



Republic of the Philippines
Department of Education
 REGION XI
 SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

SGOD-2025-0676

To : Assistant Schools Division Superintendent
 Chief, Curriculum Implementation Division (CID)
 Chief, Schools Governance and Operations Division (SGOD)
 All Public Secondary and Elementary School Heads
 Concerned Public Schools District Supervisor
 Project Development Officer I
 Concerned SGOD Personnel
 All Concerned

Subject: **CONDUCT OF CREATING SAFE LEARNING ENVIRONMENT: A CAPACITY BUILDING PROGRAM FOR THE SCHOOL LEADERS OF SDO PANABO CITY**

Date: November 13, 2025

In pursuit of fostering a safe, inclusive, and supportive learning environment for every learner, the Division of Panabo City underscores the vital role of school leaders in ensuring the effective implementation of the Department's Learner Rights and Protection (LRP) or the Child Protection Policy and its supplemental guidelines. Recognizing that varying interpretations and gaps in the implementation of existing child protection policies that have been observed among schools, a pressing need to reorient and capacitate school heads on the proper understanding and consistent application of these policies and processes that should be implemented.

Relative to this, please be informed that the Conduct of *Creating Safe Learning Environment: A Capacity Building Program for the School Leaders of SDO Panabo City* will be on December 5-6, 2025, at Ritz Hotel, Davao City.

All Public Secondary and Elementary School Heads are required to attend the said activity, and **PROXY** is **NOT** allowed.

Attached is the list of division participants, guest speakers and technical working group.

Food and accommodation expenses shall be charged against the CSWDO Funds, while travel and other incidental expenses of school and division personnel shall be charged against School MOOE/Division MOOE Funds respectively, subject to the usual accounting and auditing rules and regulations.



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For your information and guidance.

JINKY B. FIRMAN PhD, CESO VI
Schools Division Superintendent

For the SDS *[Signature]*
AILENE B. ANONUEVO, Ph.D.
Chief Education Supervisor, SGOD
Incharge of the Division

Encl: as stated.
SGOD/aba/gcn

RELEASED

NOV 14 2025

RECORDS SECTION SGD PANABO CITY
BY *[Signature]*



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List of division participants, guest speakers and technical working group in the Conduct of Creating Safe Learning Environment: *A Capacity Building Program for the School Leaders of SDO Panabo City.*

No.	Name	Position/Office	
1	JINKY B. FIRMAN, PhD, CESO VI	SDS	Top Management
2	BASILIO P. MANA-AY, JR., CESO VI	ASDS	
3	AILENE B. AÑONUEVO, PhD	CES – SGOD	
4	KEREN T. LUMA, PhD	EPS – SGOD	
5	ANNALENE D. VILLANUEVA	ATTY III	Technical Working Group
6	RONMAR V. JAYOMA	MME	
7	LILANNIE L. SOMOSO	EPS II	
8	DESIREE LOREN L. BARABAT	NURSE II	
9	GLADY C. NOEL	PDO I	
10	GLADY C. NOEL	PDO I	
11	JEZZRIEL R. MONTEFOLKA	PDO I	
12	JULIUS I. SUELTO	PSDS	
13	CHAREINA JOY LACUIN	CSWDO HEAD	
14	RENEE BOY O. BINONDO	CWC REGIONAL HEAD	
15	SHEMELYN G. BILBAO	ATTY III	Guest Speakers