



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF CALBAYOG CITY

July 24, 2025

DIVISION MEMORANDUM

NO. 348, s. 2025

TO: Assistant Schools Division Superintendent
CID and SGOD Chiefs
Education Program Supervisors
Public Schools District Supervisors
Public Elementary & Secondary School Heads
Public Elementary & Secondary School Teachers
All Others Concerned

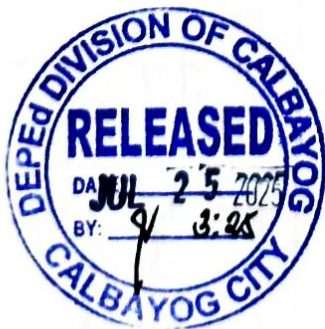
**IMPACT EVALUATION AND COMPLETION RITES ON THE IMPLEMENTATION
OF INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
FOR YEAR 1, 2, & 3 COMPLETERS**

1. **The Induction Program for Beginning Teachers (IPBT)**, formerly known as the Teacher Induction Program (TIP) per DepEd Order No. 43, s. 2017, is institutionalized to provide a systematic and comprehensive support system for beginning teachers with 0 to 3 years of teaching experience in the public school system. This is a three-year program which was piloted in 2020 and should conclude with a completion rites.
2. In recognition of the beginning teachers' commitment to continue serving the Filipino learners, this Office, through School Governance and Operations Division - Human Resource Development Section (SGOD-HRDS) in collaboration with the Public Schools District Supervisors (PSDS) of the Curriculum Implementation Division (CID) shall conduct an **IMPACT EVALUATION AND COMPLETION RITES ON THE IMPLEMENTATION OF INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) FOR YEAR 1, 2, & 3 COMPLETERS** with the following timeline of activities:

DATE	ACTIVITY	VENUE
July 24, 2025	Issuance of the List of IPBT Participants for Impact Evaluation and Candidates for the Completion Rites	-
July 28, 2025	Confirmation and Finalization of Participants' Profile (with the respective PSDSs)	-
August 1, 2025	Deadline of Submission of IPBT Portfolio hard copies (for those who have not uploaded in the submission drive)	HRD Office thru Records Section
August 5, 2025	Issuance of the Official List of IPBT Completers	-
August 8, 2025	Impact Evaluation with the IPBT completers and mentors	Division Conference Hall

August 12, 2025	Planning Conference on the conduct of Recognition Rites with the Division Personnel Development Committee (PDC)	Division Conference Hall
August 22, 2025	Last day of the Participants' Online Pre-registration	-
August 29, 2025	Completion Rites	TBA
September 1, 2025	Post Conference	Division Conference Hall

3. The participants to this activity are the mentees/newly-hired teachers and their respective mentors who completed the 3-year implementation of IPBT.
4. Attached herewith is the list of IPBT participants who are expected to have finished the course with the status of portfolio submission. Those who are unable to upload their portfolio in the submission drive are requested to submit the hard copy of their portfolio to HRD office through Marita P. Senolos, SEPS or Rosalia M. Rivera, EPS II for them to become part of the official list of completers.
5. All Public Schools District Supervisors (PSDSs) are requested to review the attached list and confirm the profiles of their respective participants, and submit the final list to HRD office ON or BEFORE **July 28, 2025**.
6. For confirmation of attendance, all identified participants are requested to pre-register through this link: <https://bit.ly/IPBTcompletionrites2025> NOT later than **August 22, 2025**.
7. The prescribed attire for Completion Rites are the following:
 Female: Long Dress
 Male: Coat and Tie
8. Expenses for food, certificates and certificate holders, venue rental and decorations, and other incidental expenses shall be charged against HRTD fund, subject to the usual government accounting and auditing rules and regulations.
9. School heads are requested to facilitate the **Travel Authority** of their participants.
10. Immediate dissemination of and compliance with this Memorandum are desired.



MARGARITO A. CADAYONA JR, PhD, CESO VI
 OIC-Schools Division Superintendent

Enclosures: As stated

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

HRD

IPBT

INDUCTION PROGRAM FOR BEGINNING TEACHERS

List of Participants

No.	Last Name:	First Name:	Middle Name	Suffix	Sex:	School Name (Complete, no abbreviation)	submitted Portfolio?		Mentor
							Yes	No	
1	Tan	Malou	Paulino		Female	Baay Elementary School		/	
2	POÑO	JELEE FATE	DUNGCOY		Female	BAGACAY INTEGRATED SCHOOL		/	
3	Roxas	Ma. Stalla	Biong	---	Female	Bagacay Integrated School		/	
4	AMADEO	FARINA	GONZAGA		Female	BAGACAY INTEGRATED SCHOOL	/		
5	Judilla	Roshel	Bracamonte		Female	Basud Integrated School		/	Julieta O. Albelda
6	ARPON	RHYNE FEUWAH	BENDO	---	Female	Bontay Elementary School		/	
7	Forteza	Jeenavie	Rellama		Female	Buenavista Elementary School		/	
8	Claro	Mejailyn	La Rosa		Female	Bugtong Elementary School	/		Normel C. Galias
9	GABUMPA	MARCHIE	MIANO		Female	CABATUAN NATIONAL HIGH SCHOOL		/	Joseph Vincent T. Domanog
10	RAMOS	JESSICA	JAROPOJOP		Female	CABATUAN NATIONAL HIGH SCHOOL		/	Brian A. Madalejos
11	Novela	Lady Lyka	Mompero		Female	Cabican Integrated School		/	
12	Magbutay	Christine	Labong	---	Female	Cag-anahaw Elementary School		/	April Galamiton
13	BORINAGA	DENNIS	SUAREZ		Male	Cagmanipis Norte Elementary School		/	
14	PATIGADO	RHEA	MAHINAY		Female	CAGMANIPIS NORTE ELEMENTARY SCHOOL		/	
15	BALERO	JENELYN	COROT		Female	CAGMANIPIS NORTE ELEMENTARY SCHOOL		/	
16	Olasiman	Ginalyn	Mercader		Female	Cagmanipis Norte Elementary School		/	
17	Diolon	Ruby	F		Female	Cagmanipis Sur Elementary School	/		Zarrah V. Allego
18	Antor	Ma. Jayrose	Davis		Female	Calbayog City National High School		/	
19	Bernaldo	Darwin	Salazar	---	Male	Calbayog City National High School		/	
20	CAGOMOC	ARCIE	YGRUBAY		Male	CALBAYOG CITY NATIONAL HIGH SCHOOL	/		
21	Contado	Ken Ian	Cateis		Male	Calbayog City National High School	/		Meriam Calesa
22	Dejapin	Ivah Fatima	Miano		Female	Calbayog City National High School	/		Loniza Tizon
23	Gonzaga	Mikko	Palajos		Male	Calbayog City National High School	/		Maricel S. Cabrillas
24	Lauzon	Paulo	B		Male	Calbayog City National High School	/		Rosela A. Armamento
25	Lopez	Vincent	Saldo		Male	Calbayog City National High School	/		Gloria M. Rosillas
26	Macorol	Clemente Ace	Burce		Male	Calbayog City National High School	/		
27	MONTANO	DULCE	LUATON		Female	CALBAYOG CITY NATIONAL HIGH SCHOOL	/		Marish Lou G. Fernandez
28	ORTIZ	JOY	MADRIA	Sr	Female	Calbayog City National High School	/		
29	SERAGON	JIALYN SIARA	DEALAGDON	---	Female	Calbayog City National High School	/		Rosela A. Armamento
30	LABENDIA	CRYSTYL	IGAY		Female	CALBAYOG CITY NATIONAL HIGH SCHOOL	/		Judith Fortaleza

No.	Last Name:	First Name:	Middle Name	Suffix	Sex:	School Name (Complete, no abbreviation)	submitted Portfolio?		Mentor
							Yes	No	
31	MAHUSAY	MARICAR	SAPINIT		Female	CALUCNAYAN ELEMENTARY SCHOOL		/	
32	Talana	Kim Carlo	Dy		Male	Calucnayan Elementary School	/		Herman T. Verano
33	Yu	Bethany Shine	Matan		Female	Canjumadac Elementary School		/	
34	BEBIANO	MARLON	BALZA		Male	Canjumadac Elementary School	/		Louie M. Termo
35	Buna	Famela	Añasco		Female	Carayman National High School		/	
36	SO	MERIAN	TARRAYO		Female	CARAYMAN NATIONAL HIGH SCHOOL		/	
37	PARIDO	CHARINA	BEBIANO		Female	CARAYMAN NATIONAL HIGH SCHOOL		/	
38	Oncepido	Ella Mae	Rondina		Female	Danao II Elementary School	/		
39	Merencillo	Roselyn	Matudan		Female	Danao-I Elementary School	/		Mylene J. Sabar & Mylene J. Perni
40	Oblino	Maricris	Ongcal		Female	Danao-II Elementary School	/		Diza B. Talon
41	Bongoyan	Kimberly Ann	Quirante		Female	Dawo Integrated School		/	Robert Aljon T. Yabao
42	Capalis	Caren Chinbi Nayce	Hebaya		Female	Dawo Integrated School		/	Nelson P. Mongpong
43	Laguipo	Shiela Marie	Baloca		Female	Dawo Integrated School		/	
44	Dejapin	Ronalyn	Farrales		Female	Dinawacan Elementary School		/	
45	Relos	Merry Chiscelle	Ortiz	---	Female	Gadgaran Integrated School	/		Nova S. Gaspan
46	DEALAGDON	EDUARD	MONSANTO		Male	Gasdo Elementary School		/	
47	Soliva	Mary Jane	Namuag		Female	Gasdo Elementary School	/		
48	Aliman	Josefina	Baldomaro		Female	Happy Valley National High School		/	Maricel P. Alegria
49	Mercader	Jenevieve	Columba		Female	Hibuhatan Elementary School	/		Aisa C. Cuizon
50	Lumentigar	Rodel	Catalan		Male	Higasaan Elementary School	/		Nicolas B. Tarrayo
51	Baquilid	Salome	Muaña		Female	Himalandrog Elementary School	/		
52	Belano	Janice	Ale		Female	Himalandrog Elementary School		/	
53	CASTILLO	APRIL KRIZ	BADILLA		Female	HIMALANDROG ELEMENTARY SCHOOL	/		Warren D. Taperla
54	Legalisa	Francis Dave	Cortel	---	Male	Himalandrog Elementary School		/	
55	Rodriguez	Melissa	De Asis		Female	Himalandrog Elementary School	/		
56	Legalisa	Neil Adrian	C		Male	Himalandrog-Seven Hills Integrated School	/		
57	Salazar	Joana Rachel	Rellita	---	Female	Jacinto Elementary School		/	Dina Alva J. Marcial
58	RONQUILLO	JOVELYN	TEQUILLO	---	Female	JACINTO ELEMENTARY SCHOOL		/	Merlinda F. Merales
59	DEGUIÑO	JOCELYN	GABORNE	---	Female	Jimautan Elementary School		/	
60	Buen	Myra	Ventures		Female	La Paz Elementary School		/	Enrico G. Tomalon
61	Lozano	Nathalie Chrisma	Cangayao	---	Female	La Paz Elementary School	/		Enrico G. Tomalon
62	Divinagracia	Jane	Romulo		Female	Lapaan Elementary School		/	John Roderick Yabao

No.	Last Name:	First Name:	Middle Name	Suffix	Sex:	School Name (Complete, no abbreviation)	submitted Portfolio?		Mentor
							Yes	No	
63	Manuales	Virgil Ram	Evarrete		Male	Limarayon Elementary School		/	
64	Gonce	Brendon	Sabulao		Male	Mabini I Elementary School		/	
65	Silva	Gerome	Cataques		Male	Mabini I Elementary School	/		Benjie A. Beduya
66	Monforte	Marjohn	Mancol		Male	Mabini II Integrated School	/		Ira A. Calaoagan
67	Fernando	Judy May	M		Female	Macatingog Integrated School	/		Jenus N. Pransal
68	Rubido	Bernadette	B		Female	Macatingog Integrated School	/		Kaizz M. Aberion
69	Ponsica	Engely	Pagatpat		Female	Mag-ubay National High school		/	Reggie M. Jumaday
70	Cantiga	Jessie	Velosa		Male	Malaga National High School		/	
71	FRANCISCO	JOSHUA	FUENTES		Male	MALAGA NATIONAL HIGH SCHOOL		/	
72	Millamis	Gleizel	Dormiendo		Female	Malaga National High School		/	
73	Canuto	Reymabelle	Saldaña		Female	Malajog Integrated School		/	
74	Chua	Tricia Rose	Tablate		Female	Malajog Integrated School		/	
75	Dura	Pamela	Tan	---	Female	Malayog Elementary School	/		Lolita M. Labian
76	Pedraza	Raffy	Del Monte		Male	Mancol Elementary School		/	
77	Olojan	John Rey	Lagang		Male	Mancol Integrated School		/	
78	MACATIMPAG	MARVIN	ASOTEs		Male	MARVIN A. MACATIMPAG	/		
79	Jabelo	Romeo	Ariola	Jr	Male	MAWACAT INTEGRATED SCHOOL		/	Antonio S. Sumbise Jr.
80	Almuete	Analiza	Marcial		Female	NAG UMA ELEMENTARY SCHOOL		/	
81	Leaño	Nesie	Meregildo	---	Female	Olera Elementary School	/		
82	BOCADO	JOHN LAVERNE	CAPALIS		Male	Oquendo National High School	/		Vivencia B. Escareal
83	Dejapin	Ma. Christine	Calacat		Female	Oquendo National High School	/		Anatalia Rojas
84	Calagos	Rhea Mae	Baliber		Female	Oquendo National High School	/		Jeneth M. Alfaro
85	Amoto	Ma. Deybie	Jalayajay		Female	Osmeña Elementary School		/	Enrico G. Tomalon
86	MANECANI	RENA	PONTENIS		Female	OSMEÑA ELEMENTARY SCHOOL		/	Enrico G. Tomalon
87	Bello	Liza	Bernabe		Female	Panoypoy Integrated School	/		
88	Tan	Monique	Baronda	---	Female	Panoypoy Integrated School	/		
89	Termo	Minessa	S		Female	Panoypoy Integrated School	/		
90	DRIO	SAJARAH JOICE	CANTIGA		Female	PEÑA 1 ELEMENTARY SCHOOL		/	
91	RUANO	JULIE FE	MAGAN		Female	PEÑA 1 ELEMENTARY SCHOOL		/	
92	Septimo	Jelynn	Monares		Female	Peña 1 Elementary School		/	
93	Compacion	Jenelyn	Butal	---	Female	PEÑA 1 NATIONAL HIGH SCHOOL		/	
94	Juanerio	Jocyl	Bescoro		Female	Peña I Elementary School		/	

No.	Last Name:	First Name:	Middle Name	Suffix	Sex:	School Name (Complete, no abbreviation)	submitted Portfolio?		Mentor
							Yes	No	
95	Caspe	Jonabel	Borinaga		Female	Peña I National High School	/		Nicanor S. Montad Jr.
96	So	Christian	Allid	---	Male	PEÑA II ELEMENTARY SCHOOL	/		Roda O. Ybanez
97	Alvarez	Brenda	Ancajas		Female	Pilar National Agricultural High School	/		Aiza D. Cabundoc
98	Madamba	Menchie	Parao		Female	Pilar National Agricultural High School		/	Ma. Rhoda C. Cruda
99	Moraca	Jonalyn	Tequin		Female	Pilar National Agricultural High School		/	Lea J. Terno
100	Policarpio	Catherine	Aranzado		Female	Pilar National Agricultural High School		/	Jose J. Sagadal Jr.
101	Alvarez	James	Albelda	---	Male	Pinamurotam Elementary School		/	
102	Cahongcoy	Jayson	Sagadal		Male	Pinamurotan Elementary School		/	
103	Abantao	Jovito	Jabonete	---	Male	Pinamurotan Elementary School	/		
104	Reyes	Agnes Dei	Catalan		Female	Rafael Lentejas Memorial School of Fisher	/		Rosalino P. Pelotos
105	GABIN	ARTURO	GODIN see		Male	Rafael Lentejas Memorial School of Fisheries	/		Joel M. Balbido
106	Pajarito	Bea Erica	Gementiza		Female	Rafael Lentejas Memorial School of Fisher	/		Wilfredo C. Yazar
107	Alburan	Dara Mae	Cuizon		Female	Rizal II Elementary School		/	
108	SALDAÑA	MELANIE	BAÑACIA		Female	ROXAS II ELEMENTARY SCHOOL		/	Arben D. Lanca
109	Domosmog	Jeanette	Clariza		Female	San Isidro Elementary School	/		Calendula Jean M. Pitos
110	MENDEZ	JESSICA	RAMONIDA		Female	San Isidro Elementary School	/		Calendula Jean M. Pitos
111	Abejuela	Mary Joy	Gilbero		Female	San Joaquin National High School	/		Arnel A. Ignacio
112	Abela	Ronaldo	Magan		Male	San Joaquin National High School	/		Manuel P. Delijero
113	Cangayao	Isabel	Cuanico		Female	San Joaquin National High School	/		Marjon M. Pajardo
114	Casurao	Rey	Arisga		Male	San Joaquin National High School	/		
115	Medrina	Froilan Marl	Serva		Male	San Joaquin National High School	/		Gerardo Garcio Jr.
116	Orendain	Myra	Mianga	---	Female	San Joaquin National High School	/		Maria Lourdes M. Daligdig
117	SALUNDAGUIT	MIDESSA	SUICO		Female	SAN JOAQUIN NATIONAL HIGH SCHOOL	/		Corazon Lullegao
118	DORDINES	MARY ANN	SANTOS		Female	SAN JOAQUIN NATIONAL HIGH SCHOOL	/		Rommel C. Zafra
119	Toliao	Richard	Hular	---	Male	San Joaquin National High School-Manguino-o A	/		
120	Baldoza	Mary Grace	Peleño		Female	San Policarpo National High School	/		Belinda S. Prudente
121	ESCAREAL	JESSA MAE	BRANZUELA		Female	San Policarpo National High School	/		Rita D. Omila
122	GALARDE	MICHELLE MARGARETHA	MILCA	---	Female	SAN POLICARPO NATIONAL HIGH SCHOL	/		Mary Jane P. Del Mundo
123	HEMPLO	MARK ANGELO	DOROPAN		Male	SAN POLICARPO NATIONAL HIGH SCHOL	/		Anna Lyn A. Bautista
124	Igay	Nelson	Lasaca		Male	San Policarpo National High School	/		
125	Ladag	Maria Cristina	Bautista		Female	San Policarpo National High School	/		
126	Manota	April Cathy	Sumayan		Female	San Policarpo National High School	/		Rosemarie T. Salazar

No.	Last Name:	First Name:	Middle Name	Suffix	Sex:	School Name (Complete, no abbreviation)	submitted Portfolio?		Mentor
							Yes	No	
127	NAPURAN	PETER EVAN	MERCADER		Male	SAN POLICARPO NATIONAL HIGH SCHOOL	/		Rey Nicholson G. Salurio
128	Senesa	Nikki	Villas		Female	San Policarpo National High School	/		Rey Nicholson G. Salurio
129	Tan	Noradel	Coquilla		Female	San Rufino Elementary School		/	Evelyn D. Ducay
130	Alvarez	Ariel	Rojas	---	Male	Seven Hills National High School	/		
131	Astilla	Bon Joseph	Namoro		Male	Seven Hills National High School	/		
132	Becoñado	Janica	Dealagdon		Female	Seven Hills National High School	/		
133	Caingcoy	Jay	Fugado		Male	Seven Hills National High School	/		
134	Hofelina	Rix	Velardo		Male	Seven Hills National High School	/		
135	SALINO	FIDELINO	BARANDINO		Male	SEVEN HILLS NATIONAL HIGH SCHOOL	/		
136	Tallo	Criselda	Dejarde		Female	Talahiban Elementary School	/		Junly P. De Juan
137	BADILLA	MARISSA	TAFALLA		Female	TARABUCAN NATIONAL HIGH SCHOOL	/		Wendell P. Badilla
138	Batang	Gemma	Alejandrino		Female	Tarabucan National High School	/		Rodmar P. Badilla
139	Calipes	Mariz	Dela Peña		Female	Tarabucan National High School	/		Maricel A. Rangas
140	LENTEJAS	MARY JOY	Chan		Female	TARABUCAN NATIONAL HIGH SCHOOL	/		Clemence C. Andrade
141	Robles	Narciso	Lim	Jr	Male	Tarabucan National High School	/		Clemence C. Andrade
142	Gumama	Juhanah	Baguinda		Female	Tarabucan National High School	/		Neil Marie Chua
143	Cailo	Rizza	O		Female	Tigbe Elementary School	/		Lilia P. Doinog
144	Bello	Lanie	Bernabe		Female	Tinaplacan Elementary School	/		
145	Quitlig	Trexie Isabel	Centino		Female	Tinaplacan Elementary School		/	
146	Singua	Charlie	Ozarraga		Female	Trinidad National High School		/	Cora Ruth S. Getigan
147	Habiles	Jenifer	Ortez		Female	Trinidad National High School		/	Lora C. Puenteblanca
148	RUBANTE	ARSELIA	BALUCAN		Female	TRINIDAD NATIONAL HIGH SCHOOL		/	
149	Monsanto	Jonard	M		Male	Cabican Integrated School	/		Oliver M. Luzong
150	Nazareno	Vergeline	B		Female		/		Emelie R. Grafil

Not Registered Online

1	Amador	Ilene	A		Female			/	
2	Ampoan	Jimmy	S	Jr.	Male			/	
3	Bejasa	Marjorie			Female			/	Leonida A. Siago
4	Fortaleza	Cynthia			Female			/	Leonida A. Siago
5	Loyola	Germalyn			Female			/	Leonida A. Siago
6	Monton	Gina			Female			/	Leonida A. Siago
7	Resente	John Philip	R		Male	Oquendo NHS		/	Ramil E. Mancol