



Republic of the Philippines
Department of Education
REGION XII
DIVISION OF SULTAN KUDARAT

October 5, 2026

DIVISION MEMORANDUM
CID-IMS No. 086, s. 2026

**DIVISION TRAINING FOR SENIOR HIGH SCHOOL TEACHERS
ON HIGHER ORDER THINKING SKILLS AND EFFECTIVE COMMUNICATION**

TO: Assistant Schools Division Superintendent
Chiefs of the Functional Divisions
Education Program Supervisors
Public Schools District Supervisors/Principals In-Charge
Integrated and Secondary School Heads
This Division

1. In support of teachers' professional development as outlined in DepEd Order No. 42, s. 2017, re: The Philippine Professional Standards for Teachers (PPST), The Schools Division Office of Sultan Kudarat, through the Curriculum Implementation Division, will conduct a Division Training for Senior High School Teachers on Higher Order Thinking Skills and Effective Communication on October 9-11, 2026 at Paraiso Verde Hotel, City of Koronadal.
2. The training has the following objectives:
 - a. Build Senior High School teachers' understanding of Higher Order Thinking Skills (HOTS) and their integration into teaching;
 - b. Equip teachers to design and deliver HOTS-focused lessons that strengthen learners' ability to analyze, evaluate, and create;
 - c. Equip teachers with practical, proven strategies for teaching Effective Communication to build learners' confidence, clarity, and critical expression.
3. Participants in the training are identified Senior High School teachers, the Technical Working Group (TWG), Program Management Team (PMT), Learning Facilitators, and invited Resource Persons. Attached are the list of PMT and TWG members, the list of schools with one slot each, and the matrix of activities.
4. This is a live-in training. Meals, snacks, and accommodation shall be charged against HRD Inset Fund 2026, while travel expenses of the participants,



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and TWG members shall be charged against school MOOE subject to the accounting, budgeting, and auditing rules and regulations.

5. Furthermore, this Office reiterates DepEd Order No. 9, s. 2005, titled Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith, thus, school heads are directed to make arrangements on the subject loads of teacher-participants to make sure there will be no disruption of classes.

6. Prior to the training proper, a Prewrite Activity has been conducted with the Technical Working Group October 3, 2026 at the Kalimudan Hall, Division Office, Kenram, Isulan, Sultan Kudarat.

7. Since the activities fall on a Saturday and Sunday, the participants shall be entitled to Compensatory Time Off (CTO) or Service Credit, whichever is applicable, subject to existing rules and regulations, specifically, CSC and Joint Circular CSC-DBM No. 02, s. 2015 re: Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees, and DepEd Order No. 13, s. 2024 (Revised Guidelines on Grant of Service Credits to Teachers).

8. For queries and clarification, participants may contact Mary Grace B. Leysa, Education Program Supervisor, at email address: marygrace.leysa@deped.gov.ph.

9. For guidance and immediate dissemination.


ROBERTO J. MONTERO, CESO V
Schools Division Superintendent

Encl: As stated

Reference: As stated

To be indicated in the Perpetual Index under the following subjects:

EFFECTIVE COMMUNICATION

HOTS

SENIOR HIGH SCHOOL

MBL/CID-IMS/DM- Division Training for Senior High School Teachers on Higher Order Thinking Skills and Effective Communication /October 5, 2026



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Enclosure No. 01 to DM CID-IMS No. 086, s. 2026: Program Management Team and Technical Working Group in the Division Training for Senior High School Teachers on Higher Order Thinking Skills and Effective Communication

No.	Name	Position/Designation	District and School/Office
1.	Mary Grace B. Leysa	EPS	SDOSK
2.	Babyjean S. Mokalid	Facilitator	Lambayong NHS
3.	Vincent Bialen	Facilitator	Isulan NHS
4.	Roxchelle Gerasmia	Facilitator	Salabaca NHS
5.	Princess Joy Arsenio	Facilitator	Bambad NHS
6.	Bailaga Bantilan	Facilitator	Lambayong NHS
7.	Ibrahim Biang	Facilitator	Lambayong NHS
8.	Florida Sajor	RP	SDO Koronadal
9.	Charmaine Rose Estandarte	RP	SDO Koronadal
10.	Jecca Mae Joy Besona	TWG	SDOSK



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Enclosure No. 02 to DM CID-IMS No. 086, s. 2026: List of Participating Schools in the Division Training for Senior High School Teachers on Higher Order Thinking Skills and Effective Communication

No.	Municipality	School
1.	Bagumbayan	Bagumbayan National High School
2.	Bagumbayan	Bai Saripinang National High School
3.	Bagumbayan	Biwang National School
4.	Bagumbayan	Busok National High School
5.	Bagumbayan	Dante Integrated School
6.	Bagumbayan	Kapaya National High School
7.	Bagumbayan	Masiag National High School
8.	Bagumbyan	Sumilil National High School
9.	Cumbio	Cumbio National High School
10.	Cumbio	Datalblao National High School
11.	Cumbio	Telafas National High School
12.	Esperanza	Esperanza National School
13.	Esperanza	Marawir Integrated High Scholl
14.	Esperanza	New Panay National High School
15.	Esperanza	Plamango Integrated School
16.	Esperanza	Salabaca National High School
17.	Esperanza	Salumping National High School
18.	Esperanza	Sultan Sinanggayan Integrated School
19.	Isulan	Bambad National High School
20.	Isulan	Isulan National High School
21.	Isulan	Laguilayan National High School
22.	Isulan	New Pangasinan National High School
23.	Isulan	Sultan Ali Akbar Sinenggayan NHS
24.	Isulan	Villa Clara National High School
25.	Kalamansig	Artemio L. Martin Integrated School
26.	Kalamansig	Datu Etang Integrated School
27.	Kalamansig	Datu Malayat Integrated School
28.	Kalamansig	Datu Wasay National High School
29.	Kalamansig	Hinalaan Integrated School
30.	Kalamansig	Kalamansig National High School
31.	Kalamansig	Sabanal National High School
32.	Kalamansig	Sangay National High School
33.	Kalamansig	Sta. Clara National High School
34.	Lambayong	Kapingkong National High School



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35.	Lambayong	Lambayong National High School
36.	Lambayong	Madanding National High School
37.	Lambayong	Maligaya National High School
38.	Lambayong	Mamali National High School
39.	Lambayong	Pimbalayan National High School
40.	Lebak	E. Arcano Memorial National High School
41.	Lebak	Bolebak Integrated School
42.	Lebak	Keytodac National High School
43.	Lebak	Lebak Legislated National High School
44.	Lebak	Lebak National High School - Villamonte
45.	Lebak	Mangudadatu National High School
46.	Lebak	Purikay National High School
47.	Lebak	Salaman National High School
48.	Lebak	Tapudi Integrated School
49.	Lebak	Tran National High School
50.	Lutayan	Palavilla Integrated School
51.	Lutayan	Lutayan National High School
52.	Palimbang	Baluan National High School
53.	Palimbang	Isuko Integrated School
54.	Palimbang	Kalibuhan National High School
55.	Palimbang	Mamansual Abdul National High School
56.	Palimbang	Milbuk National High School
57.	Palimbang	Palimbang National High School
58.	President Quirino	Central Mangilala National High School
59.	President Quirino	Kalanawe II National High School
60.	President Quirino	President Quirino National High School
61.	Sen. Ninoy Aquino	Bugso National High School
62.	Sen. Ninoy Aquino	Datu Ampak Kawan National High School
63.	Sen. Ninoy Aquino	Gapok National High School
64.	Sen. Ninoy Aquino	Langgal National High School
65.	Sen. Ninoy Aquino	Sen. Ninoy Aquino National High School
66.	Sen. Ninoy Aquino	Sewod National High School



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Enclosure No. 03 to DM CID-IMS No. 086, s. 2026: Training Matrix for the Division Training for Senior High School Teachers on Higher Order Thinking Skills and Effective Communication

Day 1	Activities	In-charge / Faci
7:30am-8:40am	Arrival, Pretest	TWG
8:41am-9:40am	Opening Program	TWG
9:41am-10:00am	Snack Break	
10:01 am-11:00 am	Session 1: Developing Effective Communication Skills for Classroom and Workplace Success	LF 1
11:01-12nn	Session 2: Improving Grammar Skills to Foster Confident Communication	LF 2
12:01pm-12:59pm	Lunch Break	
1:00 pm-2:30 pm	Session 3: SOLO and HOTS in the Classroom: Introduction to the SOLO Model	LF 3
2:31pm-4:00 pm	Session 4: Thinking Beyond the Text: Integrating SOLO and HOTS in English Learning Tasks	LF 4
3:31pm-3:45 pm	Lunch Break	
4:00 pm-5:00 pm	Session 5: Incorporating the HELP Program into LAC Sessions	LF 2
Day 2		
7:45 am-8:00am	Management of Learning	
8:01am-10:00 am	Session 6: The Art of Being Understood: Effective Communication in a Changing World	RP1
10:01-12nn	Session 7: Unpacking and Clustering of Learning Competencies in Effective Communication	LF 5
12:01pm-12:59pm	Lunch Break	
1:00pm-3:00pm	Session 8: Pedagogical Approaches to Teaching Effective Communication	RP 2
3:01pm-5:00pm	Session 9: Understanding the Content and Performance Standards in Effective Communication	LF 6
Day 3		
8:00am-8:20am	Management of Learning	
8:21am-9:30am	Session 10: Introduction of the Division Speakers Guild Meeting and Speech Presentation	LF 7
9:31am-9:49 am	Snack Break	
9:50 am-11:00 am	Session 11: Crafting and presentation of Work Application Plan	By municipality
11:00 am-12:00 nn	Session 12: Moral Recovery: Reclaiming Our Core Values as Educators and Nation Builders	LF 8
12:01pm-12:59pm	Lunch Break	
1:00-4:00	Wrap up and Closing Program	PMT