



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY



January 28, 2026

DIVISION MEMORANDUM  
NO. 042, s. 2026

**SENIOR HIGH SCHOOL PROGRAM IMPLEMENTATION REVIEW (PIR) 2025: SHS CAREER PATHWAYS AND STRATEGIC PLANNING**

To: OIC-Assistant Schools Division Superintendent  
Division Chiefs  
Education Program Supervisors  
Secondary School Heads  
All others concerned

1. In line with the continuous improvement of the Senior High School (SHS) Program in the Schools Division of Escalante City, this Office will conduct a **Senior High School Program Implementation Review on February 5–6, 2026 at Palmas del Mar Resort, Bacolod City**, to provide venue for collaborative reflection, data-driven analysis, and sharing of evidence-based practices and interventions to strengthen SHS program implementation and improving learner outcomes across the division.
2. Specifically, the activity aims to:
  - a. Review the status of SHS program implementation of the Division, including curriculum delivery, learner outcomes, work immersion performance, industry partnerships and career pathway alignment;
  - b. Assess accomplishments, challenges, and best practices based on school-level data;
  - c. Analyze tracer study results;
  - d. Identify strategic interventions and action plans to further strengthen SHS program delivery, improve learner outcomes and be guided toward sustainable career pathways; and
  - e. Strengthen the capacity of School Heads to implement evidence-based planning, monitor program performance, and foster continuous improvement across all SHS schools in the Division.
3. Attached are the list of participants for the PIR, Activity Matrix, and SHS PIR Templates and Tracer Study Forms for reference and compliance.
4. All participants are advised to bring a laptop, extension cord, internet modem and to come prepared with accomplished data using the prescribed SHS PIR template. Schools shall also utilize the tracer study instrument to track SHS learners in their respective schools for the previous school year and present their accomplishments for School Year 2025–2026 during the activity.
5. The first meal to be served will be **breakfast on February 5, 2026**, and the last meal will be **lunch on February 6, 2026**.
6. In preparation for the conduct of the activity, the **Program Management Team (PMT)** and **Learning Facilitators** will have a **Walkthrough-Conference on February 2, 2026, 2:00 p.m. at the CID Office**.



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
**DIVISION OF ESCALANTE CITY**

7. It is understood that in the conduct of this activity, there shall be no discrimination on account of age, school, gender, civil status, disability, religion or other similar factors/personal circumstances that run counter to the principles of equal opportunity.

8. Expenses incurred in the conduct of the activity shall be chargeable against Learners' Support Fund, Division/School MOOE and/or Local Funds or any other available funds subject to the usual accounting and auditing rules and regulations.

9. Immediate dissemination of this Memorandum is earnestly desired.

  
**PETER J. GALIMBA**

Assistant Schools Division Superintendent  
Officer-in-Charge  
Office of the Schools Division Superintendent



Enclosure : As stated.  
Reference : None  
Allotment : 1-2-3-6-7-8  
To be indicated in the Perpetual Index of the following subjects:  
SENIOR HIGH SCHOOL PIR  
MJMTAN/CID / 1/28/2026



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**Republic of the Philippines**  
**Department of Education**  
**NEGROS ISLAND REGION**  
**DIVISION OF ESCALANTE CITY**

Enclosure to Division Memorandum No. 042 s. 2026

**LIST OF PARTICPANTS FOR THE SENIOR HIGH SCHOOL PROGRAM  
IMPLEMENTATION REVIEW (PIR) 2025: SHS CAREER PATHWAYS  
AND STRATEGIC PLANNING**

NO.	NAME	OFFICE/ SCHOOL	POSITION
1	Peter J. Galimba	OSDS	OIC-SDS
2	Marites C. Capilitan, PhD	OSDS	OIC-ASDS
3	Ivy Joy A. Torres, PhD	CID	Chief Education Program Supervisor- CID
4	Alicia A. Olid, PhD	SGOD	OIC- Chief Education Program Supervisor- SGOD
5	Mae Joy M. Tan, PhD	CID	Education Program Supervisor -AP/ Division SHS Coordinator
6	Marivic S. Portunes	CID	Education Program Supervisor -TLE/ Division TVL Focal
7	Alma C. Sinining	CID	Education Program Supervisor -EsP
8	Prilyn S. Albarico, Edd	CID	Education Program Supervisor -Math
9	Perly M. Mapa	CID	Education Program Supervisor - Filipino
10	Rodly Lim	CID	Division MAPEH Coordinator
11	Ma. Theresa L. Tabotabo, PhD	CID	Education Program Supervisor - English
12	Chona M. Prietos, PhD	CID	Education Program Supervisor – Kinder/ALS
13	Jason R. Alpay	CID	Education Program Supervisor-LRMS
14	Jad V. Ricafort	SGOD	Division Youth Formation Focal/ PDO II
15	Nilo J. Dela Torre, Jr.	Buenavista NHS	TIC
16	Rosalinda M. Gargarita, PhD	Japitan NHS	TIC
17	Jessie T. Rebutada	Langub NHS	TIC
18	Glen A. Gabriel	Mabini NHS	Principal II
19	Floyd G. Cabus	Paitan IS	Principal I
20	Jess Anthony O. Añonuevo	Malasibog IS	Principal I
21	Jesus V. Tabelino	Escalante NHS	Principal IV
22	Junelie P. Aguilar, PhD	Washington NHS	Assistant School Principal II
23	Renonie P. Omay	Cervantes NHS	TIC
24	Loida C. Aro	Old Poblacion NHS	Principal I
25	Sheila M. Carambacan	Floro T. Bongco FS	Assistant School Principal II
26	Rizalina P. Maxilom	Dian-ay NHS	Principal I
27	Cristofer R. Neniel	Tamlang NHS	TIC
28	Margarette Joy R. Anig-ig	Libertad NHS	TIC
29	Ronald L. Mahinay	Pinapugasan NHS	TIC
30	Pedro S. Casipong	Magsaysay NHS	Assistant School Principal II
31	Ibn M. Dumdum	CID	EPSA



**Republic of the Philippines**  
**Department of Education**  
**NEGROS ISLAND REGION**  
**DIVISION OF ESCALANTE CITY**

PMTs / Technical Working Group			
32	Irene C. Flor	CID	ADAS III
33	Mishael Abela, MD	SGOD	Medical Officer III
34	Noreilaine Faith Z. Pabuaya, RN	SGOD	Nurse II
35	Cyrus Yonel D. Lao	SGOD	Planning Officer III
36	Antonio B. Rebutada	SGOD	EPS II- HRD
37	Edrick C. Miano	SGOD	SEPS -HRD
38	Jessah Jaye B. Catanglan	SGOD	EPS II- M & E
39	Alne Melinda P. Causapin	SGOD	SEPS - SOC MOB
40	Bonie Alegarbes	SGOD	Driver

**Activity Matrix**

Time	Activity	In-Charge
<b>February 5, 2026</b>		
7:30 – 8:30	Registration	<b>Program Management Team</b>
8:30 – 9:15	PART I Opening Program I. Philippine National Anthem II. Prayer III. Escalante Hymn IV. NIR Hymn V. Welcome Message  VI. Acknowledgement of Participants  VI. Statement of Purpose  VII. Inspirational Message  VIII. Health Break VIII. Session 1: Leveling of Expectations	<b>Marites C. Capilitan, PhD</b> OIC-ASDS <b>Mae Joy M. Tan, PhD</b> EPS – AP, Div. SHS Coor  <b>Ivy Joy A. Torres, PhD</b> Chief Education Supervisor- CID <b>Peter J. Galimba</b> OIC-SDS
9:15 – 9:20 9:20 - 10:00		<b>Antonio B. Rebutada / Ederick C. Miano</b>
10:00 -11:00	IX. Session 2: Presentation of SHS Learner Progress and Performance Indicators <ul style="list-style-type: none"> <li>• Enrollment trends, retention and dropout rates, and completion rate</li> <li>• Assessment outcomes, chosen pathways ( 4 exits: employment, entrepreneurship, middle-level skills, and higher education)</li> </ul>	<b>Cyrus Yonel D. Lao</b> Division Planning officer



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

11:00 – 2:00	<p><b>X. Presentation of Schools on SHS Implementation</b></p> <ul style="list-style-type: none"><li>* SHS Implementation Curriculum Delivery</li><li>* Learner support programs: Career guidance and Academic interventions</li><li>* Work Immersion and Partnerships Review</li><li>* Skills and Curriculum Quality Review<ul style="list-style-type: none"><li>• Review of curriculum relevance to learner needs and labor market trends</li><li>• Status of teacher training and professional development support</li></ul></li></ul>	<p><b>Ivy Joy A. Torres, PhD</b> CID- Chief</p> <p><b>Mae Joy M. Tan, PhD, RGC</b> EPS- AP/ Div.SHS Coor.</p> <p><b>Marivic S. Portunes</b> EPS – TLE / TLE/TechPro Coor.</p> <p><b>Peter J. Galimba</b> OIC-SDS</p>
2:00 – 5:00	<p><b>XIII. Collaborative Planning and Intervention Mapping</b></p> <ul style="list-style-type: none"><li>• Development of actionable improvement strategies per school</li><li>• Prioritization of resource requests and capacity-building needs</li></ul> <p><b>Policy and Compliance Review</b></p> <ul style="list-style-type: none"><li>• Updates on national and division policies affecting SHS implementation</li><li>• Monitoring and evaluation standards for program delivery</li></ul>	



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

<b>Day 2</b> <b>February 6,</b> <b>2026</b>			
8:00 – 8:15	I. MOL		PMT
8:15 – 9:15	II. Strategic Curriculum Alignment and Career Pathway Development <ul style="list-style-type: none"><li>Ensuring that program offerings remain relevant to community needs, emerging labor markets, and learners' chosen pathways</li></ul>		<b>Marites C. Capilitan, PhD</b> OIC – ASDS
9:15 – 10: 15	III. Workplace Application Plan		<b>Alicia A. Olid, PhD</b> OIC- SGOD Chief
10: 15 – 11:15	Presentation of Outputs		
11:15 – 12:00	Closing Program		PMT
12:00 – 1:00	LUNCH		
1:00 – 5:00	Home sweet home		



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

TEMPLATE

**Senior High School Program Implementation Review(PIR)**

**Purpose:** This template guides schools in presenting data and narratives on the implementation of the Senior High School (SHS) Program, focusing on curriculum delivery, learner support, work immersion and partnerships, and skills and curriculum quality.

**I. SCHOOL PROFILE**

Name of School: \_\_\_\_\_

School Head: \_\_\_\_\_

SHS Coordinator: \_\_\_\_\_

School ID: \_\_\_\_\_

School Address: \_\_\_\_\_

SSHSP Implementer:  Yes  No

SHS Tracks Offered:  Academic  TVL  Sports  Arts and Design

Strands / Specializations Offered:

**II. Enrollment and Completion Data (Last 2 years)**

School Year	Enrollees	Graduates	Dropouts	Completion Rate (%)
2024 – 2025				
2025 - 2026				

**II. Enrollment, Dropout, and Retention Data (Last 2 Years)**

School Year	Total Enrollment	Number of Dropouts	Dropout Rate (%)	Number of Retained Learners	Retention Rate (%)
SY 2024–2025					
SY 2025–2026					

**Formula:**

- Dropout Rate = (Number of Dropouts ÷ Total Enrollment) × 100
- Retention Rate = (Number of Retained Learners ÷ Total Enrollment) × 100



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

**B. Trend Analysis (Last 2 Years)**

- Describe observable trends in dropout and retention rates over the last two years.
- Identify whether dropout cases are increasing, decreasing, or stable.

**C. Common Reasons for Dropout (Based on Records and Interviews)**

Reason for Dropout	SY 2022-2023	SY 2023-2024	SY 2024-2025	Remarks
Financial difficulties				
Health-related issues				
Family-related concerns				
Employment / Work demands				
Academic difficulty				
Transfer to another school				
Others (Specify)				

**D. Intervention for Improving Retention**

Identified Issue	Intervention Implemented	Responsible Person / Office

**E. Assessment of Effectiveness of Interventions**



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

**III. SHS Implementation (SY 2025-2026)**

**A. Curriculum Delivery**

Brief description of curriculum implementation strategies and modalities, including but not limited to the following (specify as applicable):

- Mode of delivery (e.g., face-to-face, blended, flexible learning)
- Teaching strategies used (e.g., differentiated instruction, project-based learning, contextualized lessons)
- Integration of 21st-century skills and ICT in instruction
- Alignment of lessons with the Most Essential Learning Competencies (MELCs) and SHS curriculum guides
- Implementation of Harmonized Subject Offerings

**B. Learner Support Programs**

Career Guidance Activities: \_\_\_\_\_

Academic Interventions: \_\_\_\_\_

Guidance and Counseling:  Available  Not Available

Scholarships / Financial Aid: \_\_\_\_\_

**C. Work Immersion and Industry Partnerships Linkages Review**

Summary of work immersion implementation and partner engagement

- Partner Institutions / Companies:

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**D. Skills and Curriculum Quality Review**

- Review of curriculum relevance to learner needs and labor market trends.
- Status of teacher training and professional development support.

**E. SHS Teacher Demographic Profile**

**1. Number of SHS Teachers**

Sex	Number of Teachers
Male	
Female	
<b>Total</b>	



**Republic of the Philippines**  
**Department of Education**  
**NEGROS ISLAND REGION**  
**DIVISION OF ESCALANTE CITY**

**2. Educational Attainment of SHS Teachers**

Highest Educational Attainment	Number of Teachers
Bachelor's Degree	
With MA Units	
Master's Degree (MA/MS/MEd)	
With PhD/EdD Units	
Doctorate Degree (PhD/EdD)	
<b>Total</b>	

**F. Professional Development and Training**

**3. Trainings Attended on Content and Pedagogy**

School Year	Type of Training	Level				Number of Teachers
		School	Division	Regional	National	
2024-2025	Content-Based Training					
	Pedagogy-Based Training					
	No Trainings Attended					
2025-2026	Content-Based Training					
	Pedagogy-Based Training					
	No Trainings Attended					

**IV. Facilities and Learning Environment**

- Availability of Classrooms:  Adequate  Inadequate
- Laboratories / Workshops:  Adequate  Inadequate
- ICT Facilities:  Adequate  Inadequate

**V. INITIATIVES:**

Name of Project Initiative/s on SHS  
(Briefly describe)

**C. CHALLENGES:**

Top 3 challenges encountered in the implementation of SHS



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

**D. INITIAL GAINS/HIGHLIGHTS:**

Enumerate best practices

**E. PICTURES/MOVs:**

Prepared by:

SHS Coordinator

School Head

Verified by:

Evaluated :

EPS- AP /Div. SHS Coordinator

CID Chief

Recommending Approval

Approved:

OIC- ASDS

OIC -SDS



Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

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SENIOR HIGH SCHOOL TRACER STUDY

**Purpose:** This survey aims to gather information on the employment status, further studies, and preparedness of Senior High School (SHS) graduates, including those who received support from the JDVP program. Your responses will help improve SHS programs and related support initiatives.

**Instructions:** Please answer all questions honestly. Your responses will remain confidential.

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**Section A: Personal Information**

1. Full Name: \_\_\_\_\_
2. SHS Strand/Track Completed: \_\_\_\_\_
3. Year Graduated: \_\_\_\_\_
4. Contact Information (optional): \_\_\_\_\_
5. Current Age: \_\_\_\_\_

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**Section B: JDVP Program Participation**

6. Were you a recipient of the JDVP program?
  - Yes
  - No
7. If yes, please indicate the type of support you received:
  - Financial Assistance
  - Skills Training
  - Employment Assistance
  - Other: \_\_\_\_\_
8. How helpful was the JDVP program in preparing you for work, further studies, or life after SHS?
  - Very Helpful
  - Helpful
  - Fair
  - Not Helpful

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**Section C: Further Studies**

9. Are you currently pursuing higher education?
  - Yes
  - No
10. If yes, please indicate:
  - Name of Institution: \_\_\_\_\_
  - Course/Program: \_\_\_\_\_
  - Year Level: \_\_\_\_\_
11. If no, what is the reason?
  - Financial constraints
  - Employment
  - Personal reasons
  - Others: \_\_\_\_\_

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**Section D: Employment Status**

12. Are you currently employed?
  - Yes, Full-time
  - Yes, Part-time
  - No

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Republic of the Philippines  
Department of Education  
NEGROS ISLAND REGION  
DIVISION OF ESCALANTE CITY

13. If yes, please provide:

- Name of Company/Organization: \_\_\_\_\_
- Job Title/Position: \_\_\_\_\_
- Nature of Work/Industry: \_\_\_\_\_
- Monthly Income (optional): \_\_\_\_\_

14. Did your SHS strand/track or JDVP program help you in your current job?

- Yes
- No
- Explain: \_\_\_\_\_

**Section E: Skills and Preparedness**

15. Which of the following skills acquired in SHS are useful in your current situation?  
(Check all that apply)

- Communication Skills
- Technical/Vocational Skills
- Critical Thinking/Problem Solving
- Leadership/Teamwork
- Entrepreneurship
- Others: \_\_\_\_\_

16. How well did SHS prepare you for:

Area	Very Well	Well	Fair	Poor
Higher Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entrepreneurship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section F: SHS Program and JDVP Feedback**

17. What do you consider the strengths of your SHS program and JDVP support (if applicable)?

18. What improvements can be made to better prepare students and JDVP recipients for life after SHS?

19. Any additional comments or suggestions:

**Thank you for your time and valuable input!**