



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

September 10, 2026

DIVISION MEMORANDUM

No. 525 s. 2026

**FROM EVIDENCE TO EXCELLENCE: EMPOWERING TEACHERS THROUGH
RESEARCH AND CLASSROOM INNOVATION IN THE DISTRICT OF NABAS**

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Principals/Head Teacher In-Charge of the District
Senior/Education Program Specialists
Heads of Public Elementary, Secondary
and Integrated Schools
All Others Concerned

1. To enhance teachers' professional competence through the meaningful integration of educational research into classroom practice, the District of Nabas will conduct a Training-Workshop titled "From Evidence to Excellence: Empowering Teachers Through Research and Classroom Innovation in the District of Nabas" on September 11–14, 2026, within Malay, Aklan.
2. The objectives of this training are the following:
 - a. describe the role and importance of action and basic research in improving teaching practices, learner outcomes, and school performance;
 - b. analyze classroom and school data to identify and prioritize problems classroom and school problems that require evidence-based and research-informed solutions;
 - c. formulate clear, feasible quantitative and qualitative research questions aligned with identified school needs;
 - d. design appropriate research methodologies, including selection of participants, instruments, and data collection procedures;
 - e. analyze and interpret quantitative and qualitative data using appropriate techniques to generate meaningful findings; and
 - f. develop and publish actionable recommendations and research-based interventions for classroom instruction, assessment practices, or school improvement programs.
3. Travel and other incidental expenses of the personnel concerned shall be charged against local funds/School MOOE, subject to the existing accounting and auditing rules and regulations.
4. Participants are entitled to Service Credits in accordance with DepEd Order No. 53, s. 2023 titled, "Updated Guidelines on the Grant of Vacation Service Credits to Teachers". On the other hand, non-teaching personnel including the management staff shall be provided with Compensatory Time Off (CTO) as per Civil Service Commission



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(CSC) and Department of Budget and Management (DBM) Joint Circular No. 2, s. 2024 on Non-Teaching Monetary Renumeration for Overtime Service rendered.

5. Please refer to the following enclosures:

Enclosure No. 1: List of Committee
Enclosure No. 2: Matrix/Indicative Program
Enclosure No. 3: List of Participants

6. Immediate dissemination of this Memorandum is desired.


FELICIANO C. BUENAFE JR., CESO V
Schools Division Superintendent

Encl.: As stated

Reference:

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

TRAINING PROGRAM

LLP/jrgm



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Enclosure No. 1 List of Committee

**FROM EVIDENCE TO EXCELLENCE: EMPOWERING TEACHERS THROUGH
RESEARCH AND CLASSROOM INNOVATION IN THE DISTRICT OF NABAS**

STEERING COMMITTEE

DR. FELICIANO C. BUENAFE Jr., CESO VI
Schools Division Superintendent
Chairperson

DR. LUZ U. BANSON, CESO VI
Assistant Schools Division Superintendent
Co-chairperson

TECHNICAL WORKING GROUP

Program Owner:

Mykko Ann Gellie T. Garcia

Program Committee:

Chairman: Jessie S. Flores

Members: Michael Angelo T. Garcia
Mykko Ann Gellie T. Garcia

Souvenir Program Committee:

Chairman: Pearl Jimriz M. Apostol

Members: Lynzell O. Pelayo
Melchor G. Dalisay Jr

Certificate & Tarpaulin Committee:

Chairman: Jayson I. Barrientos

Members: Elza I. Barrientos
Mary Crissa Rose F. De La Torre
Joan C. Limbaña

**Monitoring and Evaluation
Committee:**

Chairman: Cris Geo C. Advincula

Member: Reynaldo M. Anario, Jr.

Documentation Committee:

Chairman: Benjamin S. Candari Jr.

Members: Novelyn B. Dela Cruz
Karl Aljon Z. Casidsid
Shiena Mae T. Cardenas

ICT/Technical and Sounds

Chairman: Noel T. Abenir

Members: Cris Geo C. Advincula
Chairmane Joy Agupitan-
Tumanda

Lei & Token Committee:

Chairman: Julie Ann S. Doma

Members: Remedios S. Iguiron

**Registration and Attendance
Committee:**

Chairman: Justine F. Roquero

Members: Kennelyn Lee C. Garcia
Pauline L. Manuel
Mayorie C. Colindres

Ushering Committee:

Chairman: Charrie Lou Martirez

Members: Phoebe Key I. Cutaran
Mykka Ann Marie T. Garcia
Leylanie G. Fontano
Meljie T. Dalisay
Rovelyn F. Furatero

**Support & Assistance: (Output
Collection per Speaker)**

Aris Joshua P. Deferia
Marvie N. Palanog
Lovell A. Mendoza
Oliver A. Sulat



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Anna Marie M. Otayde
Janet A. Ruiz
Clark Dee F. Isturis
Jeza M. Tabanera
Nicole Pearl A. Vega
Mary Crissa Rose F. De La Torre
Joan C. Limbaña

Medical Assistance:

Chairman: Shelly Jen D. Pelayo
Members: Mayla Rose D. Otayde
Melchor G. Dalisay Jr.

Division Monitoring:

Leila L. Pamati-An
John Rey G. Maagma



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Enclosure 2 Matrix/Indicative Program

Title of Activity

From Evidence to Excellence: Empowering Teachers Through Research and Classroom Innovation in the District of Nabas

TRAINING MATRIX			
DAY	TIME	DURATION	SESSION
DAY 1 September 12, 2026	8:00–8:45	45 mins	Registration / Pretest
	8:45–9:30	45 mins	Opening Program
	9:30–10:30	1 hr	Session 1: Introduction to Action and Basic Research
	10:30–11:30	1 hr	Session 2: Understanding Action and Basic Research: Identifying School Problems and Needs
	11:30–12:00	30 mins	Open Forum / Question and Answer
	12:00–1:00	1 hr	Lunch Break
	1:00–3:00	2 hrs	Session 3: Background and Rationale: The Narratives of Teachers in the Classroom Setting
	3:00–3:15	15 mins	Health Break
	3:15–4:30	1 hr 15 mins	Session 4: Basic Research Questions (Quantitative)
	4:30–6:00	1 hr 30 mins	Session 5: Action Research Questions (Qualitative)



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DAY	TIME	DURATION	SESSION
DAY 2 September 13, 2026	7:00 – 8:00	1 hr	Management of Learning
	8:00–9:45	1 hr 45 mins	Session 6: Build Up: Basic Research Design for Quantitative Research
	9:45–10:00	15 mins	Health Break
	10:00–12:00	2 hrs	Session 7: Build Up: Action Research Design for Qualitative Research
	12:00–1:00	1 hr	Lunch Break
	1:00–2:15	1 hr 15 mins	Session 8: Related Literature and Proper Citations
	2:15–2:30	15 mins	Health Break
	2:30–4:00	1 hr 30 mins	Session 9: Research Participants and Other Sources of Data
	4:00–5:45	1 hr 45 mins	Session 10: Data-Driven and Evidence-Based Methods in School
	5:45–6:00	15 mins	End-of-Day Evaluation / Reminders



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DAY	TIME	DURATION	SESSION
DAY 3 September 14, 2026	7:00 – 8:00	1 hr	Management of Learning
	8:00–10:15	2 hrs 15 mins	Session 11: Crafting Research Questionnaires for Qualitative and Quantitative Research
	10:15–10:30	15 mins	Health Break
	10:30–11:30	1 hr	Session 12: Data Analysis Plan and Procedures for Interpreting Results
	11:30–12:00	30 mins	Open Forum / Workshop
	12:00–1:00	1 hr	Lunch Break
	1:00–2:30	1 hr 30 mins	Session 13: Thematic Analysis: Connect Themes to Classroom Experiences
	2:30–2:45	15 mins	Health Break
	2:45–4:30	1 hr 45 mins	Session 14: Ethical Dilemmas in School Research
	4:30–6:30	2 hrs	Session 15: Workplan and Timeline of Research



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DAY	TIME	DURATION	SESSION
DAY 4 September 15, 2026	7:00 – 8:00	1 hr	Management of Learning
	8:00–9:15	1 hr 15 mins	Session 16: Research Application in School
	9:15–9:30	15 mins	Health Break
	9:30–11:30	2 hrs	Session 17: Crafting of Research Proposals for Basic Research
	11:30–12:00	30 mins	Session 18: Crafting of Research Proposals for Action Research (Part I)
	12:00–1:00	1 hr	Lunch Break
	1:00–2:00	1 hr	Session 18: Crafting of Research Proposals for Action Research (Part II)
	2:00–2:30	30 mins	Session 19: Research Publishing and Its Format <i>(Key Highlights)</i>
	2:30–2:45	15 mins	Posttest
	2:45–3:00	15 mins	Closing Program



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Enclosure 3: List of Participants

NO	NAME OF PARTICIPANT	DESIGNATION	SCHOOL
1	NIÑALYN A. NALUPANO	TEACHER I	SOLIDO NATIONAL HIGH SCHOOL
2	MARIA DIVINA F. ABENIR	TEACHER V	SOLIDO NATIONAL HIGH SCHOOL
3	MARIA DIVINA F. ABENIR	TEACHER V	SOLIDO NATIONAL HIGH SCHOOL
4	JOLIAH I. PALOMATA	TEACHER V	SOLIDO NATIONAL HIGH SCHOOL
5	GELBERT L. QUISOY	TEACHER V	SOLIDO NATIONAL HIGH SCHOOL
6	FRENCHIE KIELL T. CASIDSID	TEACHER I	SOLIDO NATIONAL HIGH SCHOOL
7	ANGEL FAITH TIOPE	TEACHER I	SOLIDO NATIONAL HIGH SCHOOL
8	HAZEL C. ALARCON	TEACHER I	SOLIDO NATIONAL HIGH SCHOOL
9	JULIE A. PRADO	HEAD TEACHER I	SOLIDO NATIONAL HIGH SCHOOL
10	RACHEL T. SERASPI	TEACHER IV	TOLEDO NATIONAL HIGH SCHOOL
11	LEYLANIE G. FONTANO	TEACHER VI	TOLEDO NATIONAL HIGH SCHOOL
12	JOHN LOYD L. AGUELO	TEACHER I	TOLEDO NATIONAL HIGH SCHOOL
13	JOSELITO LAMBITO	TEACHER VI	TOLEDO NATIONAL HIGH SCHOOL
14	PABLITO IGNACIO	TEACHER V	TOLEDO NATIONAL HIGH SCHOOL
15	EDGAR CICHON	TEACHER V	TOLEDO NATIONAL HIGH SCHOOL
16	LORENZ GREGORIO	TEACHER III	TOLEDO NATIONAL HIGH SCHOOL
17	GIDEON LYNDON DE PEDRO III	TEACHER IV	TOLEDO NATIONAL HIGH SCHOOL
18	BERNALINE M. ARBOLEDA	TEACHER IV	TOLEDO NATIONAL HIGH SCHOOL
19	MA. ERRALYN R. TOGOTO	MASTER TEACHER I	TOLEDO NATIONAL HIGH SCHOOL
20	JOBERT A. MANALILI	TEACHER IV	UNIDOS NATIONAL HIGH SCHOOL
21	JAYA MIE C. BERONDO	TEACHER IV	UNIDOS NATIONAL HIGH SCHOOL
22	MARSHA P. SABIGAN	TEACHER I	UNIDOS NATIONAL HIGH SCHOOL
23	MARVIE LOU ANICETO	TEACHER I	UNIDOS NATIONAL HIGH SCHOOL
24	ALEJANDRO S. DELOS SANTOS III	SPECIAL SCIENCE TEACHER I	UNIDOS NATIONAL HIGH SCHOOL



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27	WINNA L. MAGNO	TEACHER III	UNION NATIONAL HIGH SCHOOL
28	JENNY M. TUMLOS	TEACHER III	UNION NATIONAL HIGH SCHOOL
29	MILYN S. CUSTODIO	TEACHER III	UNION NATIONAL HIGH SCHOOL
30	MAREBEL A. OLOYA	TEACHER I	UNION NATIONAL HIGH SCHOOL
31	MARY JOY T. VALEÑA	ADMINISTRATIVE ASSISTANT III	UNION NATIONAL HIGH SCHOOL
32	BENGELYN LOMEDA	TEACHER VI	UNION NATIONAL HIGH SCHOOL
33	JANET J. MONDOY	TEACHER II	UNION NATIONAL HIGH SCHOOL
34	SEROLF O. FLORES	MASTER TEACHER I	UNION NATIONAL HIGH SCHOOL
35	KAYE RONN M. TUMBOKON	TEACHER VI	UNION NATIONAL HIGH SCHOOL
36	JINELYN V. MORALES	TEACHER III	UNION NATIONAL HIGH SCHOOL
37	PAULENE MAE J. BETITA	TEACHER III	BUENAFORTUNA ELEMENTARY SCHOOL
38	GLENDA F. PALOMATA	TEACHER III	BUENAFORTUNA ELEMENTARY SCHOOL
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41	FAMELA I. EVASCO	TEACHER III	BUENAFORTUNA ELEMENTARY SCHOOL
42	HERNA S. GUMBOC	TEACHER III	BUENAFORTUNA ELEMENTARY SCHOOL
43	JENEBETH M. ZOLINA	TEACHER VI	SOLIDO ELEMENTARY SCHOOL
44	JENNIFER A. BARTOLO	MASTER TEACHER I	SOLIDO ELEMENTARY SCHOOL
45	IRENE G. COLINDRES	TEACHER VI	SOLIDO ELEMENTARY SCHOOL
46	CHANDARELLA O. TRAPILA	TEACHER VI	LIBERTAD ELEMENTARY SCHOOL
47	LYDIA R. REYES	SCHOOL PRINCIPAL I	LIBERTAD ELEMENTARY SCHOOL
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49	CLAIRE D. VENANCIO	TEACHER VI	UNION ELEMENTARY SCHOOL
50	MAY J. PABLO	TEACHER III	UNION ELEMENTARY SCHOOL
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56	PELAGIA T. GARCIA	TEACHER VI	BUENASUERTE ELEMENTARY SCHOOL
57	JHASTINE RIZA N. IRABON	ADMINISTRATIVE OFFICER II	BUENASUERTE ELEMENTARY SCHOOL
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60	SUSAN S. PALACIO	TEACHER III	BUENASUERTE ELEMENTARY SCHOOL
61	SHELEE JOY S. ESTOYA	TEACHER I	BUENASUERTE ELEMENTARY SCHOOL
62	YANYAN LIE M. LACHICA	TEACHER IV	BUENASUERTE ELEMENTARY SCHOOL
63	ALEXIS S. TUBANG, JR	PRINCIPAL I	NABAS ELEMENTARY SCHOOL
64	ALPHA C. FERNANDEZ	TEACHER IV	NABAS ELEMENTARY SCHOOL
65	REI ANGELIQUE R. FLORES	TEACHER I	NABAS ELEMENTARY SCHOOL
66	JELLY PEARL P. CONDEZ	TEACHER III	NABAS ELEMENTARY SCHOOL
67	CHIZA MAE E. PLACIO	TEACHER I	NABAS ELEMENTARY SCHOOL
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87	ARISH LOU M. ALONZO	TEACHER IV	LASERNA INTEGRATED SCHOOL
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110	EMERALD FLOR M. SABINO	TEACHER I	MAGALLANES ELEMENTARY SCHOOL
111	SHARMIE T. KHO	TEACHER I	MAGALLANES ELEMENTARY SCHOOL
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