



Republic of the Philippines
Department of Education
NATIONAL CAPITAL REGION

SCHOOLS DIVISION OFFICE OF MUNTINLUPA CITY

Office of the Schools Division
Superintendent

MEMORANDUM

No. 595, s. 2025

**WORKSHOP ON FLEXIBLE LEARNING AS EMERGING PATHWAYS
IN ALTERNATIVE DELIVERY MODE (ADM)**

To: Assistant Schools Division Superintendent
Chief Education Supervisor, CID
Chief Education Supervisor, SGOD
Public Elementary and Secondary School Heads
All Others Concerned

1. Relative to the implementation of **Alternative Delivery Mode (ADM)** as stipulated in **DepEd Order No. 21, s. 2019** entitled "*Policy Guidelines on the K to 12 Basic Education Program*", the Schools Division Office of Muntinlupa City recognizes the importance of providing continuous capacity building to school heads and teachers to effectively implement flexible and inclusive learning opportunities for all learners.
2. In this regard, the field is hereby informed of the conduct of an **Orientation Workshop on Flexible Learning as Emerging Pathways in Alternative Delivery Mode (ADM)** to be held on **December 5, 2025 (Friday) at 8:00 a.m. onwards** at the **4th Floor Activity Center, Schools Division Office – Muntinlupa City**.
3. This orientation-workshop aims to:
 - a. Demonstrate an understanding of the concepts, principles, and rationale of Flexible Learning Programs under the Alternative Delivery Modes (ADM).
 - b. Identify emerging support pathways that enhance the delivery of ADM and address diverse learner needs in times of learning crisis.
 - c. Develop flexible learning delivery plans, support mechanisms and assessment tools tailored to various learning contexts.
4. The participants in this activity are **EPSs, PSDSs, and ADM Coordinators**.
5. The activity shall be spearheaded by the **Curriculum Implementation Division (CID)** in collaboration with the **School Governance and Operations Division (SGOD)** –



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Human Resource Development (HRD) Section. Resource persons and facilitators shall be drawn from the official participants in the recent regional training on ADM.

6. Meals, materials, and other logistical requirements shall be charged against program support funds (PSF) subject to the usual accounting and auditing rules and regulations.

7. All concerned are enjoined to attend punctually and actively participate in the said orientation-workshop.

8. Immediate and wide dissemination of this Memorandum is desired.

VIOLETA M. GONZALES, CESO VI
Assistant Schools Division Superintendent
Officer – in - Charge
Office of the Schools Division Superintendent

Encl: As stated
Reference: As stated
To be indicated in the Perpetual Index

Under the following subjects:

ALTERNATIVE DELIVERY MODE ORIENTATION FLEXIBLE LEARNING

JCE/Memo – WORKSHOP ON FLEXIBLE LEARNING AS EMERGING PATHWAYS IN ALTERNATIVE DELIVERY MODE (ADM)
595 December, 2025



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LIST OF PARTICIPANTS

NAME	POSITION
1. DR. VIOLETA M. GONZALES	OIC - SDS
2. DR. LILIA A. RICERO	ASDS
3. DR. FLORANTE C. MARMETO	CHIEF, CID
4. MA. REGAELE A. OLARTE	CHIEF, SGOD
5. IVY M. ROMANO	SEPS
6. ANDRES F. SICAM	EPS II
7. DR. EVANGELINE M. AMAN	PSDS
8. CLARISA C. AVILA	PSDS
9. DR. JAIME G. BAUTISTA	PSDS
10. DR. MA. THERESA C. DELA ROSA	PSDS
11. DR. EMANIANO D. EBORA	PSDS
12. DR. JHEMSON C. ELIS	PSDS
13. DR. ERIC F. FUNGO	PSDS
14. DR. YALEDEGLER C. MALIGAY	PSDS
15. DR. MA. MYRA E. NAMIT	PSDS
16. DR. ADA TRINIDAD A. TAGLE	PSDS
17. DR. LILIOSA B. PALCE	EPS
18. DR. MA. CARMEN D. SOLAYAO	EPS
19. DR. ARMIDA S. OBLINADA	EPS
20. MR. EDISON C. ENERLAS	EPS
21. DR. LEONAI DA GUTIEREZ	EPS
22. DR. GINA U. URQUIA	EPS
23. MS. MARIEL EUGENE LUNA	EPS
24. DR. MARISSA M. ANDANZA	EPS
25. DR. JOHN ALBERT B. COLLE	EPS
SCHOOLS ADM COORDINATOR	
26. MARY JANE AMION	
27. BENJAMIN MAALA	
28. MELANIE SAPLAGIO	
29. BENELIN G. RUMBAOA	
30. MARICHU PASAPORTE	



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31. ESTELITA A. SAGUN
32. MELISSA D. COLUMNNA
33. JULIET D. JAJALLA
34. MARLON PARRENO
35. MA. DULCE AMOR ECHAGUE
36. CHERRY MAY P. FUENTES
37. RICHVILMA M. VILLESICO
38. JOSIE S. SAPANTA
39. JOSEPHINE M. NIETES
40. NOVELINE CARNO
41. RHEA DULA
42. JESRAEL SAMOLDE
43. RYAN P. CAMPOS
44. MERVIN F. GONA
45. MAYGLEEN L. LUNAR
46. JOHN KEVIN B. LLANDER
47. VERNA LIZA RAMORAN
48. JESSAMINE PALLER
49. REVILMA M. DIZON
50. OFELIA M. ABAS
51. NARCISA R. INOCENCIO
52. BABYLYN F. SESBREÑO
53. DELIA TANSECO
54. EMILY KINNA CALUZA
55. DR. JOAN E. NUGOY
56. ARLENE JOY MANANGUIT
57. JP FUENTES
58. VIVIAN M. REMPILLO



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TRAINING MATRIX

Venue: 4th Floor - SDO Muntinlupa

Time	Topic / Workshop Activity	Resource Person
8:00 AM – 8:30 AM	Opening Program • Registration, Invocation, National Anthem • Welcome Remarks • Statement of Purpose and Objectives	Program Host / School Head
8:30 AM – 9:00 AM	Session 1: Orientation on Flexible Learning Programs Workshop: <i>Reflect on existing learning modalities and identify current flexible learning practices in schools.</i>	ERIC F. FUNGO PhD Public Schools District Supervisor
9:00 AM – 10:00 AM	Session 2: Emerging Support Pathways in Alternative Delivery Modes (ADM) Workshop: <i>Group discussion on challenges and opportunities in implementing ADM</i>	JAIME G. BAUTISTA, EdD Public Schools District Supervisor
10:00 AM – 10:15 AM	Health Break —	
10:15 AM – 11:15 AM	Session 3: Designing Flexible Learning Delivery Workshop: <i>Create a draft plan integrating flexible strategies suited to their learners.</i>	MENIANO D. EBORA, EdD Public Schools District Supervisor
11:15 AM – 12:00 NN	Output Sharing and Discussion Group presentations and peer feedback	
12:00 NN – 1:00 PM	Lunch Break	



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1:00 PM – 2:30 PM	Session 4: Developing Learning Support Systems for ADM Implementation Workshop: <i>Design learner support mechanisms (mentoring, feedback, monitoring tools).</i>	JAIME G. BAUTISTA, EdD Public Schools District Supervisor
2:30 PM – 3:00 PM	Session 5: Creating Flexible Assessment Tools in ADM Workshop: <i>Develop assessment activities aligned with flexible learning modalities.</i>	JHEMSON C. ELIS, PhD Public Schools District Supervisor
3:00 PM – 3:15 PM	Health Break	
3:15 P M – 4:00 PM	Session 6: Action Planning and Commitment Setting Workshop: <i>Prepare an action plan for cascading flexible learning approaches in their respective schools.</i>	ERIC F. FUNGO PhD Public Schools District Supervisor
4:00 PM – 4:30 PM	SYNTHESIZING	

MS. CLARISA C. AVILA
Master of Ceremony