



Republic of the Philippines
Department of Education
REGION X- NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

Office of the
Schools Division Superintendent

23 June 2025

DIVISION MEMORANDUM
No. 208, s. 2025

**1st Batch Induction Program for Beginning Teachers Pinning Ceremony CY 2025
Cum Result-Based Performance Management System (RPMS) Re-Orientation &
Target Setting**

To: **Assistant Schools Division Superintendent
Chief, SGOD/CID
Administrative Officer V
Elementary and Secondary School Heads
Newly-Hired Elementary & Secondary Teachers
All Others Concerned
This Division**

1. In line with the implementation of the Memorandum DM-OUHROD-2023-1372 from Gloria Jumamil-Mercado, Undersecretary from Human Resource & Organizational Development, this Office hereby announces the Induction Program for Beginning Teachers cum Pinning Ceremony on July 3-4, 2025, at **Hotel Monicon, Monroe Function Room, Población, El Salvador City at 8:00-5:00 pm.**
2. Induction Program for Beginning Teachers (IPBT) is a systematic and comprehensive professional development program for beginning teachers with 0 to 3 years of teaching experience that has been developed to improve their knowledge, skills, attitudes, and values (KSAVs), and increase their confidence in teaching to make them effective and efficient teachers who nurture the potentials, abilities, and talents of every learner. Specifically, orientation aims to target the following competencies;
 - 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 teachers as specified in the PPST and DepEd Core Values; and
 - c. improve practice towards career progression based on set professional development goals. The IPBT will serve as the foundation for the professional development of beginning teachers and, subsequently, for the improvement of student learning.
3. The following attachments are appended in this memorandum:
 - a. Indicative Matrix of Activities



Address: Zone 3, Poblacion, El Salvador City
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Email Address: elsalvador.city@deped.gov.ph

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- b. IPBT Participants (*advised to study the electronic IPBT coursebook modules shared*)

Date	Participants
July 3, 2025	Newly Hired Teachers, Newly Appointed School Heads, PMT & TWG
July 4, 2025	School Heads, PMT, TWG

- c. Technical Working Group

4. Further, assessment and evaluation measures (such as pre/posttest, QAME) shall be conducted in the activity.
5. Further, members of the Program Management Team shall join in the Pre-work and preparation on June 27, 2025 @ 3:00-4:30 pm at the Hotel Monicon, Monroe Function Room, Población, El Salvador City.

NAMES	DESIGNATION
Conniebel C. Nistal, PhD	Asst. Schools Division Superintendent
Rolly B. Labis, EdD	Chief, SGOD
Ninian A. Alcasid, PhD	Chief, CID
Jeffrey M. Martinez, JD	AO-V
Analyn G. Fabria, PhD	EPS-SGOD
Karen Rose A. Serrania	SEPS-HRD
Marilou Y. Descallar	EPS II-HRD
Maricris P. Quismundo	SEPS-HRD
Cheriemy D. General	EPS II-M & E
Felanie Marie A. Lim	HRMO-II
School Heads/Representatives	Division

6. This office shall adhere to the Equal Opportunity Principle (EEOP), in all steps to be undertaken for this activity. Hence, all decisions and actions shall be based solely on guidelines set forth with no discrimination on the account of age, gender and identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.
7. This is for information, guidance and compliance.


RANDOLPH B. TORTOLA
Schools Division Superintendent

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

PROFESSIONAL DEVELOPMENT INDUCTION PROGRAM FOR BEGINNING TEACHERS TEACHER TRAINING
SGOD/HRD SY 2025



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Enclosure 1 Indicative Matrix of Activities: Division Memorandum ____, s. 2025

**ORIENTATION FROM THE INDUCTION PROGRAM FOR BEGINNING TEACHERS
 (IPBT)-COMPLETION OF SELF-PACED COURSEBOOKS**

Date	Time	Activity	Participants	Facilitator/In-Charge
July 3, 2025	7:30-8:00	Arrival and Registration		PMT
	8:00 –8:30	Preliminaries		
		National Anthem	Newly Hired Teachers/Newly Appointed School Heads	
		Prayer		
		DepEd Quality Policy Statement		
		Introduction of Participants		
		Welcome & Statement of Purpose		
		Message		ROLLY B. LABIS, EdD CHIEF, SGOD
				RANDOLPH B. TORTOLA Schools Division Superintendent
	8:30 –9:00	PRETEST		c/o M & E
	9:00-10:00	Becoming a DepEd Teacher		CONNIEBEL C. NISTAL, PhD. Assistant Schools Division Superintendent
	10:00-10:15	Health break		
	10:15-11:30	The Philippine Professional Standards for Teachers (PPST)		NINIAN A. ALCASID, PhD Chief, CID



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July 4, 2025	11:30-12:00	Employee Salaries and Benefits		KENNETH ANGEL B. GUILLENA AO II
	12:00-1:00 pm	Lunch BreakLunch Break....Lunch Break.... Lecture/ Workshop		
	1:00-2:00	Responding to Community Context		ANALYN G. FABRIA, PhD Education Program Supervisor
	2:00-2:15	Health Break		
	2:15-3:00	RA 6713: Code of Ethics of Public Officials and Employees		
	3:00-3:30	Post-test		JEFFREY M. MARTINEZ AO-V c/o M & E c/o HRD Program Holders c/o M & E/ Host
	3:30-4:00	Pinning Ceremony		
	4:00-4:30	QAME		
	4:30-5:00	Closing		
	8:00-8:30	MOL		MARILOU Y. DESCALLAR, RGC EPS II HRD/RPMS Focal
	8:30 -9:30	Result-Based Performance Management System policies & Guidelines		



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	9:30-12:00	RPMS Targeting of Objectives (OPCRF)		CONNIEBEL C. NISTAL, PhD Assistant Schools Division Superintendent/PMT Chair
	12:00-1:00	Lunch Break Lunch Break.....Lunch Break....		
		Continuation/ Integration		
		QAME		
		Closing		

Training Facilitator:

CHERIEMY D. GENEROL
EPS II- M & E

Enclosure 2 List of Participants: Division Memorandum __, s. 2025

A. Day 1 Participants

	Name of Incumbent	POSITION TITLE	SEX	DATE OF APPOINTMENT	STATION	LEVEL OF ASSIGNMENT
1	CABILADAS, CRYSTAL GAY N.	Teacher 1	F	School-Based	ULALIMAN ES	Elementary
2	CASANOS, SHARMAINE S.	Teacher I	F	School-Based	MOLUGAN CS	Elementary
3	YAMARO, KRISTIANNE MARIE M.	Teacher I	F	School-Based	SFDA NHS	High School
4	BEJEGA, MARY ANN C.	Teacher 1	F	School-Based	HINIGDAA N ES	Elementary
5	BACULIO, EVA MAE S.	Teacher I	F	School-Based	AMOROS ES	Elementary
6	CAPILI, CHRISTINE JOY R.	Teacher I	F	School-Based	KIBONBO N ES	Elementary
7	TANALEON, KRISNA JOY A.	Teacher 1	F	School-Based	ECNHS	Elementary
8	MAPA, PETTY ROSE E.	Teacher I	F	School-Based	MOLUGAN CS	Elementary



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9	CABERTE, IRINE GRACE M.	Teacher I	F	School-Based	AMOROS ES	Elementary
10	MAGHANOY, GICEL QUEEN D.	Teacher 1	F	School-Based	SINALOC NHS	High School
11	DINSAY, KENNY JHON P.	Teacher I	M	School-Based	ECNHS	High School
12	MIKUNUG, SAHANIE M.	Teacher I	F	School-Based	KALABAYL ABAY IS	High School
13	LLAGAS, JANLYEN P.	Teacher I	F	School-Based	HINIGDAA N NHS	High School
14	VIVERO, RYAN SIEGFRED	Teacher I	M	School-Based	SHS-COGON NHS	High School
15	SALINAS, IVY JEAN	Teacher I	F	School-Based	TAYTAY ES	Elementary
16	LACANDULA ,SAHARA BRIGETTE LOUISE	Teacher 1	F	School-Based	HIMAYA NHS	High School
17	WABE, MA. ELAINE LOU	Teacher I	F	School-Based	SINALOC ES	Elementary
18	LABIS, KENNY ANN	Teacher I	F	School-Based	BADIANG ON ES	Elementary
19	BUNA, CATHERINE	Teacher I	F	School-Based	ALS SHS	Senior High
20	PAUMAR, LEONORA ANN B.	Teacher 1	F	School-Based	Kibonbon ES	Elementary School
21	TORTOLA, RANDOLPH B.	SDS	M	Division Office		
22	NISTAL, CONNIEBEL C.	ASDS	F	Division Office		
23	LABIS, ROLLY B.	Chief, SGOD	M	Division Office		
24	DESCALLAR, MARILOU Y.	EPS II HRD	F	Division Office		
25	FABRIA, ANALYN G.	EPS	F	Division Office		
26	MARTINEZ, JEFFREY M.	AO V	M	Division Office		
27	ALCASID, NINIAN A.	Chief CID	F	Division Office		
28	GENEROL, CHERIEMY D.	EPS II M & E	F	Division Office		
29	JURICA ETHEL ESTRADA	PDO II	F	Division Office		
30	GUILLENA, KENNETH ANGEL B.	AO II	F	Division Office		



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31	SERRANIA, KAREN ROSE A.	SEPS	F	Division Office		
32	QUISMUNDO, MARICRIS P.	SEPS	F	Division Office		
33	CLARABAL, JAMES WORREN	JO	M	Division Office		
34	LIM, FELANIE MARIE S.	AO IV	F	Division Office		
35	CONOG, REAVEN A.	JO	M	Division Office		
36	MUGOT, MEROGIM PAIRAT	MT I	M	Division Office		
37	PACUT, PHOEBE JOY MUGOT	MT I	F	Division Office		
38	GAID, FRANZ MAYBELLE MAGRIÑA	Nurse II	F	Division Office		
39	KHOBUNTIN, CECILLE ZABLAN	Nurse II	F	Division Office		
40	MALACO, ESMAEL JR. VIÑA	PDO I	M	Division Office		
41	GELLOR, BRIDGET GALE BANTIGUE	Dentist III	F	Division Office		
42	CABELTES, GLADYS GRACE HOCSON	Medical Officer	F	Division Office		
43	TIAD, VANESSA PRORES LAURIO	Nurse II	F	Division Office		
44	OCO, RICCA STEPHANIE EDRALIN	Administrative assistant II	F	Division Office		
45	MUGOT, JEAN KRISHNA LOPEZ	Admin Aide VI	F	Division Office		
46	ASEQUIA, KEVIN BETE	Planning Officer III	M	Division Office		
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Day 2 Participants

	Name of Incumbent	POSITION TITLE	SEX	STATION
1	TORTOLA, RANDOLPH B.	SDS	M	Division Office
2	NISTAL, CONNIEBEL C.	ASDS	F	Division Office
3	LABIS, ROLLY B.	Chief, SGOD	M	Division Office
4	DESCALLAR, MARILOU Y.	EPS II HRD	F	Division Office
5	FABRIA, ANALYN G.	EPS	F	Division Office
6	MARTINEZ, JEFFREY M.	AO V	M	Division Office
7	ALCASID, NINIAN A.	Chief CID	F	Division Office
8	GENEROL, CHERIEMY D.	EPS II M & E	F	Division Office
9	JURICA ETHEL ESTRADA	PDO II	F	Division Office
10	GUILLENA, KENNETH ANGEL B.	AO II	F	Division Office
11	SERRANIA, KAREN ROSE A.	SEPS	F	Division Office
12	QUISMUNDO, MARICRIS P.	SEPS	F	Division Office
13	CLARABAL, JAMES WORREN	JO	M	Division Office
14	LIM, FELANIE MARIE S.	AO IV	F	Division Office
15	CONOG, REAVEN A.	JO	M	Division Office
16	MUGOT, MEROGIM PAIRAT	MT I	M	Division Office
17	PACUT, PHOEBE JOY MUGOT	MT I		Division Office
18	GAID, FRANZ MAYBELLE MAGRIÑA	Nurse II		Division Office
19	KHOBUNTIN, CECILLE ZABLAN	Nurse II		Division Office
20	MALACO, ESMAEL JR. VIÑA	PDO I		Division Office
21	GELLOR, BRIDGET GALE BANTIGUE	Dentist III		Division Office
22	CABELTES, GLADYS GRACE HOCSON	Medical Officer		Division Office
23	TIAD, VANESSA PRORES LAURIO	Nurse II		Division Office
24	OCO, RICCA STEPHANIE EDRALIN	Administrative assistant II		Division Office
25	MUGOT, JEAN KRISHNA LOPEZ	Admin Aide VI		Division Office
26	ASEQUIA, KEVIN BETE	Planning Officer III		Division Office
27	HELEN S. PALASAN	SCHOOL PRINCIPAL III	F	School-Based



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28	MARIVIC S. TORRES	SCHOOL PRINCIPAL I	F	School-Based
29	CHARLOTTE J. YTANG	SCHOOL PRINCIPAL I	F	School-Based
30	ROSEMARIE U. SAGUING	HEAD TEACHER III	F	School-Based
31	IVY MAE P. BERGADO	TEACHER I	F	School-Based
32	MA. LOU LEA C. NOB	SCHOOL PRINCIPAL II	F	School-Based
33	MARISTEL C. CASTAÑOS	TEACHER I	F	School-Based
34	SALVADOR T. BENDIJO II	Head Teacher I	M	School-Based
35	SAMMY S. TRES REYES	HEAD TEACHER I	M	School-Based
36	LINDO M. CAYADONG	SCHOOL PRINCIPAL I	M	School-Based
37	IAN KHAY H. CASTRO	SCHOOL PRINCIPAL I	M	School-Based
38	NILO L. LOMONGO	HEAD TEACHER III	M	School-Based
39	RICHARD A. SABELLANO	TEACHER I	M	School-Based
40	JOVEL C. LABIS	HEAD TEACHER I	M	School-Based
41	BOB T. PAQUINOL	HEAD TEACHER I	M	School-Based
42	ARNEL A. SUPERABLE	TEACHER I	M	School-Based
43	JOEY A. OCO	TEACHER III	M	School-Based
44	MARK ANTHONY G. ARRIETA	TEACHER III	M	School-Based
45	ROGER E. PAGAYON	HEAD TEACHER IV	M	School-Based
46	ZIGGER E. VILLAHERMOSA	HEAD TEACHER I	M	School-Based
47	JESSICA MARIE B. RAMOS	HEAD TEACHER III	F	School-Based
48	ROLLY MOLINA	Head Teacher 1	M	School-Based
49	ZIGGER TOMARONG	Master Teacher II	M	School-Based
50	CHUCHIE QUIRING	Head Teacher I	F	School-Based
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Enclosure 3 List of Technical Working Group: Division Memorandum ___, s. 2025



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Activity Design, Memo, Venue & Follow-Up Procurement	c/o Marilou Y. Descallar Karen Rose A. Serrania, PhD Program Holders
QAME	c/o Maricris P. Quismundo Cheriemy D. Generol M & E
Program Design	c/o Reaven A. Conog JO Contract Service
Food/Documentation	c/o HRD Program Holders
Hosting	c/o Cheriemy D. Generol EPS II M & E
Certificates/Printing	c/o James Woren Clarabal JO Staff
Attendance/Registration	c/o Jurica Ethel L. Estrada PDO II
Medical Responder	c/o Vanessa P. Tiad Nurse II
Tarp	c/o Sherrie R. Dungog James Clarabal Marilou Descallar
Sound System & ICT:	c/o Host/Hotel Staff

