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Office of the Schools Division Superintendent

DIVISION MEMORANDUM
CID-2025-0479

To	:	Asst. Schools Division Superintendent
		Chief, Curriculum Implementation Division (CID)
		Chief, Schools Governance and Operations Division (SGOD)
		Education program Supervisors
		Public Schools District Supervisors
		All Concerned
Subject	:	**PARTICIPATION TO THE CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ARAL PROGRAM**
Date	:	August 12, 2025

Relative to Regional Memorandum HRDD-2025-197 re: **Participation to the Capacity Building of Core and Division Trainers on the ARAL Program** on August 18-21, 2025 in Cebu City. The following personnel are designated as participants:

No.	Name	Position
1	JINKY B. FIRMAN PhD, CESO VI	SDS
2	CAROLYN M. ARADO (in lieu of Basilio P. Mana-ay Jr., CESO VI- ASDS)	EPS- Mathematics

Travel expenses, per diem, and other incidental expenses incurred by the participants shall be charged against the download funds for ARAL, should there be insufficiencies, incurred expenses may be charged against the MOOE, HRDD, Local, or BEC Funds. Board and lodging for SDSs, ASDSs, PMTs, and Resource Persons shall be charged to CO HRDD/ BEC Funds, subject to usual auditing and accounting rules and regulations. Relevant details are found in the enclosure.

Immediate dissemination of this memorandum is desired.

JINKY B. FIRMAN PhD, CESO VI
Schools Division Superintendent

RELEASED

AUG 1 3 2025

RECORDS SECTION SDO PANABO CITY
BY

Enclosed: As stated.
CID/jey/ roe

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Republic of the Philippines

Department of Education

DAVAO REGION

DTS

0825101544

August 6, 2025

REGIONAL MEMORANDUM
HRDD-2025-197

PARTICIPATION TO THE CAPACITY BUILDING OF CORE AND DIVISION
TRAINERS ON THE ARAL PROGRAM

To: Assistant Regional Director
        Schools Division Superintendents

1.   This has reference to DM-OULS-2025-026, titled Capacity Building of Core and Division Trainers on the Academic Recovery and Accessible Learning (ARAL) Program dated August 4, 2025, be informed of the following scheduled activities:

Activity	Date	Venue	Participants
ARAL Orientation for SDS and ASDS	August 18 – 21, 2025	Within Cebu (official venue to be released in a separate advisory)	All SDSs and ASDSs Regional HRDD and CLMD Chiefs
ARAL Schools Heads Orientation Batch 4	August 22, 2025	TBA	Region XI School Heads
ARAL Regional Training Batch 4	August 23 – 24, 2025	TBA	Region XI (5 trainers per SDO)

2.   The participants are requested to register through https://tinyurl.com/ARALProgramReg.

3.   Travel expenses, per diem, and other incidental expenses incurred by the participants shall be charged against the downloaded funds for ARAL, and should there be insufficiencies, incurred expenses may be charged against the MOOE, HRDD, Local, or BEC Funds. Board and lodging for SDSs, ASDSs, PMTs, and Resource Persons shall be charged to CO HRDD/BEC Funds, subject to usual auditing and accounting rules and regulations. Relevant details are found in the enclosure.

4.   Furthermore, the Regional PMT will convene on August 11, 2025 at 1:00-5:00 PM, at Durian Hall for a meeting.

5.   For queries, email hrddneapro11@gmail.com.

6.   Immediate dissemination of this Memorandum is desired.

RELEASED

ALLAN G. FARNAZO
Director IV

Encl.: As stated
ROH/trc

120417

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DepED

MEMORANDUM
DM-OULS-2025-026

TO	:	**ASSISTANT SECRETARIES** **BUREAU DIRECTORS** **REGIONAL DIRECTORS** **ALL OTHERS CONCERNED**
FROM	:	**CARMELA C. ORACION** Assistant Secretary Officer-in-Charge Undersecretary for Learning Systems
SUBJECT	:	**CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM**
DATE	:	August 4, 2025

1. In line with the enactment of the Republic Act No. 12028 or the *Academic Recovery and Accessible Learning* (ARAL) Program Act of 2024, the Department of Education (DepEd) is mandated through the National Educators Academy of the Philippines (NEAP), Bureau of Learning Delivery (BLD), and Bureau of Curriculum Development (BCD), to implement capacity-building initiatives for teachers and school leaders. These initiatives focus on developing the teacher-tutors' competencies in creating varied classroom assessments to identify specific learning competencies that learners struggle with, and design corresponding, need-based remediation materials and activities.

2. To accomplish these goals, the following activities shall be conducted:

Activity	Date	Venue	Participants
ARAL Orientation of Resource Persons	August 8–9, 2025 (Friday & Saturday)	NEAP Facility, Marikina	Identified Resource Persons for the ARAL Trainings
ARAL Orientation for SDS and ASDSs	August 18–21, 2025	Within Cebu (official venue to be released in a separate advisory)	All SDSs and ASDSs Regional HRDD and CLMD Chiefs

Activity	Date	Venue	Participants
ARAL School Head Orientation Batch 1	August 14, 2025	TBA	CAR
		TBA	Region I
		TBA	NCR
		TBA	Region II
ARAL Regional Training Batch 1	August 15–16, 2025	TBA	CAR
		TBA	Region I
		TBA	NCR
		TBA	Region II
ARAL School Head Orientation Batch 2	August 18, 2025	TBA	Region III
		TBA	Region IV-A
		TBA	Region VIII
		TBA	Region IX
		TBA	Region X
ARAL Regional Training Batch 2	August 19–20, 2025	TBA	Region III
		TBA	Region IV-A
		TBA	Region VIII
		TBA	Region IX
		TBA	Region X

Activity	Date	Venue	Participants
ARAL School Head Orientation Batch 3	August 22, 2025	TBA	NIR
		TBA	Region V
		TBA	Region VI
		TBA	Region VII
ARAL Regional Training Batch 3	August 23 – 24, 2025	TBA	NIR
		TBA	Region V
		TBA	Region VI
		TBA	Region VII
ARAL School Heads Orientation Batch 4	August 22, 2025	TBA	Region XI
		TBA	Region XII
		TBA	Region XIII
		TBA	Region IV-B
ARAL Regional Training Batch 4	August 23 – 24, 2024	TBA	Region XI
		TBA	Region XII
		TBA	Region XIII
		TBA	Region IV-B

3. The Regional Directors and Superintendents are requested to identify five (5) representatives from each of their School Division Offices (SDO) to attend the Regional Training. These representatives will participate in the ARAL Regional Trainings and will be tasked with cascading the ARAL Program Training to

their respective divisions and schools. The SDO-based Training of ARAL Tutors must be completed before September 5, 2025.

4. The Regional Directors and Superintendents are requested to engage all School Heads from their respective region to attend the one-day ARAL School Head Orientation.

5. All 17 regions mentioned above are tasked to convene and form their ARAL Training Program Management Team (PMT) composed of personnel from the Human Resource Development Division (HRDD), Curriculum Learning Management Division (CLMD), and the Quality Assurance Division (QAD) for the conduct and implementation of the program, who may or may not yet be a member of the ARAL Regional Technical Working Group (TWG).

6. The Regional PMT shall:

   a) Serve as PMT in all activities related to ARAL
   b) Create a registration link for all ARAL Trainings that will be disseminated through an advisory
      i) All participants are required to complete this form prior to attending the training.
   c) Secure the venues for the ARAL School Head Orientation and ARAL Regional Training as well as disseminate information once they have been identified;

   d) All data and information concerning the ARAL Program shall be submitted to the ARAL Secretariat. It is advised that a regional and division dashboard for data collection and consolidation be in place for ready reference.

7. Attached are the matrices for:

   a) ARAL Orientation of Resource Persons
   b) ARAL Orientation and Training of SDS and ASDSs,
   c) ARAL School Heads Orientation,
   d) and ARAL Regional Training.

8. Travel expenses, per diem, and other incidental expenses incurred by the participants shall be charged against the downloaded funds for ARAL, and should there be insufficiencies, incurred expenses may be charged against the MOOE, HRRD, Local, or BEC Funds. Board and lodging for SDSs, ASDSs, PMTs, and Resource Persons shall be charged to CO HRDD/BEC Funds, subject to usual auditing and accounting rules and regulations.

9. The honoraria and travel expenses of Resource Persons, as well as the travel expenses and per diem of PMTs, along with expenses for supplies, certificates, and other expenses incidental to the conduct of the said activity, shall likewise be charged to CO HRDD/BEC Funds, in accordance with usual auditing and accounting rules and regulations.

10. All participants are requested to bring their laptops, extension cords, portable wifi, and other writing materials.

11. Further details regarding the program flow, accommodation, and downloading of funds will be communicated through a separate advisory.

12. Please send all queries and concerns to aralprogram@deped.gov.ph.

ACTIVITY MATRIX: Driving Literacy Improvement in Divisions Through Community and Data-Driven Approaches

SCHEDULE	ACTIVITIES			
	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
8:00- 8:30	**Travel and Arrival of Participants**	**Opening Program** • Nationalistic Song • Prayer • Energizer (dance)	**Opening Program** • Nationalistic Song • Prayer • Energizer (dance)	**Breakfast**
8:30- 9:00		**Welcoming Remarks** • Opening Remarks • Collaborative Shared Leadership	**Session 1: Revisiting the ARAL Law** • DO, DM, Guidelines • Overview of the ARAL Program and Implementation • Expectations, etc.	
9:00 – 9:30				
9:30 – 10:00		**Pakikisalo sa Pamumuno: Bayanihan Para sa Kinabukasan Workshop/Activity**		
10:00-10:15		Health Break / Morning Snacks		
10:15-11:00		**Continuation of Activity**	**Continuation of Session 1**	
11:00 – 11:15				
11:15 – 12:00			**Session 2: Stories from Basilan and Bulacan** • Success Stories • Achievements • Good Practices • Challenges and How to Overcome	

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SCHEDULE	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
			ACTIVITIES	
12:00-1:00	Lunch			
1:00 – 1:10	**Travel and Arrival of Participants**	**Continuation of Activity**	Energizer	**Check out of Participants (12NN)**
1:10 – 2:00			**Session 3: School-Based M&E Framework for ARAL**	
2:00 – 2:30	**Check-in and Registration of**		• Purpose & Objective	
2:30 – 3:00	**Participants (2PM)**		• Data Collection	
			• Strategies	
			• Tools & Mechanisms	
			• Common Challenges and how to Overcome them	
3:00-4:00			**Session 4: Effective Community Engagement Strategies**	
			• Identifying Key Stakeholders	
			• Modes of Engagement	
			• Strategies for Mobilizing Support	
			• Action Planning Activity (targets per region, plan on how to do this)	
4:00 – 4:45			**Inspirational Message and Call to Action**	
4:45-5:00		**Closing of Day 1 & Evaluation**	**Closing Message** & Evaluation of	

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SCHEDULE	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
		• Evaluation Form • Reminders for Day 2	Day 2	

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ACTIVITY MATRIX: SCHOOL HEADS ORIENTATION

SCHEDULE	ACTIVITIES	
	Day 1 Aug 2025	Key Points per Session and /or Expected Output
8:00- 8:30	Travel and Arrival of Participants	
8:30- 9:00		
9:00 – 9:30		
9:30 – 10:00		
10:15 -10:30	**Opening Program** • Nationalistic Song • Prayer • Energizer (dance)	
10:30-11:00 11:00 – 11:15 11:15 – 12:00	**Session 1.a.** Status of Literacy in the Country Understanding the ARAL-Reading Program **Session 1.b:** Understanding the ARAL-Reading Program	**Session 1a.** • Current state of literacy levels nationwide • Key findings from national assessments • Identification of persistent gaps: early grade reading, comprehension, and access. • Implications of low literacy for learners' future education and employment • The urgency of recovery and acceleration efforts after learning losses (e.g., pandemic impact) **Session 1.b** • Overview of the ARAL Program as a national learning recovery initiative. • Objectives: bridging learning gaps, strengthening foundational skills, and improving reading proficiency. • Key features of the ARAL-Reading Program (target learners, intervention design, strategies). • Expected outcomes and learner competencies • How the program aligns with national education policies and literacy goals
12:00-1:00	Lunch	
1:00 – 1:15	Energizer	

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SCHEDULE	Day 1 Aug 2025	ACTIVITIES
		Key Points per Session and /or Expected Output
1:15 – 2:00 2:00 – 2:30 2:30 – 3:00	**Session 2:** Implementing Guidelines of the ARAL-Reading Program	• Structure and framework of implementation (who, what, when, where). • Roles of key stakeholders: DepEd offices, teachers, LGUs, parents, community partners • Scheduling, learning delivery modes, and integration in school programs • Monitoring and evaluation mechanisms (tracking learner progress) • Available resources and support (teaching guides, modules, partnerships)
3:00-3:15	**PM Snacks**	
3:15 – 4:15 4:15 – 4:45	**Session 3:** Responsibilities of the School Head in the Implementation of ARAL-Reading	• Leadership role in championing ARAL at the school level • Ensuring teacher preparedness and capacity building • Engaging parents and local stakeholders to support learner participation • Monitoring and evaluating implementation as well as reporting progress • Sustaining the program through integration with existing school initiatives
4:45 - 5:00	**Closing Program** **End of Activity Evaluation**	

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ACTIVITY MATRIX: CAPACITY BUILDING OF CORE AND DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM

SCHEDULE	ACTIVITIES			
	Day 1 Aug 2025	Key Points per Session and /or Expected Output	DAY 2 August, 2025	Key Points per Session and /or Expected Output
8:00- 8:30	Travel and Arrival of Participants		**Management of Learning** • Nationalistic Song • Prayer • Recap • Energizer	• Prepare the participants for the next day's activities • See the connection of Day 1 sessions with Day 2
8:30- 9:00			**Session 4**: Conducting a Filipino Session	• Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension
9:00 – 9:30				• Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension
9:30 – 10:00			**Session 5:** Conducting an English Session	
10:00-10:15	**Opening Program** • Nationalistic Song • Prayer • Energizer	Health Break / Morning Snacks		
10:15 -10:30		State the objectives of the two-day activity	**Session 6:** Conducting a Session for Key Stages 1, 2 and 3 Learners	• Breakout sessions • Learn new strategies in teaching reading to learners from Key Stages 1 and 3 • Develop more interesting activities for the remediation sessions
10:30-11:00	**Session 1 a.** Status of Literacy in the Country Understanding the ARAL-Reading Program **Session 1 b.**			
11:00 – 11:15				
11:15 – 11:30				
11:30 – 12:00				

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SCHEDULE	ACTIVITIES			
	Day 1 Aug 2025	Key Points per Session and /or Expected Output	DAY 2 August, 2025	Key Points per Session and /or Expected Output
	Understanding the ARAL Learners; *Confusabet* Activity			
12:00-1:00	Lunch			
1:00 – 1:15	Energizer			
1:15 – 2:00 2:00 – 2:30 2:30 – 3:00	**Session 2:** The Teacher as ARAL Tutor	• Understanding of Socio-emotional development by age ng Grades 1-10 (7-16 year olds) • Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support	**Session 7** Conduct of Professional Learning Community in the implementation of ARAL	• Showcase new competencies learned through a class demonstration • Learn to utilize teaching guides and Learners' workbook properly
3:00-3:15	Health Break			
3:15 – 4:15 4:15 -4:45	**Session 3**: Walk-through of Teaching Guide and Learner's Workbook	• Difference between teaching regular and remediation classes • Changing one's perspective based on the learner's needs	**Session 9:** BLSS-SHD Vision Screening	
			Closing Program and End of Day Evaluation • Closing Remarks • Evaluation Form • Reminders for Day 3	Wrap up the two-day activity and post a challenge/call to action
4:45 - 5:00	**End of Day Evaluation** • Evaluation Form			

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SCHEDULE	ACTIVITIES			
	Day 1￼Aug 2025	Key Points per Session and /or Expected Output	DAY 2￼August, 2025	Key Points per Session and /or Expected Output
	• Reminders for Day			

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