



Republic of the Philippines
Department of Education
Region VIII
SCHOOLS DIVISION OF CALBAYOG CITY
Calbayog City

26 November 2025

DIVISION MEMORANDUM
NO. 613, s. 2025

**DISTRICT-DIVISION BASED SEMINAR ON THE PEDAGOGICAL
ENHANCEMENT FOR BEGINNING TEACHERS**

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

1. This Office through the SGOD-Human Resource Development Section in collaboration with the CID-Public Schools District Supervisors conducts a District-Based Orientation-Seminar on Induction Program for Beginning Teachers (IPBT) on December 9-11, 2025 at a venue to be announced later.
2. The objective of this activity is to orient and capacitate newly-hired teachers on their roles and functions as teachers as well as to acquaint them in the structural framework of DepEd and salient features of the IPBT program which help them in their transition to teaching.
3. The participants of this activity are the newly-hired teachers for SY 2023-2024, SY 2024-2025 and SY 2025-2026. Attached is the Shortlist of Participants and the Matrix of Activities.
4. Expenses for food, venue rentals and accommodation and other incidentals in the conduct of this activity is charged to the Continuing Fund of GAA 2024, subject to the usual budgeting and accounting rules and regulations.
5. Immediate dissemination of and compliance with this Memorandum are desired.


MARGARITO A. CADAYONA JR. PhD, CESO VI
Schools Division Superintendent
S.D. No. 088, s. 2025

Enclosures: As stated

To be indicated in the Perpetual Index under the following subjects:
HRD INDUCTION PROGRAM IPBT



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DIVISION SEMINAR ON THE PEDAGOGICAL ENHANCEMENT FOR BEGINNING TEACHERS

MATRIX OF ACTIVITIES

Time/Day	Day 1	Day 2	Day 3
7:30-8:00	Arrival		
8:00-8:30	Opening Program	Management of Learning	Management of Learning
8:30-10:00		Session 5: TIP Timeline (History & Accomplishments) RP: Reynaldo T. Bernales, PSDS	Session 10: Walkthrough on the Implementing Guidelines RP: Ester A. Siozon, PSDS
10:00-10:15	Uninterrupted Health Break	Uninterrupted Health Break	Uninterrupted Health Break
10:00-11:00	Session 1: Lesson Planning RP: Teresa D. Villa, PSDS	Session 6: Finding What is Inside: Exploring the TIP Coursebooks RP: Jose O. Abon, PSDS	Session 11: Guidebooks for Mentors and PDLMS RP: Alma R. Caber, PSDS
11:00-12:00	Session 2: Teaching Strategies RP: Dr. Geraldine P. Sumbise, Designated PSDS	Session 7: Walkthrough of the TIP Enhanced Coursebooks 1 & 2 RP: Ma. Teresa S. Simon, PSDS	Session 12: Workplace Application Plan (WAP)/Job-Embedded Learning RP: Dr. Avelina P. Tupa, OIC-Chief, SGOD
12:00-1:00	Lunch Break	Lunch Break	Lunch Break
1:00-3:00	Session 3: Differentiated Instructions RP: Benedicto M. Merales, PSDS	Session 8: Walkthrough of the TIP Enhanced Coursebooks 3 & 4 RP: Noemi S. Castante, PSDS	Next Steps/Agreement
3:00-3:15	Uninterrupted Health Break	Uninterrupted Health Break	Uninterrupted Health Break
3:15-5:00	Session 4: Contextualized Assessment RP: Elbert G. Ongcal, PSDS	Session 9: Walkthrough of the TIP Enhanced Coursebooks 5 & 6 RP: Nora G. Capetillo, PSDS	Closing Program

Prepared by:


 MARITA P. SENOLOS
 SEPS (HRD)

SHORTLIST OF PARTICIPANTS

NO.	DISTRICT	NAME	SCHOOL	FDS	No. of pax per District
1	Calbayog 1	Marlyn C. Caber	Pinamurotan IS	May 8, 2023	13
2		Mercy F. Marahay	Pinamurotan IS	Nov 25, 2024	
3		Anie Y. Valentino	Pinamurotan IS	Aug 22, 2024	
4		Mico T. Verano	Pinamurotan IS	Aug 22, 2024	
5		Rubelyn A. Arandia	Pinamurotan IS	Sept 1, 2023	
6		Sunny Boy Wahingon	Himalandrog IS	Nov 25, 2024	
7		Jehanei O. Palajos	Olera ES	March 27, 2023	
8		Anna Marie Tess E. Jao	Calucnayan ES	Sept 25, 2023	
9		Honorio G. Tarrayo Jr.	Calucnayan ES	April 24, 2023	
10		Nolito C. Agura	Mabini I ES	Sept 1, 2023	
11		Maria Teria M. Tuiza	Mabini I ES	Aug 22, 2024	
12		Donna P. Macabidang	Higasaan ES	Aug 22, 2024	
13		Teofisto C. Sumalinog Jr	Higasaan ES	Nov 25, 2024	
	Calbayog 2	none			
14	Calbayog 3	Ava C. Pintuan	Langoyon ES	Aug 22, 2024	7
15		Stephanie A. Siozon	Langoyon ES	Aug 22, 2024	
16		John Mark Dizon M. Senario	Esperanza ES	Aug 22, 2024	
17		Ma. Concepcion Hemplo	Esperanza ES	Aug 22, 2024	
18		Gemma Eugenio	San Antonio ES	Aug 22, 2024	
19		Rhodaly N. Noche	San Antonio ES	Aug 22, 2024	
20		Rochelle M. Reoyan	Tapae ES		
21	Calbayog 4	Marenel O. Agligar	Bagong Lipunan E	Nov 25, 2024	11
22		Alvin R. Parta	Bagong Lipunan E	Nov 26, 2024	
23		Jude V. Que	Bagong Lipunan E	Nov 25, 2024	
24		Renalyn D. Pulod	Hibatang ES	Nov 25, 2024	
25		Ronalyn B. Muñoz	Hibatang ES	Nov 25, 2024	
26		Marimar O. Amaro	Palanogan Oriental		
27		Archie L. Lebato	Palanogan Oriental		
28		Marites M. Giray	Palanogan Occidental		
29		Liezel C. Alebario	Palanogan Occidental		
30		Danica T. Balbarona	Palanogan Occidental		
31		Clarisse P. Aguado	Patong-Happy Vall	March 2025	
32	Calbayog 5	Jen Anthony O. Felisilda	Dinawacan ES	Aug 22, 2024	11
33		Teodoro S. Negapatan Jr	Dinawacan ES	Nov 25, 2024	
34		Judy Ann C. Gacelos	Nag-uma ES	Nov 25, 2024	
35		Dennisamel B. Chan	Tanval ES	Aug 22, 2024	
36		Romeo A. Mercader Jr	Tanval ES	Aug 22, 2024	
37		AthenFaye S. Torres	Tanval ES	Aug 22, 2024	
38		Mark L. Saucero	Dinawacan ES	July 15, 2025	
39		Efren L. Imperial	Dinawacan ES	July 16, 2025	
40		KevinM. Septo	Nag-uma ES	July 15, 2025	
41		Salvacion Mendoza	Bontay ES	July 15, 2025	
42		Merlan D. Talay	Canjumadac IS	July 21, 2025	

43	Calbayog 6	Rodrigo B. Fortaleza Jr.	Tigbe ES		15
44		Melinda C. Peru	Tigbe ES	Sept 1, 2023	
45		Rica L. Legaspi	Buenavista ES	Sept 1, 2023	
46		Riza N. Pedrosa	Jacinto ES		
47		Kevin Abuke	Jacinto ES	May 2, 2022	
48		Mermer M. Rellita	Cabadiangan ES		
49		Venus O. Loro	Mancol IS		
50		Raffy Pedraza	Mancol IS	Sept 5, 2022	
51		Jocelyn B. Ampong	Lonoy IS		
52		Neslie P. Getigan	Calilihan ES	April 12, 2023	
53		Mary Ghia P. Mejos	Calilihan ES	Sept 22, 2023	
54		Abegail B. Yabao	Calilihan ES	Dec 2, 2024	
55		Jella Mae S. Labong	Gasdo ES	Sept 15, 2023	
56		Mary Jane Soliva	Gasdo ES	Jan 21, 2022	
57		Criselda T. Jusayan	Kilikili ES		
58	Oquendo 1	Anamarie A. Antivo	Cagbilwang ES	Sept 4, 2024	2
59		Remma D. Gripo	Dinagan ES	March 27, 2023	
60	Oquendo 2	Michelle M. Jaropojop	Cag-anahaw ES	Aug 22, 2024	5
61		April Y. Dosabas	Cabicanhan ES	Aug 22, 2024	
62		Erika A. Caridad	San Isidro ES	March 8, 2023	
63		Michelle L. Magramo	Lapaan ES	May 3, 2024	
64		Lemuel N. Erencio	Quezon ES	April 5, 2023	
65	Oquendo 3	Jaycel M. Salvame	M. Barral Sr. ES	April 17, 2023	3
66		Pia Grace B. Anquilan	Bayo ES	Aug 22, 2024	
67		Shiela Marie B. Laguipo	Dawo IS	Nov 23, 2021	
	Tinambacan 1	none			
68	Tinambacan 2	Merymel R. Teonica	Manguinoo ES		2
69		Ma. Shainne M. Sagayap	Binaliw ES		
70	Tinambacan 3	Janine C. Melendres	Peña II ES	July 15, 2023	3
71		Eliza T. Normor		Sept 15, 2023	
72		Arah Chily I. Custuna		March 14, 2023	
				TOTAL PAX	72

Prepared by:

Public Schools District Supervisors (PSDS)

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