



Republic of the Philippines  
Department of Education  
Region VI – Western Visayas  
SCHOOLS DIVISION OF CAPIZ

October 18, 2023



**DIVISION MEMORANDUM**

No. 513, s. 2023

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

To: OIC, Office of the Assistant Schools Division Superintendent  
OIC, Office of the Chief Education Supervisor,  
School Governance and Operations Division  
Chief Education Supervisor, Curriculum Implementation Division  
Education Program Supervisors  
Public Schools District Supervisors  
Human Resource Development Specialists  
Heads of Public Elementary, Secondary and Integrated Schools Concerned  
All Others Concerned

1. Attached are *Regional Memorandum No. 785, s. 2023, NEAP Advisory and Memorandum DM-OUHROD-2023-1372* re the **Conduct of Activities Related to the Induction Program for Beginning Teachers**.
2. As stated, there will be a **Virtual Orientation** on **October 27, 2023** from **9:00am** to **12:00 noon** for the regional and division/district IPBT focal persons, school heads and master/head/senior teachers acting as mentors who will be implementing the program for SY 2023-2024.
3. Further, participants, i.e., **school heads concerned** and **mentors** whose names are found in *attached list* are instructed to register at **[bit.ly/ipbt2023orientation](https://bit.ly/ipbt2023orientation)** while the meeting link and other important details will be sent to their registered email address.
4. Immediate dissemination of and appropriate action on this Memorandum are desired.

  
**MIGUEL MAC D. APOSIN EdD, CESO V**  
Schools Division Superintendent 

Encl.: As stated

References: Regional Memorandum No. 785, s. 2023  
NEAP Advisory dated October 3, 2023  
DM-OUHROD-2023-1372

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

ORIENTATION

PROGRAMS



Address: Banica, Roxas City  
Contact Number: (036) 620 2371  
Email Address: [capiZ@deped.gov.ph](mailto:capiZ@deped.gov.ph)

**IPBT SY 2023-2024 YR 1**

No.	Inductee	Mentor	School	District	School ID
1	APOLINARIO, KIMBERLY B.	AILEEN T. FABIANA	Maindang National High School	Cuartero	310804
2	BELEGORIO, MARY JOY F.	VALENTIN E. FRANCISCO	Maindang National High School	Cuartero	310804
3	CAINTOY, KIMBERLY, M.	AILEEN T. FABIANA	Maindang National High School	Cuartero	310804
4	CELINO, MARICEL M.	MA. CRISTY F. PIMENTEL, MT-I	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
5	COCJIN, RHODA MAE, B.	MARIETTA O. SEBIDO	PUTI-AN NATIONAL HIGH SCHOOL	Cuartero	302421
6	DALAYAP, GEMMA D.	VALENTIN E. FRANCISCO	Maindang National High School	Cuartero	310804
7	Fabiana, Teresito Jr. H.	GINA G. DAVID, HT-I	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
8	Facal, Liza F.	ANDREA F. GARGOLES, T-III	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
9	Fajarillo, Nina Grace, F	Geline D. Sotillo	Balingasag Elementary School	Cuartero	115413
10	Funa, Jenny M.	MABINI P. ABELLANO, P-II	Mainit Elementary School	Cuartero	115423
11	FUYONAN, LEILANIE O.	Kenn O. Batacandolo	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
12	Germina, Jeremie M.	Kenn O. Batacandolo	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
13	GUILLERMO, MYKA H.	RODOLYN H. PIMENTEL, HT-III	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
14	HALANG, ANTONETH G	MA. CRISTY F. PIMENTEL, MT-I	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
15	HELICAN, BLESSIL D.	AILEEN T. FABIANA	Maindang National High School	Cuartero	310804
16	Huenda, Jeycel F.	Cristeto L. Casabuena Jr. MT-1	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
17	LEGASPI, NARY IVYANNE, B.	ROMY L. BERMUDO, P-III	CUARTERO CENTRAL SCHOOL	Cuartero	115418
18	LUCES, MARIA AYESA H.	Geline D. Sotillo	BALINGASAG ELEMENTARY SCHOOL	Cuartero	115413
19	MANTANA, MICHELLE H.	AILEEN H. PALIGUMBA, T-III/TIC	MAHABANG SAPA ELEMENTARY SCHOOL	Cuartero	115420
20	MAYO, JEREAL C.	RUTH M. DIAMANTE, TIII/TIC	Bun-od Elementary School	Cuartero	115416
21	Mendoza, Catherine F.	VALENTIN E. FRANCISCO	Maindang National High School	Cuartero	310804
22	MERISCO, CYNTHIA V.	RODOLYN H. PIMENTEL, HT-III	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
23	Oljol, Flordeliza C.	FRANCISCO LAMAYO ,JR., MT- I	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
24	Padrogane, Rona Mae H.	ROSELA CAPULSO, T-I/TIC	Sinabsaban Elementary School	Cuartero	115428
25	REJAS, ANELYN A.	Geline D. Sotillo	BALINGASAG ELEMENTARY SCHOOL	Cuartero	115413
26	SION, ROFIL M.	ANANIAS D. ANTONIO, HT-III	AGNAGA ELEMENTARY SCHOOL	Cuartero	115411
27	TABAQUIRAO, JENNIFER H	GINA G. DAVID, HT-I	CUARTERO NATIONAL HIGH SCHOOL	Cuartero	302396
28	BARIA, DANICA MARIE, B	RAYMUND MAGBANUA, MT2/RODNE WICAS, MT1	DAO CENTRAL	Dao	115433
29	Eduque	Sharon Escubio	Andres E. QUINTIA, Sr. Elementary School	Dao	115444
30	Estialbo, Emie C.	JOEMEL CUABA, T3	Malonoy National High School	Dao	302414
31	GABUNAS, JEAN P.	LUCILLE PAITONE, T-3	Arturo Jugo National High School	Dao	302385
32	Igdanes, Rienalyn I.	Rodnie B. Wicas	Dao Central School	Dao	115433
33	Paras, Kris Tel D.	JOSELITO J. RAYMUNDO, MT-1	Dao National High School	Dao	310802
34	SALOMEA, ABIGAIL	EVANGELINE A. FARA-ON/LENNY E. MAGBANUA	Mapulang Bato Primary School	Dao	115442
35	BAIDO, MARY HOPE, D.	SALLY F. BUENAVISTA, MT-I	STO. NIÑO ELEMENTARY SCHOOL	Dumalag	115466
36	Condino, Jan Fred I.	MILAGROS F. JUSA, MT-I	Dumalag Central National High School	Dumalag	310806
37	CRISOSTO, SHERYL ANN, F.	MARIE BETH F. FLAGA, P-I	DR. LAUREANO R. FRIAL INTEGRATED SCHOOL	Dumalag	501098
38	De la Cruz, Norman F.	MILAGROS F. JUSA, MT-I	Dumalag Central National High School	Dumalag	310806
39	DECIR, JONNA MAE V .	MARY AGNES C. GEQUILLO, P-I	STA. RITA ELEMENTARY SCHOOL	Dumalag	115464
40	Del Rosario, Adonlie F.	PRECCEL JOY F. BIÑAS, MT-II	Duran Elementary School	Dumalag	115455
41	DELCANO, SIGRID ROSE, F	JOEAN MAE F. GENCIANEO, MT-I	DUMALAG CENTRAL NATIONAL HIGH SCHOOL	Dumalag	310806
42	DELORIA, JULLY ANNE, G.	AMELYN G. AREVALO, T-III	ARSENIO E. FRIAL ELEMENTARY SCHOOL	Dumalag	115456
43	EBOL, LORADEL F.	MILAGROS F. JUSA, MT-I	Dumalag Central National High School	Dumalag	310806
44	Fabaraquel, Maria Lindy W.	JUDY F. CASTRO, MT-I	Dumalag Central National High School	Dumalag	310806
45	FAELDIN, ANDREA F.	MILAGROS F. JUSA, MT-I	Dumalag Central National High School	Dumalag	310806

46	Felongco, Loida J.	MARY AGNES C. GEQUILLO, P-I	STA. RITA ELEMENTARY SCHOOL	Dumalag	115464
47	FUNA, REA MAE D.	JOEAN MAE F. GENCIANEO, MT-I	DUMALAG CENTRAL NATIONAL HIGH SCHOOL	Dumalag	310806
48	GETANO, DESILYN M.	JOEAN MAE F. GENCIANEO, MT-I	DUMALAG CENTRAL NATIONAL HIGH SCHOOL	Dumalag	310806
49	Liza, Niel John T.	LEA B. FABALES, MT-I	Sta. Cruz Elementary School	Dumalag	115462
50	SANCHEZ, AIRA JOY B.	MARIE BETH F. FLAGA, P-I	DR. LAUREANO R. FRIAL INTEGRATED SCHOOL	Dumalag	501098
51	Aliperio, Fay Therese, A	ENELYN S. ORBISTA, MT-I	Bungsuan Elementary School	Dumarao	115476
52	BALAIROS, ROSE ANN D.	MA. VILLA ROSE V. QUIDONG HT-I	AGSIRAB ELEMENTARY SCHOOL	Dumarao	115472
53	Bartonico, Crystal AJ	CATHERINE B. DALISAY, MT-I	Bungsuan National High School	Dumarao	302386
54	Benosa, Robert, V.	JERICK M. BRILLO, MT-I	Ramon A. Benjamin Sr. National High School	Dumarao	302417
55	Bermudo, Lame Rose Deita	MA. DIONA V. TIRADO, MT-I	Agmalate Elementary School	Dumarao	115471
56	CARDO, FRENCES C.	ANALYN V. DEPALOMA	R. ADVINCULA SR. ELEMENTARY SCHOOL	Dumarao	115491
57	Damian, Clairol Joy H.	ARLENE P. TACUYAN	Dacuton Elementary School	Dumarao	115481
58	De leon, Ma. Pamela, H	NEMA H. DE LA CRUZ, T-I	Taslan Elementary School	Dumarao	115496
59	Dela Cruz, Renalyn H.	MA. DIONA V. TIRADO, MT-I	Agmalate Elementary School	Dumarao	115471
60	DENOSTA, ELLA MAE, C.	CATHERINE B. DALISAY, MT-I	BUNGSUAN NATIONAL HIGH SCHOOL	Dumarao	302386
61	DEOCERA, LYNWIL ROSE, ITALIA	EPIFANIA A. DAMPOG, HT-III	NAGSULANG ELEMENTARY SCHOOL	Dumarao	115489
62	Digidigan, Jorely A	SOL BLANCO, T-II	Cabangahan Elementary School	Dumarao	115477
63	FAJA, JAY-R	MARYNOR D. DASAL	DACUTON ELEMENTARY SCHOOL	Dumarao	115481
64	Funcion, Jean A.	JERICK M. BRILLO, MT-I	Ramon A. Benjamin Sr. National High School	Dumarao	302417
65	GALLARDO, FELY ROSE O.	RUTH V. HILAPAD, MT-I	AGLALANA INTEGRATED SCHOOL	Dumarao	500429
66	GENOVA, RANIL R.	IMELDA P. ANDOY, T-II	Guiscan Primary School	Dumarao	179010
67	Javil, Haide J.	RENE ANN P. ITALIA, T-III	Aglalana Integrated School	Dumarao	500429
68	Lachica, Edzil P.	CATHERINE B. DALISAY, MT-I	Bungsuan National High School	Dumarao	302386
69	LAGOS, DANJHEAN MAE T.	AILEEN D. DIONA	AGLANOT INTEGRATED SCHOOL	Dumarao	500429
70	Laruan, Charmen Key, I.	LIZA JEAN A. PEDROSO	Presentacion Diez Gregorio National High School	Dumarao	310814
71	Ligtas, RODENIA V.	JERICK M. BRILLO, MT-I	Ramon A. Benjamin Sr. National High School	Dumarao	302417
72	Mesias Leizl L	RUTH V. HILAPAD, MT-I	Aglalana Integrated School	Dumarao	500429
73	PADERNAL, ZINTHIA ROSANA B.	RENE ANN P. ITALIA, T-III	AGLALANA INTEGRATED SCHOOL	Dumarao	500429
74	PIO, CHARRILYN CASULATAN	ANALYN V. DEPALOMA	R. Advincula Sr. Elementary School	Dumarao	115491
75	RIVERA, EULA S.	ANNIE ROSE D. HALLARDA, T-III	AGLALANA INTEGRATED SCHOOL	Dumarao	500429
76	SARCENO, DUNELIE GRACE, A.	REY STONE GIL GENERATO, T-I	SIBARIWAN ELEMENTARY SCHOOL	Dumarao	115494
77	Tingson, Mary Claire M.	MA. DIONA V. TIRADO, MT-I	Agmalate Elementary School	Dumarao	115471
78	VALDEZ, MA. HONELYN B.	ANNIE ROSE D. HALLARDA, T-III	AGLALANA INTEGRATED SCHOOL	Dumarao	500429
79	Alegre, Dianne Shayne, P.	ROLLY D. ANDRADA, HT-I	Tigis Primary School	Ivisan	115513
80	BAES, BEVERLY JOY L.	LEAH U. BULAN, TIII/ TIC	Basiao Elementary School	Ivisan	115502
81	Labon, Krishia Ann	BERNIE B. FAYO, MT-I	Ivisan National High School	Ivisan	302406
82	Barrientos, Kristine Alice, N.	Mrs. Liezyl L. Potato	Jagnaya National High School	Jamindan	302408
83	CABUSLAY, MARY CRIS, I.	Ms. Lislie D. Royo	MACARIO DELFIN BERMEJO NATIONAL HIGH SCHOOL	Jamindan	302407
84	DE PEDRO, ANGELIE B.	RONALD V. VISTO	MANUEL GANZON ADVINCULA INTEGRATED SCHOOL	Jamindan	501096
85	DE PEDRO, MILDRED F.	Jayson V. Estacion, T-3	AGTUPGOP ELEMENTARY SCHOOL	Jamindan	115519
86	Dela Vega, Anna Mae S.	Mrs. Gerlie V. Gregorio	Macario Delfin Bermejo National High School	Jamindan	302407
87	FRANCISCO, RENEIL F.	HELARION C. LLANERA JR., EdD	JAMINDAN NATIONAL HIGH SCHOOL	Jamindan	302409
88	Garcia, Winston N.	Mrs. Sandralyn B. Donoga	Jagnaya National High School	Jamindan	302408
89	Lizada, Sheryl Jane V.	HELARION C. LLANERA JR., EdD	Jamindan National High School	Jamindan	302409
90	Llamas, Rita L.	Mrs. Sandralyn B. Donoga	Jagnaya National High School	Jamindan	302408
91	LLAUDERES, ENELYN, V.	EDA S. PAGAYON, T-III	UBOG ELEMENTARY SCHOOL	Jamindan	115546
92	Macario, Wendyl, C.	CRIS ANN P. CASTRO	Agloloway Elementary School	Jamindan	115518
93	Nebrida, Nenia M.	Ms. Lislie D. Royo	Macario Bermejo National High School	Jamindan	302407
94	NICOLAS, IRISH MAE P.	EVELYN M. SANTIAGO	AGLOLOWAY ELEMENTARY SCHOOL	Jamindan	115518

95	Orocio, Anabella M.	Mrs. Gerlie V. Gregorio	Macario Delfin Bermejo NHS	Jamindan	302407
96	Padios, Eugene B.	VIRGINIA B. VILLASOR, T-III	Lucero Elementary School	Jamindan	302411
97	POLENDEY, CATHERINE, A.	Mrs. Divine Grace P. Arcaño	Macario Delfin Bermejo National High School	Jamindan	302407
98	ROBLES, RYZA MAE, A.	ANALIZA G. VAAL	AGLOLOWAY ELEMENTARY SCHOOL	Jamindan	115518
99	SILVESTRE, NICKO JAY, V.	Mrs. Liezyl L. Potato	JAGNAYA NATIONAL HIGH SCHOOL	Jamindan	302408
100	Solejon, Jochebed V.	Terry F. Hermosora	North Lucero Primary School	Jamindan	115539
101	SOLINA, AIZA SONIO	Jayson V. Estacion, T-3	AGTUPGOP ELEMENTARY SCHOOL	Jamindan	115519
102	VALZADO, DARLYN L.	Mr. Roberto V. Verde	JAENA SUR ELEMENTARY SCHOOL	Jamindan	115530
103	Vestidas, Chasil B.	Mrs. Lucel B. Felongco -MT I	Lucero National High School	Jamindan	302411
104	Vigo, Ancel Villasis	Roberto V. Verde	Jaena Sur Elementary school	Jamindan	115530
105	Vigo, Bernalyn V.	Mrs. Liezyl L. Potato	Jagnaya National High School	Jamindan	302408
106	Villa, Juanilyn V.	HELARION C. LLANERA JR., EdD	Jamindan National High School	Jamindan	302409
107	Villasis, Angenie V	EDA S. PAGAYON, T-III	Ubog Elementary School	Jamindan	115546
108	Villeza, Ma. Mae L.	EDA S. PAGAYON, T-III	Ubog Elementary School	Jamindan	115546
109	VILLEZA, PSYCHE L.	NELYN C. ALABE-T-III	Agbun-od Elementary School	Jamindan	115515
110	YAP, ROSIEBY G	MANUEL REY D. DILLERA	MANUEL GANZON ADVINCULA INTEGRATED SCHO	Jamindan	501096
111	Zonio, Glorygen, L	EVELYN Z. ARTUZ	Manuel Ganzon Advincula Integrated School	Jamindan	501096
112	Alarcon, Renalie Kaye Dueñas	Judith B. Miranda	East Villaflores National High School	Maayon	302412
113	ARROYO, KHIEMVERLY D.	Jesina D. Delino, MT I	MAAYON NATIONAL HIGH SCHOOL	Maayon	302413
114	Badoles, Mary Grace D.	Marissa D. harion	East Villaflores National High School	Maayon	302412
115	BAJARDE, CHIN CHIN A.	JOGIE A. VILLAGRACIA, T-II /TIC	Canapian Integrated School	Maayon	115554
116	BALSOMO, REGINE, R	EDWIN D. BORBON	CARATAYA ELEMENTARY SCHOOL	Maayon	115555
117	Batan, Russel, D.	ABNER T. DAMSANI	Duluan Integrated School	Maayon	500796
118	BATING, ALLIZZA, P.	JOGIE A. VILLAGRACIA, T-II /TIC	CANAPIAN INTEGRATED SCHOOL	Maayon	115554
119	BATUIGAS, PEARLY JOE BABO	APOLINARIO L. DE MAYO, HT-1	ALASAGING ES	Maayon	115548
120	Benarao, Justine Claire, Villanueva	Hernalyn R. Villanueva	Tuburan National High School	Maayon	302403
121	Bialen, Ivy D	Crislle C. Diaz, MT II	Maayon National High School	Maayon	302413
122	Borres, Rameline Grace D.	MARY GRACE D. BELO, MT 1	Florentina B. Degala National High School	Maayon	302404
123	Dadivas, Beverly D	PAULINO .D. DUMAGPI EdD	Palaguian Elementary School	Maayon	115568
124	Dapogo, Ellen May D.	MARY GRACE D. BELO, MT 1	Florentina B. Degala National High School	Maayon	302404
125	DELFIN, ALYSA-WES L.	Jenny C. Supe, MT I	MAAYON NATIONAL HIGH SCHOOL	Maayon	302413
126	DELORIA, RANDY, B.	ABNER T. DAMSANI	DULUAN INTEGRATED SCHOOL	Maayon	500796
127	DEMINGOY, CARENE JOY B.	EDWIN D. BORBON	CARATAYA ELEMENTARY SCHOOL	Maayon	115555
128	Diva, Christine Joy D.	Reymond I. Deocampo PhD	Dominador T. Esmeralda Elementary School	Maayon	115552
129	DIZON MATT ARIEL DENOSTA	Anthony Dueñas	MAAYON NATIONAL HIGH SCHOOL	Maayon	302413
130	Fuentes, Mayea Soberano	Arlene B. Bornaes	Tuburan National High School	Maayon	302403
131	Galvez, Genevive, Alba	FE P. DEPEÑA, T-III/TIC	Guinbalian Integrated School	Maayon	500517
132	Martino, Ruby	QUERICO D.DANGAN, T1/TIC	Maalan Primary School	Maayon	115563
133	VILLA, MARY ROSE, D.	Analee D. Combate	NEW GUIA ELEMENTARY SCHOOL	Maayon	115566
134	VILLANUEVA, LOURDES DIZON	Reymond L. Deocampo PhD	DOMINADOR T. ESMERALDA E/S	Maayon	115552
135	Bajada, Janel Grace A.	MARY JANE L. ANTONINO	Malogo Elementary School	Mambusao East	115591
136	BAUTISTA, ALLYN GRACE D.	ARLENE A. LUCES	DAVID MOISES MEMORIAL HIGH SCHOOL	Mambusao East	302397
137	Gallano, Ma. Joela L.	LALINE H. LUCES	David Moises Memorial High School	Mambusao East	302397
138	Lago, Margelyn G.	Laline Lucas	David Moises Memorial High School	Mambusao East	302397
139	Lamirez, Queenie Anne D.	ARLENE A. LUCES	David Moises Memorial High School	Mambusao East	302397
140	Lantoria Dave Mitchelle, S.	EDA L. FELIZARDO	Mambusao East NHS	Mambusao East	310813
141	LAURILLA, FAYE ELAINE MANARA	ROSEMARIE S. CASTILLON	Baye Elementary School	Mambusao East	115584
142	LEAL, ANGIELYN LUZ	RONA C. OVERENCIO	BUNGSÍ ELEMENTARY SCHOOL	Mambusao East	115587

143	Loro, Venice Me M.	ROSEMARIE S. CASTILLON	Baye Elementary School	Mambusao East	115584
144	Luz, Mark Noel D.	EDA L. FELIZARDO	Mambusao East National High School	Mambusao East	310813
145	Madrelino, Ma. Kia Joy O.	Arlyn P. Lipardo	Bula Integrated School	Mambusao East	501092
146	MARCELINO, RONALYN, D	LALINE H. LUCES	DAVID MOISES MEMORIAL HIGH SCHOOL	Mambusao East	302397
147	Martinez, Merry Flor, L.	ARLENE A. LUCES	David Moises Memorial High School	Mambusao East	302397
148	Sorio, Erika Dawn Leccio	GLYNA P. LABANZA	Pinay Elementary School	Mambusao East	115595
149	LANTORIA, EMYLIE A.	ROSENIE A. LUBERAS	MAMBUSAO ELEMENTARY SCHOOL	Mambusao West	115604
150	LANTORIA, MA. GRACE B.	ANTHONIETA R. BERGANIO	DIOSDADO BAYOT ELEMENTARY SCHOOL	Mambusao West	115598
151	Luces, Dianne Grace B.	RACHEL C. RELATOR, EdD	Mambusao Elementary School	Mambusao West	115604
152	ALTOVEROS, LEA B.	MARY CHARMINE GRACE BANIAGO	FELIX BALGOS NATIONAL HIGH SCHOOL	Panay	302398
153	Balgos, Ella Mae D.	LOURDES V. OROPIO	Pawa Elementary School	Panay	115637
154	Barroa, Manelyn M.	LEO B. BARROA	Daga Elementary School	Panay	115625
155	Basence, Ma. Cherry M.	MAY G. NIDUELAN	Commissioner Luis R. Asis National High School	Panay	302395
156	Basilonia, April Joyce B.	LOURDES V. OROPIO	Pawa Elementary School	Panay	115637
157	Bernas, Joan, Reyes	DONALD DELMO	Anhawon Elementary School	Panay	115614
158	BESANA, BERNA-EVE B.	MERCY B. BESANA	AGOJO ELEMENTARY SCHOOL	Panay	115613
159	BESANA, PAMELA B.	MARY JOY DIZON	Justice Jose Hontiveros Memorial School	Panay	115628
160	BILLONES, DELIA FE A.	GERIZA R. GALLENA	COMMISSIONER LUIZ R. ASIS NATIONAL HIGH SCH	Panay	302395
161	Biscan, Lorie Mae, B.	RONNEL B. BECHAYDA	Commissioner Luis R. Asis National High School	Panay	302395
162	Blacano, Mark Anthony, B.	CRISTEL JOY S. BASE	Commissioner Luis R. Asis National High School	Panay	302395
163	Bonsato, Mark Jhon A.	ERWIN A. BALTERO	Pawa NHS	Panay	310812
164	BURATA, SHIELA B.	MARY ANN M. ROXAS	BAGO CHIQUITO INTEGRATED SCHOOL	Panay	501089
165	Dela Cruz, Dilmar B.	FELINO V. BASE	Pawa National High School	Panay	310812
166	DIESTRO, ELIZABETH, B	MARY ANN M. ROXAS	BAGO CHIQUITO INTEGRATED SCHOOL	Panay	501089
167	Dolor, Marrielle Buenvenida	STEPANIE BOCALA CANTO	Commissioner Luis R. Asis NHS	Panay	302395
168	DORADO, VIRILYN GRACE, BAES	HEIDE B. BASILONIA	LIBON ELEMENTARY SCHOOL	Panay	115631
169	Osita, Melanie U.	MARY ANN M. ROXAS	Bago Chiquito Integrated School	Panay	501089
170	PEREZ, ANGELA B.	MERCY B. BARROA	AGOJO ELEMENTARY SCHOOL	Panay	115613
171	Villarosa, Mary Mae, B.	RAYMUNDA B. VILLARAIZ	Lanigga Primary School	Panay	115629
172	Castillon, Leo John, D	LYNETTE D. AGGABAO	Tincupon Elementary School	Panitan	115663
173	COLMO, APRIL ROSE, P.	DOLLY B. ANDRES	Saloon Elementary School	Panitan	115661
174	Daños Jr., Jionery D.	ARNEL D. DUMALAG	Agustin A. Almalbis Memorial School	Panitan	115643
175	Degones, Ma. Crystal Mae Dequifia	JOCEL BORCELO	Antonio Belo Memorial Integrated School	Panitan	501088
176	DELFIN, AMIE G.	MILDRED D. SAMPANIO	PASUGUE ELEMENTARY SCHOOL	Panitan	115659
177	Descalzota, Joey D.	LAYDYLYN D. BIBANO	Felixberto Dicon Dorado Sr. Integrated School	Panitan	501099
178	DEVELO, ERLYN D.	NICANOR M. OSAN JR.	PANITAN NATIONAL HIGH SCHOOL	Panitan	302418
179	DIESTRO SHAYNE L.	SALCEDO, NORALYN E.	CONCIENCIA ELEMENTARY SCHOOL	Panitan	115653
180	DUMOL, ANGIELYN, P.	ANGELA B. BASINILLO	Celestino D. Diaz Integrated School	Panitan	501093
181	Padios, Nhelyn Grace D.	DANIEL D. DOLLETE	Tinigban Integrated School	Panitan	501101
182	SANTIAGO, JEE ANNE F.	MA. KATHLEEN D. GAPI	PANITAN NATIONAL HIGH SCHOOL	Panitan	302418
183	UNATING, NIKKI A.	DANIEL D. DOLLETE	TINIGBAN INTEGRATED SCHOOL	Panitan	501101
184	ATOR, AIREEN D.	MARY JEAN S. JOPILLO, MT-1	CASANAYAN NATIONAL HIGH SCHOOL	Pilar	302392
185	Bacaling, Mery Fhe A.	JUANITA G. VITO	San Nicolas National High School	Pilar	302422
186	Bacatano Jezza B.	MARIEL B. BEREBER	San Ramon Elementary School	Pilar	115681
187	BACLAS, DANILYN B.	MARIEL B. BEREBER	YATING NATIONAL HIGH SCHOOL	Pilar	310811
188	Bacoy, Jean Mie B	PATRIANA Z P. BENLIRO	Sinamongan	Pilar	115683
189	BARGO, CARL ANGELO A.	JYP CARLO S. CATUNAO, T-III/TIC	TOMAS ABELITA SR. ELEMENTARY SCHOOL	Pilar	115686
190	Belarde, Jezabel B	MARILOU A. BILLONES, HT IV	Casanayan National High School	Pilar	302392
191	Berana, Denalyn Bagohara	ELLA S. BENGAN	Marciano M. Patricio National High School	Pilar	302419

192	Bereber, Leimor D.	Margie F. Barrogo	San Nicolas National High School	Pilar	302422
193	Cabugawan, Arnel Paul B.	ELENA S. SAJONIA	Marciano M. Patricio National High School	Pilar	302419
194	Catuiran, Kathrina B.	LYNA B. ILETO	Dulangan National High School	Pilar	302400
195	DE LA CRUZ, QUEENIE T.	PHINCY RENE P. OBLIGAR	Dayhagan Integrated School	Pilar	501094
196	Espolong, Joanne Rose M.	ELLA S.BENGAN	Marciano M. Patricio National High School	Pilar	302419
197	Guzman, Licer Joy, B.	EDDIE DELA CRUZ	Dulangan National High School	Pilar	302400
198	Guzman, Ma. Danieza Jane R.	PHINCY RENE P. OBLIGAR	Dayhagan Integrated School	Pilar	501094
199	Obafial, Marry France B.	LYNA B. ILETO	Dulangan National High School	Pilar	302400
200	Patricio, Elmer, Villareiz	PATRIANA Z P. BENLIRO	Sinamongan Integrated School	Pilar	115683
201	Piape, Marvelou D.	ELENA S.SAJONJA	Marciano M. Patricio National High School	Pilar	302419
202	Rodriguez, Ben Mark B.	EMMANUEL B. CUNADA	Guise Integrated School	Pilar	501100
203	SORBETO, JONALIZA A.	ALBERTO S. SUABERON, HT III	TABUN -ACAN ELEMENTARY SCHOOL	Pilar	115685
204	Ubalubao, Rodelyn, D.	EDDIE DELA CRUZ	Dulangan National High School	Pilar	302400
205	VITO, ARIANE JOY G.	MARILOU A. BILLONES, HT IV	CASANAYAN NATIONAL HIGH SCHOOL	Pilar	302392
206	Asaytuno, Karen B.	MA. CRISTINA D. DAYAO	Bailan Integrated School	Pontevedra	501090
207	BERMEJO,CHARMINE GRACE B.	MA. SYBIL G. DEGALA	SAN PEDRO ELEMENTARY SCHOOL	Pontevedra	115705
208	BERTE, JOSE RANDY P.	LENY B. LASCUNA	Maximo Dais Elementary school	Pontevedra	115694
209	DAIS, JOVEN B.	JOSEPHINE D. DADOR	Pontevedra National High School	Pontevedra	302420
210	Dangan, Remy C	PRINCESS B. DEGALA	Pontevedra National High school	Pontevedra	302420
211	DAVID, VIVIALYN B	MA. CRISTINA D. DAYAO	BAILAN INTEGRATED SCHOOL	Pontevedra	501090
212	Decamos, Albert S.	TERRY L. DICHOSA	Jose Diva Avelino Jr. NHS	Pontevedra	302405
213	Dela Cruz, Shaira Mae S	LYNETTE BONITA	Jose Diva Avelino Jr. National Highschool	Pontevedra	302405
214	Diaz,Lolita,A	MA. NORY A. CAPULSO	Hipona Elementary School	Pontevedra	115698
215	DIESTRO, JOHN REYMAR B.	LYNETTE L. BONITA	Jose Diva Avelino Jr. National High School	Pontevedra	302405
216	Jimenez, Yesa Mel M.	EMMANUEL A. ESPANOLA	Jose Diva Avelino Jr. NHS	Pontevedra	302405
217	TUCJANG, KIMBERLY JOY A.	NEOLITA M. OLIVEROS	PONTEVEDRA NATIONAL HIGH SCHOOL	Pontevedra	302420
218	Naelgas, Arlene D.	JULIA D. DELA CRUZ	Renato P. Hontiveros Elementary School	Pontevedra	115700
219	Relano,Sherrylyn B.	RUEL B. CARILLO	Manapao Elementary School	Pontevedra	115701
220	SENATIN, ERLIN B.	SONNY B. CAPOTE	AMELIGAN ELEMENTARY SCHOOL	Pontevedra	115689
221	AMADOR, ILYN, M.	MANNY DORADO	SANGKAL ELEMENTARY SCHOOL	President Roxas	115723
222	Bitoon, Aileen Joy D.	JUDDY ANN C. DENAGA	Feliciano Yusay Consing National High School	President Roxas	302388
223	BULACAN, SARAH, A	ESMERALDA A. DAGMIL	MANOLING ELEMENTARY SCHOOL	President Roxas	115716
224	DASILAG,EDEN,DORDAS	DAVID D. DE ADO	CARMENCITA STO NIÑO ELEMENTARY SCHOOL	President Roxas	115712
225	Denaga, Crisanto D.	MA. SARAH C. BAES	Feliciano Yusay Consing National High School	President Roxas	302388
226	Diawara, Daffodil B.	SYLVIA B. DIAWARA	Bayuyan Elementary School	President Roxas	115709
227	DOMOSDOS, HONEY BABE B.	Gerebelito D. Dadvivas	DOMINGO M. LOCSIN ES	President Roxas	115711
228	FAJARILLO,MARY JOY L.	GRACE D. DE ADO	Feliciano Yusay Consing National High School	President Roxas	302388
229	GALLARDEZ, JOJIE E.	GEREBELITO B. DADIVAS	DOMINGO M. LOCSIN ELEMENTARY SCHOOL	President Roxas	115711
230	HABLO,CHERYL G.	GEREBELITO B. DADIVAS	DOMINGO M.LOCSIN ELEM.SCHOOL	President Roxas	115711
231	Jimenez, Noel, D.	CHERRIE F. ARROYO	Quiajo Integrated School	President Roxas	501102
232	MILLONA, IRA	ESMERALDA A. DAGMIL	Manoling Elementary School	President Roxas	115716
233	Olivar, Chrislen, J	SYLVIA B. DIAWARA	Bayuyan Elementary School	President Roxas	115709
234	Oliveros, Princess, D	GRACE D. DE ADO	Feliciano Yusay Consing National High School	President Roxas	302388
235	Valenzuela,Roanne C.	DAVID D. DE ADO	Carmencita-Sto.Niño Elementary School	President Roxas	115712
j	Alaro, Pearl C.	NORBERTO VALLES	Capiz National High School	Roxas City	302391
2	Andeo, Marevic R.	DESIREE GERASMO	Capiz National High School	Roxas City	302391
3	Andrada, Zarah A.	ELIZABETH AGUANA	Capiz National High School	Roxas City	302391
4	ARCEÑO, JOEPHIL J.	MYRA VILLANUEVA	Capiz National High School	Roxas City	302391
5	Aringcamahan, Erika Joy, D.	DESIREE GERASMO	Capiz National High School	Roxas City	302391

6	ARNIBAL, ANNE VIRIEL C.	MARK VILLARUZ	Capiz National High School	Roxas City	302391
7	BALASA, CHRISTIAN DAVE A.	JUDY ADREMESIN	Capiz National High School	Roxas City	302391
8	Balgos, Christine C.	RENATO AVARICIO	Capiz National High School	Roxas City	302391
9	Barres, Melrose D.	VICTORIA DEGUMA	Capiz National High School	Roxas City	302391
10	BERCEÑO, JUNO VARGAS	ANNA CLARISSA GONZALES	Capiz National High School	Roxas City	302391
11	Capundan, Lovelyn B.	CHARIE DELFIN	Capiz National High School	Roxas City	302391
12	Cayetano, Jeanivie R.	SUZETTE BAGARES	Capiz National High School	Roxas City	302391
13	Clarito, Frank Anthony C.	JOE-AN BAYOANG	Capiz National High School	Roxas City	302391
14	Degollado, Jean, B.	SHARON GRACE MOSQUITE	Capiz National High School	Roxas City	302391
15	Deíta, Merlyn D.	DULA CAÑELASO	Capiz National High School	Roxas City	302391
16	Diaz, Jonel, A.	DINA ANGELES	Capiz National High School	Roxas City	302391
17	Doloso, Rizza Mea C	JOE-AN BAYO-ANG	Capiz National High School	Roxas City	302391
18	DORADO, BERNADETH V.	LORENZO ATINON	Capiz National High School	Roxas City	302391
19	Escalada, Rheline, A.	DINA ANGELES	Capiz National High School	Roxas City	302391
20	ESMERALDA, RHEA GRACE V.	JILOU MARIE BILLONES	Capiz National High School	Roxas City	302391
21	FALCO, MARCEL FEOLG	LORENZO ATINON	Capiz National High School	Roxas City	302391
22	Flaviano, Jason S.	JANET DIVINAGRACIA	Capiz National High School	Roxas City	302391
23	Jaen, Josie, Bergantinos	MARY JOY DIAZ	Capiz National High School	Roxas City	302391
24	Ledesma, Sherlyn O.	ARSENIO AGANA	Capiz National High School	Roxas City	302391
25	MARIANO, DENIS, C	DULA CAÑELASO	Capiz National High School	Roxas City	302391
26	Mayingque, Myra T.	ANALYN CALITINA	Capiz National High School	Roxas City	302391
27	Ocana, Mary Ann C.	JUDY ADREMESIN	Capiz National High School	Roxas City	302391
28	Olano, Ella Marie B.	ROGER CORROS	Capiz National High School	Roxas City	302391
29	Quintia, Richel, V	RICKY AZARCON	Capiz National High School	Roxas City	302391
30	QUISTO, SHEILA MAE D.	JONEL ACURIL	Capiz National High School	Roxas City	302391
31	RITAS, JOCILYN S.	JENNY MADLANGBAYAN	Capiz National High School	Roxas City	302391
32	Tugnao, Karen Joy E.	SUZETTE F. BAGARES	Capiz National High School	Roxas City	302391
268	Amoroso, Amy L.	VICTOR C. LARA	Camansi Primary School	Sapian	115735
269	ARMADA, IVY ROSE L.	LANY MAY T. BERINGUELA	ISHMAEL B. ORILLOS FARM SCHOOL	Sapian	310810
270	Azarcon Jeanete I.	ANALYN L. LUNA	Benlit Elementary School	Sapian	115732
271	BIBACO, NELSIE C.	LORELIE O. SAMONES	Agsilab Elementary School	Sapian	115726
272	Campos, Anamarie A.	JOSIE S. DELOS SANTOS EdD	Sapian National High School	Sapian	302424
273	Caromba Liberato A.	JESEBEL O. BESANA	AGTATACAY NORTE ELEMENTARY SCHOOL	Sapian	115727
274	Casimero, Sheryl F.	ANALY A. ANDALICIO	Ishmael B. Orillos Farm School	Sapian	310810
275	DELA ROSA, REGIEVIE D.	GINA O. OPERIANO	BULON PRIMARY SCHOOL	Sapian	115734
276	Estiaga, Louie, D	JOANNE N. DELOS REYES	Sapian National High School	Sapian	302424
277	Felizardo Janelyn V.	KATHERINE ROSE A. GEVERO	Culasi Elementary school	Sapian	115736
278	Flojo, Aya A.	JOSEPHINE M. TACUYAN	Bilao Integrated School	Sapian	501091
279	Gallardo, April O.	GERICEL L. HUMPAY	Sapian National High School	Sapian	302424
280	LADOC, PRIMEROSE BALAQUIO	MARIE GRACE B. PENIANO	Lonoy Elementary School	Sapian	115740
281	Lapso, Maria Cristina Dyna	CHRISTY O. BATILES	SAPIAN NATIONAL HIGH SCHOOL	Sapian	302424
282	Loyola, Joan Grace C.	JESEBEL O. BESANA	Agtatacay Norte Elementary School	Sapian	115727
283	MADICLUM, JOCELLE BOLIDO	MARIE GRACE B. PENIANO	LONOY ELEMENTARY SCHOOL	Sapian	115740
284	Manuba, Jessa Criselle R.	JOSIE S. DELOS SANTOS EdD	Sapian National High School	Sapian	302424
285	MARQUEZ, REZEL A.	GEMMA O. LEBANTINO	BANGKAL ELEMENTARY SCHOOL	Sapian	115731
286	Mentino, Robert N.	MARITES P. ORARIO	Telesforo Aperocho Elementary School	Sapian	115741
287	Navarra Kenneth A.	LODECY V. OCBENA PhD	Sapian National High School	Sapian	302424
288	Obamos, Maria Romilene, O	JOSEPHINE M. TACUYAN	Bilao Integrated School	Sapian	501091
289	Ocbina, Patrizia Ann Rose	ANNA ROSE O. GAROLACAN	Sapian Elementary School	Sapian	115745

290	Ocorro, Dianas A.	LANY MAY T. BERINGUELA	Ishmael B.Orillos Farm School	Sapian	310810
291	Odrunia, Jan Lloya A.	BUDDY E. ALVAREZ JR. EdD	Sapian National High School	Sapian	302424
292	OLANO, MONTISA BALAQUIO	MARY GRACE C. OMBEGA	Maninang Elementary School	Sapian	115743
293	OTUCAN, ROSLYN OPHER	ANA MAY S. CARILLO	SAPIAN NATIONAL HIGH SCHOOL	Sapian	302424
294	PENALBA, MARICON O.	MARIE GRACE B. PENIANO	LONROY ELEMENTARY SCHOOL	Sapian	115740
295	Pretta, Rolaine Mae M.	BUDDY E. ALVAREZ JR. EdD	Sapian National High School	Sapian	302424
296	Villeza, Arlene, T.	DOLORES O. CUAGON	Agtatacay Sur Elementary School	Sapian	115728
297	ARMOGENES, LORIEVE F.	MA.CONCEPCION MEGIE F.GAPI	Matinabus Elementary School	Sigma	115762
298	Biclar, Cynthia C	MERCY B. MARTINEZ, EdD	Vicente Andaya Sr. National High School	Sigma	302399
299	JAVIL, NOVI S.	NINFA J. DE JUAN	ACBO ELEMENTARY SCHOOL	Sigma	115747
300	MANONG, MELISSA GRACE A.	ALBERTO F.ORDOVEZ,EdD	COGON ELEMENTARY SCHOOL	Sigma	115752
301	Matillano, Nilo Jr. R.	MERCY B.MARTINEZ, EdD	Vicente Andaya Sr. National High School	Sigma	302399
302	MENDOZA RAVIMAE BULLAG	EVELYN J. MURGUIA, MT1	SIGMA CENTRAL ELEMENTARY SCHOOL	Sigma	115766
303	CAPUCA, JESSA S.	RUFO V. CELINO	NAYAWAN PRIMARY SCHOOL	Tapaz East	115787
304	CHIVA, RIZA MAE J	JOBE GRANDE	SIYA ELEMENTARY SCHOOL	Tapaz East	115796
305	COLAS, PETER K.	RENA JOY P. ROSCALES	RIZAL NORTE PRIMARY SCHOOL	Tapaz East	179005
306	Desierto Rocelyn A.	CHARLYN G. BENJAMIN	Lahug Primary School	Tapaz East	115782
307	GELILANG, JACKIE P.	JENNYROSE E. JIMENEZ	DON LEOPOLDO GIALOGO INTEGRATED SCHOOL	Tapaz East	501097
308	GINE, RENERIO II G.	JORALD F. PADERNAL	COL. PATROCINIO ARTUZ NATIONAL HIGH SCHOOL	Tapaz East	302393
309	Gomez, Mae Ann I.	DONNA F. DIVINAGRACIA	Col. Patrocinio Artuz National High School	Tapaz East	302393
310	GERMO, JONAH MAE P.	Geline Castor	REV. TOMAS CONEJAR NATIONAL HIGH SCHOOL	Tapaz East	310809
311	LAMBUSON, FERLYN N.	CHARLYN G. BENJAMIN	LAHUG PRIMARY SCHOOL	Tapaz East	115782
312	PEREZ, LORVIC L.	MARY GRACE G. BUNDA	JOAQUIN ARTUZ ELEMENTARY SCHOOL	Tapaz East	115776
313	SONA, JEAN K.	RUFO V. CELINO	Nayawan Primary School	Tapaz East	115787
314	CASTRO, JEANY G.	Cherry Mae Graciadas	TAPAZ NATIONAL HIGH SCHOOL	Tapaz West	310803
315	Frial, Meryl Palomar	EVANGELINE NACITA	Camburanan National High School	Tapaz West	302389
316	Gafate Regine F	MARIA FERNALIL F. CASTILLON	Candelaria NHS	Tapaz West	302390
317	Gape,Cristel Joy G.	MARILYN G. GARDE	Tapaz National High School	Tapaz West	310803
318	Gequillo, Fernarose, L.	IRVIN LEGARIO	San Nicolas National High School	Tapaz West	302423
319	Gimoto, Jevan F.	Marites Ganzon	Roxas Elementary School	Tapaz West	115814
320	Hernandez, Revaleen G.	Melanie Berganio	Camburanan NHS	Tapaz West	302389
321	PANO DIORY JR. GABUYOG	ELMA S. ESPANZA	ARISGAL ELEMENTARY SCHOOL	Tapaz West	115805
322	RABINO, VERGIE G.	MARJORIE LADINES	Candelaria National High School	Tapaz West	302390
323	TORREFIEL, EVERLYN V.	GERALDINE T. GIALOGO	TAPAZ NATIONAL HIGH SCHOOL	Tapaz West	310803





Republic of the Philippines  
**Department of Education**  
REGION VI-WESTERN VISAYAS

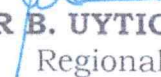
REGIONAL MEMORANDUM  
No. 785, s. 2023

OCT 11 2023

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

To: Schools Division Superintendents  
All Others Concerned

1. Attached is an **ADVISORY** from National Educators Academy of the Philippines (NEAP) dated October 3, 2023 on the **Conduct of Activities related to the Induction Program for Beginning Teachers**.
2. Anent this, there will be a **Virtual Orientation** for regional and division focal persons and school heads who will be implementing the program on **October 27, 2023** from **9:00 am to 12:00 noon**.
3. Immediate dissemination of this Memorandum is desired.

  
**RAMIR B. UYTICO EdD, CESO III**  
Regional Director

Encl.: None  
Reference: Advisory from NEAP dated October 3, 2023  
To be indicated in the Perpetual Index  
under the following subjects:

ORIENTATION  
PROGRAMS

JGF/HRDD/RM-2023-Conduct of Activities related to the Induction ...  
037/October 9, 2023

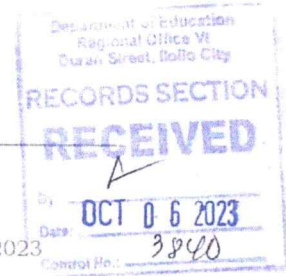


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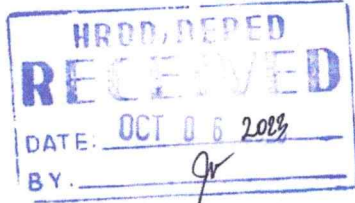


Republika ng Pilipinas  
Department of Education

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES



October 3, 2023



**ADVISORY**

This is in reference to DM-OUHROD-2023-1372, titled Conduct of Activities Related to the Induction Program for Beginning Teachers dated September 20, 2023.

The virtual orientation for regional and division focal persons and school heads who will be implementing the program will be moved to October 27, 2023, from 9:00 am to 12:00 noon. Participants are instructed to register at [bit.ly: ipbt2023orientation](http://bit.ly:ipbt2023orientation) while the meeting link and other important details will be sent to their registered email address.

Links to the IPBT materials, regional trackers, monitoring forms, and other program updates, can be accessed through the IPBT portal at [bit.ly: nea\\_teacherinduction](http://bit.ly:nea_teacherinduction).

For more information and clarifications, please contact Ms. Richie Vesagas or Mr. Jerson Capuyan 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 at telefax number (02) 8715-9919.

**JENNIFER E. LOPEZ**

Director III

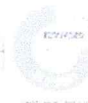
Officer-in-Charge, Office of the Director IV

[NEAP-PDD/Vesagas]



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Doc. Ref. Code: FAYWMA-023 Rev. 01  
Effectivity: 09 20 21 Page: 1 of 1





Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY


HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

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**MEMORANDUM**

**DM-OUHROD-2023-1372**

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

**FROM :**   
**GLORIA JUMAMIL-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 or 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 Coursebook 1	Coaching and Mentoring Differentiated Supervision	1 formal classroom observation every quarter	Mentoring schedules or agreements 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 Differentiated Supervision	1 formal classroom observation every quarter LAC sessions Job-embedded learning Other relevant PD programs	Signed IPCRF-IDP
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-embedded 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