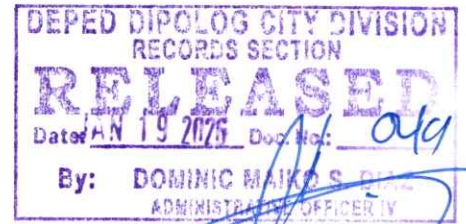




Republic of the Philippines
Department of Education
REGION IX – ZAMBOANGA PENINSULA
SCHOOLS DIVISION OF DIPOLOG CITY



January 12, 2026

DIVISION MEMORANDUM

No. 049, s. 2026

INDUCTION PROGRAM FOR BEGINNING TEACHERS

To: **OIC-Assistant Schools Division Superintendent**
OIC-Chief, Curriculum Implementation Division
Chief, School Governance and Operations Division
Education Program Supervisors
Public Schools District Supervisors
School Heads/Principals (Elementary and Secondary)
Select Teaching & Non-Teaching Personnel
All Others Concerned
This Division

1. Pursuant to **DepEd Order No. 11, s. 2019**, titled "*Implementation of the NEAP Transformation*," the Induction Program for all newly hired teachers is hereby reinforced to include strengthened support mechanisms that aim to assist beginning teachers in becoming effective and efficient in carrying out their duties as full-fledged DepEd personnel.
2. In view of this, the **Induction Program for Beginning Teachers** shall be conducted on **January 21–25, 2026** at **Pavilion Mibang Hotel, Dipolog City**. Attached is the complete list of participants, resource speakers, and Program Management Team (PMT) members for reference.
3. Personnel involved in this activity shall be entitled to service credits or compensatory time-off (CTO) in accordance with DepEd Order No. 53, s. 2003, "*Updated Guidelines on Grant of Vacation Service Credits*," should the schedule of activities fall on class suspensions, cancellations, weekends, or holidays.
4. Immediate and widest dissemination of this Memorandum is desired.

MA. LIZA R. TABILON, EdD., CESO V
Schools Division Superintendent

Ref: DO 11 s. 2019
Encl: List of Participants
OSDS / RCF / Teacher I
January 19, 2026

LIST OF IPBT PAX, RS AND PMT

1	TOME	Je-AR	H.
2	DURAN	Dovilyn	P.
3	CORPUZ	Mariel Ann	B
4	SALDIVAR	Eugene	M.
5	RAMAYLA	Rachel	C.
6	PEPANIA	Jesse James	P.
7	PARAGUAY	Analiza	B.
8	CASTILLANO	Raniel Jake	S.
9	DUMAGHAN	Scott	C.
10	BAES	James	O.
11	GANTA	Aljon	T.
12	EUCOGCO	Jean Eiffel	L.
13	QUILICOT	Frances Gie	P.
14	PALER	Eunilyn	V.
15	INTONG	Amelia	P.
16	LACAY	Nelson	
17	BINAG	Aileen Mae	B.
18	CALACLAC	Ronel	C.
19	SANTANDER	Jesu Mar	M.
20	ALONG	Sheilamay	C.
21	TANAMOR	Christopher Rey	P.
22	SALAVERIA	Kathleen Mae	P.
23	ACOJEDO	Alme Conception	B.
24	MARAVILLAS	Michael Ryan	A.
25	DANGASE	Jay Ann	C.
26	GAYAWON	Irish	C.
27	LLAGAS	Allyn Fretzel	T.
28	BALANCAR	Christine	R.
29	PARAME	Princess Dave	D.
30	SAZ	Camille	P.
31	TAPIZ	Nova Mae	
32	TIU	Chreslyn	S.
33	VILLALON	Christian Jude	A.
34	DALMAN	Kristy Ciane	I.
35	GALLEMIT	Jannah Rechel	M.
36	PACTOL	Shellah Marie	T.
37	BUCHAN	Dorothy	V.
38	BRONOLA	Christine Ann	B.
39	DESCALLAR	Mary June	
40	CADAVEDO	Feelross	R.
41	ABILA	Marites	B.
42	PATANGAN	Sherry Ann	D.
43	SAGUIN	Christelle Blanche	A.
44	BAGAIPO	Von Harvey	R.
45	TAMPARONG	Jackie Lyn	L.
46	PAJAREN	Mary Grace	B.
47	PATOLUMBON	Jomar	D.

48	DAYMIEL	Winona Rose	A.
49	DACUA	Ma. Lourdes	B.
50	YWAYAN	Jalie Ann	B.
51	PALER	Nina F-Pril Rose	C.
52	RAMOS	Caryl	D.
53	INDAS	Emelanie	O.
54	CRAMPATANTA	Michelle	S.
55	ZAMORA	Nikki	V.
56	EDIS	Lenie	E.
57	LUMUCSO	Genesie	M.
58	DAGA	Cydel John	A.
59	BARBADILLO	Christine Nher	Q.
60	ZAMORAS	Kate	G.
61	SOTILLO	James	P.
62	SANTOS	Angelica	F.
63	DACULA	Maria Charma	A.
64	CERVANTES	Hery	A.
65	VILLANUEVA	Cristino	L.
66	CARDENAS	Yuly Mae	S.
67	ABIL	Cydel Paul	D.
68	REQUIRME	Rosecelyn	B.
69	GARCIA	Jean Eiffel	B.
70	CULANCULAN	Cyrus Clyde	A.
71	THADDEUS	Benson	B
72	BALANCAR	Angela Alexis	
73	BENONG	Regie	D.
74	MAGLANGIT	Ana Rhea	N.
75	SALAVERIA	Leonimarie	
76	JAUCULAN	Flordeliz Andrae	G.
77	SIBAYAN	Sheilamay	B.
78	MALANDAY	Mae Angel	S.
79	MOLONIAS	Rosenelle Andrea	C.
80	BELLINGAN	Lynnie	C.
81	MAGTUBA	Kimberly	J.
82	ALBON	Mea Jill	S.
83	RAGAS	Gellie	G.
84	ABRASALDO	Mariz	S.
85	ONDOG	Marcelady	D.
86	CORDERO	Odessa	I.
87	INDUS	Liezel	S.
88	TOMARONG	Wenefredo Jr.	
89	EGUIA	Jay Sheila	L.
90	BARTOLOME	Grecy Mae	L.
91	DINAMPO	Grcefer Aemarie	P.
92	SESTUAL	Gelaine	B.
93	LACLAC	Desiree	B.
94	JOSUE	Jhonelle Antonette	A.
95	JAGUIT	Aurea Lor	A.
96	LEONG	Michael Jeff	I.
97	ZAMORAS	Kirby	C.

98	LEONG	Michael Jeff	I.
99	SULARTE	Darwin	L.
100	BAGUIO	Jelmar	S.
101	GREGANA	Lgeme	P.
102	ALERIA	Anna May	C.
103	MANDAO	Evelyn	E.
104	AGURA Jr.	Jose	B.
105	BOLINGKIT	Jeffrey	G.
106	GENABE	Cherry Mae	V.
107	JAICTIN	Jade	E.
108	PESQUERA	Jingle	G.
109	TALIC	Rose Vick	E.
110	CUTAD	Margie	M.
111	BENITO	Norille Bea	B.
112	EMPANG	Jojie	C.
113	BANTOTO	Jocel Mhae	E.
114	DIAZ	Dominic Maiko	S.
115	TAN	Rose Kreyed	D.
116	ELUMBARING	Sheenna	G.
117	LLIDO	Princess Grace	N.
118	DINOY	Bebie Lou	A.
119	GUMELA	Leila	D.
120	TUMULAN	Marykris Kathleen	Z.
121	QUICO	Crisle	C.
122	SAMANIEGO	Jesse	
123	ELUMBA	Dexter	A.
124	DINGAL	Edgar	C.
125	JOSOL	Riela Angela	C.
126	ELTANAL	Cherry Mae	B.
127	ESTEBAT	Serapino Jr.	
128	VELASCO	Vilma	C.
129	MACUTE	Petrush	G.
130	DE LOS SANTOS	Olalio	D.
131	SAMANTE	Jovencia	M.
132	VALDEHUEZA	Maria Lisa	E.
133	MIRANDA	Genevieve	B.
134	SULARTE	Darwin	L.
135	CAMPO	Mary Dioserli	L.
136	CABATAN	Leachim	B.
137	DIGAL	Maria Haide	P.
138	TEMPLO	Cindy	T.
139	ITOK	Ronald	P.
140	GRANADA	Jo-Ann	C.
141	JANOLINO	Jessie Lloyd	T.
142	PIZON	Mary Grace	P.
143	CAINCAY	Felven	C.
144	DINOPOL	Mary Antoniette	S.
145	BARLAAN	Jay Mark	G.
146	CARPITANOS	Loucil Grace	R.
147	BACALLA	Cherry Ann	S.

148	SALDIA	Kim Melody	M.
149	QUIMIGUING	Niño	A.
150	LOPECILLO	Gemalyn	B.
151	PALADAR	Vigeluz	D.
152	TABILIRAN	Mary Gianna	B.
153	AGURA	Alvin	P.
154	SABANDAL	Kathrn Sealtiel	T.
155	ALBOROTO	Anna Grace	L.
156	NAZARENO	Aubrey Lane	F.
157	BENITEZ	Marivic	
158	MAGLANGIT	Mary Jerin	C.
159	PAGLINAWAN	Georey	E.
160	RAGAS	Joann	C.
161	ANIÑON	Ryzalie	I.
162	MONDOY	Hazel Kate Shulamitte	P.
163	LATIAN	Mary Ann	S.
164	AGODERA	John Robert Manuel	
165	ALETA	Princess Mae	J.
166	TOMAS	Edeza	A.
167	BALLARES	Ivan	R.
168	MATMAT	Richel	P.
169	BARROS	Richard Jr.	D.
170	EMBRADO	Al Duane	H.

Resource Speakers and PMT

ANTIQUINA	Monina	R.
BANTILAN	Melanie	B.
BORBON	Joanne	
CABALIDA	Edgardo	S.
CARPIO	Lyn	A.
CHIU	Jesel	B.
FLORES	Rambelle	C.
HERRERA	Chris Rey VIII	A.
ARANJO	Bernie	P.
MONTEALTO	Rossalyn	Z.
MURRO	Luisiano Jr.	S.
REFUGIO	Marie	C.
REFUGIO	Adrian	G.
YAPAC	Marjhon	

**DIVISION INDUCTION PROGRAM FOR
BEGINNING TEACHERS 2025**

January 21-25, 2026

DAY 1 – January 21, 2026 (Wednesday)			
Time	Duration	Activity	Person-In-Charge
07:30 – 08:00 AM	30 min	REGISTRATION and ATTENDANCE	PMT/Secretariat:
OPENING PROGRAM			
08:00 - 08:45 AM	45 min	National Anthem Community Prayer Dipolog City March DepEd Quality Policy Statement WELCOME REMARKS Statement of Purpose Flow of Activity, Presentation of Participants, Resource Speakers & PMT Training Decorum INSPIRATIONAL MESSAGE QAME Orientation D.O. No. 43, s. 2017 Teacher Induction Program Policy	Video-Aided Video-Aided ROSALIO B. CONTURNO, JR., PhD Asst. Schools Division Superintendent Love L. Ricafort AO IV (Personnel) Rambelle C. Flores SEPS – HRD MA. LIZA R. TABILON, EdD, CESO V Schools Division Superintendent Luisiano S. Murro Jr SEPS – SMME Rambelle C. Flores SEPS – HRD
08:45 – 09:00 AM	15 min	HEALTH BREAK	

DAY 1 – January 21, 2026 (Wednesday)			
Time	Duration	Activity	Person-In-Charge
09:00 – 10:30 AM	1.5 hours	COURSE 1: MODULE 1 – Becoming a DepEd Teacher MODULE 1 – Becoming a DepEd Teacher S1: DepEd Mandate S2: ,Vision, Mission, Core Values (VMV) S3: Strategic Directions S4: The Philippine Professional Standards for Teachers	Edgardo S. Cabalida OIC Chief, CID
10:30 – 12:00 PM	1.5 hours	MODULE 2 – Gearing up for the School Year S1: The DepEd School Calendar S2: The School Support System S3: Pre-Opening of Classes Preparation	Nur N. Hussien, DM Chief, SGOD
12:00 - 01:00 PM	1 Hour	LUNCH BREAK and MANAGEMENT OF LEARNING	
01:00 – 02:00 PM	1 hour	<i>Continuation COURSE 1: MODULE 2 – Gearing up for the School Year</i> S4: Opening of Classes S5: Handling of Advisory Classes	Nur N. Hussien, DM Chief, SGOD
02:00 – 03:00 PM	1 hour	MODULE 3 – Starting Off as a DepEd Teacher S1: Positive Discipline in Physical and Virtual Learning Environment S2: Positive Teacher-Student Relations	Monina R. Antiquina Education Program Supervisor
03:00 – 03:10 PM	10 mins	HEALTH BREAK	
03:10 – 5:00 PM	1 hour & 50 mins	<i>Continuation of MODULE 3</i>	
05:00 – 5:30 PM	30 min	QAME End of the Day Evaluation	
END OF DAY 1			

END OF DAY 3			
DAY 4 – January 24, 2026 (Saturday)			
Time	Duration	Activity	Person-In-Charge
07:30 – 08:00 AM	30 min	MANAGEMENT OF LEARNING <i>Attendance Check</i> <i>MAKABAYAN Song</i> <i>Morning Praise</i> <i>QAME Updates</i> <i>Morning Exercise/Ice Breaker</i>	PMT
08:00 – 10:30 AM	2.5 hours	COURSE 5: The DeEd Teacher MODULE 2 – Relevant Laws for Teachers S1: Magna Carta for Public School Teachers S2: Code of Ethics for Professional Teachers in the Philippines	Atty. Maria Cecille Bastasa-Tanaga Division Legal Office III
10:30 – 10:40 AM	10 min	HEALTH BREAK	
10:40 – 12:00 NN	1 hour & 30 mins	COURSE 6: The Teachers' Professional and Personal Development MODULE 1 - Salaries, Wages and Employees Welfare and Benefits S1: Salary and Incentives of Teachers S2: Leave of Absence of Teachers S3: Other Benefits	Love L. Ricafort AO IV (Personnel)
		MODULE 3 – Policies on Promotion and Opportunities for Progression S1: DepEd Order No. 66, s. 2007: Revised Guidelines on the Appointment and Promotion of other Teaching, Related Teaching and Non-teaching Positions	
12:00 – 01:00 PM	1 hour	LUNCH BREAK and MANAGEMENT OF LEARNING	
01:00 – 02:30 PM	1 hour & 30 mins.	MODULE 2- Continuing Professional Development S1: Republic Act 10912: Continuing Professional Development (CPD) Act of 2016 S2: Resolution No. 11, s. 2017: Operational Guidelines in the Implementation of RA 10912 for Professional Teachers	Rambelle C. Flores SEPS HRD
02:30 – 02:40 PM	10 min	HEALTH BREAK	
02:40 – 03:40 PM	1 hour	S3: Professional Associations for Teachers S2: Scholarship	SMN / HRD
03:40 – 5:00 PM	1 hour & 20 mins	MODULE 4 – Personal Development and Well-Being S1: Health and Well-Being - Physical Health - Psychological Health - Mental Health - Social Health	Cielidel V. Timosa Division Nurse II
05:00 PM	30 min	QATAME End of the Day Evaluation	

END OF DAY 4			
DAY 5 - January 25, 2026 (Sunday)			
Time	Duration	Activity	Person-In-Charge
MANAGEMENT OF LEARNING			
00:00 – 08:30 AM	30 min	Attendance Check MAKABAYAN Song Morning Praise QAME Updates Morning Exercise/Ice Breaker	PMT
08:30 – 11:30 AM	3 hours	Continuation COURSE 6: MODULE 4 - Personal Development and Well-being S2: Financial Literacy - Financial Practices and Habits - Budgeting and Financial Success	Edgardo S. Cabalida OIC Chief-CID
	10 min	HEALTH BREAK	
11:30 – 12:00 NN	30 min	QAME	
12:00 – 01:00 PM	1 hour	LUNCH BREAK and MANAGEMENT OF LEARNING	
01:00 – 3:30 PM	2 hours	Gender Sensitivity Training	SEPS HRD
CLOSING PROGRAM			
03:30 - 5:00 PM	1.5 hours	Preliminaries: - Photo Opportunity - Giving of Impressions - Awarding of Certificates Words of Challenge to the Newly-Hired Teachers Batch 2024 – 2025 - Acceptance of Challenge - Community Song - Flag Retreat	Rosalio B. Conturno, Jr. PhD ASDS
END OF DAY 5			