



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY

OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT

DIVISION MEMORANDUM

OSDS-2026-224

To : **ATTY. CLARISSE JOY C. ARNAEZ-LLABAN**
Attorney III, Legal Unit

Subject: **Attendance to the "ONE DepEd in Action: Strengthening Inter-Division Synergy and Rapid Response Protocols" and Legal and Technical Assistance Caravan**

Date : August 12, 2026

1. In reference to the Division Memorandum OSDS-2026-1226 and letter invitation from the Schools Division of Davao City, you are hereby directed to attend and participate in the 2-day activity titled "ONE DepEd in Action: Strengthening Inter-Division Synergy and Rapid Response Protocols", and Legal and Technical Assistance Caravan on August 18 and 19, 2026, at Ritz Hotel and Apo View Hotel, Davao City.

2. Travel, board and lodging, and other incidental expenses relative to your attendance and participation in the said activity shall be chargeable against local/division funds, subject to the usual accounting and auditing rules and regulations.

3. For your information, guidance, and strict compliance.

DepEd Schools Division of Digos City
RECORDS SECTION

MELANIE P. ESTACIO, Ph.D., CESO V
Schools Division Superintendent

Enclosed: As stated

DATE: 11/7/2026 TIME: 1:45 PM
BY: [Signature]



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Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO CITY

August 10, 2026

MELANIE P. ESTACIO, CESO VI

Schools Division Superintendent
Department of Education Schools Division of Digos City
Roxas Street corner Lopez Jaena Street, Zone II, Digos City

Dear **SDS ESTACIO**,

Greetings of peace and serenity!

In conformance with the Department of Education's continuing mandate to provide legal training and advocacy, and technical assistance to DepEd personnel, the Schools Division of Davao City shall conduct a 2-day activity, titled: **ONE DepEd in Action: Strengthening Inter-Division Synergy and Rapid Response Protocols**, and **Legal and Technical Assistance Caravan** on **August 18-19, 2026**, respectively, at the Apo View Hotel, located at 150 J. Camus Street, Poblacion District, Davao City.

The legal caravan is designed to provide legal training and advocacy, and technical assistance. Substantive and comprehensive discussions, lectures, and workshops on various topics involving relevant laws, statutes, regulations, and policies, shall be conducted in order to enhance the legal knowledge, acumen, and skills of the DepEd personnel, in terms of handling complaints, cases, and pressing concerns in schools, and the DepEd community.

In this regard, this division has the honor to cordially invite **ATTY. CLARISSE ARNAEZ-LLABAN, Attorney III** of your division, to participate as resource speaker in the aforementioned program. With your leave, Atty. Llaban shall **provide a comprehensive lecture on Republic Act No. 10173 or the "Data Privacy Act of 2012."** Atty. Llaban's knowledge and expertise on the foregoing topic shall greatly enrich educational discussions and legal discourse, thus, contributing to a productive learning experience.

Relative to the foregoing, we respectfully seek your approval for the official travel and participation of Atty. Llaban.

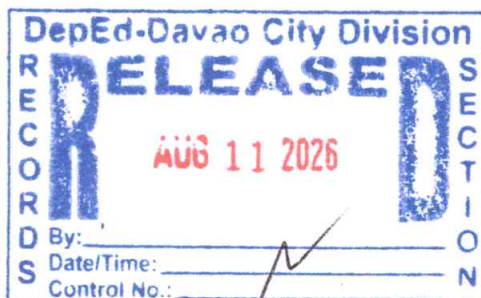
It is with highest hopes that this merits your gracious approval.

Thank you very much.

Very truly yours,

REYNANTE A. SOLITARIO, CESO V

Schools Division Superintendent



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Email Address: davao.city@deped.gov.ph
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2024-2-562442

Republic of the Philippines
Department of Education
REGION XI
SCHOOLS DIVISION OF DAVAO CITY

August 10, 2026

DIVISION MEMORANDUM
OSDS-2026-1226

ONE DepEd IN ACTION:
STRENGTHENING INTER-DIVISION SYNERGY AND
RAPID UNIFIED RESPONSE PROTOCOLS

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Concerned Personnel

1. Campus violence, armed and online threats, bullying, sexual harassment, disaster-related disruption, and virally amplified incidents now unfold at a speed that outpaces the division-by-division handling of legal and administrative concerns.
2. Divergent legal positions on identical facts, inconsistent first-hour actions, and uncoordinated public statements expose the Department to avoidable liability and weaken cases on appeal.
3. Accordingly, the DepEd Division of Davao City Legal Unit, in coordination with the Regional Legal Unit of DepEd Region XI, conducts **"ONE DepEd IN ACTION: STRENGTHENING INTER-DIVISION SYNERGY AND RAPID UNIFIED RESPONSE PROTOCOLS,"** a convergence of the Division Legal Officers of the eleven (11) Schools Division Offices of Region XI to craft Unified Response Protocols for the pressing 2026 incidents involving DepEd personnel and children.
4. The activity aims to:
 - a. harmonize legal positions and first-response actions across divisions;
 - b. craft written protocols with fixed timelines, standard forms, and defined accountabilities;
 - c. establish a Regional Legal Rapid Response Network with a twenty-four (24) hour escalation system; and
 - d. standardize documentation, data privacy safeguards, and crisis communication with the PNP, DICT, DSWD, and local government units.
5. You are hereby directed to attend the above-mentioned activity on August 18, 2026, at Ritz Hotel, Davao City. Registration begins at 7:30 in the morning.
6. The following topics and target protocol outputs to be taken up are attached as Annex "A". The program flow is also attached as Annex "B".
7. The participants shall convene and deliberate as one body. For each topic, a single Unified Response Protocol shall be adopted by consensus and entered in the worksheet in Annex B, stating the triggering incident, the actions required within the first hour, twenty-four (24) hours, and seventy-two (72) hours, the prescribed forms, the reporting and escalation lines, the available remedies, the approved communication line, and the prohibited acts.



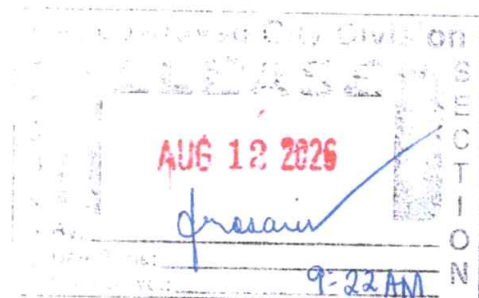
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8. Attached are the List of Expected Participants (Annex "C") and the Unified Response Protocol Worksheet (Annex "D"). The protocols entered in Annex B shall be consolidated and submitted to the Office of the Regional Director for adoption.
9. Participants shall bring a laptop and their division issuances on the foregoing topics.
10. Travel, board and lodging, and other incidental expenses shall be charged against local funds.
11. Immediate and widest dissemination of this Memorandum is desired.
12. For your information, guidance, and compliance.

REYNANTE A. SOLITARIO, CESO V
Schools Division Superintendent





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Annex "A" - TOPICS AND TARGET PROTOCOL OUTPUTS

No.	Topic / Focus Area	Situational Context and Legal Issues	Target Unified Response Protocol
1	Campus Violence and Threats of Attack, On-Site and Online	Shooting incident at a school in Tacloban City; security lapses such as low perimeter fences; learners apprehended with weapons; written and online threats of attack. Issues: verifying anonymous threats, searching bags and lockers, custody of a minor offender, preserving digital evidence, authority to suspend classes, and liability of school heads and security personnel.	Campus Threat, Lockdown, and Escalation Protocol: threat-assessment matrix, lockdown codes, rules on search and seizure of learner property, chain of custody and PNP turn-over form, class-suspension decision tree, and parent-notification script.
2	Threats and Violence Against Teachers and School Personnel	Teachers threatened, harassed, or assaulted by parents, outsiders, and learners; online vilification; reluctance to file cases for fear of reprisal; uncertainty on institutional legal assistance and protective reassignment.	Teacher Protection and Legal Assistance Protocol: incident report within twenty-four (24) hours, blotter and protection order guide, legal assistance request flow, and interim security measures.
3	Bullying, Sexual Harassment, and Gender-Based Offenses	Under-reporting and delayed action by Child Protection Committees; cyberbullying committed off campus; complaints against personnel and among learners; confusion on whether the CPC, the CODI, or the disciplining authority takes cognizance; recanting minor complainants; records that collapse on appeal.	Unified Intake and Jurisdiction Matrix: single intake form, routing among the CPC, CODI, and formal administrative case, prescriptive timelines, seventy-two (72) hour protective measures, child-sensitive interview protocol, and appeal-record checklist.
4	Online Exploitation and Terrorist Grooming of Learners	Terrorist groomers targeting vulnerable public school learners through gaming platforms and messaging applications, now the subject of coordination with the PNP and DICT; radicalization indicators unrecognized by teachers; risk of stigmatizing the child.	Learner Safeguarding and Referral Protocol: early-warning indicators, teacher script, referral to the PNP, DICT, and the Local Council for the Protection of Children, and confidentiality rules.



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No.	Topic / Focus Area	Situational Context and Legal Issues	Target Unified Response Protocol
5	Virally Amplified Incidents and Learner Discipline	Incidents circulated online before the school can validate the facts, exposing the identity of the child. The Schools Division of Davao City apologized after a viral video showed learners of Calinan National High School insulting President Ferdinand R. Marcos Jr.; four (4) learners underwent interventions under DepEd Order No. 006, s. 2026. Issues: confidentiality of learner records, proportionality of sanctions, due process for minors, and the legal effect of an institutional apology.	Crisis Communication and Learner Discipline Protocol: three-hour holding statement, single-spokesperson rule, mandatory redaction of the names and images of children, proportionality guide, due-process checklist for minors, and documentation of interventions.
6	Uniform Mandates, PTA Resolutions, and Non-Discrimination	PTA resolutions mandating the complete uniform, with learners sent home for non-compliance; in one instance, a learner sent home during class hours was bitten by a dog on the way. Personnel have also refused to transact with transgender parents on account of attire or gender expression. Issues: authority of a PTA to impose requirements the Department never authorized, “no uniform, no entry” as a denial of access to education, special parental authority under Articles 218 to 219 of the Family Code, and discrimination complaints.	Uniform, Learner-Release, and Frontline Transaction Protocol: nullity clause for unauthorized PTA resolutions, prohibition on sending learners home during class hours, release-to-guardian form, injury reporting flow, non-discrimination standards, and a template legal opinion for PTAs.
7	Disaster-Related Disruption and Damaged Learning Facilities	Monsoon rains enhanced by tropical cyclones disrupted school openings and damaged 2,424 classrooms, prompting an emergency cleanup with DOLE. Issues: authority to suspend classes, use of schools as evacuation centers, emergency procurement, engagement of emergency workers, and liability for injuries during cleanup.	Emergency Operations Legal Protocol: class-suspension authority matrix, agreement templates for evacuation-center use and DOLE emergency employment, emergency procurement checklist, and damage documentation flow.
8	Consolidation: Regional Legal Rapid Response Network	No standing mechanism for real-time consultation among Division Legal Officers; inconsistent positions across divisions on identical facts; delayed regional awareness of escalating incidents.	Network Charter: duty roster, twenty-four (24) hour escalation ladder, common incident-report form, shared repository of legal opinions, and quarterly case conference.



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Annex “B” - PROGRAM

Time	Activity / Session	Person Responsible
AUGUST 18, 2026 (TUESDAY), RITZ HOTEL, DAVAO CITY		
7:30 - 8:00 AM	REGISTRATION AND DISTRIBUTION OF KITS	Technical Working Group
8:00 - 8:30 AM	OPENING PROGRAM: INVOCATION, NATIONAL ANTHEM, DEPED HYMN, AND REGION XI HYMN	
8:30 - 8:40 AM	OPENING REMARKS	MARIA INES C. ASUNCION, CESO III Regional Director, DepEd Region XI
8:40 – 9:00 AM	RATIONALE AND OVERVIEW <i>Situationer: The 2026 Incident Landscape of Region XI</i>	ATTY.IMMACULATE CLARK-MALINAO Attorney III SDO Davao City
9:00 - 10:00AM	SESSION 1: <i>Campus Violence and Threats Against Learners and Teachers (Topics 1 and 2)</i>	Assigned Discussant
10:00 - 11:00 AM	SESSION 2: <i>Bullying, Sexual Harassment, and Online Exploitation of Learners (Topics 3 and 4)</i>	Assigned Discussant
11:00 – 12:00PM	SESSION 3: <i>Virally Amplified Incidents, Learner Discipline, and Uniform Mandates (Topics 5 and 6)</i>	Assigned Discussant
12:00PM- 1:00PM	<i>Lunch Break</i>	
1:00 – 2:00 PM	SESSION 4: <i>Disaster-Related Disruption and Damaged Facilities (Topic 7)</i>	Assigned Discussant
2:00 – 4:00 PM	PLENARY DRAFTING SESSION: <i>Crafting of the Unified Response Protocols (Annex D)</i>	All Participants
4:00 - 4:15 PM	READING AND PLENARY VALIDATION OF THE DRAFTED PROTOCOLS	Designated Rapporteur
4:15 - 4:30 PM	COMMITMENT SETTING AND SIGNING OF THE ONE DEPED COVENANT	All Participants
4:30 - 5:00 PM	CLOSING PROGRAM AND DISTRIBUTION OF CERTIFICATES	Program Committee



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ANNEX "C" – LIST OF PARTICIPANTS

TECHNICAL WORKING GROUP			
#	NAME	POSITION	DIVISION
1	ATTY. IMMACULATE CLARK-MALINAO	Attorney III	Davao City
2	ATTY. JOANNA PAULA CAGAPE	Legal Assistant	Davao City
3	HAREY LYKA ROSEOS	Administrative Officer II	Davao City
4	LLOYD ANDREI ASUNCION	Project Development Officer I	Davao City
5	ABBYGAIL TORRES	LSB Auxiliary Staff	Davao City
6	RACHEL CABALLERO	Administrative Assistant VI	Davao City
7	MELISSA BAUTISTA	Administrative Assistant VI	Davao City
8	MELDRID SURIGAO	LSB Auxiliary Staff	Davao City
9	CRIS SANTIBANEZ	Administrative Officer II	Davao City

PARTICIPANTS			
#	NAME	POSITION	DIVISION
10	ATTY. LORENZA C. PITULAN	Attorney IV	DepEd Region XI
11	ATTY. SHEMELYN D. GAMOROT	Attorney III	DepEd Region XI
12	ATTY. CLARISSE JOY ARNAEZ-LLABAN	Attorney III	Digos City
13	ATTY. VEVIRLIE O. GALLO	Attorney III	Davao del Norte
14	ATTY. DARWIN Z. POLIDO	Attorney III	Island Garden City of Samal
15	ATTY. JIMAR C. BALO	Attorney III	Davao Oriental
16	ATTY. ARMANDO D. DALISAY JR.	Attorney III	Davao de Oro
17	ATTY. MARULI ALI G. SANCHEZ	Attorney III	Davao del Sur
18	ATTY. GLEIN MARK L. BODIONGAN	Attorney III	Davao Occidental
19	ILLUMINADO D. BOISER	Attorney III	Mati City
20	ATTY. KENNETH ALBERT R. MALINAO	Attorney III	Tagum City
21	ATTY. ANNALENE A. DACUMOS	Attorney III	Panabo City

PARTICIPANTS			
FROM REGION XI OFFICE			
#	NAME	PROGRAM	OFFICE
22	MARIA INES ASUNCION	Regional Director	Region XI
23	DR. MAY ANN M. JUMUAD	EPS for English	Davao City



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24	JONAS PIORE	EPS for School Governance Operations Division	Davao City
25	JENIELITO S. ATILLO	Chief Education Supervisor of DepEd Region XI Quality Assurance Division	
26	GEMIMA VALDERRAMA	Public Assistance Unit Region	

PARTICIPANTS			
MANAGEMENT			
#	NAME	POSITION	REGION/ DIVISION
27	REYNANTE A. SOLITARIO, CESO V	Schools Division Superintendent	Davao City
28	JOSIE T. BOLOFER, CESO VI	Asst. Schools Division Superintendent	Davao City
29	REBECCA C. SAGOT, CESO VI	Asst. Schools Division Superintendent	Davao City
30	MARIA LUZ TAN	SGOD Chief of DepEd Davao City	

ANNEX D
UNIFIED RESPONSE PROTOCOL WORKSHEET

To be accomplished in plenary. Each entry shall state the triggering incident, the actions required within the first hour, twenty-four (24) hours, and seventy-two (72) hours, the prescribed forms, the reporting and escalation lines, the available remedies, the approved communication line, and the prohibited acts.

No.	Topic / Focus Area	Unified Response Protocol Adopted in Plenary
1	Campus Violence and Threats of Attack, On-Site and Online	
2	Threats and Violence Against Teachers and School Personnel	
3	Bullying, Sexual Harassment, and Gender-Based Offenses	
4	Online Exploitation and Terrorist Grooming of Learners	
5	Virally Amplified Incidents and Learner Discipline	



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No.	Topic / Focus Area	Unified Response Protocol Adopted in Plenary
6	Uniform Mandates, PTA Resolutions, and Non-Discrimination	
7	Disaster-Related Disruption and Damaged Learning Facilities	
8	Consolidation: Regional Legal Rapid Response Network	