DEPARTMENT OF EDUCATION
SDO-Iriga City RECORDS SECTION
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November 4, 2026

DIVISION MEMORANDUM
No. 576, s. 2026

DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FORUM

To: Assistant School Division Superintendent
Chiefs of CID and SGOD
OIC Public School District Supervisors
Elementary and Secondary School Heads
All Others Concerned

1. DepEd Order No. 11, s. 2019 re: Implementation of the National Educators Academy of the Philippines (NEAP) Transformation and the need to align TIP with NEAP's goal of developing a fully integrated professional development program, TIP was transferred from the Teacher Education Council (TEC) Secretariat to NEAP and has been renamed Induction Program for Beginning Teachers (IPBT).

2. In relation to this, the Schools Division Office of Iriga City, through the School Governance and Operations Division Human Resource Development Unit, will conduct **Division Induction Program for Beginning Teachers (IPBT) Forum** on **November 21-22, 2026** at Desny Grill, San Nicolas, Iriga City.

3. Specifically, the IPBT aims to guide the beginning teachers to:
   a. demonstrate knowledge and understanding of DepEd its vision, mission, goals, and strategic directions; systems and processes; school policies and procedures and teacher rights and responsibilities
   b. articulate and apply knowledge, skills, attitudes, and values (KSAVs) required of beginning teaches as specified in the PPST and DepEd Core Values
   c. improve practice towards career progression based on set professional development goals.

4. The participants in this activity are the beginning or newly hired teachers hired from January 2026.

5. Expenses to be incurred relevant to the conduct of this activity shall be charged against the HRD Current Fund for FY 2026, subject to the usual accounting and auditing rules and regulations.

6. In accordance with existing DepEd rules and regulations, teaching personnel who shall be entitled to Vacation Service Credits (VSC), subject to the provisions of DepEd Order No. 013, s. 2024, titled "Revised Guidelines on the Grant of Vacation Service Credits for Teachers and/or Compensatory Overtime Credits (COC) per CSC and DBM Circular No. 2, s. 2004 for the services rendered on Saturday, Sunday, and Holiday."

7. Attached herewith are the following Enclosures:
   a. Enclosure No. 1 – List of Participants
   b. Enclosure No. 2 - Program Management Team & Resource Person
   c. Enclosure No. 3 – Activity Matrix and Program Schedule

8. For information, guidance, and wide dissemination.

MARIA-MAGNOLIA F. BRIOSO, CESO VI
OIC - Schools Division Superintendent

To be indicated in the Perpetual Index Under the following subjects:

BEGINNING TEACHERS
INDUCTION PROGRAM
NEWLY HIRED TEACHERS

SGOD/HRDS

Enclosure No. 1 to Division Memorandum No. 576, s. 2026

List of Participants

DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FORUM
November 21-22, 2026

	Name of Teachers	Position	School	MALE	FEMALE
1	ACHERO, NEMYROSE T.	TEACHER I	SANHS		/
2	AGUDO, MOLLYLEN B.	TEACHER I	San Isidro ES		/
3	ALTEZA, NUELLA JANE C.	TEACHER I	CRIS		/
4	ANDALIS, JOY AILEEN A.	TEACHER I	Cawayan ES		/
5	ANTANG, MARY KIANA T.	TEACHER I	San Pedro ES		/
6	AQUINO, KEN ASHLEY H.	TEACHER I	Sta. Teresita ES		/
7	ARAOJO, NESYEL T.	TEACHER I	SANHS		/
8	BALBUENA, JOANNA MAE G.	TEACHER I	Tiriktirikan ES		/
9	BARDONADO, CRISTE O.	TEACHER I	Antipolo IS		/
10	BAROTILLA, CYNTHIA A.	TEACHER I	SJIS		/
11	BARQUIN, FLORIDA S.	TEACHER I	San Pedro ES		/
12	BEJERAS, JULIE ANN J.	TEACHER I	SANHS		/
13	BENOSA, JOCELYN N.	TEACHER I	ZAHS		/
14	BINALAY, CATHY A.	TEACHER II	CRIS		/
15	BISENIO, MARY JOY P.	TEACHER I	San Vicente Sur ES		/
16	BLANCO, RIZZA NICA BEA L.	TEACHER I	SFNHS		/
17	BOLALIN, SHARMAINE J.	TEACHER I	San Nicolas ES		/
18	BOTOR, ARTH KRISTIAN B.	TEACHER I	SFNHS	/	
19	BRINAS, MARY JANE V.	TEACHER I	San Isidro ES		/
20	BRISENIO, EMAR JOSEPH L.	TEACHER I	DLMMIS	/	
21	BUENO, EMMALYN S.	TEACHER I	PHNHS		/
22	BUGNOT, JONALYN L.	TEACHER I	ZAHS		/
23	CABALTEA, IRIS JOY R	TEACHER I	SJIS		/
24	CADAG, GELYN P.	TEACHER I	Sta. Teresita ES		/
25	CAMILA, LINDSAY T.	TEACHER I	ICSHS		/
26	CARDENAS, ROSE ANN P.	TEACHER I	La Trinidad ES		/
27	COLARINA, MARK JOHN A.	TEACHER I	CRIS	/	
28	DIAZ, ELLAH B.	TEACHER I	SVNIS		/
29	DIMANARIG, ROSALYN N.	TEACHER I	Tubigan ES		/
30	EMBESTRO, MARY KHIMBERLY I.	TEACHER I	ICDISS		/
31	ESPANTO, JOBED S.	TEACHER I	DLMMIS		/
32	ESPILOY-NOVELA, JOSEFINA FRANCIA A.	TEACHER I	Iriga Central School		/
33	ESTELLES, SHIELA MAE R.	TEACHER I	ICSHS		/
34	ESTEPONA, MARY JANE D.	TEACHER I	San Pedro ES		/

Enclosure No. 1 to Division Memorandum No. 576, s. 2026

List of Participants

DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FORUM
November 21-22, 2026

	Name of Teachers	Position	School	MALE	FEMALE
35	FERNANDEZ, JASON V.	TEACHER I	SFNHS	/	
36	FLOR, CECILLE Z.	TEACHER I	ICDISS		/
37	FLOR, FRANCIA T.	TEACHER I	SNNHS		/
38	GANZON, JONALYN R.	TEACHER I	SIS		/
39	ILLO, MYLENE F.	TEACHER I	SJIS		/
40	JACOB, MARY SHINE CAROL B.	TEACHER I	SFNHS		/
41	JOVE, GLENDA E.	TEACHER I	San Rafael ES		/
42	JOVE, MARIA KRISHNA M.	TEACHER I	ZAHS		/
43	MAGISTRADO, JANINE R.	TEACHER I	SFNHS		/
44	MAGSITRADO, JERICKO	TEACHER I	SFNHS	/	
45	MARMOL, MAYUMI V.	TEACHER I	SFNHS		/
46	MATUCINOS, SHIELA GRACE R.	TEACHER I	San Jose ES		/
47	MIRANDILLA, VALERIE ANN F.	TEACHER I	ICSHS		/
48	MOLINA, BENZEN C.	TEACHER I	INCS		/
49	NUEVA, RICHARD B.	TEACHER I	Antipolo IS	/	
50	OIDA, MARIAM S.	TEACHER I	DLMMIS		/
51	ORBON, MILANIE F.	TEACHER I	SLIS		/
52	ORCINE, JOY G.	TEACHER I	Sta. Isabel ES		/
53	ORONAN, NORBIL G.	TEACHER I	Antipolo IS	/	
54	PADILLO, CARRIE M.	TEACHER I	CRIS		/
55	PEREZ, JOEL A.	TEACHER I	San Rafael ES	/	
56	PERIABRAS, JOANA MARIE B.	TEACHER I	ALS		/
57	RAMIREZ, JUDY ANN P.	TEACHER I	SNHS		/
58	RAÑOSA, MARILOU B.	TEACHER I	SFNHS		/
59	SABORNIDO, JOHNREY M.	TEACHER I	Antipolo IS	/	
60	SALLENA, JANINE DL.	TEACHER I	SFNHS		/
61	SERDEÑO, CATHERINE SIENNA B.	TEACHER I	San Agustin ES		/
62	SERGIO, JOEVIE MARIE R.	TEACHER I	Tiriktirikan ES		/
63	TADURAN, LIBERATA C.	TEACHER I	DLMMIS		/
64	TADURAN, TRISHA MAE D.	TEACHER I	PHNHS		/
65	VALENZUELA, JONALYN S.	TEACHER I	Cawayan ES		/
66	VARGAS, ANGELICA C.	TEACHER I	San Andres ES		/
67	VARGAS, KENNETH ROLAND P.	TEACHER I	ICSHS	/	
68	VILLAMER, JOY O.	TEACHER I	SNHS		/

Enclosure No. 2 to Division Memorandum No. 574, s. 2026

Program Management Team (PMT)
DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FORUM
November 21-22, 2026

a. Program Manager/s	**NOEL G. CABALTERA**, SGOD Chief / **MA. GENOVIVA N. QUIAÑO,** EPS SGOD
b. Learning Manager	**JERSON V. TORALDE**, CID Chief
c. Resource Speaker/Subject-Matter Expert	**RICKY B. SERGIO,** EPS **LEOPOLDO R. DATO JR.,** OIC-PSDS, P-III **NOEL L. DESQUITADO,** OIC-PSDS, P-III **PEDRO M. MORADA,** P-III **MA. GENOVIVA N. QUIAÑO,** EPS SGOD **VERNA M. CONTRERAS**, MT-I **JHOMER I. ROSAL,** SEPS SGOD **SHARON C. SALDO,** EPS II SGOD
d. Lead M&E Coordinator	**JHOMER I. ROSAL**, SEPS SMME
e. Lead Documenter	**LYDIA P. IBASCO**
f. Lead Welfare Officer	**QUENNIE MAE R. SALCEDO,** MO III **JOHANN REY I. SADANG**
g. Lead Secretariat	**DANTE J. ARRABE & SHARA LYN R. VARGAS**
h. Logistics	**ANA MELBA M. BONGON**

Enclosure No. 3 to Division Memorandum No. 576, s. 2026

PROGRAM MATRIX

DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FORUM
November 21-22, 2026

TIME	ACTIVITIES	PERSON RESPONSIBLE
DAY 1		
7:30 - 8:00	Registration	PMT
8:00 - 8:30	Opening Program	PMT
8:30 - 8:45	Statement of Purpose/ Objectives	Dante J. Arrabe, SEPS HRD
8:45 - 9:30	Pre-Test	
8:45 - 9:30	Revisiting IPBT Guidelines	Sharon C. Saldo, EPS II
9:30 - 9:45	Health Break	
9:45 - 10:45	TIP Guide for Mentors and Newly Hired Teachers	Dante J. Arrabe
10:45 - 11:45	**Walkthrough of the IPBT Modules Coursebook 1**	Ma. Genoviva N. Quiaño, EPS SGOD
11:45 - 1:00	Lunch Break	
1:00 - 1:15	Energizer	
1:15 – 2:00	**Walkthrough of the IPBT Modules Coursebook 2**	Leopoldo R. Dato Jr., OIC-PSDS
2:00-3:00	**Walkthrough of the IPBT Modules Coursebook 3**	Noel L. Desquitado, OIC-PSDS
3:00 - 3:15	Health Break	
3:15 - 4:30	**Walkthrough of the IPBT Modules Coursebook 4**	Verna M. Contreras, MT-I
4:30 - 5:00	Synthesis/Wrap-Up	
5:00 - 5:30	Debriefing	
DAY 2		
8:00 - 8:30	Preliminaries/ MOL	
8:30 - 9:30	**Walkthrough of the IPBT Modules Coursebook 5**	Peter M. Morada, SP-II
9:30 - 9:45	Health Break	
9:45 - 10:45	**Walkthrough of the IPBT Modules Coursebook 6**	Ricky B. Sergio, EPS
10:45 - 11:45	IPBT Resource Portals for Implementers and Participants	Sharon C. Saldo
11:45 - 1:00	Lunch Break	
1:00-2:00	IPBT Quizzes under PD LMS	Dante J. Arrabe
2:00-3:00	Monitoring and Evaluation of the Teacher Induction Program	Jhomer I. Rosal, SEPS M & E
3:00 - 3:15	Health Break	
3:15 - 4:00	IPBT Portfolio	Jhomer I. Rosal, SEPS M & E
4:00 - 5:00	Closing Program	