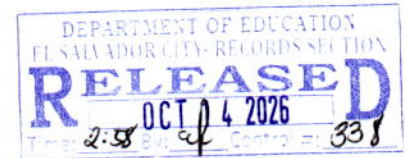




Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY



October 14, 2026

DIVISION MEMORANDUM
NO. 338, s. 2026

**1ST BATCH INDUCTION PROGRAM FOR BEGINNING TEACHERS PINNING
CEREMONY CY 2026**

To: Assistant Schools Division Superintendent
Chief Education Supervisor, SGOD
Education Program Supervisor in SGOD
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 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 October 28-29, 2026 at Hotel Monicon, Poblacion, 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. articulates 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.

[Handwritten signature]



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

3. The following attachments are appended in this memorandum:

a. Indicative Matrix of Activities

b. IPBT Participants (advised to study the electronic IPBT Coursebook modules shared).

Date	Participants
October 28, 2026	Newly-Hired Teachers, PMT & TWG
October 29, 2026	School Heads, PMT and TWG

c. Technical Working Group

4. Travel and other allowable expenses relative to attendance in the activity shall be charged against available school/division funds, subject to the usual accounting and auditing rules and regulations.

5. The Memorandum also serves as the **Official Authority to Travel** of the participants.

6. Moreover, this Office shall adhere to the Equal Opportunity Principle (EOP) in the steps undertaken for this purpose. Hence, all decisions and actions shall be based on guidelines set forth, with no discrimination on the account of age, gender, identity, sexual orientation, civil status, disability, religion, ethnicity, or political affiliation.

7. Immediate and wide dissemination of this Memorandum is hereby directed.


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/cdg



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

Enclosure 1: Indicative Matrix of Activities: Division Memorandum 308 s. 2026.

Date	Time	Activity	Participant	Facilitator/In-Charge
October 28, 2026	7:30-8:00	Arrival and Registration		PMT
	8:00 –	Prayer Official AVP-El Salvador Division	Newly Hired Teachers School Heads/Program Holders	
		Introduction of Participants		CONNIEBEL C. NISTAL ASDS
		Welcome Message & Statement of Purpose		
		Message		RANDOLPH B. TORTOLA Schools Division Superintendent
	8:30 –9:00	PRETEST		C/O HRD
	9:00-10:00	COURSE 1: THE DEPED TEACHER		CONNIEBEL C. NISTAL, PhD. Assistant Schools Division Superintendent
	10:00 – 10:45	From Newly Hired to Highly Inspired: Embracing the Call of Teaching		GIE GRACE CESAR ADA VI
	10:45-11:45	The Philippine Professional Standards for Teachers		NINIAN A. ALCASID, PhD Chief, CID



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

October 29, 2026	11:46 – 12:00	Pinning Ceremony		
	12:00-1:00 pm	Lunch Break Workshop		
	1:00-2:00	Teachers' Professional Development		CARMILLE V. GAHAY SEPS-HRD
	2:00-3:00	Responding to Community Context		ANALYN G. FABRIA, PhD Education Program Supervisor
	3:00– 4:00	RA 6713: Code of Ethics of Public Officials and employees		ATTY. RHINO Y. PEREZ Attorney III
	4:00- 5:00	DepEd Organizational Structure and Processes		KEVIN B. ASEQUIA Planning Officer III
	8:00-8:30	Day 2		
	8:30 –10:00	MOL		CHERIEMY D. GENEROL EPS II HRD/RPMS Focal



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

	10:00-11:30	Result-Based Performance Management System policies & Guidelines		MARILOU Y. DESCALLAR EPS II- M & E
	11:30-12:00	Recalibrating Objectives with School Heads		MARILOU Y. DESCALLAR EPS II- M & E
	1:00 – 2:00	Lunch Break		
	1:00-3:00	Post Test & QAME		QAME Incharge
	3:00 – 5:00	Closing Ceremony		



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

Enclosure 2: List of Participants: Division Memorandum 338 s. 2026.

Day 1 Participants

ELEMENTARY - 3			
NAME	POSITION	STATION	EFFECTIVITY DATE
RAY MARK D. ACTUB	TEACHER I	AMOROS ES	JUNE 24, 2026
RENE A. CONOG	TEACHER I	ECCS	JUNE 24, 2026
NYSSA ISOBEL M. SABADO	TEACHER I	KALABAYLABAY IS	JULY 15, 2026
JUNIOR HIGH SCHOOL - 21			
RIZZEL JOY M. CEMACIO	TEACHER I	SAMBULAWAN NHS	JUNE 24, 2026
SHAINA KEITH M. CEMACIO	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
KIM A. PEREZ	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
MARITES B. GONZALES	TEACHER I	COGON NHS	JUNE 24, 2026
BRYAN TED C. NOB	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
NEIL IAN T. MACAHILOS	TEACHER I	ECNHS	JUNE 24, 2026
JOHN BRYAN D. BAGNOL	TEACHER I	ECNHS	JULY 07, 2026
JAYSON L. GOMEZ	TEACHER I	HIMAYA NHS	JUNE 24, 2026
SYLVIA MARIE T. NAVARETTE	TEACHER I	HIMAYA NHS	JUNE 24, 2026
XENA V. DUMAGAT	TEACHER I	SINALOC NHS	JUNE 24, 2026
ROSE MARIE S. MAGRIÑA	TEACHER I	COGON NHS	JULY 09, 2026
CHRISTOPHER A. SAMONTE	TEACHER I	HINIGDAAN NHS	JULY 15, 2026
JOSEPH B. DULUGUIN	TEACHER I	MOLUGAN NHS	JULY 15, 2026
KHILLY JOY D. OCO	TEACHER I	SAN FRANCISCO DE ASIS NHS	JULY 15, 2026
KIMBERLY JAY L. TUNDAN	TEACHER I	SAMBULAWAN NHS	JULY 27, 2026
JOANNE GRACE O. GELAGA	TEACHER I	ECNHS	AUGUST 03, 2026
CONSTANTINE B. MONFORTE	TEACHER I	MOLUGAN NHS	SEPTEMBER 09, 2026
JOEL S. GABAC	TEACHER I	COGON NHS	OCTOBER 01, 2026
JOYCE A. CAYETUNA	TEACHER I	SINALOC ES	OCTOBER 01, 2026



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

RHEA JANE V. CAGAS	TEACHER I	ECNHS	OCTOBER 01, 2026
RUCELLE FELDEN MARIE B. TOMARONG	TEACHER I	COGON ES	OCTOBER 01, 2026
SENIOR HIGH SCHOOL - 5			
JAN VINCENT S. SARACANLAO	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
ARNIE JEYN M. ESTOQUE	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
MARLYN N. BACOLCOL	TEACHER I	MOLUGAN NHS	JUNE 24, 2026
ENA MARIE G. EXCLAMADO	TEACHER I	DIVISION-ALS	JULY 15, 2026

Program Management Team and Technical Working Group

No.	Name	Position	Office
1	Randolph B. Tortola	SDS	Division Office
2	Conniebel C. Nistal	ASDS	Division Office
3	Rolly B. Labis	CEPS SGOD	Division Office
4	Ninian A. Alcasid	CEPS CID	Division Office
5	Analyn G. Fabria	EPS SGOD	Division Office
6	Carmille V. Gahay	SEPS HRD	Division Office
7	Cheriemy D. General	EPS II HRD	Division Office
8	Atty. Rhino Y. Perez	Attorney III	Division Office
9	Kevin B. Asequia	Planning Officer III	Division Office
10	Gie Grace Cesar	ADA VI	Division Office
11	Marilou Y. Descallar	EPS II SMME	Division Office
12	Franz Maybelle Gaid	Nurse II	Division Office
13	Irvin John Tagapulot	Medical Officer III	Division Office
14	James Worren Clarabal	Job Order	Division Office
15	Nelyn Sabellina	COS	Division Office
16.	Jeffrey M. Martinez	AO V	Division Office
17.	Apple Keith Arrangoso	AO II	Division Office



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

Day 2 Participants

No.	Name	Position	Office
1	RANDOLPH B. TORTOLA	SDS	Division Office
2	CONNIEBEL C. NISTAL	ASDS	Division Office
3	ROLLY B. LABIS	CEPS SGOD	Division Office
4	NINIAN A. ALCASID	CEPS CID	Division Office
5	ANALYN G. FABRIA	EPS SGOD	Division Office
6	CARMILLE V. GAHAY	SEPS HRD	Division Office
7	CHERIEMY D. GENEROL	EPS II HRD	Division Office
8	ATTY. RHINO Y. PEREZ	Attorney III	Division Office
9	KEVIN B. ASEQUIA	Planning Officer III	Division Office
10	GIE GRACE CESAR	ADA VI	Division Office
11	MARILOU Y. DESCALLAR	EPS II SMME	Division Office
12	FRANZ MAYBELLE GAID	Nurse II	Division Office
13	IRVIN JOHN TAGAPULOT	Medical Officer III	Division Office
14	JAMES WORREN CLARABAL	Job Order	Division Office
15	NELYN SABELLINA	COS	Division Office
16	JEFFREY M. MARTINEZ	AO V	Division Office
17	ROGER E. PAGAYON	SCHOOL PRINCIPAL I	Amoros ES
18	ROLLY A. MOLINA	HEAD TEACHER I	Bolisong ES
19	ROSEMARIE U. SAGUING	HEAD TEACHER III	Badiangon ES
20	BOB T. PAQUINOL	HEAD TEACHER I	Cogon ES
21	MELANIE M. FABREA	SCHOOL PRINCIPAL I	Cogon NHS
22	PHOEBE JOY M. PACUT	MASTER TEACHER I	Cogon NHS
23	SAMMY S. TRES REYES	SCHOOL PRINCIPAL I	El Salvador City CS
24	MEROGIM P. MUGOT	SCHOOL PRINCIPAL I	El Salvador City NHS
25	ARNEL A. SUPERABLE	TEACHER III	El Salvador City NHS
26	ZIGGER E. VILLAHERMOSA	HEAD TEACHER I	Himaya ES
27	JESSICA C. MICABALO	MASTER TEACHER I	Himaya NHS
28	SALVADOR T. BENDIJO II	HEAD TEACHER I	Hinigdaan ES
29	LINDO M. CAYADONG	SCHOOL PRINCIPAL I	Hinigdaan NHS
30	THERESE ANGELI M. ROMASANTA	SCHOOL PRINCIPAL I	Kalabaylabay IS
31	CHUCHIE A. QUIRING	HEAD TEACHER I	Kalabaylabay IS



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

32	MA. LOU LEA C. NOB	SCHOOL PRINCIPAL II	Kibonbon ES
33	HELEN S. PALASAN	SCHOOL PRINCIPAL III	Molugan CS
34	MARIVIC S. TORRES	SCHOOL PRINCIPAL I	Molugan NHS
35	NILO L. LOMONGO	HEAD TEACHER III	Molugan NHS
36	CHARLOTTE J. YTANG	SCHOOL PRINCIPAL I	PSB ES
37	HIRAH MARIE B. CHUA	MASTER TEACHER I	Sambulawan ES
38	JOEY A. OCO	TEACHER III	Sambulawan NHS
39	IVY MAE P. BERGADO	TEACHER III	San Francisco de Asis ES
40	MARK ANTHONY G. ARRIETA	SCHOOL PRINCIPAL I	San Francisco de Asis NHS
41	JESSICA MARIE B. RAMOS	HEAD TEACHER III	Sinaloc ES
42	JANICE E. CALAPIS	SCHOOL PRINCIPAL I	Sinaloc NHS
43	IAN KHAY H. CASTRO	SCHOOL PRINCIPAL I	Taytay ES
44	JOVEL C. LABIS	HEAD TEACHER I	Ulaliman ES
45	APPLE KEITH ARRANGOSO	AO II	Division Office