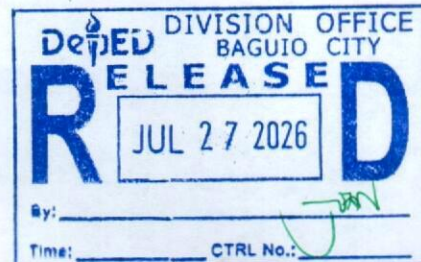




Republic of the Philippines
Department of Education
Cordillera Administrative Region
SCHOOLS DIVISION OF BAGUIO CITY



July 27, 2026

DIVISION MEMORANDUM

No. 479-2026

CONDUCT OF INDUCTION PROGRAM FOR BEGINNING TEACHERS

To: Chief Education Supervisors
Public Schools District Supervisors
All Elementary and Secondary School Heads
All Others Concerned

1. Pursuant to DepEd Order No. 43, s. 2017, otherwise known as the *Teacher Induction Program Policy*, and the National Educators Academy of the Philippines (NEAP) guidelines on the Induction Program for Beginning Teachers (IPBT), this Office shall conduct the IPBT for newly hired teachers and those with zero (0) to three (3) years of service on **August 15, 21-22, 2026 at the Division Office Training Hall.**
2. The program is designed to provide beginning teachers with the knowledge, skills, values, and support mechanisms necessary to successfully transition into the teaching profession and effectively perform their duties in the public school system. The specific objectives are as follows:
 - a. Orient beginning teachers on the Department of Education's vision, mission, core values, policies, and organizational structure;
 - b. Strengthen teachers' understanding of the Philippine Professional Standards for Teachers (PPST) and other professional standards;
 - c. Equip beginning teachers with the competencies necessary for effective classroom instruction, learner management, assessment, and professional ethics;
 - d. Establish mentoring and coaching support mechanisms through school heads and designated mentors;
3. Expenses incurred in the conduct of the program shall be charged against the Human Resource Training and Development (HRTD) Funds, subject to the usual budgeting, procurement, accounting, and auditing rules and regulations.
4. Participants shall be entitled to 4.5 days of service credits while resource speakers and members of the TWG shall be granted Compensatory Overtime Credits (COC) in accordance with existing Civil Service Commission and DepEd policies.
5. Attached to this Memorandum are the complete list of participants, program and training matrix for reference and guidance.
6. Immediate dissemination of and strict compliance with this Memorandum are hereby enjoined.

SORAYA T. FACULO PhD, CESO V
Schools Division Superintendent

TRAINING MATRIX

479-2026

INDUCTION PROGRAM FOR BEGINNING TEACHERS

Date of Conduct: August 15, 21 & 22, 2026

Venue: DO Training Hall

Time/Session	Day 1- August 15	Day 2- August 21	Day 3- August 22
7:30-8:30	Registration/Attendance c/o HRDS	Management of Learning (MOL) Elementary Group	MOL Secondary Group
8:30-9:45 Preliminary Activities	Nationalistic Song- AVP Prayer-AVP Opening Remarks: CES JULIET C. SANNAD Acknowledgement of Participants: MC Getting to Know Activity c/o HRDS Message: SDS SORAYA T. FACULO Statement of Purpose: CES NIÑO M. TIBANGAY Pre-Test: c/o HRDS	Teachers Professional and Personal Development ROSANNA D. DIZON PSDS	Relevant Laws for Teachers ATTY ANNETTE DOYAOEN Legal Officer III
9:45-10:00	Coffee Break		
10:00-12:00	Session1: The DepEd Organizational Structures JAYRE ROSE S. GUEVARRA PSDS	Guidelines on Ensuring a Safe and Motivating Learning Environment (DO No. 6 s 2026) JERRY C. YMSON EPS-SGOD	Salaries, Wages, and Benefits of Teachers BELEN R. TOMIN Budget Officer III
	Session 2: Foundations of Effective Classroom Management for Beginning Teachers LOURDES B. LOMAS-E PSDS		
12:00-1:00	Lunch Break		
1:00-3:00	Con't - Session 2 Understanding Performance Government System (PGS) JIMMY SANTOS SEPS- P & R	Creating Inclusive Learning Environments for Learners with Special Educational Needs (LSENs) SYDNEY CARIÑO EPS	Policies on Promotion and Opportunities for Progression NIEVES D. EBANIO AO-V Thriving Under Pressure: Practical Strategies for Mental Wellness DR. ARLENE AWING Medical Officer III
2:45-3:00			
3:00-4:30	Professional Responsibilities REY GAPASIN PSDS	<i>Future-Ready Educators: Leveraging AI and Digital Tools in Teaching</i> MARYJANE N. MALIHOD EPS	Closing Program Sharing of Insights Challenge: ASDS Samuel T. Egsaen Jr. Mass Oath Taking Distribution of Certificates
Facilitators/OD: Day 1- Jovy, Day 2- Samuel, Day 3- Jovelyn			



Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION
SCHOOLS DIVISION OFFICE OF BAGUIO CITY

PARTICIPANTS

No.	SCHOOL	APPOINTEE	POSITION/DESIGNATION
1	A. TABORA ES	AGUINDANG, ALFRED M.	Teacher I (Elementary)
2	ADIWANG IS	CAMILOT, DANMAR C.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
3	ADIWANG IS	TAGACAY, JASON CESAR V.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
4	AGUINALDO ES	PAGAR, KENDEE ALLAISA E.	TEACHER I (Elementary)
5	BAGUIO CENTRAL SCHOOL	CACHO-GABOL, YEDDA ANN MARIE M.	TEACHER I (Elementary)
6	BAGUIO CENTRAL SCHOOL	LLAMIDO, JOSEPH K.	TEACHER I (Elementary)
7	BAGUIO CENTRAL SCHOOL	POBLETIN, VENICE INGRID M.	TEACHER I (Elementary)
8	BAGUIO CENTRAL SCHOOL	RIVADELO, HAZEL V.	TEACHER I (Elementary)
9	BAGUIO CITY HIGH SCHOOL	FLORES, JAMAICA P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
10	BAGUIO CITY HIGH SCHOOL	ABANSI, GAYNNIVFLYN D.	TEACHER I (Secondary)
11	BAGUIO CITY HIGH SCHOOL	ALASCO, JOHN CARLO Q.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
12	BAGUIO CITY HIGH SCHOOL	DOLIN, ALEXANDER L.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
13	BAGUIO CITY HIGH SCHOOL	JALBUENA, WHILMOR L.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
14	BAGUIO CITY HIGH SCHOOL	MANIEGO, ROMMEL .	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
15	BAGUIO CITY HIGH SCHOOL	PADUA, RONNA P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
16	BAGUIO CITY HIGH SCHOOL	SANTOS, ROMMEL P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
17	BAGUIO CITY HIGH SCHOOL	VIRTUDAZO, ELMER C.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
18	BAGUIO COUNTRY CLUB	AGPAD, CRISTOBAL S.	Teacher I (Elementary)
19	BAGUIO SCIENCE HIGH	GATCHALON, LEMUEL S.	Teacher I (Secondary)

20	BAGUIO SCIENCE HIGH SCHOOL	LAYAG, ZYRA MAY P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
21	BAGUIO SCIENCE HIGH SCHOOL	BILOG, LOURIZA JOY V.	TEACHER I (Secondary)
22	BAGUIO SCIENCE HIGH SCHOOL	CANUTO, SANDRA A.	TEACHER I (Senior High School)
23	BAGUIO SCIENCE HIGH SCHOOL	DEMATERA, MEAGAN RHEA D.	TEACHER I (Secondary)
24	BAKAKENG ES	GANO, GISELLE A.	TEACHER I (Elementary)
25	BAKAKENG ES	PITLONGAY, RODANTE S.	TEACHER I (Elementary)
26	CRYSTAL CAVE IS	COTENG, GLENDA C.	Teacher I (Elementary)
27	CRYSTAL CAVE IS	BINWAG, JOHNREY G.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
28	CRYSTAL CAVE IS	GINGINO, KRISTINE JOY	Teacher I (Elementary)
29	CRYSTAL CAVE IS	NARCISO, ODEZA D.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
30	CRYSTAL CAVE IS	TUPAGEN, JOE MARIE A.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
31	DOMINICAN MIRADOR ES	FIAROQUE, CHARITO K.	Teacher I (Elementary)
32	DOÑA AURORA ES	ARABTEN, ZENEEMAE P.	TEACHER I (Elementary)
33	DOÑA AURORA NHS	CHACAPNA JR, CLETO A.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
34	DOÑA AURORA NHS	DAWATON, LARA (DOST)	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
35	DOÑA AURORA NHS	PASING, MOISES G.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
36	DOÑA AURORA NHS	SIMEON, HANNAH GRACE B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
37	DONTOGAN ES	KIW-IS, KARLA NICKA S.	TEACHER I (Elementary)
38	E. QUIRINO ES	DANALO, CATHY CLAIRE D.	TEACHER I (Elementary)
39	FAIRVIEW ES	ANTONIO, TRISHA ROSS L.	TEACHER I (Elementary)
40	FAIRVIEW ES	MALADO, JOHN MARK A.	TEACHER I (Elementary)
41	FORT DEL PILAR ES	BOYUCAN, KURTNEY L.	TEACHER I (Elementary)
42	FORT DEL PILAR ES	FILA-EN, KEITH MOIRA M.	TEACHER I (Elementary)
43	GIBRALTAR ES	REGALADO, LUNINGNING P.	Teacher I (Elementary)
44	GUISAD VALLEY NHS	BAGTO, BEVERLY B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)

45	GUISAD VALLEY NHS	LECKIAS, DIANA ROSE T.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
46	GUISAD VALLEY NHS	NAKANTENG, MARIELLA P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
47	GUISAD VALLEY NHS	NGAGAN, JHECELL MAE R.	TEACHER I (Secondary)
48	GUISAD VALLEY NHS	PINDOG, JOLYN P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
49	GUISAD VALLEY NHS	TABANGCURA, EARNEST D.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
50	GUISAD VALLEY NHS	TACUDOG, HAZEL JOY B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
51	GUISAD VALLEY NHS	WAPAN, JANE S.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
52	HAPPY HOLLOW NHS	CAMANGA, CRISELDA C.	TEACHER I (Secondary)
53	HAPPY HOLLOW NHS	SAB-IT, DARIEBEL T.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
54	IRISAN ES	PAGANAH, JB MAY D.	TEACHER I (Elementary)
55	IRISAN NHS	MIRAL, JUNIOR G.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
56	JOAQUIN SMITH NHS	BAYADO, JANET D.	TEACHER I (Secondary)
57	JOAQUIN SMITH NHS	DOYOG, JEZREEL D.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
58	JOAQUIN SMITH NHS	LAGMAN, MARLON L.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
59	JOAQUIN SMITH NHS	MIRANDA III, MANUEL E.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
60	JOAQUIN SMITH NHS	PASAG, LIGAYA H.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
61	JOSEFA CARINO ES	TANGKIB, JONALYN L.	TEACHER I (Elementary)
62	KIAS ES	MEDINA, CAROLYN G.	Teacher I (Elementary)
63	KIAS ES	BRILLO, KIM B.	TEACHER I (Elementary)
64	KIAS ES	VALDEZ, REA JOY T.	TEACHER I (Elementary)
65	LINDAWAN ES	CARBON, JANICA PEARL R.	Teacher I (Elementary)
66	LINDAWAN ES	BOLINGET, REYNALD O.	Teacher I (Elementary)
67	LINDAWAN NHS	PE JR., MAGNO S.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
68	LOAKAN ES	AGARAO, GEMMAROSE ESPADON-	Teacher I (Elementary)

69	LUCBAN IS	MARCELO, BEVERLY S.	Teacher I (Secondary)
70	LUCBAN IS	PANGILINAN, MARY JOY A.	Teacher I (Secondary)
71	LUCBAN IS	TOSLOC, ALFIE KIM L.	Teacher I (Secondary)
72	LUCBAN IS	WAGSI, EARL HARRIS A.	Teacher I (Secondary)
73	MABINI ES	AGAMAS, ESTER M.	TEACHER I (Elementary)
74	MAGSAYSAY NHS	CIRIACO, JUDY ANN E.	TEACHER I (Secondary)
75	MAGSAYSAY NHS	TAWA, ABNER T.	TEACHER I (Secondary)
76	MIL-AN NHS	EGAYAP, KRIZA P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
77	MIL-AN NHS	GALGALAN, ALLELI A.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
78	MIL-AN NHS	KIDO, CARIZZA MARIE P.	TEACHER I (Secondary)
79	PACDAY QUINIO ES	MOCNANGAN, JHASMINE K.	TEACHER I (Elementary)
80	PINES CITY NHS	BALAGOT, HENRY KENT P.	TEACHER I (Secondary)
81	PINES CITY NHS	BALAJO, ROY COLLINS B.	Teacher I (Secondary)
82	PINES CITY NHS	BALANGUE, CLAUDINE D.	TEACHER I (Senior High School)
83	PINES CITY NHS	BANTALI, MIEL P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
84	PINES CITY NHS	BEWAT, MARY-JOY S.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
85	PINES CITY NHS	DUENAS, CATLYN Z.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
86	PINES CITY NHS	LUCDAS, JANE T.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
87	PINES CITY NHS	LUYOSEN, CHRISTINE S.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
88	PINES CITY NHS	SAGUBO, PAULO T.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
89	PINES CITY NHS	SANTONIA, IVY E.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
90	PINGET NHS	BANGA-AN-PATONG, JINGLE B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
91	PINGET NHS	DANGLIPEN, ANDREW C.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
92	PINSAO NHS	DALILIS, JENIFER D.	TEACHER I (Secondary)
93	PINSAO NHS	SONGYAP, CHRISTINE M.	TEACHER I (Secondary)

94	QUIRINO HILL ES	SAINGAN, CLARENZE JOBEL B.	TEACHER I (Elementary)
95	RIZAL NHS	ABAN, FRAULINE L.	TEACHER I (Elementary)
96	RIZAL NHS	ANDAYA, JHOSUA LEO T.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
97	RIZAL NHS	BUTING, SHARRAH MAE B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
98	ROXAS ES	SISON, RUTH C.	TEACHER I (Elementary)
99	SCHOOL FOR THE ARTS	GARCIA, KENNETH C.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
100	SCHOOL FOR THE ARTS	KODANGOS, JOSHUA JAN N.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
101	SCHOOL FOR THE ARTS	MENDOZA, MARY JOY V.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
102	SCHOOL FOR THE ARTS	MUNAR, PATRICIA MAE B.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
103	SPRINGHILLS ES	TUMPAO, MARITESS S.	TEACHER I (Elementary)
104	SPRINGHILLS IS	BALAGOT, JANET P.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
105	SPRINGHILLS IS	BELWA, JENNY ROSE S.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)
106	SPRINGHILLS IS	ERASMO, VENUS G.	Teacher I (Senior High School Teacher I - Academic Track and Core Subjects)