



Republic of the Philippines  
**Department of Education**  
REGION VII – CENTRAL VISAYAS  
SCHOOLS DIVISION OF NEGROS ORIENTAL

**Office of the Schools Division Superintendent**

17 OCT 2023

DIVISION MEMORANDUM


No. 451, s. 2023

**CONDUCT OF ACTIVITIES RELATED TO THE INDUCTION PROGRAM  
FOR BEGINNING TEACHERS (IPBT)**

To: Assistant Schools Division Superintendent  
Chief, CID and SGOD  
Education Program Supervisors/Division Coordinators  
Public Schools District Supervisors/ District In-Charge  
Elementary & Secondary School Heads  
All Others Concerned

1. Attached is Regional Memorandum No. 0701, titled **Conduct of Activities Related to the Induction Program for Beginning Teachers (IPBT)**, contents of which are self-explanatory.
2. Teacher participants in the **Division Induction Program for Beginning Teachers Batches 1-4** are directed to update the link below as to their completion to the course books 1-6 and portfolios.  
Link: <https://tinyurl.com/459w4ths> Passcode: 222022
3. Public Schools District Supervisors /District In-Charge, School Heads and Master Teachers are directed to monitor and render Technical Assistance to the Newly Hired/Beginning Teachers- IPBT batches 1-4 (please see attached list).
4. For queries and clarifications, you may contact Ms. Iryll of the Human Resource Development Section (HRDS) through (035) 225-6180 or through this email address: [iryllmae.makahig@deped.gov.ph](mailto:iryllmae.makahig@deped.gov.ph).
5. For details, please see attached memorandum.
6. For the information and guidance of all concerned.

  
**NERI C. QUASTRO EdD, CESE**  
Schools Division Superintendent

  
NCO/JMA-MKP-NLR/SGOD/RBP/imam  
October 16, 2023



Kagawasan Avenue, Capitol Area, Daro, Dumaguete City, Negros Oriental  
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DepEd Tayo SDO Negros Oriental



[www.depednegor.net](http://www.depednegor.net)



<b>BATCH 1</b>			
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>MIDDLE NAME</b>	<b>POSITION</b>
ABEJARON	KATRIN JEAN	ASENAS	TEACHER 1
ABLAY	ROREY	INDAYO	TEACHER 1
ABRAHAM	REGINE	ANDRADE	TEACHER 2
ABUGAN	JUNAFE	ADALIM	TEACHER 1
ADALIA	HONEYLYN		TEACHER 1
ADLAWON	JOCELYN	RANIN	TEACHER 2
ALABO	RYAN CRIS	MAITIM	TEACHER 2
ALANTA-OL	MARIE JEANE	BALTERO	TEACHER 1
ALAS- AS	MIA MICHELLE	RAMA	TEACHER 1
ALCANSE	MARIA LOURDES	ABUSO	TEACHER 2
ALCANTARA	ERNA	TOLENTINO	TEACHER 1
ALCORCON	MARICAR	TINOPO	TEACHER 2
ALTONAGA	ADONIS GABRIEL	ALCANCIA	TEACHER 2
AMARANTE	PRINCESS ELLA	TAGANILE	TEACHER 1
AMARO	MALOU	DELGADO	TEACHER 2
ANITO	DALLE DIANNE	KADUSALE	TEACHER 1
ARGONIA	MIRASOL	VAILOCES	TEACHER 1
ARMENTANO	KEENJI	LEE	TEACHER 1
ASENTISTA	ALGEN MAE	CALUMBA	TEACHER 1
BABOR	PAUL GERALD	BULAY	TEACHER 1
BAHANDE	KAREN MAE	MINGUITO	TEACHER 1
BALAHAN	VERLEONILYN	AMONAS	TEACHER 2
BALOYO	MERLIE DEAL	CALIPON	TEACHER 2
BEE	ARVIN	ANTALAN	TEACHER 2
BENAVIDES	CHRISTINE MAE	BOILES	TEACHER 1
BOLIVAR	RAZEL	CAMPO	TEACHER 1
BOMEDIANO	COLEVIE JOY	BOKINGKITO	TEACHER 2
BULABON	JUNESA	CARINO	TEACHER 1
CABUAL	JOHNREY	PALMESA	TEACHER 1
CADAYDAY	RENATO JR	JAYME	TEACHER 1
CANOY	RANILLO	MAGRACIA	TEACHER 1
CARABAYAS	ROSALLY	MACAY	TEACHER 1
CAYETANO	JUNEL	SEBRIN	TEACHER 1
CLAMOR	JHUNNEL	VILLALON	TEACHER 1
CODERA	PRINCESS NINA	CADIZ	TEACHER 1
COLONGON	RAIZA	ARCALA	TEACHER 1
DALES	MARIEL	BAROT	TEACHER 2
DE LA PENNA	CLEA	TAMBA	TEACHER 1



EDRIAL	MARICEL	SUDYO	TEACHER 1
ELUM	SUZANNE BLYTHE	ELUSFA	TEACHER 1
EREDERA	ROBELENE	CANETE	TEACHER 1
ESPINOSA	IRISH	BAJO	TEACHER 1
FUTALAN	CHRISTINE JEAN	MAYONO	TEACHER 1
GABRIEL	CHRISTHEL	TALORETE	TEACHER 1
GAJELOMO	KIM PATRICK	BRIONES	TEACHER 1
GALLARON	JERALD	AGUS	TEACHER 1
HASSAN	NASHEVA	VALENCIA	TEACHER 1
HEPOLITO	RAYMUND	RAMOS	TEACHER 1
INIEGO	GRAY HARED MAE	TEVES	TEACHER 1
KINILITAN	MELJOY	KINKITO	TEACHER 1
KITANE	KENDRICK	MACIAS	TEACHER 1
LAGUNERO	JOANNIE	YBIOSA	TEACHER 1
LARA	MICHELE JUNE	SILVA	TEACHER 1
LIMBAGA	MICHAEL	SAYCON	TEACHER 1
MANCAO	ARRAH	BALDOZA	TEACHER 1
MANGANTE	MARY ANGELICA	DEJOS	TEACHER 1
MANLANGIT	JERELYN	VALENZUELA	TEACHER 1
MANLUCOT	ROMEO SYCHEM	RETES	TEACHER 1
MEDEZ	SHEMDARWIN	SAJORGA	TEACHER 1
MUNZOD	JEANIZA	FABILLAR	TEACHER 1
NAVARRO	MARY JANE	SILVA	TEACHER 1
OMISON	JENNIFER	CASTRO	TEACHER 1
ORIOQUE	MARIA LOURDES	BALAGULAN	TEACHER 1
PAJUNAR	GLADYS	RAPON	TEACHER 1
PALMISA	NOVER	CANDIDO	TEACHER 1
QUILIOPE	JENOMAR	ESMILLE	TEACHER 1
SABILLD	JAIRAH	BALAGTAS	TEACHER 1
SABLADA	JAYSSA AILET	ROSANO	TEACHER 1
SAGUBAN	JOANNIE DAWN	ALAR	TEACHER 1
SAGUBAN	IZRA FAYE	ALAR	TEACHER 2
SAGUN	MEL FLORY	BELLIONES	TEACHER 1
SIGLOS	JHON MARK	REBUTAZO	TEACHER 1
SOBREDO	AUDIE	TUMULAK	TEACHER 1
TAGBAR	JOMAR	CABUAL	TEACHER 1
TAMBA	DAIDEN	MISSION	TEACHER 1
TORRECAMPO	MAFE MARIE	TUAYON	TEACHER 1
VALENCIA	THERESA	GAJELOMO	TEACHER 1
VERMDN	FRANCISCO	SARMING	TEACHER 1

VILLASIS	RICHMAE	SOL	TEACHER 1
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**BATCH 2**

LAST NAME	FIRST NAME	M.I.	POSITION
ABACA	GRECIELDA	D	TEACHER 1
ABELLA	MARIELLA	C	TEACHER 1
ALCORIN	JANICE	M	TEACHER 1
BABOR	MARI CRIST	B	TEACHER 1
BALSIMO	JESSEL	C	TEACHER 1
BANTUG	AILEEN	C	TEACHER 1
BENITEZ	JO MARI	B	TEACHER 1
BETIO	GENALYN	B	TEACHER 1
CABANO	JOAN	D	TEACHER 1
CABUAL	JAEZA	D	TEACHER 1
CACALDO	NICKER	M	TEACHER 1
CADELINA	EDGIE	B	TEACHER 1
CHAVEZ	ZANDRA	A	TEACHER 1
DAYOT	ROMMEL	P	SPECIAL SCIENCE TEACHER 1
DECIPOLO	PRECHI	E	TEACHER 2
DELA TORRE	ELMA	D	TEACHER 1
DESCALLAR	JACKSON	T	TEACHER 2
DESIAR	VENUS	L	TEACHER 2
DIONSON	DONALD	N	TEACHER 2
DOMINGUEZ	ERCHELYN	D	TEACHER 1
DUMON	JOANNA MARIE	A	TEACHER 1
EDRIAL	CHELY MAE	J	TEACHER 1
EGERA	MARY JEAN	P	TEACHER 1
ESPIRITU	JOSEPHINE	D	TEACHER 2
ESTORCO	ALOHA JHAY AN	B	TEACHER 1
FREJOLES	ANALUZ	P	SPECIAL SCIENCE TEACHER 1
GADIANE	ROLANDO JR.	D	TEACHER 2
GASO	JENNELYN	T	TEACHER 2
GERASOL	JOVELYN	P	TEACHER 1
GUEVARRA	RODGELITO	A	TEACHER 1
IGNACIO	ARLENE	C	TEACHER 1
KADILE	ANTHON LIE	P	SPECIAL SCIENCE TEACHER 1
KADUSALE	ROSELLER	E	TEACHER 2
LABURADA	ANNIE	P	TEACHER 1
LIFANA	JEMAR	Q	TEACHER 2
LOZANO	ROSITA	A	TEACHER 2
LUMONTAD	REYIA	V.	TEACHER 1
MANSD	JERLYN	A	TEACHER 1



MARANA	DARWIN	H	TEACHER 1
MARINAY	ANABELLE	O	TEACHER 1
MARTINEZ	FRITZIE	C	TEACHER 1
MAYAGMA	JOICE FRANCES	R	TEACHER 1
MONTALBO	VANESSA	C	TEACHER 1
NABU-AB	REYNALDO	C	TEACHER 2
OJEDA	CARREN	L.	TEACHER 1
OLMILLO	GERALDINE	B	TEACHER 2
PACULANANG	MINDA	A	TEACHER 1
PARTOSA	RYNIL	B	TEACHER 1
PEREGRINO	TERESITA	T	TEACHER 2
PONCE	MARLYN	Q	TEACHER 1
PUBLICO	IRMHA JANE	D	TEACHER 1
RADA	MARY CONCEPCION	R	TEACHER 1
RAGAY	ALYN	C	TEACHER 1
RAIPAN	COLEEN	C	TEACHER 1
RAPADA	GLADES	R	TEACHER 1
RECILLA	RUDILYN	V.	TEACHER 2
ROSADA	IAN MARK	B	TEACHER 2
SALDASAL	JANET	P	TEACHER 1
SAMANE	ELAMAE	R	TEACHER 1
SASABO	SUSMITA	C	TEACHER 2
SILAO	FRANCIS OSIAS	G	TEACHER 2
SILAY	GRACELLE	O	TEACHER 1
SOLDIVILLA	JDELIE ANN	T	TEACHER 1
SYGACO	CARLISLE	R	TEACHER 1
TELERON	JEOFIL	G	TEACHER 2
TEVES	RACHEL		TEACHER 1
TIENGO	DAYSENITH		TEACHER 1
TUBALLA	HANNAH	D	TEACHER 1
VAILOCES	GRETCHEN	A	TEACHER 1
VENTULA	KLEIN MARIE	E	TEACHER 1
VERGARA	JEASA MAE	T	TEACHER 1
WEE	FRENSHEY	A	TEACHER 1



BATCH 3		
LAST NAME	FIRST NAME	MIDDLE NAME
YBALES	JULIE ANN	M.
BULABON	IVE MAE	V
LABRADOR	SUNSHINE	B.
TUBALLA	JIOSEL	C
BECHAYDA	SHAIRA	D
TINIQUEZ	EMRAIDA	L
TOLEDO	THOMAS JOGIE	U.
PALALON	RICKY	C.
FRANCISCO	JENNIFER	J
SILVA	ROXAN ALLAH	M.
LAJOT	ROWENA	K.
RADO	MAVREEN SIEGRE	E.
MONIDIN	LENY ANN	E
FUTALAN	MELCHIE	L
UY	BERNADETTE	T
RAGAY	MARICEL	V.
GOMEZ	KIESHA MAE	C
TILDE	SWANIE	S.
SOLON	ERIKA JUNE	D
CERIAL	MONICA	T
LASOLA	IRISH	D.
RUALES	CATHLEEN	K.
EJERCITO	JERESA	T.
ZOSA	VINCENT ANTHONA	A.
DE LOS NIÑOS	EMELY	D.
SARNO	EVA VICTORIA	R
ARANAS	GRACE LYN	F.
PAPELLERO	JAYCHELL	P.
VILLANUEVA	CRESTELYN	G
JARDINIANO	CATHERINE	J
CADUNGOG	MYREL	E.
CARSON	JEROME	N/A
MENDEZ	JONASETTE	B.
TUAYON	YASSEF ANN	S
DAYUDAY	MARJHUN	J.
MACAHUSAY	SHEILA	B.
MACAY	VIC STEPHEN	G
CABEL	JUDY ANN	T.

DEVERO	LEAH	
BALAURO	JUSTINE CID PAUL	B
KILAPKILAP	REGINE MAE	M
GOMEZ	CATHRYN	Q
CARBALLO	KATRINA	N
QUILLANO	LEAH	P.
BARIOGA	RUBELYN	V
CANONES	JAMAICA MAE	N
SALVADOR	FE EDSA MHAE	C
CAIPANG	GEMALYN	Q
BUQUIRAN	JUNREY	E
PLECER	MELCHOR	C
BOHOL	JEPHONY	C
VILLAFLORES	MA.ALFE	A.
DELEGERO	JASMIN	B
DE LA CRUZ	JERIC	B
PALMISA	DAIANE	C
NAVARRO	DIOSERY	L
CALIJAN	MYKA	L
TORRES	TROXIE GAVECT	C
CLAROS	JESIEL MAE	B
BANLAT	APPLE VALERIE	M
ROMERO	LIWAYWAY	I
PARALLON	RENANTE	B
TRINIDAD	FERNGULLY	E
TUBIO	JONA MAE	B
TABADA	RAYMUND	D
MORGIA	ANNALY	L
DEPILLO	CATHERINE	E
MEDEZ	LEONARD	A.
GALLARDO	JULIET	C
LUYAS	KAREN MAE	E
DENOLAN	RODELYN	G
BEBERO	JULIEN	B
ANQUILLANO	NICKLE ANNE	S
DECIPOLO	DYANVIC	
BAYLON	NINALYN	O
GRAPA	FRELYN	



BATCH 4			
			MIDDLE INITIAL
DISTRICT	LAST NAME	FIRST NAME	
MANJUYOD 1	GONZALES	GRACE	S.
MANJUYOD 1	VILLO	JOAN	
MANJUYOD 1	BABOR	ARNYL	L
DAUIN	LASOLA	IRISH	D
SIATON 4	PADICA	PRINCE DEAN	D
SIATON 4	ASEÑAS	LIZA MAE	V
STA. CATALINA 3	VERMON	FRANCISCO	S
JIMALALUD 2	DUEÑAS	ARNEL	
STA. CATALINA 2	MERTO	FE	P.
TAYASAN 2	ESTRELLANES	MALOU	S
JIMALALUD 2	OLIS	DIANE	C.
DAUIN	VERZANO	KIMBERLY JOY	
DAUIN	TUBOG	ROGELYN	
DAUIN	VINCOY	CLIPSY	
JIMALALUD 2	SERILLO	RICKMAR	A
JIMALALUD 2	CADAYDAY	KYBEN	V.
JIMALALUD 2	MONGCUPA	MAE ANN	A.
JIMALALUD 1	ARCABO	JOCIEL	L
JIMALALUD 1	LEYES	RHEA ROSELLE	E.
JIMALALUD 1	LABRADOR	GWYNETH BETH CADEAU	G
JIMALALUD 1	VIDAL	JAY ANN	M
JIMALALUD 1	SILVA	LOVELY JOY	P.
STA. CATALINA 4	CADUNGOG	MYREL	E.
LA LIBERTAD 1	CABANG	IRMIE	
LA LIBERTAD 2	TULISANA	HERMENIA	L
LA LIBERTAD 2	GARGAR	MARINA	A.
LA LIBERTAD 2	DELA CERNA	JUNNIDA	V
LA LIBERTAD 2	DUGHO	IAN RAY	R.
LA LIBERTAD 2	TOMARONG	RUBY	J
LA LIBERTAD 2	ANQUILLANO	NICKLE ANN	S.
ZAMBO 1	ALIVIO	CRISTY DAWN	E
ZAMBO 1	FLORES	JANICE	M
ZAMBO 1	TRAYVILLA	MAE MARIE	C.
ZAMBO 1	DECARA	MARY JOY	T.
ZAMBO 1	SAYCON	LISLELYN	F.
ZAMBO 1	ALCORAN	REGINE	B.
ZAMBO 1	AGUAVIVA	ARCEMIE	H.
ZAMBO 2	JAPIN	BLANCH MARIE	P.
ZAMBO 2	SOLAMILLO	MERLIE ANN	D.
SIATON 2	LUMAPAY	MANILYN	S.
SIATON 2	MAGSIGAY	ROSIELYN	A.
SIATON 2	GUTIEREZ	RIEZEL	E.
SIATON 2	PALAGTIW	ROGIEN	G.
SIATON 2	LUMAPAY	MANILYN	S
VALENCIA	TINONAS	REMLYN	B.
VALENCIA	ALVIOLA	URIAH JEAN	M
VALENCIA	PATROCENIO	JOVELYN	B.



VALENCIA	BALAHAN	VERLEONILYN	A.
VALENCIA	BARRIGA	LESTER	S.
VALENCIA	JORDAO	ERWIN	
VALENCIA	ENGLIS	JOHN MARLON	
VALENCIA	VILLAMIL	NIDA MARIE	V.
VALENCIA	EYOG	ROSALYN	T
VALENCIA	VIDAL	GENALYN	R.
SIATON 4	ELUMIR	SHEMINITH GRACE RAMIL	
SIATON 4	RUALES	CATHLEEN	K
SIATON 4	TUBIL	MARY JANE	R.
SIATON 4	QUINTAO	CHRISTINE	
SIATON 4	ZAPANTA	JANE CHARMEN	C
SIATON 4	AMBATA	ROWENA	Z.
SIATON 4	MOLO	AMILLA	
SIATON 4	BONGABONG	MARY GRACE	
SIATON 4	MANGOLARE	JOVELYN	
SIATON 4	CALUM	WENDY	
SIATON 4	TACAN	RONALD	
SIATON 4	ASONIO	NORALYN	
SIATON 4	SOLON	ERIKA JUNE	D.
SIATON 4	MANGOLARE	JOEVELYN	
TAYASAN 2	CORNELIO	CARLA ANGELICA	M
SIATON 3	RUIZ	MICHELLE	Q
SIATON 3	QUISAY	MARIBEL	
SIATON 3	BROCE	ANTHONY	B.
SIATON 3	ROMERO	ANGEL ANN	R.
SIATON 3	EGERA	RESELLER JOY	K.
SIATON 3	RAGAY	CRISTINA MA.	B.
SIATON 3	QUINOL	ETHEL	M
SIATON 3	MACABANIG	CHARLIE	
SIATON 3	SARDAN	IRISH	
SIATON 3	FAJARDO	JEFFREY	R.
SIATON 3	QUIO	SYLVIA	G.
SIATON 3	SARDAN	AYHA NHOVA	E.
STA. CATALINA 4	ZABAL	FERNANDO	T
STA. CATALINA 4	BISON	KENNETH	G
STA. CATALINA 4	CERIALES	ENREQUITA	Y.
STA. CATALINA 4	LABRADOR	SUNSHINE	B.
STA. CATALINA 4	SALVADOR	FE EDSA MHAE	C
STA. CATALINA 4	ELECTONA	MERCYLIN	A
STA. CATALINA 4	VILLAMIA	MERALYN	L.
STA. CATALINA 4	CARBALLO	KATRINA	N
STA. CATALINA 4	JAMANDRON	ROVIL	
STA. CATALINA 4	BADON	QUEENCESS APRIL	R.
STA. CATALINA 4	GOMEZ	CATHRYN	Q.
MABINAY 2	SILLADOR	KAREN KAY	
MABINAY 2	NARCISO	NESLIE	C.
MABINAY 2	ENCANCION	ARNEL	A.
MABINAY 2	GARCES	ANDREILYN	D
MABINAY 2	DEPALAS	JEDA MAY	S



MABINAY 2	MALLOSA	NEFTIE	
MABINAY 2	VARGAS	JERLY	C.
MABINAY 4	BENETIZ	ROLIN	O
MABINAY 4	CARORO	KAREN FAYE	
MABINAY 4	JOCSON	MARIANO	N
MABINAY 4	GUEVARRA	RODGELITO	F.
MABINAY 4	CACALDO	NICKER	A
MABINAY 4	VISAGAS	VENICE BELLE	
MABINAY 4	DEVERO	LEAH	V.
MABINAY 4	VALE	REGINA	J
MABINAY 4	ABELLA	MARYFLOR	P.
DAUIN	COFINO	MA. FE CELESTE	M.
DAUIN	SIBALA	CHARITY MAE	
DAUIN	TORRES	KHANNAH	
DAUIN	VILLAMIL	PATRICK	T
SIATON 1	LOZANO	ROSITA	
SIATON 1	ACSON	MITCHELL	A
SIATON 1	FRANCISCO	JENNIFER	M
SIATON 1	YANOC	SHEILA	J
SIATON 1	BANGAYSISO	MICHAEL	M.
STA. CATALINA 3	OBCIANAL	JORELYN	D
STA. CATALINA 3	CARANQUE	EM-EM	O
STA. CATALINA 3	LUYAS	KIT	T
STA. CATALINA 3	NAQUIN	FERN	I.
STA. CATALINA 3	BAROT	JULIENNE MARIE	N
STA. CATALINA 3	DELA PINA	ROSHELLE	L
STA. CATALINA 3	BAHANDE	KAREN MAE	K.
STA. CATALINA 3	CALIDGUID	EVA	M
STA. CATALINA 3	SARINO	MARK MARVIN	L
STA. CATALINA 3	ALONTAGA	LUCY	P
STA. CATALINA 3	RETES	RALF KEVIN	G
STA. CATALINA 3	ALCANTARA	ERNA	B
STA. CATALINA 3	GAINSAN	FRANZ JOSEPH	T
STA. CATALINA 3	LICERA	ROWENA	O
STA. CATALINA 3	QUISEL	JANIELYN	C
STA. CATALINA 3	QUINOL	GEMMALYN	E
STA. CATALINA 3	OMISON	JENNIFER	M
STA. CATALINA 3	BOLIVAR	RAZEL	C
BINDOY 1	POSPOS	ROTEA	C
BINDOY 1	CABALSE	PETER	S.
BINDOY 2	VILLO	GRACEL	
AYUNGON 1	FABURADA	ODETTE	C.
AYUNGON 1	DEGUIT	APRIL VICENTH MARIE	A
AYUNGON 1	DAYOT	MITCHERELLE	M
AYUNGON 1	DEPILLO	CATHERINE	V.
AYUNGON 1	DOMEN	RAZIL	E.
AYUNGON 1	MAQUILING	ROMNICK	
AYUNGON 2	CERIALES	NERIE JANE	A
AYUNGON 2	GOMERA	ROSLYN	M
AYUNGON 2	ALPUERTO	JINKY	C.

AMLAN	RETES	RALPH KEVIN	R.
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Republic of the Philippines  
**Department of Education**  
REGION VII - CENTRAL VISAYAS

Office of the Regional Director

27 SEP 2023

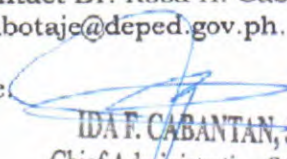
REGIONAL MEMORANDUM

No. **701**, s. 2023

**CONDUCT OF ACTIVITIES RELATED TO THE INDUCTION PROGRAM  
FOR BEGINNING TEACHERS (IPBT)**

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

1. Attached is DepEd Memorandum DM- OUHROD - 2023 - 1372 from Undersecretary Gloria-Jumamil-Mercado of Human Resource and Organizational Development dated September 20, 2023 titled **Conduct of Activities Related to the Induction Program for Beginning Teachers (IPBT)**, contents of which are self-explanatory, for the information and guidance of all concerned.
2. Division IPBT Focal Persons are directed to accomplish the google sheet (R7\_IPBT Regional Tracker) through this link, <https://bit.ly/3PO923l> **on or before September 29, 2023.**
3. The Program Implementers, i.e., Regional and Division Focal Persons, school heads, and master/head teachers, who will be implementing the program for SY 2023-2024 are instructed to register at [bit.ly/ipbt2023orientation](https://bit.ly/ipbt2023orientation) for the clustered virtual orientation on October 17-20, 2023.
4. All expenses incurred relative to the conduct of the aforementioned activities are chargeable against Local Funds, subject to the usual accounting and auditing rules and regulations.
5. For queries and clarifications, you may contact Dr. Rosa H. Cabotaje, Induction Focal Person through this email address, [rosa.cabotaje@deped.gov.ph](mailto:rosa.cabotaje@deped.gov.ph).
6. For proper guidance and strict compliance:

  
IDA F. CABANTAN, JD  
Chief Administrative Officer  
Administrative Service Division

  
SALUSTIANO T. JIMENEZ, JR., EdD, CESO V  
Director IV  
Regional Director

STJ/PYA/HRDD/NEAP-R07/MGB/RHC



**DepED**  
**MATATAG**



Doña M. Gaisano St., Sudlon, Lahug, Cebu City  
Telephone Number: 639457623193 local 700

 DepEd Tayo Region VII

 [region7.deped.gov.ph](https://region7.deped.gov.ph)





Republika ng Pilipinas  
**Department of Education**

**OFFICE OF THE UNDERSECRETARY**  
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**

**DM-OUHROD-2023-1372**

TO : **REGIONAL DIRECTORS**  
**SCHOOL DIVISION SUPERINTENDENTS**  
**HRDD CHIEFS**  
**NEAP-R FOCAL PERSONS**  
**SCHOOL HEADS**  
**ALL OTHERS CONCERNED**

FROM : **GLORIA J. MAMIL-MERCADO**  
*Undersecretary for Human Resource and Organizational Development*

SUBJECT : **CONDUCT OF ACTIVITIES RELATED TO THE INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

DATE : September 20, 2023

1. Following the provisions of DO 11, s. 2019 on the Implementation of the NEAP Transformation, NEAP is mandated to take charge of the design, development, and delivery of programs supporting teachers and school leaders. This includes the induction program for all newly hired teachers which encompasses the support mechanisms put in place to assist newly hired teachers in becoming effective and efficient in performing his or her functions as full-fledged DepEd personnel.

2. Field implementers shall continue to use the existing PPST-based coursebooks and materials in the induction of new teachers. Beginning teachers who have participated in the pilot implementation and have completed all Year 1 activities and coursebooks shall continue with Years 2 and 3 of the program. Please see Enclosure 1 for the summary of activities.

3. Expenses for the school-based induction activities shall be charged to the school MOOE, subject to the usual accounting and auditing rules and regulations.

4. Relative to this, Regional Offices (RO) shall ensure that Schools Division Offices (SDOs) collate data on the schools and the number of newly hired teachers who will start their induction for SY 2023-2024. Links to the regional trackers, as well as coursebooks and monitoring forms, can be accessed from [bit.ly/neapteacherinduction](http://bit.ly/neapteacherinduction).



5. ROs shall submit the accomplished data sheet on or before **September 29, 2023**. The submitted data will be valuable in the subsequent reorientation of program implementers and other funding considerations regarding the program.
6. In addition, ROs and SDOs must strengthen monitoring of the implementation and ensure the timely submission of monitoring forms. Monitoring details are summarized in Enclosure 2.
7. Program implementers, i.e., Regional and Division Focal Persons, school heads, and master/head teachers, who will be implementing the program for SY 2023-2024 are instructed to register at **[bit.ly/ipbt2023orientation](https://bit.ly/ipbt2023orientation)** for the clustered virtual orientation on October 17-20, 2023.
8. For more information and clarifications, please contact Ms. Richie Vesagas of the National Educators Academy of the Philippines-Professional Development Division, Department of Education at DepEd Central Office, Room 211 Mabini Building, DepEd Complex, Meralco Ave., Pasig City through email at [pdd.pdi@deped.gov.ph](mailto:pdd.pdi@deped.gov.ph) or telefax number (02) 8715-9919.
9. For your information and strict compliance.

**Copy furnished:**  
**[USec. Revsee Escobedo]**  
[Undersecretary for Operations]

*[NEAP EPDDD/ Vesagas]*

*Enclosure 1: Summary of IPBT Activities for Beginning Teachers*

Please access [bit.ly/neapteacherinduction](http://bit.ly/neapteacherinduction) for the full copy of the materials.

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



Year 3			Coaching and Mentoring  Differentiated Supervision	1 formal classroom observation every quarter  LAC sessions  Job-embedd ed learning  Other relevant PD programs	
End of SY: Submission of Year 3 Outputs embedded in the RPMS Portfolio					
Completion Ceremony					

*Enclosure 2: Monitoring and Evaluation Details*

Please access [bit.ly/neapteacherinduction](http://bit.ly/neapteacherinduction) for the downloadable copy of the forms.

<b>M&amp;E Document</b>	<b>Person Responsible</b>	<b>Submission Details</b>
Coursebook Exit Quizzes lodged in the National Education Portal ( <a href="http://training.deped.gov.ph">training.deped.gov.ph</a> )	IPBT Mentee	certificate indicating passing score to be submitted to mentor
IPBT Portfolio (physical or digital)	IPBT Mentee	to be submitted to mentor and school head at the end of each SY
M&E Form for Mentors	IPBT Mentor	to be submitted to the School Head at the end of each SY
M&E Form for School Heads	School Head	to be submitted to the Division IPBT Coordinator at the end of each SY
M&E Form for Division Coordinators	IPBT Division Coordinators	to be submitted to NEAP-R at the end of each SY