



Republic of the Philippines  
Department of Education  
REGION IX, ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF DAPITAN CITY

Office of the Schools Division Superintendent

15 November 2024

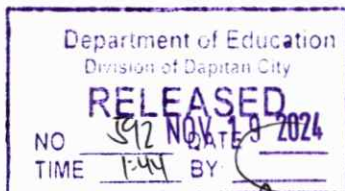
**DIVISION MEMORANDUM**

No. SN, s. 2024

**CONDUCT OF ACTIVITIES RELATED TO THE IMPLEMENTATION  
OF INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)  
SY 2024 – 2025 TO SY 2026 – 2027**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors, CID and SGOD  
OSDS, CID, and SGOD Officials and Personnel  
Public Elementary and Secondary School Heads  
Teaching and Non-Teaching Personnel  
All Others Concerned

1. In compliance with the provisions of **DepEd Order No. 43, s. 2017** titled **“Teacher Induction Program Policy”** and **DM-OUHROD-2023-1372** titled **“Conduct of Activities Related to the Induction Program for Beginning Teachers (IPBT)”**, this office has conducted a **Seminar-Workshop on the Induction Program for Beginning Teachers (IPBT)** held on September 6-7, 2024, at Bajamunde Farms Pension, Dapitan City.
2. Relative to the foregoing, Mentees/Beginning Teachers, Mentors and School Heads are required to participate in the activities related to IPBT. Please see **Enclosure No. 1** for the List of Participants and **Enclosure No. 2** for the Summary of Activities for IPBT.
3. **Coursebooks, monitoring forms** and **other resource materials** for IPBT SY 2024-2025 to SY 2026-2027 can be accessed through [bit.ly/neapteacherinduction](https://bit.ly/neapteacherinduction) using your DepEd email account.
4. Monitoring and Evaluation details are provided in **Enclosure No. 3**.
5. Expenses for the school-based induction activities shall be charged to the school MOOE, subject to the usual accounting and auditing rules and regulations.
6. For more information and clarifications, please contact **Mr. Vicente Ramon V. Suarez II**, EPS-II of the School Governance and Operations Division (SGOD), this Division through email at [vicenteramon.suarezii@deped.gov.ph](mailto:vicenteramon.suarezii@deped.gov.ph) or contact number **09776688816**.
8. For information and strict compliance.



**FELIX ROMY A. TRIAMBULO, CESO V**  
Schools Division Superintendent



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(Enclosure No. 1 to Division Memorandum No. \_\_\_\_\_, s. 2024)

**List of Mentees, Mentors and School Heads for the Implementation of IPBT  
for SY 2024-2025 to SY 2026-2027**

	School  School Head TICs/OICs/HTs/SPs	Mentee/ Beginning Teacher	Position	Mentor (MTs/Department Heads/Other Senior Teachers)	Position
1	<b>Aliguay IS Integrated School</b>  LIBERTY L. ENJAMBRE HT-II	Camanse, Conrad Conway B.	T-I	Melvin R. Cabasag	T-I
2		Banglos, Ma. Rose I.	T-I	Melvin R. Cabasag	T-I
3		Enjambre, Marie Xelty L.	T-I	Melvin R. Cabasag	T-I
4		Llena, Lorie Mae E.	T-I	Melvin R. Cabasag	T-I
5		Lomongo, Roseller B.	T-I	Melvin R. Cabasag	T-I
6		Page, Gilbert A.	T-I	Melvin R. Cabasag	T-I
7	<b>Aseniero National High School</b>	Badio, Angie A.	T-I	Emerita C. Acoymo	MT-I
8		Calunsag, Nikka B.	T-I	Jackylyn L. Academia	T-III
9		Dagpin, Delaphey Mae D.	T-I	Judith T. Bayron	T-III
10	RIZA A. PENASO P-II	Dondoyano, Evelyn D.	T-I	Rebecca D. Recentes	MT-I
11		Geviola, Juvie Lee G.	T-I	Lolita T. Dahilog	HT-I
12	<b>Bacong Elementary School</b>	Dimasuhid, Jinky E.	T-I	Flordelyn A. Rico	T-III
13	JUN CARLO P. TINIO TIC	Tuyugon, Ellen V.	T-I	Rica O. Prologo	T-II
14	<b>Barcelona National High School</b>  JR SIMED JOSEPH B. SAGUIN P-III	Quizo, Welliebeth C.	T-I	Emmanuel A. Verano	MT-I
15	<b>Baylimango National High School</b>  WENEY P. AMORES P-II	Datolayta, Desiree Jade P.	T-I	Emme A. Eldian	HT-I
16		Barnayja, Mauro Jr. D.	T-I	Hazel B. Adasa	MT-I
17		Tanodtanod, Marisa O.	T-II	Cristita E. Quines	MT-I
18		Sogo, Ma. Jasyl Ann E.	T-I	Iresh P. Duran	HT-I
19		Villacampo, Voltaire H.	T-I	Charlyn A. Tomogsoc	MT-I
20		Vitualla, Bien Gracel M.	T-I	Mercedes E. Duyaguit	MT-I
21	<b>Burgos Elementary School</b>  ANISOL M. PATANGAN HT-II	Juliano, Kendra Maxine C.	T-I	Julieta H. Tibon	MT-I





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22	<b>Canlucani Elementary School</b> JUDYCEL L. ELUMBA P-IV	Purol, Chummy T.	T-I	Annie B. Santos	MT-I
23	<b>Carang Elementary School</b>	Calasang, Maristela M.	T-I	Gedel L. Andag	T-III
24	RIZA B. GALANIDO HT-IV	Tuala, Yushico M.	T-I	Janessa Y. Elumbaring	T-III
25	<b>Dakak National High School</b>	Castillo, Iah B.	T-II	Angel P. Aying	HT-I
26	MARILOU B. MONDING P-I	De Leon, Joss J.	T-II	May Love M. Arances	MT-I
27		Peras, Maricor B.	T-II	Charlyn S. Quinimon	HT-I
28	<b>Dampalan Elementary School</b> BELMOR A. DEBALOY HT-VI	Dalman, Niberly P.	T-I	Sharon A. Daganasol	MT-I
29	<b>Dampalan Secondary School</b> MERCEDITA R. PABLEO TIC	Bantaya, Maricel M.	T-I	Bamie A. Lantaca	T-III
30	<b>Dapitan City National High School</b> ALLAN D. BENDAÑO P-I	Andag, Marian A.	T-I	Ma. Vilma E. Mahinay	MT-II
31		Denura, Sheryl D.	T-I	Ursulita A. Rafanan	MT-III
32		Donor, Mikhael Q.	T-I	Ligaya B. Empeynado	MT-III
33		Jaictin, Liezl C.	T-I	Anafiela B. Quimiging	MT-I
34		Lumintac, Liberty C.	T-I	Ma. Vilma E. Mahinay	MT-II
35		Magusara, Mary Laika Rhea N.	T-I	Nemia H. Dengal	MT-I
36		Morte, Joji Amor D.	T-I	Ma. Vilma E. Mahinay	MT-II
37		Potoy, Jan Eduard B.	T-I	Evelin E. Luzarita	MT-III
38		Quizo, Francis N.	T-I	Ronel I. Jamarolin	MT-III
39		Sagang, Yvonne A.	T-I	Ursulita A. Rafanan	MT-III
40		Tagbacaola, Eziel G.	T-I	Jacqueline A. Mirasol	MT-I
41		Tanoy, Kendy Rean A.	T-I	Evelin E. Luzarita	MT-IV
42		Tenido, Rosalyn J.	T-I	Jasmin B. Adasa	MT-I
43		Viadnes, Analiza B.	T-I	Ma. Roneza T. Hamoy	HT-II
44		Villanueva, Sheila Jean C.	T-I	Jasmin B. Adasa	MT-I



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45	<b>DCNHS</b>	Cagbabanua, Jestoni E.	T-I	Wevina A. Quizo	HT-IV
46	-Sicayab Bucana Extension	Saldon, Kaycee C.	T-I	Wevina A. Quizo	HT-IV
47	<b>Dapitan City Sped Center</b>  DIANA GRACIA F. AMILER TIC	Lagrimas, Jamie O.	T-I	Jerlina O. Enguito	MT-I
48	<b>Guimputlan Integrated School</b>  MIRASON S. OMILIG HT-III	Amit, Jessa T.	T-I	Mirason S. Omilig	HT-III
49	<b>Hilltop Elementary School</b>	Ochavo, Spain G.	T-I	Deolinda A. Baje	T-III
50	GINA C. ELOPRE HT-II	Lazarte- Enoy, Camille B.	T-I	Roselma A. Valero	T-III
51		Ragas, Hazel Lou G.	T-I	Mildred V. Cuadrasal	T-III
52	<b>Ilaya National High School</b>	Bayani, Medsfar E.	T-II	Caridad G. Ybañez	MT -I
53	LEAH B. ACOYMO P-III	Gallemit, Marlie E.	T-I	Julito H. Abne	MT -I
54		Icasama, Shiela Jene C.	T-I	Lani G. Baes	MT -I
55	<b>Kauswagan Integrated School</b>  JEZEBEL S. BOQUIDA P-I	Magtuba, June Recxy C.	T-I	Maribel G. Am-is	T-III
56	<b>Lawaan Elementary School</b>  JOEL Q. RUIZ HT-V	Calasang, Marielco B.	T-I	Ma. Jeanie R. Quimiguing	MT -II
57	<b>Maria Uray Elementary School</b>	Elcamel, Evangeline L.	T-I	Toytoy, Gemma C.	T-III
58	LYNETTE B. ESPARCIA P-I	Sumondong, Dainamers B.	T-I	Cimafranca, Emma Q.	MT-I
59	<b>Masidlakon Elementary School</b>  MARY JEAN S. LACAY HT-V	Rosal, Jordan D.	T-I	Jaimel Jane M. Laput	T-III





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60	<b>Oro Elementary School</b> WENCHOR P. AGUM HT-IV	Lagutan, Melody M.	T-I	Maryola O. Agum	MT-I
61	<b>Oro National High School</b> - Napo Extension	Herbolingo, Cristy D.	T-I	Glenn L. Betongga	T-III /TIC
62	CLARENCIO A. ELUMBA IV SP-I	Aguilor, Maricel R.	T-I	Glenn L. Betongga	T-III /TIC
63	<b>Potungan National High School</b> JOFREY B. MALANA SP-III	Anghag, Adelio Jr. I.	T-II	Ruby P. Cabilin	T-III
64		Dagpin, Normelette D.	T-I	Maricel B. Jarapan	T-III
65		Garcia, Cessie R.	T-II	Marjorie D. Malana	MT-I
66		Pardillo, Abygaile S.	T-I	Juvylaine L. Dangcalan	T-III
67	<b>San Francisco Elementary School</b>	Alcos, Jessiel Mae P.	T-I	Reychen Mark A. Agan	T-III
68	ELDIE D. ROBARO SP-I	Bagasina, June Bill G.	T-I	Michelle C. De Los Santos	T-III
69	<b>San Nicolas Elementary School</b> JOCELYN E. ACORIN SP-IV	Eguia, Dhansy May S.	T-I	Analisa A. Bagarinao	MT-II
70	<b>San Pedro Integrated School</b> PACITA E. BALLADARES HT-VI	Arellano, Princess Caroline H.	T-I	Judelyn P. Amistoso	MT-I
71	<b>Selinog Integrated School</b> KRISTINE B. PON TIC	Bente, Elmer A.	T-I	Visitacion E. Balucan	T-III
72		Oganiza, Shenna May A.	T-I	Jacqueline T. Castañares	T-III
73		Ruiz, Jeffric D.	T-I	Asteria C. Mendez	T-III
74		Trogello, Marchery A.	T-I	Mary Joy T. Bulay-Og	T-I
75	<b>Sulangon Central School</b> MARLYN E. ESMADÉ SP-IV	Laput, Zedly A.	T-I	Rosie A. Malacat	MT-III





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76	<b>Sulangon National High School</b>	Rudas, Melitcha A.	T-I	Divina Gracia C. Ferraren	HT-II
77	REY I. JATICO P-I	Sampurna, Lourdes P.	T-I	Anna Enrile C. Adrias	ASSP-II
78	<b>Tag-Ulo Elementary School</b>  JANET O. CADANO HT-I	Balladares, Jessa Mae C.	T-I	Josephine S. Alvarado	MT-I
79	<b>Talisay Integrated School</b>  LEONIDO J. TABILON P-III	Betongga, Glaiza L.	T-I	Jean M. Alonso	T-III /TIC (JHS)
80		Daung, Hazel Grace S.	T-I	Jean M. Alonso	T-III /TIC (JHS)
81		Hampac, Rowena T.	T-I	Ally A. Malacat	MT-I
82		Malicay, Ma. Fatima B.	T-I	Teresa A. Acaylar	T-III
83		Quezon, Lowell M.	T-I	Teresa A. Acaylar	T-III
84		Quimiging, May Ann G.	T-I	Ally A. Malacat	MT-II
85	<b>Yabu Elementary School</b>  WINDRELL B. MONGCUPA TIC	Hamoy, Phoebe Gian Marie A.	T-I	Cherrymie E. Sagaral	T-III



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(Enclosure No. 2 to Division Memorandum No. \_\_\_\_\_, s. 2024)

**Summary of IPBT Activities**

Year	Courses	In-School Mentoring	Other Activities	Possible MOVs	
<b>Year 1</b>	Quarter 1	Orientation and Guide for Mentors and Teachers <b>Coursebook 1</b> <b>Coursebook 2</b>	Coaching and Mentoring  Differentiated Supervision	1 formal classroom observation every quarter  LAC sessions	Mentoring schedules or agreements  Accomplished and checked coursebooks  Passing scores of summative quizzes
	Quarter 2	Mainstreamed Learning Delivery Modalities (LDM) modules <b>Coursebook 3</b> <b>Coursebook 4</b>	Submission of outputs and exit quizzes to be checked by the mentors. Feedback will be discussed with the mentees.	Job-embedded learning	Signed Course Completion Certificates  Signed COTs  Performance Monitoring and Coaching Forms
	Quarter 3	<b>Coursebook 5</b> <b>Coursebook 6</b>		Other relevant PD programs (e.g. INSET)	LAC Reports PD Certificates  Signed IPCRF- IDP
	Quarter 4				
	End of SY: Submission of Year 1 <b>Portfolio</b>				

Year	Courses	In-School Mentoring	Other Activities	Possible MOVs
<b>Year 2</b>		Coaching and Mentoring  Differentiated Supervision	1 formal classroom observation every quarter  LAC sessions  Job- embedded learning  Other relevant PD programs	Mentoring schedules or agreements  Accomplished and checked coursebooks  Passing scores of summative quizzes
End of SY: Submission of Year 2 Outputs embedded RPMS Portfolio				Signed Course Completion Certificates
<b>Year 3</b>		Coaching and Mentoring  Differentiated Supervision	1 formal classroom observation every quarter  LAC sessions  Job- embedded learning  Other relevant PD programs	Signed COTs  Performance Monitoring and Coaching Forms  LAC Reports PD Certificates
End of SY: Submission of Year 3 Outputs embedded RPMS Portfolio				Signed IPCRF- IDP
<b>Completion Ceremony</b>				



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