



# **DEPED DAVAO** **DISPATCH**

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*Life is Education. Education is life.*

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## Brilliant and famous

**D**o you know the 10 Cs a leader should have? These are curiosity, creativity, communication, character, courage, conviction, charisma, competence, common sense, and crisis.

administration, supervision, and management, curriculum materials development, research and development, guidance and counseling, and special education (SPED) among others.

Regional Director (RD) Allan Gabriel Farnazo exhibits all the 10 Cs, and this has become his claim to fame. His active demeanor makes others remember him distinctly. His brilliant pieces of advice have influenced people to better themselves.

He has also found his way into the lives of DepEd employees by uniquely sharing a meal with them.

RD Allan would always share a meal with anyone in the office. He brings his food – some personally prepared and cooked by him – and calls employees who have arrived early. This is his style of leadership.

He involves himself and attracts people to exude confidence like him. He is a pacesetter at the same time. He sets high standards and fast results. He focuses on performance without disregarding the needs of the people.

His great involvement with people has increased his charisma. His way of life like going to church every day to start his productive day has earned him great respect from among the employees.

He is considered the most well-known RD in Mindanao. He has served three regions including Davao Region.

He left a significant mark in all the regions he handled as he shared his expertise in educational

Yes, that's what RD Allan is. He is the kind of leader any organization would love to have.

*Maria Gemima C. Valderrama*



## Proactive and gentle



**A**ssistant Regional Director (ARD) Rebonfamil “Bong” R. Baguio has given Davao Region a new perspective and leadership style for the past three months.

His proactive and gentle leadership has earned him respect among the workforce of DepEd Region XI. His calm demeanor and funny dialogue secured a soft spot in the hearts of many.

ARD Bong, as he is fondly called, has tremendously led the successful conduct of the Regional Schools Press Conference (RSPC), proving that his forte is indeed in the Journalism field.

Awarded as one of the top college editors in the country in 1992, he left an indelible mark in the Division of Ozamiz City, while a Schools Division Superintendent (SDS), guiding student-writers that made them champions in the RSPC and at the

National SPC.

Now, as the ARD, he wants the student-writers of Region XI to fully spread their wings like Davao's iconic eagle.

His track record shows that his path to becoming an education leader is written in the stars.

He graduated from Bukidnon State University in 1992 with his Bachelor of Elementary Education degree magna cum laude. His Master of Arts in Education Major in Teaching Communication Arts-English was at Xavier University-Ateneo de Cagayan in 1997. He finished his Doctor of Philosophy in Educational Management at De la Salle University through DepEd and Eugenio Lopez Foundation grant.

As a leader, ARD Bong prioritizes human resources' contribution to

fulfilling DepEd's mandate.

As the SDS of Valencia City from October 2019-June 2021, he initiated Honoring and Recognizing Valencia Employees, Stakeholders, and Teachers (HARVEST).

As the SDS in Malaybalay City from April 2018-September 2019, he innovated an award-giving body called Institutional Conferment (ICon) to recognize the outstanding accomplishment of teaching and non-teaching personnel.

As SDS in Ozamiz City from September 2011-March 2018, he initiated Growth, Upgrading, Resource Optimization, and Organizational Effectiveness (GURO) Awards which has been continued by his successors.

In Region XI, as the chair of Program on Awards and Incentives

for Service Excellence (PRAISE), ARD Bong will strengthen the giving of recognition to deserving employees. He knows that motivating them to work at their full potential is one of the main grounds for successful management.

Being with DepEd for more than 30 years now, ARD Bong knows what needs to be done to achieve the goals of the Department.

*Maria Gemima C. Valderrama*



# New era of collaborative leadership

In a move that promises a transformative journey for the largest division in Region XI, Dr. Reynante A. Solitario assumes the role of a Schools Division Superintendent for the Division of Davao City, with a vision of fostering collaborative leadership and empowerment that is poised to infuse new vitality into the educational landscape.

**“My greatest challenge is to sustain the culture of excellence the Davao City Division has been known for throughout the years. This entails building upon the solid foundation of academic achievement and continually raising the bar of excellence**

**in all aspects of education,”** he said.

With a vision of fostering a supportive environment where every teacher, parent, staff, and personnel has a voice, Solitario aims to create a department that merits the strengths of everyone involved.

**“Building a strong relationship within the workplace and promoting effective communication among the team is necessary to foster excellence and betterment of service,”** Solitario said.

He stressed that this also includes strengthening the partnership among stakeholders—both internal and external with a shared vision. He noted that these collaborative efforts

with the stakeholders will help make the curriculum relevant and child-friendly.

**“Schools should be aligned with the needs of the broader community, and by that, they solicit the involvement of the people around us. Strengthening partnership also means encouraging the community to take ownership of the programs, projects, and activities so that these are sustained,”** he said.

Furthermore, he places paramount importance not only on the academic achievement of the students but also on their overall well-being.

**“I firmly support the advancement of our students’**

**well-being by ensuring convenient availability of counseling services, promoting healthy eating habits, and encouraging physical activities within educational institutions,”** Solitario explained.

He shared his vision for the division and said that as an advocate of collaborative leadership, he aims to foster a culture of teamwork and shared decision-making.

He further said that he envisions an SDO where academic excellence fosters through innovative teaching methods and comprehensive educational resources.

*Janice C. Abrea*



# Grace and agility in leading

A government public servant like Marilyn Villar Deduyo displays her exemplary, strategic directions, and technical inputs to the management of the Division of Davao City toward efficient and effective governance and operation of the schools.

As an OIC-Assistant Schools Division Superintendent (ASDS) of the biggest division, ASDS Deduyo has always been seen as a leader anyone can work with.

**“She is very accommodating, straightforward, and easy to be with.”** This is how Dr. Warlito Hua, the Chief of the Education Support and Services Division in the Regional Office, sees her.

As a product of public schools in her basic education, ASDS Deduyo knows well the culture in schools, especially when she looks at how Matanao Central Elementary School and Matanao Municipal High School had raised her to become a good leader one day.

Her experiences in Cor Jesu College, where she took her Bachelor of Science in Elementary Education, honed her to become an effective teacher. She also served as District Guidance Coordinator, Planning Officer, and Education Program Supervisor.

All these honed her leadership skills, and she faces all the challenges in the workplace with grace and agility.

*Jonas Piore*



# Working with diligence

**D**estined as the 10th Schools Division Superintendent of the Division of Davao de Oro, Cristy C. Epe serves as the golden note to many educators in hitting the tune of today's challenges in singing with unison the educational direction under DepEd MATATAG.

She is currently rebranding the division's mantra into a more dynamic yet practical implementation of various programs, activities, and projects addressing the pressing needs of the schools and learners as far as learning and instruction are concerned.

One of which is delving into basic education facts of a school community employing five essential components: the profile, key performance indicators (access and quality), status of crucial resources, and

challenges in instructional delivery.

Advocating something enduring for future leaders and members to emulate, SDS Epe governs employees with genuine management modeling due diligence.

Other than this, she is a leader who is willing to work with others and permit them to make decisions that will lead to the achievement of the goals of the organization.

All these make her an epitome of a servant and visionary leader attesting

to the idea that we can perform many meaningful tasks although 'not in our comfort zone' for as long as our heart is for greater service.

*Wilfredo P. Takasan*



# Serving others



concerned, which reflects her magnanimity in the field of curriculum.

This vivacious and brisk leader fueled different engagements of the division office during the learning recovery phase of learners in school amidst face-to-face instructions through the lens of Project SINAMAY (Strategic Intervention, Navigating Assistance in Monitoring and Evaluation Achieving Yields) proving the maxim, "Women, whether subtly or loudly, have always been a tremendous power in the destiny of the world."

**S**teered by her mantra, "Be a blessing to everyone", Officer-in-Charge Assistant Schools Division Superintendent (ASDS) Dr. Arlyn B. Lim inspires people of DepEd-Davao de Oro to work beyond service.

She helps SDS Cristy C. Epe in all aspects of operations

required for the delivery of various programs, activities, and projects. She fulfills her undertakings and accountabilities crucial to the achievement of the golden division's direction.

She has been identified as one of the important trailblazers to the school community as far as governance and educational development are

Indeed, Dr. Lim is a genuine prototype of commitment, integrity, and excellence becoming her leadership style distinctive among school heads and teachers. She exhibits virtuous human relations with everyone in the academe and society possessing the characteristics of a typical mother, valiant, and resilient.

*Wilfredo P. Takasan*



## Cultivating purpose and contentment

In a world consumed by ambition and the pursuit of success, it is rare to encounter individuals who strive for excellence while yearning for the simplicity and tranquility of a simple life. But there's one in the Division of Davao del Norte.

cultivating the earth with his family, especially his wife, Aurora.

This fusion of roles and aspirations may appear unconventional, yet it demonstrates the depth of his character and ability to find harmony in divergent passions.

What sets SDS Rey apart is his unwavering commitment to excellence, coupled with extraordinary equanimity. While he dedicates himself to greatness in his role as SDS, he understands that victory does not always lie in personal triumphs.

His mantra, "By losing, we allow others to win," captures his selfless approach to leadership, emphasizing collaboration, empathy, and shared success.

Despite the demands of his role, SDS Rey skillfully balances his leadership responsibilities with his desire to farm. Through



meticulous time management and a deep sense of purpose, he carves out moments to embrace the serenity of his agricultural pursuits.

By doing so, he finds personal fulfillment and enhances his ability to inspire and empathize with the students and educators under his guidance.

His dual calling offers a unique source of inspiration for the education community. His ability to navigate two worlds highlights the importance of pursuing passions outside of professional roles.

By acknowledging and nurturing diverse interests, educators can cultivate a greater sense of purpose and personal contentment, which ultimately translates into enhanced motivation and creativity in their work.

SDS Rey's fusion of excellence and simplicity

is a powerful reminder that success is not limited to a singular path. By embracing his leadership role and yearning for a farmer's life, he embodies the notion that true fulfillment comes from aligning with one's innermost passions. His ability to balance educational leadership's demands with the land's grounding presence offers valuable insights into the holistic nature of personal and professional growth.

His journey reminds us that true contentment honors our multifaceted passions and finds harmony between seemingly divergent pursuits. By embracing the fusion of excellence and simplicity, SDS Rey inspires educators to explore their diverse interests, ultimately leading to greater fulfillment, creativity, and empathy within the education community.

*Neil Edward D. Diaz*



## Unveiling the couture of leadership

On the runway of educational leadership, where vision and competence take center stage, one luminary emerges as the epitome of style and grace. Meet Rebecca "Kaye" C. Sagot, the Assistant Schools Division Superintendent (ASDS) known for her innovative leadership approach and mantra, "Leadership is a fashion statement."

ASDS Kaye's journey parallels her love for fashion, with every stride she takes exuding confidence and sophistication. From a young age, ASDS Kaye showcased an innate sense of style, combining her creativity and flair to inspire those around her.

Recognizing that leadership is not just about expertise but also about making a visual impact, she curates a leadership persona that radiates

elegance.

For ASDS Kaye, leadership is an art form; she effortlessly fuses it with her refined fashion sense. ASDS Kaye meticulously tailors her leadership approach to create an unforgettable ensemble of charisma and influence.

Her ensemble includes visionary thinking, meticulous planning, and the ability to wear each challenge with grace and poise.

ASDS Kaye harnesses the transformative power of personal presentation to empower those she leads. She sets the stage for a culture of excellence through her sheer will and inspires others to dress for success inside and outside the classroom and the office.

Her fashion-forward leadership style creates an environment

where individuals feel empowered to express their authentic selves and leave an indelible mark.

Her belief that "Leadership is a fashion statement" transcends superficial appearances. It symbolizes her commitment to breaking educational barriers and challenging the status quo of leadership.

Like a fashion trailblazer, she fearlessly embraces diversity, inclusivity, and unconventional ideas, inspiring her team to embrace their unique styles and celebrate the beauty of individuality.

Assistant Superintendent Kaye's style prowess extends beyond the educational sphere, making her a role model for aspiring leaders. Her leadership serves as a beacon of inspiration, encouraging the next



generation of leaders to step confidently onto the runway of their ambitions. She encourages them to embrace their styles and revolutionize the world of educational leadership with innovative and fashion-forward approaches.

ASDS Kaye's unwavering belief that "Leadership is a fashion statement" brings a unique perspective to educational leadership. Like a master designer, she artfully combines her vision, competence, and fashion sense to create a leadership style that sets the trend for excellence.

Her ability to merge the worlds of fashion and leadership inspires individuals from all walks of life to embrace their fashion-forward passions and use them as powerful tools for transformative leadership.

*Neil Edward D. Diaz*



## Standing tall as a driving force



Schools Division Superintendent (SDS) Dr. Lorenzo E. Mendoza stands tall as a driving force behind educational transformation in the Division of Davao del Sur by spreading the impact of his 11-Point Agenda.

undertaken to improve educational standards. From implementing innovative teaching methodologies to introducing technology-driven learning platforms, these leaders ensure that students receive a holistic education.

He spearheaded the initiatives in putting into flesh the principles of Integrity, Diligence and Competence (IDC) as driving forces in performing the duties and functions of the top administration, teaching and non-teaching staff, parents, stakeholders, and learners.

By embracing student-centered approaches, they empower learners to develop critical thinking, creativity, and problem-solving skills necessary for success in the modern world.

These principles are crucial for SDS Mendoza to successfully lead and manage educational institutions. By embodying integrity, diligence, and competence, he was able to inspire and empower his constituents, creating an environment that fosters academic excellence and personal growth, improve student outcomes to fostering collaborative environments for educators.

In every school district, diversity is a constant factor that needs attention. Recognizing this, SDS Mendoza champions inclusive education by providing support to all students from different schools.

They collaborate with educators, parents, and the wider community to create an environment where every learner can thrive, regardless of their background or abilities. Through personalized learning plans, the unique

strengths of each student are harnessed, leading to improved academic performance and holistic development.

Behind every successful student stands a dedicated and motivated group of educators. Dr. Mendoza understands the pivotal role that teachers play in shaping the future generation.

As advocates for educators, they strive to create a positive and supportive work culture. By providing professional development opportunities, offering mentorship programs, and fostering open lines of communication, he empowers teachers and enhances their capacity to deliver quality education.

The true progress in education is only possible through the collective efforts of the entire community. SDS Mendoza worked tirelessly to bridge gaps between schools, parents, and other stakeholders. Through partnerships

with local businesses, civic organizations, and other educational institutions, they create enriching opportunities and experiences for students.

By fostering a sense of community ownership and involvement, they transform schools into vibrant hubs of learning, growth, and community engagement.

By implementing initiatives, addressing the needs of diverse learners, empowering educators, and fostering collaboration, he is able to shape the future of education in the division of Davao del Sur. He inspires students, invigorate educators, and create vibrant communities dedicated to the pursuit of knowledge. He deserves to be acknowledged by his invaluable contributions to advancing education and shaping a brighter future for generations to come.

*Janice I. Sapin & Sheryl Laine C. Namocot*



## Woman of action

With the goal of providing high-quality services to clients, Davao del Sur Assistant Schools Division Superintendent (ASDS) Dr. Janette G. Veloso captained relevant initiatives maximizing the leverage of management, technical assistance, and monitoring and evaluation in accordance with the region's directives and strategic goals.

She leads the contextualization of the system of delivery of supply in the Division through the ACADEMICS (A Community Assisted Delivery of Education Materials through Integration and Collaboration System) Model.

ACADEMICS Model is a citizen-centric project aimed to address the long-overdue issues of DepEd on the provision of learning resources and educational supplies to schools. Such a Model engaged all-district supply officers, public school district supervisors, and nine local government units.

She is the brainchild

and driving force behind making government education services accessible to all in the division. Through her visionary action and prompt initiative, the program UniFIED Monitoring (Unifying Focus and Interfacing Education Monitoring) marked a way as a precursor to realizing the mandates and strategic objectives of the Division Office in terms of management, technical assistance, and monitoring and evaluation.

The D'WORKFLEX (The Daily Online Workplace), which assisted flexibilities in the completion of tasks and deliverables of the office, was also introduced. Her leadership engraved the core importance of resiliency and innovations as she ensures the quality of basic education in the division and school offices.

In terms of planning, she is very meticulous in management, especially in preparing development plans in the Division. She works beyond the required working hour to ensure that the deliverables necessary

for the improvement of the entire department be crafted and communicated to the field.

As an empowered prime mover, she manifested a keen ability to envision a unified and quality service and even demonstrated concrete steps to bring her vision to life. She affirmed that her top priority is to provide strategic direction and technical inputs on management and operation to the region, division, and even individual school offices in order to ensure effective and efficient governance and operation.

She is also excellent in the field of linkages and networking. She created a network of partners coming from the national government agencies and coming from the private sector as she lead the Division's POSSIBLE (Pooling Stakeholders Support, Innovating, and Building Learning Environment) Model to the most in need of classrooms in support of the schools affected by the

2019 earthquake. Through this model, 12 temporary learning spaces had built utilized by almost 300 learners.

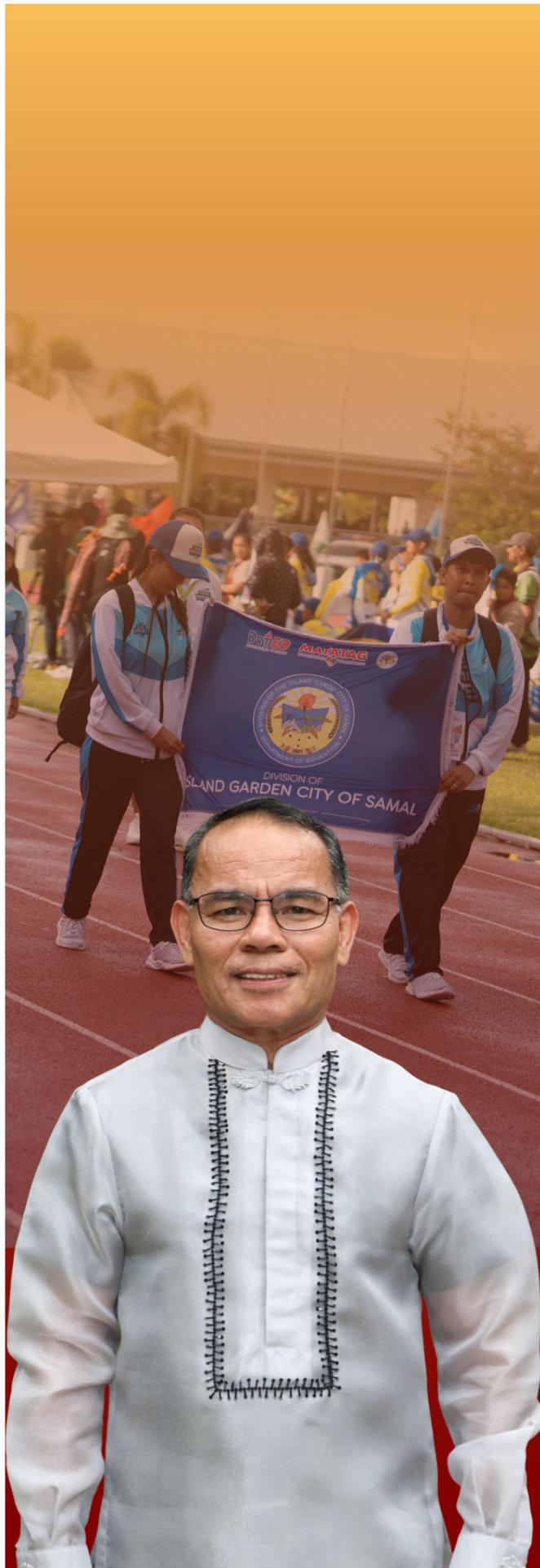
ASDS Veloso upholds the essence of positivity, discipline, and honesty toward work. She knows how to give recognition and appreciation towards dedicated services given.

She leads by example. When she would encourage others to work hard, she is always working hard herself. When she demands dedication in whatever project or activity is done, her dedication as well is unmatched. She would always see the potential of everyone she works with and she would allow these potentials to bloom where are rooted.

Her leadership style is defined as firm, methodical, and results-oriented. She exemplifies hard effort, and her good communication skills and capacity to link with the Central Office and the rest of the Department's executives demonstrate her work ethic.

*Christopher Felipe*

# Decisiveness amidst adversity



**P**roductivity and progress depend on what leaders can bring forth and genuine management only happens when there is a balance of equating ideas from the mind and considering situations from the heart. Leadership can only be best exemplified through the skills manifested from within.

These statements have been the living journey of the education leaders in the Schools Division of the Island Garden City of Samal – Schools Division Superintendent (SDS) Nelson C. Lopez and Assistant SDS Emma A. Camporedondo.

With the pragmatic vision to provide quality and accessible academic opportunities to all learners on the island, they always set the fire ablaze by promoting the intentions of cementing the dreams of the learners while pursuing the course of academe within the premise of the school community.

They explore wide horizons to continue implementing the programs, projects, and activities to support

the MATATAG Agenda of the Department of Education. With the kind of service painted with determination, everything seems possible despite the difficulties brought by inevitable limitations.

They look for a particular key to unlock things in order to connect to the needs of the community, possessing the fact of being responsive, reactive, and reflective to the various school situations even in this post-pandemic period.

At this time, SDS Lopez puts so much effort into mitigating the issues in the curriculum, services, learners' well-being, and concerns of teachers in the Division.

He manages the existing programs that allow the learners to see their fullest potential and the teachers to embrace their purpose. Furthermore, he continuously links with the education partners who provide resources to all schools.

Spending decades in the service, SDS Lopez delineates a

visual representation in showing much appreciation to see that the welfare of all employees is given utmost priority. Indeed, his integrity has been sleeving with intelligence, hard work, and perseverance.

More than doing serviceable acts to the community, ASDS Camporedondo organizes a scholarship program named 'Potter's Hand.' This program starts with 100 scholar-grantees in Nieves Villarica National High School in Babak District.

To help the less fortunate students in the locality, she provides school supplies to the learners and shoulders the financial matters relative to school obligations. Aside from the tangible assistance that she gives, she also spearheads the monitoring of students' growth and development.

To maintain their self-reliance, ASDS Camporedondo, through the Potter's Hand Program, conducts mental and psychological help to the scholars. Moreover,

social and values development are also considered since these can be the reasons for them to step outside the shudders of poverty.

Sheltering light, sourced from one's vision, SDS Lopez and ASDS Camporedondo always accomplish what is meant and destined for.

They opt to create a resounding grace that vibrates in the lives of many people on the island. With their advocacy, they are designed to be phenomenal leaders with a heartfelt attitude.

If this influence will be experienced by a lot of people working on the same ground, everyone can contribute to the problems that the community has been facing for a very long time.

As regarded in a transformational venture, it is absolutely visible that these two leaders have been carrying the torch that illuminates the lives of many.

 Jucell J. Lauron



# Serving as servants



**“Let us serve as servants, not play as kings or queens in the schools where we presumed our very own kingdoms.”**

His words, though gentle, were unrelenting -- openly despising school officials who play deities in their so-called empires. A remark that's certainly adamant about the abuse of authority and unjust practices of the school heads in their discharge of duties.

**“I don't want to see that scenario while you're on my watch.”** That's how the OIC-Schools Division Superintendent, Dr. Rommel R. Jandayan, spoke about the servant leadership he espoused for his newfangled Schools Division Office.

The superintendent assumed full authority, responsibility, and accountability to champion this leadership style. This prompted him to summon everyone in the Division of Davao Occidental to imbibe within each one's hearts and minds the catchphrase

“DavOcc LEADS!” which he spelled out in the following ellipsis:

Leadership with compassion, which means leading with a listening heart, not necessarily bending policies, but leading with collaboration, integrity, competence, and diligence;

Embody excellence in our work, which signifies innovation in work and embracing inclusivity, so that no one shall be left behind, even the least, the last, and the lost shall be brought back to the educational system in whatever ways we can;

Advance universal values, which suggest love, peace, and righteousness within the individual, as well as accelerate academic achievements;

Digitize the workplace, and drive

personnel dynamism and stakeholders' engagement to generate happy personnel who work with ease and well; and

Serving as servants of God who are described as personnel working with a heart.

**“As I start my mission here, it is now my responsibility and accountability to implement the MATATAG agenda of Vice President Sara Duterte, our DepEd Secretary.”**

We will do it together and achieve our goals together,” he said resolute in resolving the basic education woes to achieve *Bansang Makabata, Batang Makabansa*.

Yes, his command was gentle yet stern, purpose-driven, and sincerely sincere -- “Let us serve as servants of God.”

Raymond S. Aquino

# Responding to a call



**“I look forward to my people seeing me as a grounded ASDS, over and above, and I expect my co-workers to produce remarkable outcomes, and strategically align work performances with the fundamental needs of the public schools.”**

This is the perspective of Assistant Schools Division Superintendent (ASDS) Dr. Antonio P. Delos Reyes with the DepEd culture of familial and professional endeavors.

At work with the public school teachers, non-teaching sector, and school officials could be felt as waging with an extended family. Here, he ought to be prudent in policy management and administrative actions to cater to the organization's greater good.

**“In my capacity as ASDS, I want to provide administrative and leadership support to all division programs, projects, and activities.”**

Categorically, where the DepEd Division is sailing like a ship of work specializations, ASDS Delos Reyes felt the need to conduct the orchestra of various work platforms and professional disciplines, and he wishes to approximate practically all organizational elements of the education system.

He is grounded in the sense that he has to contend with

dramatic improvements in basic division operations and portend the future of work amidst the fast-changing technology, innovation, and acceleration of life.

As ASDS, he looks forward to his people seeing him as result-oriented, decisive, formidable, with a high level of fortitude -- facing challenges every step of the way with a strong will to overcome adversity with courage and clarity of thinking.

This work-oriented fellow believes that the most important affair in life is calling. And when responding to a call, one has to consider the war between senses and human intellect.

Thus, he wishes to see the light of the change in terms of feeling for others. Yet, he needs to be firm even to the extent of being misunderstood, every so often, which requires him good reasons to prevail.

**“My approach to generating results and organizational productivity is eclectic, relevant and responsive, efficient and effective where human passion and compassion juxtaposed with necessity and indispensability.”**

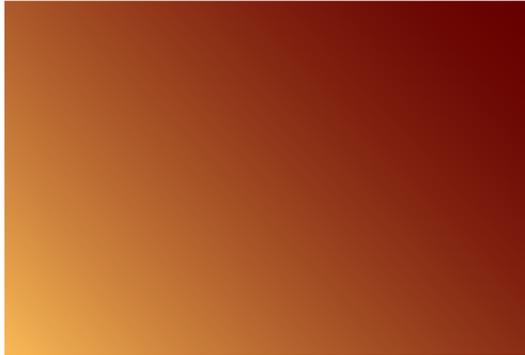
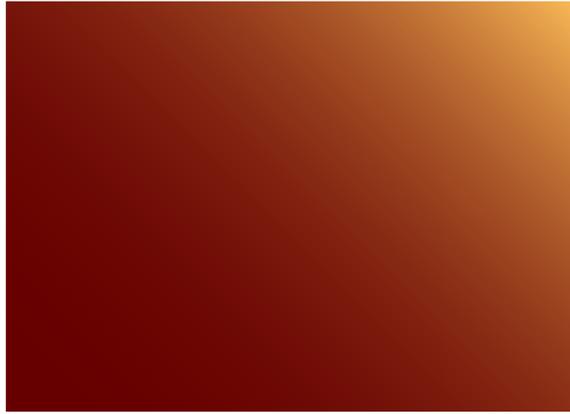
It is here where he manifests risk-taking, emotional temper, and the reasonable applications of control toward human behavior vital to organizational productivity.

Relevant to that manifestations, this leader initiated several development projects that aimed to improve curriculum and instruction, the academic achievement of students, work-oriented welfare activities, and administrative support to the division and school personnel, and drew the Schools Division closer to the public and stakeholders.

Circumnavigated with American author Peter Senge, this visionary leader posited that one has to view the entire story of work and human interaction. With this, he wishes to convey to his fellow government workers to work as one and face the new normal world with fortitude and courage.

For him, reasons must prevail. In the end, faith finds its way, for the power of hope overshadows fear and uncertainty.

Raymond S. Aquino



## An epitome of sheer competence

Schools Division Superintendent (SDS) Dr. Josephine L. Fadul's professional journey is a testament to her relentless pursuit of excellence. After completing her education, she embarked on a remarkable career path where she quickly distinguished herself, earning accolades for her exceptional leadership.

Under her guidance, her previously assigned divisions witnessed unprecedented growth and achieved remarkable milestones. As the president of the Philippine Association of Schools Division Superintendents of Region XI, she always fosters a work culture centered on quality in service and heart.

When asked how to impress her, the reply is straightforward: SDS Fadul's work-

oriented mindset, visionary outlook, and talk-and-walk leadership earn her the respect and admiration of her colleagues and subordinates. Her journey serves as an inspiration to pursue your ambitions, reminding others that through determination, anything is possible.

**"It is time that I will give back to my own people the kind of leadership that I have given people outside my own province. There is no place as beautiful as home."**

SDS Fadul conveyed this as she accepted her new role as the SDS of Davao Oriental, her province.

With a heart that beats for education and a profound love for her hometown, her return to her place of origin is

no less than a touch of destiny. But returning to her hometown was not just a geographical homecoming but a calling to contribute to the place that shaped her.

**"Indeed, the feeling is a lot different when you are with people you have grown with."**

With her deep-rooted love and understanding of her community's unique challenges and aspirations, there is no doubt that she will bring about nothing less than changes to the division she always calls home.

Looking ahead, SDS Fadul shows no sign of slowing down. She continues to push boundaries, striving to make an enduring impact in her field and beyond through her steadfast commitment to excellence and dedication

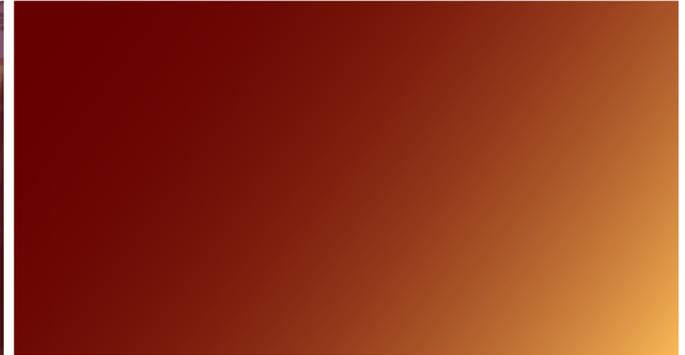
to helping people, especially teachers.

**"Whatever makes teachers happy, makes me happy too."**

Like a mother to her child, she continues to advocate for teachers' welfare. She has not only shattered the glass ceiling but also seeks to pave the way for the teachers she calls her own.

In the heart of Davao Oriental, where the sunrise beckons the sweetest of smiles, SDS Fadul stands as a beacon of hope, a catalyst for progress, and a guiding light for all. She inspires us all, transforming lives and leaving a lasting mark on her beloved hometown.

*Reynanth Enanoria*



## Conquering mountains, uplifting communities

Maria Genevieve T. Francisquete is the current Assistant Schools Division Superintendent (ASDS) of Davao Oriental. Her character as a public servant imbibes simplicity and humility, manifesting a life of sincere commitment to serving others.

With unwavering passion and devotion to education, she has made a significant impact on the lives of countless students, teaching and non-teaching personnel, and stakeholders.

ASDS Francisquete is known to be an exceptional woman who fearlessly conquers even the highest mountains to deliver the department's necessary educational services for underserved learners.

With courage to move around and serve

remote communities, her ultimate strength is her dedication to uplifting communities through the power of knowledge.

Undeterred by the challenges within the mountainous terrain, she embraces the opportunity to visit distant learners in areas where education is scarce and hardly accessible.

With a deep understanding of the transformative impact of education, she fearlessly ventures into these rugged landscapes, driven by a profound desire to make a difference in the lives of those living in geographically isolated and disadvantaged areas.

Throughout her career, ASDS Francisquete has remained a dedicated woman whose pivotal role and key actions have

enriched her educational practice. Her position grants her the authority and responsibility to support and oversee schools in Davao Oriental with passion.

Top of her priorities is her commitment to ensuring that students receive a plausible quality education, regardless of their social and cultural background and circumstances.

Her unique approach to leadership is characterized by empathy, compassion, and a genuine purpose to uplift those around her. She understands the challenges faced by teachers, students, and their families.

She finds a way to address such things by fostering collaboration and open communication, which leads to a positive and

inclusive atmosphere where everyone feels valued and empowered.

Whether it is enhancing the curriculum, supporting teachers' professional development, or addressing issues of infrastructure and resources, she leaves no stone unturned to create an environment conducive to learning. This makes her a notable or distinguished top management official.

ASDS Francisquete, a.k.a "Ma'am MG", is an inspiration to all who have witnessed her dedication to public service. Her selfless desire to nurture the love for learning transforms lives and leaves an indelible mark in the communities she serves.

*Aljun Jordan*

# Leading beyond the norm



Estacio said excellence in a workplace doesn't mean perfection.

"Mistakes have their place in the organization, but this should be improved through time," she added.

SDS Estacio explained that the school children in Digos City should be equipped with skill sets, knowledge, and values as they collaborate with others.

"I envision that every child in school will be an independent reader and has the ability to comprehend and extract meaning," SDS Estacio said as she emphasized that children should be engaged in a collaborative, dynamic, and innovative learning environment.

She also said students should build crucial skills needed in the 21st century.

"I always believe that if the organization aims for its best service and performance, this doesn't mean that one has to end there. There will always be room left for improvement which I always consider very important as I lead the

Schools Division Office of Digos City," SDS Estacio said.

The superintendent explained that realizing those visions mean empowering the school heads and the entire workforce whose capabilities are to be expanded for them to become more receptive to new ideas.

"If the entire workforce, especially the teachers, are nurtured and have been provided by their professional needs and resources, which is one of the Matatag Agenda, eventually teachers can perform better in their respective stations," SDS Estacio said.

A daughter of a retired teacher, Estacio was

inspired by her mother and was motivated to continue setting a clear direction for the organization to improve efficiency and performance in the Schools Division Office of Digos City.

"As I take the lead, it is my responsibility to always make way for new perspectives to influence the workforce, to think unselfishly, and to focus on quality public service, making students future-ready, work-ready, and life ready," her closing final statement.

Leilani T. Señeres



The Department of Education prepares schoolchildren to be future-ready, work-ready, and life-ready. As such, this impacts the leadership of Melanie P. Estacio, the Schools Division Superintendent (SDS) of Digos City.

"As I lead the Schools Division of Digos City, I want to translate vision and mission to reality," SDS Estacio said.

She added that she values integrity and excellence in the workplace, and these two should not be compromised.

"Integrity is a virtue, once you live with it, this will benefit school children in the field," SDS Estacio emphasized.

When asked about her thoughts on excellence, SDS

# The will to live



Do you still have a reason to live when hopelessness and despair keep crawling inside you?

Do you still want to live when physical, emotional, and mental pains challenge you to the max?

For a person in this state who experienced dying, the will to live is a matter of faith.

The journey of one leader in the Division of Digos City, Assistant Schools Division Superintendent (ASDS) Basilio Mana-ay Jr., for the past months was the hardest in his life. His energy was taken, and his faith was tested.

Despite all these, he has the will to live. While some people are asking for promotion in the workplace and luxuries in life, all he is asking is another day to

live.

Sir Bas, as he is fondly called, is suffering from chronic kidney disease and undergoing a dialysis procedure twice a week. His highest creatinine count was 1,300.

A situation on October 5 last year changed his life forever.

He was talking with fellow ASDSs at 3:30 AM thru a video call. At 4:00 AM, he was sent to the emergency room; at 4:30 AM, the nurses were preparing a dialysis shunt; at 5:00 AM, he experienced a flatline.

That time, he was conscious that he was dying. He saw one straight horizontal ray of light and smelled a distinct fragrance.

But he was afraid to die. As he said, he felt and saw himself in a dark enclosed place. He prayed, "Lord, into Your hands I commend my spirit."

Last January to February, Sir Bas felt the most excruciating pain in his life. He could not move or walk. His muscles were all in pain. This was the time he questioned God.

The same way when we question Him when we are hurt. Why do we suffer when we are doing something good? Why do we need to get hurt when we are helping others?

Sir Bas' faith was telling him that these are all challenges in his life but his mind was arguing why he needed to be sick in the prime of his life.

At 50, he knows he can still do a lot in his life. As an education leader, he knows he has many responsibilities. He helps and provides for his family.

Now, he still serves in the Division with all his energy and passion. He does not treat his condition as a liability. In fact, his dedication and commitment have drawn attention and inspiration.

He has the will to live, the will to serve.

Maria Gemima C. Valderrama



## Leadership with a heart

In the bustling world of public service, a few extraordinary individuals possess a unique ability to lead with a heart, inspiring and transforming those around them. A shining example in Davao Region is the remarkable journey of Mati City Schools Division Superintendent (SDS) Dr. Winnie E. Batoon.

With his visionary approach, SDS Batoon has redefined the meaning of transparency, equality, and justness. He creates a nurturing environment where his subordinates can flourish.

At the heart of SDS Batoon's leadership philosophy lies transparency. He believes in open and honest communication, fostering an environment where information flows freely among his subordinates. He keeps his subordinates informed about the division's goals, challenges, and decisions.

**"I always aim to build trust and make sure that**

**everyone is on the same page. With transparency as my guiding principle, I am fulfilled to empower my team to make informed decisions, encouraging collaboration and fostering a sense of ownership in achieving the division's objectives,"** SDS Batoon shared.

Another aspect of Superintendent Batoon's leadership style is his unwavering commitment to equality. He firmly believes that individuals, regardless of their role or position, should be treated fairly and with respect.

**"There is no room for favoritism or discrimination as we ensure that opportunities for growth and professional development are accessible to all, encouraging a culture of inclusivity and equal opportunities,"** he disclosed.

SDS Batoon's leadership is further characterized by his relentless pursuit of justness. He firmly upholds

the principles of fairness, accountability, and ethical conduct in all aspects of his Division's operations.

Under his watch, decisions are made with careful consideration and impartiality, ensuring that the best interests of schools, communities, students, teachers, and staff are served.

Leading by example, SDS Batoon shines as a beacon of inspiration. His unwavering commitment to transparency, equality, and justness has not only transformed the Division he leads but also uplifted the spirits and performance of his subordinates.

Putting God at the center of his inspiring public service, SDS Batoon has remained faithful to serve with a heart and has left an indelible mark on the hearts and minds of those fortunate enough to be a part of his significant journey.

 Paulo Morales



## Empowering lives, shaping generations

Mati City Assistant Schools Division Superintendent (ASDS) Dr. Josie T. Bolofer has emerged as an inspirational leader in Davao Region, with a proven track record of empowering lives and shaping generations.

ASDS Bolofer's leadership style is rooted in genuine leadership, where she believes in fostering authentic connections with everyone to achieve the Division's goals.

**"Genuine leadership is about building relationships based on trust, respect, and empathy. It is about seeing each individual as a unique contributor and creating an environment where they feel valued and supported,"** ASDS Bolofer stated.

Moreover, quality public service is a fundamental principle that drives ASDS Bolofer's leadership. Recognizing the transformative power of education, she is committed to delivering excellence in educational programs and services.

Bolofer emphasizes, **"Quality public service is a commitment to delivering excellence in education, ensuring that every student has access to the best educational opportunities."**

Leading by example is at the core of ASDS Bolofer's leadership philosophy. She understands that actions speak louder than words and strives to be a role model for her subordinates.

**"Leading by example means embodying the values and qualities I expect from others. It means working with integrity, demonstrating dedication, and continuously striving for personal and professional growth,"** ASDS Bolofer imparted.

Under the steady leadership of ASDS Bolofer, the educational landscape in the Schools Division of Mati City is experiencing a transformative shift. Through her genuine leadership, commitment to quality public service, and leading by example, Bolofer is truly empowering lives and shaping generations.

 Paulo Morales



## Growing and leading with a heart

**O**n a moist Thursday morning in the Division of Panabo City, Dr. Jinky B. Firman sat at the inner side long dining table occupying her mind on the elixirs of success. When we came in, a big smile and wide-arm embrace welcomed us.

**“I would have sat at the official table, it was surreal,” she said while entertaining the cabinet glass installer.**

Thinking better of her coaster of choices, she shifted the table displays and centerpieces. Dr. Firman loves tidying up, organizing, and setting everything in order.

It's no secret that being successful starts with placing everything in order. Incorporating discipline, making oneself better and others better are among the distinguishing characteristics of a well-woman leader.

This is how we see Dr. Firman, infused with

hard work and charm, produce a pile of success in the previous divisions she handled as assistant superintendent.

Success in leadership does not come easy for her. She has had more painful experiences of rejection over the years.

**“I was never discouraged because I felt that God is working in my life and that there is a place for me in the future. He has prepared everything for me,”** she said.

One gratification she always knew she'd been holding in her heart is being with her happy pill, Ramil Jack, her husband, and three children.

Dr. Firman believes that leadership can be shared and begins with people having genuine care to inspire others. She is analytical and insightful. She has strong personal integrity and a willingness to commit.

Her purity of service makes action rather than result with deep-rooted empathy. As a visionary thinker with great charm, she says you must be a visionary by believing that you can achieve more.

Though she has an enviably smooth stint as a leader, the pandemic was at its peak, and the transition of classes was the greatest test of her decision-making.

**“It wasn't that easy. You can never imagine the dynamics and mechanisms which I have to grasp. The only thing I have with me is my belief that I can do it,”** she shared.

This is not new to some people who knew Dr. Firman when she was still a teacher. She diligently prepared her lessons and instructional materials to deliver the best learning to students.

**“I went to the University of the Philippines to get the best education so I will be able**

**to give the best to public school children,”** she said.

Her principle is shared leadership. She wants to empower her people in doing things their own way, make decisions at their level, and contribute joyfully to the accomplishments of the organization.

For now, Dr. Firman believes there are still a lot to learn and improve.

**“I'm still a work in progress,”** she stated. With the diverse people she deals with, she believes that she needs to master the skill of people through her charm and genuineness.

She loves building a bright future for the learners coupled with trust in educators to build stronger literate Filipino learners. She counts on how many smiles her leadership generates, and her service to help others have a better day.

*Iryhn E. Petalcorin*



## Championing standards

**P**hoebe Gay Lamoste Refamonte championed the standards of work, dedication, and sacrifice by modernizing effective administrative systems for the Division of Panabo City.

A licensed professional teacher and a Certified Public Accountant, she sharpened her accounting prowess in a local government unit and honed her teaching expertise in an external studies center of a state university before she joined the Department of Education in 2011.

She started her stint in DepEd as a division accountant in the Division of Compostela Valley, now Division of

Davao de Oro. From there, she has raised the bar of office practices well at scale with competitive high-tech systems analysis and problem-solving.

Now, she functions as Assistant Schools Division Superintendent (ASDS) of Panabo City.

ASDS Refamonte revolutionizes the hiring process of the division. She introduced a modernized online review and verification of ratings leading to a real-time feedback mechanism for applicants.

This is just among the many initiatives she has implemented in the divisions she has handled. The others include Accounting

CAReS (Accounting Cash Advance Release e-System), Project DOORS (Davao de Oro Online Recruitment System), DepEd NEUlympics, Division Packaging Team. There's still a long list.

She was a consistent honor student since elementary. She graduated valedictorian in Compostela Central Elementary School and Compostela National High School. She earned a cum laude award at Ateneo de Davao University for her Bachelor of Science in Accountancy course.

No wonder ASDS Refamonte is one name to shine radiantly in Davao Region.

*Maria Gemima C. Valderrama*

# Collegial leadership as management brand

**“You have your voice.  
I have my voice.  
And we can actually collaborate.”**

This is how the recently-installed Schools Division Superintendent of Tagum City Alona C. Uy described her leadership style assuring the personnel of the division that everyone’s voice shall be heard.

**“It would be about our voices. Your voices shall be heard and we can come up with a collaborative decision. That I have to promise,”** SDS Uy said.

At the start of her stint as superintendent, SDS Uy urged everyone to embrace uncertainties, and with this, make adjustments also under the

circumstances.

**“I am willing to adjust my sails. I’m willing to start where you are right now. If you will also adjust your sails, nothing could go wrong,”** SDS Uy stressed.

SDS Uy also shared her perspective on starting with the present, not on the issues of the past.

**“We should not dwell much on the past. I would like to start my beginning with you and I would like to grow with you too,”** SDS Uy added.

She also cautioned

DepEd Tagum personnel that decisions may never be to everyone’s advantage at all times as governance is always directed by laws and guidelines.

**“There are things that are beyond our control. We, as employees of the government, could never be over and above any law,”** SDS Uy said.

SDS Uy previously served as superintendent of Schools Division Office of Mati City.

 Harley B. Aglosolos



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