



Republic of the Philippines  
**Department of Education**  
REGION IV-A CALABARZON



HRDD-RM-2025-595

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
<b><i>ARAL Orientation for School Heads</i></b>	August 27, 2025	Elementary, Junior High, & Integrated (K-10, 7-12) School Heads	To be disseminated in a separate advisory
<b><i>ARAL Regional Capacity Building of Division Trainers</i></b>	August 28-29, 2025	Trainers from SDOs	

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	<b><a href="https://tinyurl.com/ARAL4AListESSHs">tinyurl.com/ARAL4AListESSHs</a></b> 	<b><a href="https://tinyurl.com/4AARALListSubmission">tinyurl.com/4AARALListSubmission</a></b> 
b. List of ARAL Trainers (strictly based on the allocated number attached to this memorandum)	<b><a href="https://tinyurl.com/4AARALTrainers">tinyurl.com/4AARALTrainers</a></b> 	

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 [hrd.calabarzon@deped.gov.ph](mailto:hrd.calabarzon@deped.gov.ph) and [clmd.calabarzon@deped.gov.ph](mailto:clmd.calabarzon@deped.gov.ph).

8. Immediate compliance with this Memorandum is instructed.

  
**ATTY. ALBERTO T. ESCOBARTE, CESO II**  
Regional Director

06/ROH5/ROH1



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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	<b>Supervisors, School Heads, Head Teachers, and/or Master Teachers</b> who possess effective facilitation skills and strong knowledge in:  a. integrating Social and Emotional Learning (SEL) in class instruction;  b. designing strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension; and,  c. developing activities for remediation sessions
2	Bacoor City	5	
3	Batangas Province	20	
4	Batangas City	10	
5	Biñan City	10	
6	Cabuyao City	10	
7	Calaca City	5	
8	Calamba City	10	
9	Cavite Province	15	
10	Cavite City	5	
11	Dasmariñas City	10	
12	General Trias City	10	
13	Imus City	5	
14	Laguna	15	
15	Lipa City	10	
16	Lucena City	10	
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	
<b>Total</b>		<b>250</b>	

Template Link: [tinyurl.com/4AARALTrainers](https://tinyurl.com/4AARALTrainers)

Submission Link: [tinyurl.com/4AARALListSubmission](https://tinyurl.com/4AARALListSubmission)

Deadline: **August 11, 2025**



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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	<b>Travel and Arrival of Participants</b>	
8:30- 9:00		
9:00 – 9:30		
9:30 – 10:00		
10:15 -10:30	<b>Opening Program</b> <ul style="list-style-type: none"><li>• Nationalistic Song</li><li>• Prayer</li><li>• Energizer (dance)</li></ul>	
10:30-11:00	<b>Session 1.a.</b> Status of Literacy in the Country Understanding the ARAL-Reading Program	<b>Session 1a.</b> <ul style="list-style-type: none"><li>• Current state of literacy levels nationwide</li><li>• Key findings from national assessments</li><li>• Identification of persistent gaps: early grade reading, comprehension, and access.</li><li>• Implications of low literacy for learners’ future education and employment</li><li>• The urgency of recovery and acceleration efforts after learning losses (e.g., pandemic impact)</li></ul> <b>Session 1.b</b> <ul style="list-style-type: none"><li>• Overview of the ARAL Program as a national learning recovery initiative.</li><li>• Objectives: bridging learning gaps, strengthening foundational skills, and improving reading proficiency.</li><li>• Key features of the ARAL-Reading Program (target learners, intervention design, strategies).</li><li>• Expected outcomes and learner competencies</li><li>• How the program aligns with national education policies and literacy goals</li></ul>
11:00 – 11:15		
11:15 – 12:00		
12:00-1:00	<b>Lunch</b>	
1:00 – 1:15	<b>Energizer</b>	



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SCHEDULE	ACTIVITIES	
	Day 1 Aug 2025	Key Points per Session and /or Expected Output
1:15 – 2:00 2:00 – 2:30 2:30 – 3:00	<b>Session 2:</b> Implementing Guidelines of the ARAL-Reading Program	<ul style="list-style-type: none"><li>• Structure and framework of implementation (who, what, when, where).</li><li>• Roles of key stakeholders: DepEd offices, teachers, LGUs, parents, community partners</li><li>• Scheduling, learning delivery modes, and integration in school programs</li><li>• Monitoring and evaluation mechanisms (tracking learner progress)</li><li>• Available resources and support (teaching guides, modules, partnerships)</li></ul>
3:00-3:15		
3:15 – 4:15 4:15 – 4:45		
4:45 - 5:00	<b>Closing Program</b> <b>End of Activity Evaluation</b>	



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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		<b>Management of Learning</b> <ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Recap</li><li>Energizer</li></ul>	<ul style="list-style-type: none"><li>Prepare the participants for the next day's activities</li><li>See the connection of Day 1 sessions with Day 2</li></ul>
8:30- 9:00			<b>Session 4:</b> Conducting a Filipino Session	<ul style="list-style-type: none"><li>Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension</li><li>Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension</li></ul>
9:00 – 9:30				
9:30 – 10:00				
10:00-10:15	<b>Opening Program</b>	<b>Health Break / Morning Snacks</b>		
10:15 -10:30	<ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Energizer</li></ul>	State the objectives of the two-day activity	<b>Session 6:</b> Conducting a Session for Key Stages 1, 2 and 3 Learners	<ul style="list-style-type: none"><li>Breakout sessions</li><li>Learn new strategies in teaching reading to learners from Key Stages 1 and 3</li><li>Develop more interesting activities for the remediation sessions</li></ul>
10:30-11:00	<b>Session 1 a.</b>			
11:00 – 11:15	Status of Literacy in the Country			
11:15 – 11:30	Understanding the ARAL-Reading Program			
11:30 – 12:00	<b>Session 1 b.</b>			





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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; <i>Confusabet</i> Activity			
12:00-1:00	Lunch			
1:00 – 1:15	Energizer			
1:15 – 2:00	Session 2: The Teacher as ARAL Tutor	<ul style="list-style-type: none"><li>Understanding of Socio-emotional development by age ng Grades 1-10 (7-16 year olds)</li><li>Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support</li></ul>	Session 7 Conduct of Professional Learning Community in the implementation of ARAL	<ul style="list-style-type: none"><li>Showcase new competencies learned through a class demonstration</li><li>Learn to utilize teaching guides and Learners’ workbook properly</li></ul>
2:00 – 2:30				
2:30 – 3:00				
3:00-3:15	Health Break			
3:15 – 4:15	Session 3: Walk-through of Teaching Guide and Learner’s Workbook	<ul style="list-style-type: none"><li>Difference between teaching regular and remediation classes</li><li>Changing one’s perspective based on the learner’s needs</li></ul>	Session 9: BLSS-SHD Vision Screening	
4:15 -4:45			Closing Program and End of Day Evaluation <ul style="list-style-type: none"><li>Closing Remarks</li><li>Evaluation Form</li><li>Reminders for Day 3</li></ul>	Wrap up the two-day activity and post a challenge/call to action
4:45 - 5:00	End of Day Evaluation <ul style="list-style-type: none"><li>Evaluation Form</li></ul>			





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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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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*  
**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



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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



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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

- 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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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.



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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](mailto:aralprogram@deped.gov.ph).



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

SCHEDULE	ACTIVITIES			
	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	<b>Travel and Arrival of Participants</b>  <b>Opening Program</b> <ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Energizer (by groups)</li></ul>		<b>Management of Learning</b> <ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Recap</li><li>Energizer</li></ul>	<ul style="list-style-type: none"><li>Overview of the agenda/sessions</li><li>See the connection between Day 1 sessions and Day 2 sessions</li></ul>
8:30- 9:00			<b>Session 4:</b> Conducting a Filipino Session	<ul style="list-style-type: none"><li>Relearn how to utilize Filipino and English subjects to strengthen literacy and comprehension</li><li>Learn new strategies in teaching Filipino and English subjects to learners with varied challenges with literacy and comprehension</li></ul>
9:00 – 9:30				
9:30 – 10:00			<b>Session 5:</b> Conducting an English Session	
10:00-10:15	<b>First Meal AM Snacks</b>	<ul style="list-style-type: none"><li>Current state of literacy levels nationwide</li><li>Key findings from national assessments</li><li>Identification of persistent gaps: early grade reading, comprehension, and access.</li></ul>	<b>Health Break / Morning Snacks</b>	
10:15 – 11:00	<b>Session 1.a:</b> Status of Literacy in the Country Understanding the ARAL-Reading Program		<b>Session 6:</b> Conducting a Session for Key Stages 1, 2 and 3 Learners	<ul style="list-style-type: none"><li>Learn new strategies in teaching reading to learners from Key Stages 2 and 3</li></ul>
11:00 – 12:00	<b>Session 1.b:</b> Responsibilities of the School Head in			





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SCHEDULE	ACTIVITIES			
	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	<ul style="list-style-type: none"><li>• Implications of low literacy for learners' future education and employment</li><li>• The urgency of recovery and acceleration efforts after learning losses (e.g., pandemic impact)</li><li>• Overview of the ARAL Program as a national learning recovery initiative.</li><li>• Objectives: bridging learning gaps, strengthening foundational skills, and improving reading proficiency.</li><li>• Key features of the ARAL-Reading Program (target learners, intervention design, strategies).</li><li>• Expected outcomes and learner competencies</li><li>• How the program</li></ul>		<ul style="list-style-type: none"><li>• Develop more interesting activities for the remediation sessions</li></ul>



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SCHEDULE	ACTIVITIES			
	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
		aligns with national education policies and literacy goals		
12:00-1:00	Lunch			
1:00 – 1:15	Energizer (dance or interactive game)			
1:15 – 2:00	Session 2: Understanding the ARAL Learners; <i>Confusabet</i> Activity	<ul style="list-style-type: none"><li>Understanding of Socio-emotional development by age of (7-16 year olds) Grades 1-10 students</li><li>Integrating Social and Emotional Learning (SEL) in class instruction and as part of student support</li><li>Confusabet Activity: put the participants in the shoes of learners who can't read</li></ul>	Session 7 Sample Demo Class Brief walk-through of Teaching Guide and Learner's Workbook	<ul style="list-style-type: none"><li>Showcase new competencies learned through a class demonstration</li><li>Learn to utilize teaching guides and the Learners' workbook properly</li></ul>
2:00 – 2:30				
2:30 – 3:00				
3:00-3:15	Health Break			
3:15 – 4:15	Session 3: The Teacher as ARAL Tutor	<ul style="list-style-type: none"><li>Difference between teaching regular and remediation classes</li><li>Changing one's perspective based on the learner's needs</li></ul>	Session 8: Learning Session	<ul style="list-style-type: none"><li>Walk through of the learning session and how to conduct this</li></ul>



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	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
4:15 -5:00	<b>Closing Program</b> <ul style="list-style-type: none"><li>Inspirational Message</li><li>Reminders for Day 2</li></ul>		<b>Closing Program</b> <ul style="list-style-type: none"><li>Reminders for the Regional Training</li></ul>	<ul style="list-style-type: none"><li>Remind RPs of the needed documents and resource materials (slide deck, session guides, etc.)</li></ul>



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**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 <ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Energizer (dance)</li></ul>	Opening Program <ul style="list-style-type: none"><li>Nationalistic Song</li><li>Prayer</li><li>Energizer (dance)</li></ul>	Breakfast
8:30- 9:00		Welcoming Remarks <ul style="list-style-type: none"><li>Opening Remarks</li><li>Collaborative Shared Leadership</li></ul>	Session 1: Revisiting the ARAL Law <ul style="list-style-type: none"><li>DO, DM, Guidelines</li><li>Overview of the ARAL Program and Implementation</li><li>Expectations, etc.</li></ul>	
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			Session 2: Stories from Basilan and Bulacan <ul style="list-style-type: none"><li>Success Stories</li><li>Achievements</li><li>Good Practices</li><li>Challenges and How to Overcome</li></ul>	
11:15 – 12:00				



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SCHEDULE	ACTIVITIES			
	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
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 <ul style="list-style-type: none"><li>Purpose &amp; Objective</li><li>Data Collection</li><li>Strategies</li><li>Tools &amp; Mechanisms</li><li>Common Challenges and how to Overcome them</li></ul>	
2:00 – 2:30	Check-in and Registration of Participants (2PM)			
2:30 – 3:00				
3:00-4:00	Inspirational Message and Call to Action			
4:00 – 4:45				
4:45-5:00	Closing of Day 1 & Evaluation		Closing Message & Evaluation of	



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SCHEDULE	ACTIVITIES			
	DAY 0 (Aug 18, 2025)	DAY 1 (Aug 19, 2025)	DAY 2 (Aug 20, 2025)	DAY 3 (Aug 21, 2025)
		<ul style="list-style-type: none"><li>Evaluation Form</li><li>Reminders for Day 2</li></ul>	Day 2	