	5	VIENNILL JAY P. DAGON	TEACHER III	LIBACAO CENTRAL ES
Madalag	1	ELSA A. TEÑOSO	TEACHER I	MERCEDES PS
	2	APRIL JOHN I. NAGAL	TEACHER III	MADALAG ES
	3	LONELYN Z. ZABALA	TEACHER I	MEDINA IS
	4	PAMELA JOY T. NAVIDA	TEACHER 1	PANINGAYAN ES
	5	MARY JADE R. SARABIA	TEACHER 1	BALACTASAN ES
Makato	1	ELSHA JOY T. MARTELINO	TEACHER I	TINA ES
	2	SHEVA L. PU-OD	TEACHER I	CAYANGWAN ES
	3	QUEENIE T. TOCOL	TEACHER I	MAKATO IS
	4	CHERYL S. SANTIA	TEACHER I	MAKATO IS
	5	ADIN S. DASOY	TEACHER III	LIBANG ES
Malay	1	ANACEL C. GELITO	TEACHER III	ARGAO ES
	2	MARY EVE C. COLESIO	TEACHER I	MANOCMANOC ES
	3	MARY CHEZIEL C. VALENCIA	TEACHER III	CATICLAN ES
	4	RHEA MAE L. DELA CRUZ	TEACHER I	BALABAG ES
	5	MARA T. DOREGO	TEACHER III	ARGAO ES

Malinao	1	LOVELY I. IGMASIN	TEACHER I	DANGCALAN ES
	2	CHARMAIGNE I.ILIN	TEACHER I	BANAY-BANAY PS
	3	ALNETTE R. RETUBIS	Teacher I	KIN. NUEVO ES
	4	SHEILA MAE I. NEPOMUCENO	Teacher I	ROSARIO ES
	5	LHEA I. ALBACINO	Teacher I	SUGNOD ES
Nabas	1	JESSIE P. GARCIA	Teacher III	Solkido ES
	2	JENELYN VILLORENTE	Teacher I	Pawa Elementary School
	3	JERMINE C. LUBATON	Teacher I	LASERNA IS
	4	HAINIE P. COLINDON	Teacher I	RIZAL ES
	5	SHANNY VEE V. TABANERA	Teacher I	RIZAL ES
New Washington	1	PAUL DOMINIC D. SAPICO	Teacher I	JUGAS ES
	2	JOVEL D. RUIZ	Teacher I	PINAMUK-AN INTEGRATED FARM SCHOOL
	3	CAROLINE P. PALLADA	Teacher I	CAWAYAN ES
	4	GUIENDOLYN G. CARPENA	Teacher I	NEW WASHINGTON ES
	5	FREDELYN D. DE MANUEL	Teacher I	GUINBALIWAN ES
Numancia	1	PHILMA I. REUNIR	Teacher III	NUMANCIA IS
	2	MA. DINA V. REYES	Teacher I	NUMANCIA IS
	3	MA. FE R. REUNIR	Teacher I	NUMANCIA IS
	4	MARISSA T. ILEJAY	Teacher III	CAMANCI NORTE ES
	5	HERMIELYN T. GABINETE	Teacher III	CAMANCI NORTE ES
Tangalan	1	BEVERLY T. MARQUEZ	Teacher I	Sergio L. Taligatos ES
	2	JORBY T. BARRIENTOS	Teacher III	Tangalan ES
	3	VIDA GREGORIO	Teacher I	Panayakan ES
	4	KATHLEEN REINA C. TABAGON	Teacher III	Tamalagon IS
	5	QUEENIE ROSE F. PAROHINOC	Teacher I	Tagas ES

## PROGRAM MANAGEMENT TEAM

**Dr. FELICIANO C. BUENAFE JR., CESO VI**  
Schools Division Superintendent

**Dr. RAMON D. PARAS**  
Asst. Schools Division Superintendent

**Dr. DOBIE P. PAROHINOG**  
Chief Education Supervisor  
Curriculum Implementation Division

**Dr. EDSELYN T. BIRAY**  
Education Program Supervisor-Mathematics  
Curriculum Implementation Division

**MARISSA A. JISMUNDO**  
Accountant 3

**ANN RAYSHELLE L. NADUA**  
Budget Officer

**Dr. JOY T. SARCENO**  
School Principal II-Napti IS  
District of Batan

**MARGIE R. IBUYAN**  
School Principal I-Camanci Norte ES  
District of Numancia

**Dr. SHARON R. GUNSON**  
Master Teacher III-New Washington ES  
District of New Washington

**Dr. JESELY I. VILLORENTE**  
Head Teacher 1-Fulgencio Norte ES  
District of Balete

**Dr. JENNYFEL R. DINGLASAN**  
School Principal I-UPCES  
District of Lezo

**Dr. BARBRA N. VILLAREAL**  
Head Teacher I-ATRSIS  
District of Banga

**ROSALYN I. PROTACIO**  
Master Teacher I-Malinao ES  
District of Malinao

**GINALYN A. RAPIZ**  
Head Teacher 1-Bugasongan ES  
District of Lezo

**NORMINA N. REFOL**  
Master Teacher II- Altavas ES  
District of Altavas

**JOHN C. MARCIALES**  
Education Program Specialist II  
Monitoring & Evaluation

**MARIA FE U. BUNAN**  
Master Teacher 1- Lezo IS  
District of Lezo

**JEROME N. BAYLON**  
TWG, Head Teacher 3-Dioscoro T. Tejada ES  
District of Makato

**SHEENA RICKA Y. MAMBURAM**  
TWG, Program Development Officer II

**JEVIE C. TARAN**  
Documenter, Teacher 3, Bugasongan ES  
District of Lezo

# “FROM PHONEMES TO PHONICS”: A CAPABILITY BUILDING FOR NEWLY HIRED TEACHERS IN LANGUAGE LITERACY

VENUE: ALTABRIZA RESORT Boracay, Malay, Aklan

DATE: November 24-26, 2025

## TRAINING MATRIX

DAY	TIME	DURATION	SESSION	RESOURCE SPEAKER
Day 1: Foundations of Early Literacy	8:00 – 9:00	1 hr	Registration / Pretest	
	9:00 –10:00	1 hr	Opening Program & Orientation	
	10:00 – 10:15	15 mins	Health Break	
	10:15- 12:00	1 hr 45 min	Session 1: Science of Reading & Foundational Literacy (Framework of early literacy, importance of phonological awareness and phonics)	Dr. Joy T. Sarceno Principal II – Napti IS/ District of Batan  Margie R. Ibuyan SP 1- Camanci Norte ES/ District of Numancia
	12:00 -1:00	1 hr	Lunch Break	
	1:00 – 2:30	1 hr 30 min	Session 2: Phonological Awareness: The Big Picture (Levels: word, syllable, onset-rime, phoneme)	Dr. Jesely I. Villorente HT I- Fulgencio Norte ES/ District of Balete
	2:00 – 3:30	1 hr 30 min	Session 3: Developing Phonemic Awareness (Segmenting, blending, manipulating sounds)	Dr. Sharon R. Gungon MT III – New Washington ES / District of New Washington  Rosalyn I. Protacio MT I – Malinao ES/District of Malinao
	3:30 – 3:45	15 mins	Health Break	
	3:45 –4:45	1hr	Session 4: Assessment of Phonological Skills (Informal & formal tools for K–3)	Ginalyn A. Rapiz HT I – Bugasongan ES/District of Lezo
	4:45 – 5:00	30m	End of the day evaluation / reminders	
Day 2:	8:00- 8:30	30	Management of Learning	
	8:30 – 10:00	1 hr 30m	Session 5: Principles of Effective Phonics Instruction (Explicit, systematic, multisensory approach)	Normina N. Refol MT II – Altavas ES/DitRICT of Altavas
	10:00 – 10:15	15m	Health Break	

From Sounds to Letters (Phonics Instruction) Fluency and Comprehension	10:15 – 12:00	1h 45m	<b>Session 6: Strategies for Teaching Letter-Sound Correspondence</b> (Teaching consonants, vowels, digraphs)	<b>Normina N. Refol</b> MT II – Altavas ES/Ditriect of Altavas  <b>Maria Fe U. Bunan</b> MT I – Lezo IS/ District of Lezo
	12:00 1:00	1h	Lunch Break	
	1:00-2:45	1 hr 45 mins	<b>Session 7: Decoding &amp; Encoding Skills</b> (Word building, spelling patterns, word families)	<b>Dr. Joy T. Sarceno</b> Principal II – Napti IS/ District of batan
	2:45 – 3:00	15m	Health break	
	3:00– 4:45	1 hr 45 m	<b>Session 8: Using Decodable Texts</b> (Selecting & using decodables for fluency)	<b>Dr. Jennyfel R. Dinglasan</b> SP I – UPCES/ District of Lezo
	4:45– 5:00	30 m	End of the day evaluation / reminders	
Day 3: Application & Integration	8:00- 8:30	30	Management Of Learning	
	8:30 – 9:30	1 hr	<b>Session 9: Differentiated Instruction in Literacy</b> (Addressing diverse learners' needs)	<b>Dr. Barbra N. Villareal</b> HT – ATRSIS/District of Banga
	9:30 – 9:45	15m	Health Break	
	9:45 – 11:45	2 hrs	<b>Session 10.1: Microteaching Session</b> (Teachers deliver Integrating phonemic awareness & phonics lessons)	<b>Dr. Jesely I. Villorente</b> HT I- Fulgencio Norte ES/ District of Balete
	11:45 – 12:00		Health Break	
	12:00 1:00	1h	Lunch Break	
	1:00-2:45	1 hr 45 mins	<b>Session 10.2: Microteaching Session</b> (Teachers deliver sample phonics lessons)	<b>Dr. Sharon R. Gungon</b> MT III – New Washington ES / District of New Washington
	2:45 – 3:00	15m	Health Break	
	3:00– 4:45	1 hr 15 m	Closing Program	
	4:15 – 4:45	30 min	Reflection & Synthesis	
	4:45– 5:00	30 m	End of the day evaluation / reminders	