

REVIEWERS

Ms. Rachel Caldaire is a proactive educator with extensive experience in secondary education, specializing in STEM and research subjects. She has served as project manager for school-based ecological initiatives and as level coordinator, where she oversaw the behavioral, academic, and attitudinal development of Junior High School students. She has also worked in early childhood education as a part-time specialist, mentoring children ages 7–12 in introductory robotics.

She holds a Master of Science in Environmental Science from the University of the Philippines Los Baños, where she pioneered research on natural pollution abatement technology. She continues to advance in the field of Environmental Science, integrating research expertise with innovative teaching and leadership.

Mr. Walter Isip has been an English teacher at DepEd-Sta. Catalina High School in Sta. Catalina, San Luis, Pampanga since 2013. Previous to this, he was an English teacher at Immaculate Heart of Mary College, Quezon City from 2011 to 2013 and Abiertas Radiance School Inc., Quezon City from 2009 to 2011. He earned his Bachelor of Secondary Education Major in English at the University of the East - Manila in 2009. He has also earned 39 units in Master of Arts in Education Major in English at the National Teachers College and completed his academic requirements in Master of Arts in Education major in Administration and Supervision at Eulogio “Amang” Rodriguez Institute of Science and Technology (EARIST). He also attended several professional development trainings like virtual In-Service Training for Public Teachers in 2021 and division-wide Capacity Building Research Seminar in 2018.

Mr. Christian Dave A. De Leon is currently the academic chair of the Science Unit of De La Salle Araneta University - Integrated School Department. He has previously handled science subjects in both elementary and junior high school levels. He also taught all core science and STEM specialization subjects in the senior high school. He recently received his PhD candidate status in Science Education major in Biology at De La Salle University - Manila, where he is now currently working on his dissertation study focusing on technology integration for integrated science teaching.

He received both his Bachelor's degree in Secondary Education major in General Science (2017) and his Master's degree in Science Education with specialization in Integrated Science (2023) at the Philippine Normal University Manila, where he graduated *cum laude* and became finalist for the Most Outstanding Master's Thesis. He is affiliated with various organizations such as Association of Science Teachers of the Philippines (ASTEP) and the Biology Teachers Association of the Philippines (BIOTA).

Ms. Caprice Katrine V. Hubilla has been a regular permanent master teacher II at the Department of Education Division of City Schools-Manila Ramon Avanceña High School since 2016. She was also a college professor at the University of Santo Tomas, Manila Tytana Colleges, College of the Holy Spirit Manila, National University Manila, and STI College Recto previous to her current appointment. She earned her Bachelor of Secondary Education Major in English in 2009 and her Master of Arts in Education (English as Second Language) in 2013 both from the University of the East Manila. She is currently taking up Doctor of Education Major in Educational Leadership (CAR) at the National Teachers College. She has published several papers about school governance, research culture, and leadership values. Among the awards that she has received are the Silver Medalist for Process Innovation Category and Outstanding YMCA Hi-Y Club Adviser.

Dr. Stephanie G. Quiambao is a seasoned educator and academic leader with over two decades of experience in the field of education. A licensed professional teacher since 2003, she earned her Bachelor of Secondary Education, major in Mathematics, from Philippine Normal University which is recognized as the National Center for Teacher Education. She obtained her Master of Science degree major in Mathematics Education from Pamantasan ng Lungsod ng Maynila. She completed her Doctor of Education, major in Educational Management at the National University Manila. Currently, Dr. Quiambao serves as the Director of the Education Technology Office at NU Manila, where she leads initiatives that integrate innovative digital tools and pedagogical strategies to enhance teaching and learning experiences. She has successfully managed five batches of the MS Excel Certification Program and spearheaded a remarkable increase in the number of Microsoft Office Specialists (MOS) and Microsoft Innovative Educator Expert (MIEE) in the university. She is also a dedicated faculty member of the College of Business and Accountancy.

Ms. Ana Jamille A. Restubog is a dedicated educator, curriculum consultant, and medical physicist. She graduated *cum laude* with a Bachelor of Science in Physics for Teachers from the Philippine Normal University in 2007 as a DOST-SEI RA 7687 scholar. She later earned her Master of Science in Applied Physics, major in Medical Physics, from the University of Santo Tomas in 2012 under the DOST-PCHRD scholarship. She further enhanced her expertise through an international fellowship short course under the IAEA E-CUBE Program for Educators at Texas A&M University in 2016. Currently, she serves as a Master Teacher II in Physics at San Francisco High School, Quezon City, where she also acts as school research manager, STEM Subject Group Head, and investigatory project adviser. She is an active member of the SDO-QC Scientific Research Committee and District I Research Manager. Beyond DepEd, she lectures part-time at De La Salle University Taft as an assistant professor and curriculum review consultant for the BS Physics Medical Instrumentation program, and has also taught at Our Lady of Fatima University and St. Joseph College of Novaliches.

Her publications include contributions to K–12 DepEd modules, lesson examples, and textbooks on Earth and Life Science and Physical Science, as well as educational resources for DOST-SEI and the Philippine Nuclear Research Institute. She has publications on nuclear science awareness and occupational exposure in communication facilities. She was named PRAISE Most Outstanding Teacher of Quezon City (2016) and received the Leadership and Special Citation Award at the SDO-QC Festival in Research in Education (2023). In 2024, she successfully passed the national qualifying examination for school heads.

Ms. Grace Ann Delos Reyes-Hinautan earned her Master of Education with specialization in Mathematics degree from the Philippine Normal University in 2012. She is a faculty member of the Math and Physics Department at Our Lady of Fatima University. She has also served as a developmental and content Editor at Rex Bookstore (2021), contributed to Quipper Philippines (2020), and authored General Mathematics and Statistics and Probability with Ascendens Asia Publishing Inc. (2020). A statistician and active member of the Philippine Statistical Association, Inc. (PSAI), MATHTED, and MSP, she continues to contribute to the advancement of mathematics and

statistics education. In 2025, she was recognized as the 2nd Best Research Panelist at the National Teachers College Congress.

Mr. Marvic Kaizz D.J. Sobreviñas is a member of the high school faculty in St. Scholastica's College Manila who teaches General Physics 1 and 2, Practical Research 1 and 2, and Physical Science. He earned his BS Physics for teachers at the Philippine Normal University and is currently taking his MS Physics in De La Salle University where he is part of the Theoretical Physics Research Group. He has been involved in serving as a panelist in scientific conferences.

Mr. Michael Erwin T. Legarse is a licensed professional teacher. He earned his Bachelor of Secondary Education major in Mathematics from the University of Santo Tomas in 2014, graduating *cum laude*. In 2021, he obtained his Master of Arts in Mathematics from the University of the Philippines Diliman. He taught trigonometry, college algebra, analytics geometry and statistics at the University of Santo Tomas Institute of Information and Computing Sciences. He is a member of the Mathematical Society of the Philippines (MSP). At present, he is affiliated as a junior teacher at the University of Santo Tomas Senior High School, handling general mathematics, statistics and probability, and research. He serves as team leader for the Senior High School General Mathematics subject. He is currently finishing his Master of Statistics degree from the University of the Philippines School of Statistics in Diliman, Quezon City.

Mr. Amiel Soliman is a graduate of Bachelor of Science in Industrial Education at the Technological University of the Philippines (TUP) Manila in 2019 and currently taking up Master of Arts in Education Major in Educational Management at National Teachers College Manila. He was a computer teacher, college instructor, member of the committee on discipline, and senior high school coordinator at Villagers Montessori College from 2019 to 2023. He also served as IT coach, practical research adviser, capstone project adviser, and work immersion supervisor. He also attended various trainings such as Rex Philippines Edukampyon Seminar, Basic Computer Skills Training, and Skills Demonstration – ICT Training.

Mr. Paolo Christopher R. Borja is a Senior High School teacher at Malabon National High School, specializing in Practical Research and Community Engagement, Solidarity, and

Citizenship (CESC). He authored and implemented school-based action research projects such as Project PRIME (Practical Research Instructional Material for Empowerment) which aims to enhance students' research skills and provide remediation support. Actively engaged in the School Learning Action Cell (SLAC) and professional development programs, he advocates for research-based teaching practices aligned with the MATATAG Agenda and the DepEd Research Agenda.

Ms. Janelle Kyra Sagum is a seasoned educator and researcher in the field of Information Systems, currently serving as a faculty member at the College of Computer and Information Sciences, Polytechnic University of the Philippines. Her expertise earned from a Master's degree in Information Systems from the University of the East and a Bachelor's degree from the University of Santo Tomas allowed her active involvement in curriculum development, instructional innovation, and student mentorship, particularly in research and systems design. She contributed significantly to the university's growth through IT training programs, seminar leadership, and departmental initiatives.

Ms. Sagum has published works in many areas such as natural language processing, document management systems, and career portals. Her recent research includes the development of an Automated Filipino Language Treebank Generator, presented at the 2023 NLPiR Conference. Her certifications in Travel Services and Events Management further highlight her interdisciplinary interests.

Mr. Jayson James Mayor is an accomplished educator and educational technology specialist with a strong foundation in information technology and instructional innovation. He currently serves as an Educational Technology Specialist at the Center for Educational Innovation and as a faculty member at the College of Computer and Information Sciences, Polytechnic University of the Philippines (PUP).

With a Bachelor's degree in Business Teacher Education majoring in Information Technology and ongoing graduate studies in Information Technology at PUP, Mr. Mayor blends pedagogical expertise with technical proficiency in programming, multimedia, and data communications. His teaching career spans over eight years, during which he has developed instructional materials,

facilitated IT literacy programs, and mentored students in both theoretical and applied computing.

Mr. Mayor is a prolific organizer and contributor to university-wide initiatives, including seminars on gender inclusivity, digital transformation, and curriculum development. His leadership in projects such as PUP STAR and tutorial services for diverse academic disciplines reflects his commitment to inclusive and transformative education.

His research interests include medical appointment systems and microbial data management, with publications presented at international conferences such as HNICEM. His work has been cited in Scopus-indexed journals and Google Scholar, underscoring its relevance and impact. A licensed professional teacher and certified in multiple technical domains, Mr. Mayor is also an active member of PSUCCESS and a frequent facilitator in workshops on Moodle, H5P, and blended learning strategies.

Dr. Janine Moneda-Dela Cruz is a highly respected academic leader, quality systems expert, and researcher with a strong track record in higher education and industry. She currently serves as Dean of the College of Computer Studies, effective August 1, 2025, and Director of Quality Management Development Office at the City of Malabon University (CMU). She also previously served as Dean of the College of Accountancy from February 2023 to July 31, 2025.

Dr. Moneda-Dela Cruz holds a Doctorate in Business Administration (DBA), an *Honoris Causa* Doctorate in Human Resource Management (DHRM), and is currently pursuing a Master in Information Technology (MIT). She is a graduate of Master in Business Administration (MBA) and Bachelor of Science in Computer Science, combining deep business acumen with strong technical grounding. She has over 12 years of professional experience in industry, with leadership roles in manufacturing, banking, retail, healthcare, and property management. Her background includes serving as assistant vice president for Quality Management Systems, where she led ISO 9001:2000 compliance, internal audits, and regulatory processes.

Dr. Dela Cruz is a published researcher with scholarly works on organizational effectiveness, workforce diversity, and educational quality assurance. She is a Fellow of the Royal Institute of Business Administration (FRIBA) and an active member of the Philippine Council of Deans and Educators in Business (PCDEB) and the Executive Council of Deans and Educators in Business (ECODEB).

Dr. Jojo Villamin is a dynamic educator, marketing expert, and hospitality professional with over two decades of experience across corporate, academic, and research sectors. He currently serves as a full-time faculty member at the Polytechnic University of the Philippines and teaches at several other institutions including San Beda University, Colegio de San Juan de Letran, and Perpetual Help College of Manila.

Dr. Villamin holds a Master of Science in Commerce (*cum laude*) from the University of Santo Tomas and is completing his Doctor of Business Administration at San Beda University. His academic journey is marked by excellence, having earned multiple honors including Best Paper Awards and recognition as one of the Ten Outstanding Marketing Students of the Philippines.

In the corporate world, Jojo has held leadership roles in marketing, training, and communications for companies such as SM Supermalls, Johnson Controls, and GlaxoSmithKline. His experience spans marketing strategy, visual merchandising, employee development, and corporate communications.

As a researcher, Dr. Villamin has authored and presented numerous studies on tourism, hospitality, consumer behavior, and service innovation—many of which have been recognized internationally. He also serves as editor-in-chief for the Journal of Marketing Research Congress and managing editor for the Journal of Philippine Tourism and Hospitality Studies.

Dr. Jessie F. Sergote is currently the associate dean of the College of Business, Entrepreneurship, and Accountancy at Rizal Technological University Pasig Branch. Previous to this he was assistant dean of the College of Graduate Studies and the former program chair for the Doctor of Business Administration program at the same institution and a part-time faculty member in various universities. He used to be a member of the CHED MIMAROPA Regional Quality Assessment Team (RQAT) where he was

evaluator for Business Management and Entrepreneurship programs.

He holds a double doctorate degree in Business Administration from the Polytechnic University of the Philippines (PUP) and Doctor of Philosophy in Educational Management at Lyceum Northwestern University (LNU). He is also a licensed professional teacher. In recognition of his expertise, he has been invited to serve as a member of the panel of evaluators at the International Training on Action Research and Plenary Presentation in Virginia, USA.

Before his academic career, he accumulated nearly 15 years of experience in significant administrative roles within both the government and private sectors. He is an active member of various professional organizations, contributing to his fields of expertise as an events manager, researcher, textbook writer, thesis adviser, entrepreneur, resource speaker, and freelance consultant.

Dr. Maricion T. Rumbaua-Sabug is a seasoned educator and academic leader with over two decades of experience in teaching, administration, and curriculum development. She holds a Doctor of Education in Educational Leadership and a Master of Arts in Education, both from the National Teachers College in Manila, Philippines. Her foundational training began with a Bachelor of Secondary Education major in English from Our Lady of Lourdes College in Valenzuela City.

Currently serving as a master teacher II under the Schools Division Office of Valenzuela, Dr. Rumbaua-Sabug also contributes to higher education as a part-time professor in the English Department at Our Lady of Fatima University. In the past, she served as school principal at the Basic Education Department of Our Lady of Fatima University across its Valenzuela and Pampanga campuses, and at St. Michael Educational Center. She has also taught literature and grammar in various institutions, including the University of the East and Valenzuela Christian School.

Dr. Jan Frederick Tongol is a distinguished academic and finance professional whose career bridges the worlds of higher education and corporate banking. He earned his Doctor of Philosophy in Commerce from the University of Santo Tomas,

complementing his earlier academic achievements such as a Master in Business Administration and a Bachelor of Science in Commerce major in Finance.

He is currently the associate department chair at the Institute of Accounts, Business and Finance (IABF) at Far Eastern University (FEU). Since joining FEU in 2015, he has held various roles including admissions officer and full-time faculty.

Prior to his academic tenure, Dr. Tongol built a solid foundation in the banking sector, holding key positions at BDO Unibank and Equitable Savings Bank. His corporate experience covers marketing, customer service, and branch operations, enriching his teaching with real-world insights.

Dr. Tongol is also a sought after speaker and trainer, having facilitated numerous lectures and workshops on finance, marketing, and leadership for institutions such as the University of Santo Tomas, Industrial Advancement Academy of the Philippines, and People Summit Training and Consulting Inc.

Dr. Glen DV De Leon is a highly accomplished academic leader, certified public accountant, and international scholar whose career includes education, governance, and professional development. He currently serves as the University President of the City of Malabon University, where he also serves as the vice chairman of the Board of Regents and local school board member.

Dr. De Leon holds dual doctoral degrees namely a PhD in Accounting and Financial Management from Thames International University in Paris, and a PhD in Management from De La Salle Araneta University. He also earned his MBA and undergraduate degree in Accountancy from the City of Malabon University, graduating *cum laude* and receiving multiple distinctions including the Senator Manuel B. Villar Academic Excellence Award and the Gintong Parangal Award. Previously, he held key positions such as vice president for academic affairs and dean of the College of Business at De La Salle Araneta University, as well as professorial roles at Baliuag University, UE Caloocan, and international institutions in Spain and China. He is a Board of Accountancy-accredited accounting educator and has served as editor-in-chief of the DLSAU Business Research Journal.

Dr. De Leon is a prolific researcher, with international presentations covering topics from corporate social responsibility to AI's impact on education and governance. His affiliations include the Philippine Institute of Certified Public Accountants, Royal Institute of Singapore, and the Philippine Council of Deans and Educators in Business.

Dr. De Leon received numerous awards, including the Outstanding Alumnus in Academe, Excellent Administrator Award from ACLADEB, and multiple Teaching-Learning Excellence honors.

Mr. Rey-ar C. Amoroso is a graduate of Bachelor in Secondary Education major in English and a degree holder in Master of Arts in English Language Teaching at the Polytechnic University of the Philippines. He is presently taking his Doctor of Philosophy major in Educational Management at Adamson University Graduate School. He is also a member of a community based theatre group in Valenzuela city called Tanghalang Banyuhay Inc., which is also a member of the Philippine Education for Theaters Association (PETA) and a member of MySTique Coolture Toastmasters Club International at STI College Muñoz, Edsa. At Adamson University Senior High School Department he is a full-time English professor teaching English for Academic and Professional Purposes (EAPP), Oral Communication, Reading and Writing, 21st Century Literature, and Practical Research Courses. He also used to be a the research area coordinator of the Senior High School Department of Adamson University from 2020-2024.

Mr. John Albert Dupaya Gurtiza is an educator and researcher currently teaching research methodologies at a private university in Manila. Before undertaking this role, he dedicated a decade to teaching English at a public school, where he excelled as a coordinator for Academic Affairs and the Learning Resource Management and Development System and fulfilled the duties of a grade-level leader for Grades 7 and 10. Throughout this tenure, he developed considerable expertise in instructional leadership and reading instruction.

His scholarly contributions are reflected in his publications in esteemed journals, including *The Manyuskrip*, the official regional research journal of the Department of Education – National Capital Region, and *The Papyrus*, the official divisional research

journal of the Department of Education – Schools Division Office – Makati City. His research primarily concentrates on innovative methodologies to enhance student learning and foster problem-solving skills.

Mr. Gurtiza was honored with the Outstanding Teacher award from the Rotary Club of Jose P. Rizal in 2016, and he received accolades as the Best Research Paper Presenter at the 4th International Research Web Conference, hosted by the Polytechnic University of the Philippines in 2023.

He holds a Bachelor's degree in Broadcast Communication and a Master's degree in English Language Teaching from the Polytechnic University of the Philippines, complemented by a Post-Baccalaureate Certificate in Teaching from the Philippine Normal University, the National Center for Teacher Education. His current research focuses on the role of viewing as a language skill alongside effective methodologies for its instruction and assessment.

Prof. Winston Budiao Gallinero is a graduate of AB Philosophy from Notre Dame of Marbel University. He holds a Master's Degree in Pastoral Ministry from St. John Vianney Theological Seminary and is presently pursuing his Doctor in Management, major in Leadership and Organization, at Liceo de Cagayan University, where he also serves as chair of the Social Sciences Department.

He is a published author specializing in philosophy and psychology for college students, with several textbooks released under Mutya Publishing House, Manila. His scholarly work has likewise appeared in the *Liceo Journal of Higher Education Research*. Through his publications, academic leadership, and dedication to teaching, Prof. Gallinero continues to advance critical thinking, ethical reflection, and intellectual growth among students and future leaders.

Dr. Federico B. Ramos Jr. is an accomplished academic and administrator with over 25 years of progressive experience in tertiary education institutions. He currently serves as an assistant professor IV and holds a position of program chair of the Entrepreneurship Department under the College of Business in Quezon City University. His extensive career includes various leadership and managerial roles such as Human Resource

Personnel Unit Head (HRDM), acting chair and vice chairman of the Health and Safety Committee, purchasing manager, and Proware Specialist at STI College Munoz EDSA Inc. Dr. Ramos is widely recognized as a highly motivated and resourceful educator and researcher with substantial contributions to entrepreneurship education, business research, and academic leadership. He integrates practical management experience with scholarly pursuits and community engagement, advancing quality education and sustainable development goals across institutional and professional networks. His research contributions have been widely disseminated, including publication in the PKP Index at the National Library Board of Singapore, with works presented at multidisciplinary research conferences. Notable research projects address issues such as job motivation in tertiary education and factors affecting online learning among entrepreneurship students during the pandemic era.