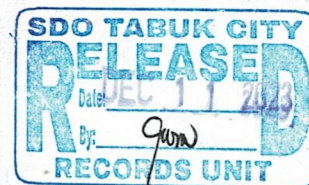




Republic of the Philippines  
**Department of Education**  
CORDILLERA ADMINISTRATIVE REGION  
SCHOOLS DIVISION OF TABUK CITY  
PUROK 2, BULANAO NORTE, TABUK CITY, KALINGA



**Office of the Schools Division Superintendent**

December 11, 2023

**DIVISION MEMORANDUM**

No. 414 2023

**CONDUCT OF THE 2<sup>ND</sup> DIVISION ORIENTATION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) ENHANCED TEACHER INDUCTION PROGRAM (TIP)**

To: SGOD, CID and OSDS  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
Concerned Newly-Hired Teachers  
All others Concerned

1. The Department of Education fully supports the continuing professional development and progress of the newly hired teachers based on the principle of life-long learning and the Department's commitment to the development of new and beginning teachers.
2. The Induction Program for Beginning Teachers (IPBT) intently assists new teachers in improving their practice, learning about their professional duties, and eventually having a beneficial impact on the student's educational outcomes.
3. In this regard, a 2<sup>nd</sup> Division Induction Program for Beginning Teachers will be conducted on December 19, 2023, at Beulah Hall, Davidson Hotel, Bulanao Norte, Tabuk City.
4. This activity aims to:
  - a. Develop strong commitment of teachers;
  - b. Ensure retention of teachers in the profession;
  - c. Provide strategies on how to keep learners on task;
  - d. Use effective learners' questioning practices;
  - e. Guide teachers to maintain learners' engagement;
  - f. Establish a positive classroom atmosphere and
  - g. Demonstrate successful classroom management.



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5. Respective school heads are requested to facilitate and monitor the participation of the newly hired teachers in the list, while master teachers shall have to provide coaching and mentoring to capably guide them on their self-paced and job-embedded learning IPBT courses while performing their duties and responsibilities as beginning teachers. School heads will serve as school mentors if there are no highly proficient teachers in their respective schools.
6. The list of participants (see attached enclosure 2) needs to register using the provided link for the IPBT database: [https://bit.ly/47INON\\_TIPIPBT\\_ATTENDEES](https://bit.ly/47INON_TIPIPBT_ATTENDEES)
7. Participants must bring with them their, laptop, extension cords, and flash drive for the workshop.
8. Pursuant to DepEd Order No. 53, s. 2003, titled "Updated Guidelines on the Grant of Vacation Service Credits to Teachers," the teacher-participants shall be entitled to one (1) day of service credit for their attendance at this activity.
9. For information, guidance, and compliance.

**BENEDICTA B. GAMATERO PhD, CESO V**  
Schools Division Superintendent

For the authority of the Schools Division Superintendent

  
**RAMONCHITO A. SORIANO**  
Chief Education Supervisor CID 



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mmcv file  
 12-11-2023  
**Enclosure 1**

**INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**  
**LIST OF PARTICIPANTS**  
*(as of December 11, 2023)*

NO	DIS-TRICT	SCHOOL	NAME OF TEACHER	POSITION
1	ETD 1	BCS	Alejandrino, Ionnie Vivienne M	Teacher I
2		Tannubong ES	Dumayag, Mayflor Ngayaan	Teacher 1
1	ETD 2	San Pablo IS	Banatao, Deyvyn Maiyao	Teacher 1
2		San Pablo IS	Bommosao, Mary-ann M.	Teacher 1
3		Bulo NHS	Ngawoy, Mary Ann Herrera	Teacher 1
4		Lacnog IS	Sangao, Harrison Vilorio	Teacher 1
5		Lacnog IS	Licab, Dana Kerchaken	Teacher 1
1	ETD 3	Agbannawag CS	Andress, Belia Dalignoc	Teacher 1
2		Agbannawag CS	Banao, Rhenalyn Baggay	Teacher 1
3		Agbannawag CS	Daslin, Nova Grace Dugao	Teacher 1
4		Agbannawag CS	Langkit, Glaiza Jane B.	Teacher III
5		Agbannawag NHS	Pacas Chester D.	Teacher 1
1	NTD 1	San Juan Es	Abbacan, Caridad Theresa L.	Teacher 1
2		San Juan ES	Banao, Beverly Dawing	Teacher 1
3		TCNHS	Busiley, Rachell-an Lacbawan	Teacher 1
4		TCNHS	Balbi, Sharon Baggay	Teacher 1
5		TCNHS	Igo, Krisha Fernando	Teacher 1
6		TCNHS	Julian, Rheden Ladyong	Teacher 1
7		TCNHS	Kub-ao, Maria Christina L.	Teacher 1
8		TCNHS	Dayon, Veronica M.	Teacher III
9		TCNHS	Salvador, Jariel Jade B.	Teacher 1
10		TCNHS	Tongyofen, Keren Rose Langkit	Teacher 1
11		TCNHS	Walay, Analyn G.	Teacher 1
12		Appas IS	Lacbawan, Sonia Bulikday	Teacher 1
13		TCCS	Lo-oy, Pocahontas Coneyap I.	Teacher 1
14		TCCS	Licudo, Annabel Obina	Teacher 1
15		Magsaysay ES	Pamilagas, Miriam E.	Teacher 1
1	NTD 2	Laya IS	Addamo, Lanie Dongdongan	Teacher I



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2		Burayukan ES	Agulin, Phoebe Kim Zabala	Teacher I
3		Dilag IS	Labrador, Glenda Mae B.	Teacher 1
4		Laya IS	Licudu, Jeraliy Balanay	Teacher 1
5		Laya IS	Maga-ao, Ivory Klench S	Teacher 1
6		Laya IS	Pangibitan, Jayson Natividad	Teacher 1
7		Laya IS	Ramos, Lorna Cadalig	Teacher 1
8		Balong NHS	Songgadan, Karyle Munar	Teacher 1
1	STD 1	Greenhills ES	Abuli, Evangeline L.	Teacher I
2		Greenhills ES	Pagtud, Rovelyn Balais	Teacher 1
3		KNHS	Lamong, Marissa Calbuyao	Teacher 1
1	STD 2	Cudal NHS	Belgica, Claris Caga	Teacher II
2		Calaccad NHS	Pimentel, Herbert S.	Teacher 1
1	STD 3	Balawag NHS	Abegania, Vanessa Mahoy	Teacher 1
2		Balawag CS	Batac, Abegail Cutaran	Teacher 1
3		Balawag CS	Dalunag, Czarina Bayan	Teacher 1
4		Amlao IS	Daluping, Jack E.	Teacher 1
5		Amlao IS	Liwoc, Sweden Latawan	Teacher 1
6		Amlao IS	Pagtan, Bless Kate B.	Teacher 1
1	WTD 1	Tuga NHS	Angyoda, Jinky Joy T.	Teacher II
2		New Tanglag NHS	Annaway, Anna G.	Teacher 1
3		New Tanglag NHS	Dumayag, Beverlyn W.	Teacher 1
4		Toppan IS	Boog, Marichu L.	Teacher 1
5		Toppan IS	Gamongan, Jessica Pascual	Teacher 1
6		Toppan IS	Palmones, Aubrey Anga-angan	Teacher 1
7		Tangbay ES	Hernaesz, Charlene Gacutan	Teacher 1
8		Bado Dangwa NHS	Nagayang, Angel Kate S.	Teacher 1
9		Western Tabuk CS	Pescala, Rheenalyn Manzano	Teacher 1
10		Gobgob ES	Banatao, Claire L.	Teacher 1
1	WTD 2	Bantay NHS	Adora, Zeny Flore Dona-al	Teacher 1
2		Bantay NHS	Saking, Celistina L.	Teacher 1
3		Bado Dangwa CS	Angli, Lorna Basungit	Teacher 1
4		Nambucayan NHS	Baydon, Johnny Solog	Teacher 1
5		Nambucayan NHS	Sula, Leticia C.	Teacher 1
6		Gawidan ES	Estacio, Harlyn B.	Teacher 1
7		Gawidan ES	Perez, Cynthia Andeso	Teacher 1
8		Guilayon IS	Gasatan, Yellow Raiza S	Teacher 1
9		Guilayon IS	Maduli, Christine Grace T.	Teacher 1
10		Guilayon IS	Amayag, Charmaine Sangdaan	Teacher 1
11		Callagan ES	Sappa, Gey amm Gunaban	Teacher 1



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**Enclosure 2**

**List of IPBT participants who have not yet registered in the Google Link**

1	Ag-agwa, Glory Estocapio	Teacher 1
2	Angiwot, Annie Basing-at	Teacher 1
3	Anog, Grace O.	Teacher 1
4	Atma, Philip Gayyaman	Teacher 1
5	Baawa, Elmer	Teacher 1
6	Baguiwan, Reminda Dawagan	Teacher 1
7	Balutoc, Marjorie Baw-an	Teacher 1
9	Bangngayon, Jessica S.	Teacher 1
10	Caddawen, Jenalyn Domongsat	Teacher 1
11	Cammayao, Leah Puyao	Teacher 1
12	Cariño, Raquel Balacang	Teacher 1
13	Cue, Pearl Lingbawan	Teacher 1
14	Gurion, Judy-Ann	Teacher 1
15	Langngag, Miriam Bawalan	Teacher 1
16	Laoagan, Michigan B	Teacher 1
17	Magsilao, Cory B	Teacher 1
18	Mirabueno, Lydia B.	Teacher 1
20	Sagasag, Reinhart Manalon	Teacher 1
21	Salang-oy, Divina Gracia T.	Teacher 1
22	Salucon, Vivian A.	Teacher 1
23	Soriano, Ethel Angelique R	Teacher 1
24	Ta-ao, Jerilyn Bongad	Teacher 1
25	Tabboga, Jocelyn Gallema	Teacher 1
26	Tolentino, Dhea Rose E.	Teacher 1



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