

Department of Education

REGION IV-A CALABARZON



7 August 2025

Regional Memorandum

No. 595 s. 2025

REGIONAL ORIENTATION FOR SCHOOL HEADS AND CAPACITY BUILDING OF DIVISION TRAINERS ON THE ACADEMIC RECOVERY AND ACCESSIBLE LEARNING (ARAL) PROGRAM

To: Schools Division Superintendents

- 1. In line with Republic Act No. 12028 or the Academic Recovery and Accessible Learning (ARAL) Program Act of 2024 and relative to DM-OULS-2025-026 from DepEd Central Office, Office of the Undersecretary for Learning Systems, this Office, through the Human Resource Development Division-National Educators Academy of the Philippines in the Region (HRDD-NEAPR), in collaboration with the Curriculum and Learning Management Division (CLMD) and Quality Assurance Division (QAD), informs the Schools Division Offices (SDOs) regarding the conduct of Regional Orientation for School Heads and Capacity Building of Division Trainers on ARAL Program.
- 2. Per DM-OULS-2025-026, the **ARAL Orientation for Schools Division Superintendents (SDSs) and Assistant School Division Superintendents (ASDSs)**, including the Regional HRDD and CLMD Chiefs, will be conducted on **August 18-21, 2025**, in **Cebu City**. Official venue will be disseminated in a separate advisory.
- 3. In consideration of logistical arrangements, particularly the procurement of venues, this Office will conduct the following activities, with details as follows:

Activity	Date	Participants	Venue
ARAL Orientation for School Heads	August 27, 2025	Elementary, Junior High, & Integrated (K-	To be
Jor School Heads	2023	10, 7-12) School Heads	disseminated
ARAL Regional Capacity Building of Division Trainers	August 28- 29, 2025	Trainers from SDOs	in a separate advisory





Address: Gate 2, Karangalan Village, Cainta, Rizal

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4. Each SDO, through the Curriculum Implementation Division (CID) and Human Resource Development Section (HRDS), is requested to submit the following on or before **August 11, 2025**:

List Needed	Template Links/QR Codes	Submission Link
a. List of School Heads for ARAL Orientation	tinyurl.com/ARAL4AListESSHs	tinyurl.com/4AARALL istSubmission
b. List of ARAL Trainers (strictly	tinyurl.com/4AARALTrainers	
based on the allocated number attached to this		
memorandu m)		

- 5. Attached also to this memorandum are the matrices for ARAL Orientation for School Heads and ARAL Capacity Building.
- 6. 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, expenses incurred may be charged against MOOE, Human Resource Development (HRD), Local, or BEC Funds. Board and lodging for SDSs, ASDSs, PMTs, and Resource Persons shall be charged to CO HRDD/BEC Funds, subject to the usual auditing and accounting rules and regulations.
- 7. For questions or queries, please contact Jisela N. Ulpina, HRDD OIC-Chief, Viernalyn M. Nama, CLMD Chief, Luz E. Osmena, QAD Chief, or Bryan A. Pobe and Hazel Angelyn Tesoro, Education Program Supervisors, through email at https://hrc.calabarzon@deped.gov.ph and clmd.calabarzon@deped.gov.ph.

8. Immediate compliance with this Memorandum is instructed.

ATTY. ALBERTO T. ESCOBARTE, CESO II
Regional Director

06/ROH5/ROH1



Department of Education

REGION IV-A CALABARZON

Attachment: Breakdown of Number of Participants in the ARAL Capacity Building

Regional Capacity Building of Division Trainers on ARAL Program August 28-29, 2025

No.	Name	No. of Participants	Qualifications
1	Antipolo City	10	
2	Bacoor City	5	
3	Batangas Province	20	Supervisors, School
4	Batangas City	10	Heads, Head Teachers, and/or Master Teachers
5	Biñan City	10	who possess effective
6	Cabuyao City	10	facilitation skills and strong
7	Calaca City	5	knowledge in:
8	Calamba City	10	a. integrating Social and
9	Cavite Province	15	Emotional Learning (SEL) in class instruction;
10	Cavite City	5	Í
11	Dasmariñas City	10	b. designing strategies in teaching Filipino and
12	General Trias City	10	English subjects to learners
13	Imus City	5	with varied challenges with literacy and comprehension;
14	Laguna	15	and,
15	Lipa City	10	a davelaning activities for
16	Lucena City	10	c. developing activities for remediation sessions
17	Quezon	20	
18	Rizal	15	
19	San Pablo City	10	
20	San Pedro City	10	
21	Sta Rosa City	10	
22	Sto. Tomas City	10	
23	Tanauan City	10	
24	Tayabas City	5	
	Total	250	

Template Link: tinyurl.com/4AARALTrainers

Submission Link: tinyurl.com/4AARALListSubmission

Deadline: August 11, 2025



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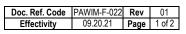
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

ACTIVITY MATRIX: SCHOOL HEADS ORIENTATION

	ACTIVITIES			
SCHEDULE	Day 1 Aug 2025	Key Points per Session and /or Expected Output		
8:00- 8:30 8:30- 9:00	Travel and Arrival of Participants			
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	Session 1.a. Status of Literacy in the Country	Session 1a. • Current state of literacy levels nationwide • Key findings from national assessments		
11:15 – 12:00	_	 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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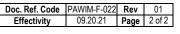
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		ACTIVITIES
SCHEDULE	ULE Day 1 Key Points per Session and /or Expected Output	
	Aug 2025	
1:15 - 2:00	Session 2: Implementing Guidelines of the ARAL-	 Structure and framework of implementation (who, what, when, where).
2:00 - 2:30	Reading Program	 Roles of key stakeholders: DepEd offices, teachers, LGUs, parents, community partners
2:30 - 3:00		 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	Session 3 : Responsibilities of the School Head in	Leadership role in championing ARAL at the school level
4:15 – 4:45	the Implementation of ARAL-Reading	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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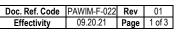
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

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

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









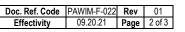


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	ACTIVITIES				
SCHEDULE	Day 1 Aug 2025	Key Points per Session and /or Expected Output	DAY 2 August, 2025	Key Points per Session and /or Expected Output	
	Understanding the ARAL Learners; Confusabet Activity				
12:00-1:00		Lur	ich		
1:00 – 1:15		Energ	gizer		
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 	Session 9: BLSS-SHD Vision Screening		
		learner's needs	Closing Program and End of Day Evaluation Closing Remarks	Wrap up the two-day activity and post a challenge/call to action	
4:45 - 5:00	End of Day EvaluationEvaluation Form		Evaluation FormReminders for Day 3		







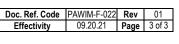




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	ACTIVITIES				
SCHEDULE	DULE Day 1 Key Points per Session and DAY 2 Key Points per				
	Aug 2025	or Expected Output	August, 2025	Expected Output	
	 Reminders for Day 				









Republic of the Philippines Department of Education

OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

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



Republic of the Philippines Department of Education Office of the undersecretary for learning systems

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



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





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OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

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.





Republic of the Philippines Department of Education OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

- 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.





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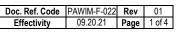
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

ACTIVITY MATRIX: TRAINING OF RESOURCE PERSONS (AUG 8 – 9)

		ACTIVITIES				
SCHEDULE	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 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	 Overview of the agenda/sessions See the connection between Day 1 sessions and Day 2 sessions 		
8:30- 9:00 9:00 - 9:30	Opening Program • Nationalistic Song • Prayer		Session 4 : Conducting a Filipino Session	 Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension 		
9:30 – 10:00	Energizer (by groups)		Session 5: Conducting an English Session	 Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension 		
10:00-10:15	First Meal AM Snacks	 Current state of literacy levels nationwide Key findings from 	Health Break / Morning Snacks			
10:15 –11:00	Session 1.a: Status of Literacy in the Country Understanding the ARAL-Reading Program	 national assessments Identification of persistent gaps: early grade reading, 	Session 6: Conducting a Session for Key Stages 1, 2 and 3 Learners	 Learn new strategies in teaching reading to learners from Key Stages 2 and 3 		
11:00 –12:00	Session 1.b: Responsibilities of the School Head in	comprehension, and access.				









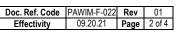


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	ACTIVITIES				
SCHEDULE	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 2025	Key Points per Session and /or Expected Output	
	the Implementation of ARAL-Reading	 Implications of low literacy for learners' future education and employment The urgency of recovery and acceleration efforts after learning losses (e.g., pandemic impact) 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 		Develop more interesting activities for the remediation sessions	









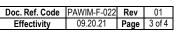


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	ACTIVITIES				
SCHEDULE	Day 1 Aug 8, 2025	Key Points per Session and /or Expected Output	DAY 2 August 9, 2025	Key Points per Session and /or Expected Output	
12:00-1:00 1:00 - 1:15		aligns with national education policies and literacy goals Lu	nch r interactive game)		
1:15 - 2:00 2:00 - 2:30 2:30 - 3:00	Session 2: Understanding the ARAL Learners; Confusabet Activity	 Understanding of Socio- emotional development by age of (7-16 year olds) Grades 1-10 students Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support Confusabet Activity: put the participants in the shoes of learners who can't read 	Session 7 Sample Demo Class Brief walk-through of Teaching Guide and Learner's Workbook	 Showcase new competencies learned through a class demonstration Learn to utilize teaching guides and the Learners' workbook properly 	
3:00-3:15	Health Break				
3:15 - 4:15	Session 3: The Teacher as ARAL Tutor	 Difference between teaching regular and remediation classes Changing one's perspective based on the learner's needs 	Session 8: Learning Session	Walk through of the learning session and how to conduct this	











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	ACTIVITIES			
SCHEDULE	Day 1	Key Points per Session and	DAY 2	Key Points per Session and /or
	Aug 8, 2025	or Expected Output	August 9, 2025	Expected Output
4:15 -5:00	Closing Program		Closing Program	Remind RPs of the needed
	 Inspirational Message 		 Reminders for the 	documents and resource
	 Reminders for Day 2 		Regional Training	materials (slide deck,
				session guides, etc.)











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

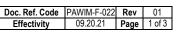
	ACTIVITIES			
SCHEDULE	DAY 0	DAY 1	DAY 2	DAY 3
	(Aug 18, 2025)	(Aug 19, 2025)	(Aug 20, 2025)	(Aug 21, 2025)
8:00- 8:30	Travel and Arrival of	Opening Program	Opening Program	Breakfast
	Participants	 Nationalistic Song 	 Nationalistic Song 	
		Prayer	Prayer	
		• Energizer (dance)	• Energizer (dance)	
8:30-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







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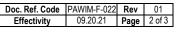


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	ACTIVITIES				
SCHEDULE	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)	
12:00-1:00	(1145 13, 1313)		Lunch	(5,)	
1:00 - 1:10	Travel and Arrival of	Continuation of Activity	Energizer	Check out of Participants	
1:10 - 2:00 2:00 - 2:30 2:30 - 3:00	Participants Check-in and Registration of Participants (2PM)		Session 3: School-Based M&E Framework for ARAL • Purpose & Objective • Data Collection • Strategies • Tools & Mechanisms	(12NN)	
3:00-4:00			Common Challenges and how to Overcome them Session 4: Effective Community	-	
3.00-4.00			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	1	Closing of Day 1 & Evaluation	Closing Message & Evaluation of	1	











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





