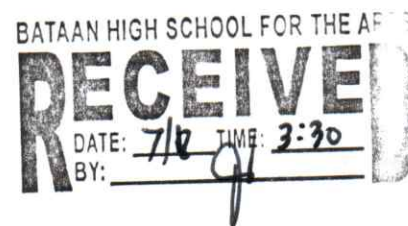




Republic of the Philippines
Department of Education

REGION III

BATAAN HIGH SCHOOL FOR THE ARTS



SCHOOL MEMORANDUM

No. 140, s. 2026

JUL 08 2026

**RECONSTITUTION OF THE MEMBERS OF BATAAN HIGH SCHOOL FOR THE ARTS
GENDER AND DEVELOPMENT FOCAL POINT SYSTEM (GFPS)**

To: Deputy Directors
Chief, Functional Divisions
Parents and Young Artists
All Others Concerned

1. Pursuant to the provisions of Republic Act No. 9710, otherwise known as the Magna Carta of Women (MCW), and Regional Memorandum No. 125, s. 2021, Regional Implementation of DepEd Order No. 32, s. 2017, Bataan High School for the Arts (BHSA) aims to strengthen the awareness and competencies of its teaching and non-teaching personnel toward gender sensitivity, inclusivity, and empowerment. Thus, this Office reconstitutes the Gender and Development Focal Point System (GFPS).

2. The GFPS is composed of the following:

GFPS Chairperson : **MIA ARIANA P. TANCIONGCO, PhD**
Director III
Office of the School Director

Technical Working Group : **MARLON I. CARDINOZA**
Accountant III
OIC - Deputy Director for Administration

ATTY. BRYAN M. SANTOS, PhD, CESE
Director II
Deputy Director for Academic and Student Affairs

ALVIN P. HULIPAS, EdD
Chief Administrative Officer
Administrative Division

BERNADETTE M. DELA CRUZ, DPA
Chief Administrative Officer
Finance Division



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ALMA R. GARCIA
Chief Administrative Officer
Student Affairs Division

RONALD P. BANTUGAN, EdD
Chief Education Program Specialist
Academic Affairs Division

Secretariat : **JOMAR D. DELA CRUZ**
Administrative Officer IV – HRMO II
GAD Focal Person

Monitoring and Evaluation : **MARGIOLEH G. ALONZO**
Project Development Officer III
M&E Coordinator

OLIVER V. AREVALO
Supervising Administrative Officer
Representative - Administrative Division

PERLIE ANN T. SAMONTE
Supervising Administrative Officer
Representative – Student Affairs Division

SAMUEL A. QUIROZ
Supervising Education Program Specialist
Representative – Academic Affairs Division

LYDA V. BANTUGAN
Supervising Administrative Officer
Representative – Finance Division

3. The GFPS shall follow the duties and functions as stated in the Regional Memorandum No. 125, s. 2021.

The GFPS Focal Person shall:

- a. recommend to the Head the need to strengthen their roles and functions. They shall strictly follow their duties and functions to ensure the increase in the utilization of GAD funds through attribution of PAPs and judicious spending of the approved GAD budget;



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- b. lead in the gender mainstreaming in policies, plans and programs, activities and projects (PAPs) and in the assessment of gender responsiveness of systems, structures, policies, procedures and programs based on priority thrusts, needs and concerns of DepEd for its stakeholders, particularly students, teachers, and employees;
 - c. analyze programs and projects using the Harmonized GAD Guidelines for Programs and Projects to determine their gender sensitivity;
 - d. recommend formulation/revision of policies in advancing women's status and child protection;
 - e. lead in the review and updating of sex-disaggregated data for GAD database to serve;
 - f. as basis in performance-based gender responsive planning; implement advocacy activities, including the development of information, education and communication materials to ensure consciousness-building and generating support for GAD;
 - g. identify gender issues arising from gender analysis and audit to serve as basis for determining PAPs in the GAD Plan;
 - h. prepare GAD plans and budgets and accomplishment reports and ensure their timely submission;
 - i. ensure the effective and efficient implementation of the GAD Plan and PAPs and the judicious utilization of the GAD budget;
 - j. recommend awards, recognition and other incentives to outstanding institutional GAD programs, activities, and projects for GAD Focal Point members and other personnel/teachers;
 - k. build and strengthen partnership with all GAD Focal Point Persons in the Department, the Philippine Commission on Woman (PCW), national Economic and Development Authority (NEDA), Department of Budget and Management (DBM), GAD-non- government organizations (NGOs) and other partners; and
 1. coordinate GAD efforts of all offices/units.
4. Part of the duties and functions of the GFPS is to sustain the responsiveness of the GAD programs, through the review of guidelines, and mechanics as follows:
- a. formulate, recommend, and implement policies and frameworks consistent with the principles of gender-responsive recruitment, selection, learning and development, performance management, rewards, and recognition;
 - b. conduct capacity-building for all employees on GRBE, attribution of GAD PAPs and in handling gender issues and concerns;
 - c. create a pool of GRBE experts;



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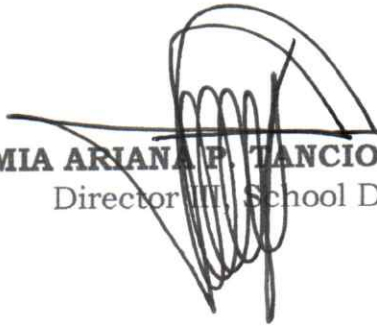


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- d. ensure that the implementation of the Results-Based Performance Management System (RPMS) is gender-responsive;
- e. ensure that programs inculcate and sustain the department's core values, respond to employees' varied needs, and promote employees' physical, mental, psychological, social, and spiritual well-being;
- f. ensure that institutional rewards and recognition systems are gender-responsive;
- g. ensure implementation of the grant of special leaves provided by law, which includes but is not limited to maternity, paternity, solo parent, gynecological, and VAWC; and
- h. ensure enforcement of public and private schools' implementation of and compliance with RA No. 9710, Sec 13.C on the non-firing of employees on account of pregnancies outside of marriage.

5. Immediate and wide dissemination of this Memorandum is earnestly desired.


MIA ARIANA P. TANCIONGCO, PhD
Director III, School Director

Encl.: None
Reference: RA 9710 Magna Carta of Women
DepEd Order No. 32, s. 2017
Regional Memorandum No. 125, s. 2021
School Memorandum 215, s. 2025

To be indicated in the Perpetua Index under the following subjects

GENDER AND DEVELOPMENT
GENDER AND DEVELOPMENT FOCAL POINT SYSTEM
GUIDELINES AND POLICY

OSD01 June 30, 2026



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