



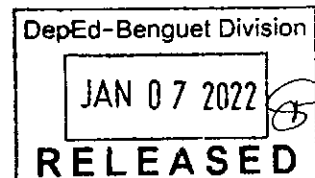
Republic of the Philippines
Department of Education
Cordillera Administrative Region
Schools Division of Benguet

January 5, 2022

DIVISION MEMORANDUM

No. 08, 52022

TO: Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned



SUBJECT: **TEACHER INDUCTION PROGRAM COMPLETION AND AWARDING CEREMONY - BATCH 2018 AND 2019**

1. Pursuant to DepEd Order no. 43, s. 2017 re Teacher Induction Program Policy, the Division TIP team will be conducting Batch 2018 and 2019 Teacher Induction Program Completion and Awarding Ceremony on February (Batch 2018) and October (Batch 2019) 2022.
2. This event aims to recognize the three-year accomplishments of teacher inductees as they showcase their journey of strong commitment, retention in the profession, keeping students on task, establishing positive classroom atmosphere, and demonstrating successful classroom management skills.
3. For the successful implementation and monitoring of teacher inductees and school initiatives on the conduct of TIP, please be guided with the ff:
 - a. The coverage of 2018 batch: SY 2018 – 2019, SY 2019-2020, SY 2020-2021;
 - b. The coverage of 2019 batch: SY 2019-2020, SY 2020-2021, SY 2021-2022;
 - c. Batch 2018 (enclosure 1) and Batch 2019 (enclosure 2) inductees in coordination with their mentors (School Heads / Head Teachers / Department Heads / Master Teachers) shall complete and submit a three-year consolidated portfolio (enclosure 3);
 - d. Schools with batch 2018 and 2019 teacher inductees must prepare a video presentation (enclosure 4) of their three-year TIP school level implementation / Journey especially on the continuous conduct of mentoring and coaching;
 - e. Journal of Best Practices of Schools, School Leaders, and teacher inductees within the three-year period (Enclosure 5);
 - f. Due date of submission of portfolio, school video presentation, best practices:
 - i. Batch 2018 – January 31, 2022.
 - ii. Batch 2019 – September 30, 2022.
 - g. Initial schedule of virtual TIP completion and awarding ceremony:
 - i. Batch 2018 – February 18, 2022
 - ii. Batch 2019 – October 21, 2022



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4. The following special awards shall be given during the ceremony:

- | | |
|---|--|
| <p>Best in Portfolio Award</p> <p>Best TIP Implementer Award - award for school</p> <p>Best Teacher Inductee</p> <p>Transformational Inductee Award</p> <p>Best TIP School Leader Award</p> | <ul style="list-style-type: none"> - award for teacher inductee • Document to review: PDF file report • Review video presentation and best practices - award for teacher inductee • Based on submitted Best Practices - award for teacher inductee • Based on performance (portfolio, best practices, accomplishments) - Award for School Leaders • Based on accomplishments (60%) of best practices submitted and number of best practices conducted (40%) |
|---|--|

BEST IN PORTFOLIO AWARD		BEST TIP IMPLEMENTER AWARD	
Criteria	Percent	Criteria	Percent
ORGANIZED following sequence	30	ORGANIZED following sequence	15
COMPLETENESS presence of required elements	60	COMPLETENESS OF CONTENT	40
CREATIVITY evident on presentation of PDF file	10	BEST PRACTICES	30
		1 -3	10
		4 - 5	20
		6 or more	30
TOTAL	100	QUALITY OF PRODUCTION: Visual and Sound Elements	15
		TOTAL	100

BEST TEACHER INDUCTEE AWARD		TRANSFORMATIONAL INDUCTEE AWARD	
Criteria	Percent	Criteria	Percent
Average IPCRF rating for the past three rating periods	30	Exceptional Practice/s or accomplishments that exceeded the role of beginning or proficient teachers	50
4.500-5.000 <i>Outstanding</i>	30		
3.500-4.499 <i>Very Satisfactory</i>			
2.500-3.499 <i>Satisfactory</i>			
1.500-2.499 <i>Unsatisfactory</i>			
below 1.499 <i>Poor</i>			
	5	1 -3	25
		4 - 5	
		6 or more	
			30
			50





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Evidence of module 1 accomplishments 1 to 5 6 or more	15 7 15	Organized presentation of journal	10
Evidence of module 2 accomplishments 1 to 3 4 or more	10 5 10	Best Teacher Inductee Total score / rating	40
Evidence of module 3 accomplishments 1 to 3 4 or more	10 5 10	91-100 71-90 51-70 31-50 10-30	40 30 20 10 5
Evidence of module 4 accomplishments 1 to 5 6 or more	15 7 15		
Evidence of module 5 accomplishments 1 to 3 4 or more	10 5 10		
Evidence of module 6 accomplishments 1 - 2 3	10 5 10		
TOTAL	100	TOTAL	100

Note: (for more info re module content – refer to DO no. 43, s. 2017).

BEST TIP SCHOOL LEADER AWARD	
Criteria	Percent
ORGANIZED following sequence	10
COMPLETENESS AND QUALITY OF CONTENT	60
NUMBER OF BEST PRACTICES	30
1 -3	10
4 – 5	20
6 or more	30
TOTAL	100

- For clarifications and questions, please contact Xylene Grail Kinomis of the HRD Section or your HRD District Coordinators.
- Immediate and strict compliance to this memorandum is directed.


GLORIA B. BUYA-AO
 Schools Division Superintendent

SGOD/LBA/hrds/xdk



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Enclosure 1. TIP Batch 2018

1	Abangley	Rhenally
2	Abad	Judilyn
3	Abuan	Charine
4	Acdang	Geraldino
5	Acong	Novylyn
6	Adawan	Wilma
7	Agadan	Jomelyn
8	Agapen	Jami
9	Agno	Precious
10	Agwilang	Glaiza Rose
11	Alacdis	Carolyn
12	Alayay	Marife
13	Albino	Mae Liza
14	Alicwadey	Noemi
15	Aloda	Ronalyn
16	Amogan	Analyn
17	Angligen	Jemael
18	Angyoc	Julla
19	Anno	Ginna
20	Antonio	Mariebel
21	Antonio	Jennifer
22	Aowes	Carolina
23	Aple	Elizabeth
24	Aquino	Letty
25	Aquino	Maricel
26	Arais	Mylie
27	Asmin	Janet
28	Ating	Regacho
29	Baban	Agusta
30	Bacdayan	Satur
31	Bagayao	Genelita
32	Bagiw	Janice
33	Balagnot	Lolly
34	Balbines	Ingrid Jane
35	Baldo	April
36	Banganan	Zeeverine
37	Banggawan	Merna
38	Bangsao	Pauline Joy



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39	Bartolo	Catalina
40	Basalong	Rachel
41	Basatan	Gazael
42	Bassuit	Juliet
43	Bataclao	Aiko
44	Batanes	Jobelle
45	Batani	Kristine
46	Bawas	Janice
47	Bay-An	Cobart
48	Bejar	Lilian
49	Benawe	Gloria
50	Benito	Charles
51	Braises	Lorenzo
52	Briones	Dyan Rose
53	Britania	Alpha
54	Buasen	Jhonny
55	Bugtong	Bernedette
56	Burcio	Jemma
57	Buyagan	Fresca
58	Buyagan	Fresca
59	Cabigat	Janet
60	Cabuten	Shaiane
61	Calpasi	Caroline
62	Camiling	Maryjoy
63	Canol	Dean
64	Canuto	Ditas
65	Carpio	Geneva
66	Carpio	Jonnalyn
67	Carpio	Daisylyn
68	Carpio	Jonnalyn
69	Carpio	Geneva
70	Casimiro	Virginia
71	Caslangan	Trisha Lei
72	Celestino	Trudian
73	Ciano	Maricar
74	Coilan	Marchad
75	Colte	Brentle
76	Copez	Gib
77	Cortes	Christine



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78	Cortez	Jelyn
79	Cosendo	Jhoy
80	Cubangay	Jeserlyn
81	Cuidno	Xylina
82	Daguines	Imma Concepcion
83	Daguio	Lavern Jubhel
84	Dambiray	Sheryle
85	Damorkis	Jonalyn
86	Dao-Anes	Anthonette
87	Darcio	Evelyn
88	Depnag	Arlene
89	Depnag	Danny
90	Diaz	Christine Joy
91	Dimas	Milagros
92	Dolteo	Venice
93	Dolteo	Venice
94	Dontogan	Rose Marie
95	Dontogan	Reginald
96	Empizo	Winalia
97	Estigo	Jhenon
98	Fatinyao	Marlyn
99	Fatinyao	Marlyn
100	Filog	Leonico
101	Foster	Cynthia
102	Galian	Jessie
103	Galutan	Annalyn
104	Garcia	Theresa
105	Garcia	Jane
106	Garcia	Jane
107	Gawek	Dubella
108	Gay-Od	Shirley
109	Gayudan	Mhie
110	Gonsoden	Kris Colleen
111	Guanzo	Joy
112	Gudaren	MILA
113	Guleng	Gloria
114	Gumpic	Aury Lauree
115	Ikman	Nomberlyn
116	Islao	Claire



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118	Lacbongan	Crester
119	Lacpap	Annilyn
120	Lamsis	Ditas
121	Lamsis	Ditas
122	Langbis	Franzmarie
123	Lansoyan	Jane
124	Laruan	Mary Luz
125	Lawa	George
126	Lesing	Pauline
127	Lesino	Jomar
128	Luis	Myla Edythe
129	Lumidao	Cherry
130	Mabli	Shyma May
131	Macay	Meriam
132	Malado	Jerilyn
133	Manangwe	Charlie
134	Maranas	Apsethree
135	Marcos	Julie
136	Martin	Gemma
137	Matias	Marie Liza
138	Matias	Jennilyn
139	Matis	Joan
140	Maximo	Famila
141	Menzi	Dina
142	Metwa	Velasco
143	Miguel	Octaviano
144	Moncion	Harold
145	Monguil	Irene
146	Nabaysan	Frenie
147	Nakihan	Daisy
148	Namoro	Novalyn
149	Namponan	Maria Corazon
150	Nanglegan	Lorna
151	Ney-Ney	Joey
152	Nguaban	Sharmine Jhoy
153	Nierva	Roderick
154	Octavian	Miguel
155	Onil	Dionesia



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157	Osong	Jayson
158	Pacsi	Raponsel
159	Pad-Eng	Bernalice
160	Padilan	Lorelyn
161	Padsuyan	Donna
162	Palacsa	Nicolette Bon
163	Palaroan	Olivia
164	Palasi	Karen
165	Palongyas	Joey
166	Panagan	Kurt
167	Panday	Grace Carlota
168	Paran	Melecent
169	Paran	Valerie
170	Patangan	Maribel
171	Patangan	Angeline
172	Patongay	Rosie Mae
173	Pay-An	Noemi
174	Paycan	Minerva
175	Paydo-An	Wagner
176	Pedro	Cherry Ann
177	Pedro	Allan
178	Pengla	Genevie
179	Peter	Hayley
180	Pilas	Beverlyn
181	Pilsona	Arlene
182	Pingaping	Romylyne
183	Pisda	Norvel
184	Poclis	Perlita
185	Pulichay	Juvy Dale
186	Rabino	Nacriz
187	Razote	Marlyn
188	Saclangan	Nobel
189	Sadcat	Arnel
190	Saley	Zosima
191	Salve	Carmen
192	Samidan	Marvileen
193	Sanchi	Virgie
194	Sangiao	Susieca



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196	Sapigao	Edgar
197	Senot	Sheela
198	Shontogan	Shea Marcos
199	Simeon	Frezilla
200	Simeon	Gorgina
201	Siteg	Sandra
202	Soposop	Cherrilyn
203	Sowaken	Maria Suzette
204	Sumimsim	Abegail
205	Tabunigao	Febeleen
206	Tad-O	April Joy
207	Talnag	David
208	Tan-Ang	Rizalyn
209	Taqued	Amethyst
210	Taule	Fernando
211	Tello	Noel
212	Tindo	Carla
213	Tino	Astrid Jarylle
214	Tino	Pauline Joy
215	Tolingan	Prima
216	Ventura	Roxan Joy
217	Vicente	Gladys
218	Waglison	Fidel , Jr.
219	Wailen	Milrose
220	Wakit	Doro
221	Wakit	Celo
222	Watawat	Marcelo
223	Wayan	Deshel
224	Yubos	Aurea
225	Zaragoza	Maribelle
226	Zarate	Sherryl



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Enclosure 2. TIP Batch 2019

1	Murielle T. Yagyagon
2	Margie S. Cambod
3	Jennifer S. Soriano
4	Rezel D. Agustin
5	Phoebe C. Pis-oy
6	Janice M. Maliones
7	Johanna M. Mateo
8	Lurden L. Bekigan
9	Vanessa A. Antolino
10	Marjorie O. Sanil
11	Efranie L. Ab-abo
12	Reginald F. Dontogan
13	Marites A. De Guzman
14	Robina M. Amos
15	Phoebe Kate Q. Bisco
16	Elizabeth D. Albo
17	Vivian B. Guinoran
18	Stephanie D. Nabe
19	Haide V. Holman
20	Mary Jane V. Wakit
21	Jocelyn B. Sotto
22	Miguel T. Colos Jr,
23	Joey D. Pacio
24	Mezlizan L. Sacla
25	Helen S. Anayen
26	Dariel D. Awacan
27	Bregette A. Sano-an
28	Marilou C. Aniban
29	Agrifina C. Palgue
30	Marylyn P. Damoslog
31	Sterling B. Ating
32	Jovette T. Pacuz
33	David E. Talnag
34	Juan L. Calagan
35	Keena Mae Primo-Pisando
36	Cherry Ann V. Ladinez
37	Febie T. Danglay
38	Mejana T. Besic
39	Everly I. Calabias
40	Norman P. Alberto
41	Jemarie A. Peping



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43	Norivel C. Saguid
44	Clavera M. Mendoza
45	Almera M. Kigangan
46	Ramilyn L. Millis
47	Stefannie Lyne L. Delmas
48	Diana G. Leaño
49	Joni C. Costian
50	Ronalyn Aloda
51	Anna Liza Castro
52	Jevelyn Gorio
53	Eleazar Batling
54	Corazon Yano
55	Jennylyn Coning
56	Marlene W. Sakiwat
57	Noahnna H. Wakit
58	Jennery Shane W. Clabson
59	Arsenia C. Guiniawan
60	Gemma S. Martin
61	Amilyn P. Armendez
62	Mary Rose D. Agloro
63	Augustina A. Agmaliw
64	Haydee U. Yangos
65	Megilyn T. Holman
66	Gertrude A. Calas
67	Lorenza L. Tubal
68	Shen Marcos B. Shontogan
69	Fina H. Tay-eo
70	Matilda G. Bay-an
71	Mary Jane S. Berato
72	Delilah D. Colte
73	Jovy Joy H. Ciano
74	Richard L. Boadilla
75	Marilou L. Ambrocio
76	Rachel B. Basalong
77	Maria L. Wa-is
78	Jomar G. Lesino
79	Fabby-Ann A. Cholinas
80	Sabado V. Bitayan
81	Donalyn D. Nasdoman
82	Ryzle A. Mascay
83	Emy Joy Colcolo-Ediong
84	Aury Lauree F. Gumpic



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86	Caroline S. Calpasi
87	Larry L. Parian
88	Wila Rea M. Foronda
89	Gina P. Esguerra
90	Feena P. Dales
91	Marlyn B. Pecay
92	Rosenda A. Berry
93	Annabelle W. Baroa
94	Aileen Kryl Simeon
95	Karen D. Wayet
96	Melba C. Paran
97	Michelle B. Gadgad
98	Charles Vincent L. Bumalyo
99	Jovelyn P. Ibasco
100	Jovelyn C. Bayas
101	Hilda B. Balaodan
102	Haydee S. Badol
103	Rodelyn T. Bas-ilan
104	Rizalyn M. Tan-ang
105	Nobel O. Saclangan
106	Gemmalyn A. Tomita
107	Mae Liza D. Albino
108	Junia S. Amlo
109	Helen S. Ciano
110	Jubal A. Abilang
111	Margie B. Toctocan
112	Lilibeth S. Miranda
113	Brigette T. Rimando
114	Gel E. Dateng
115	Riza M. Quesara
116	Vinda W. Batulni
117	Crisrielyn E. Eban
118	Rabert A. Lorenzo
119	Rosario Natividad P. Baldo
120	Mirasol P. Busongan
121	Kezia Lynne P. Bagayao
122	Sheena T. Merino
123	Margarita F. Lictag
124	Christine K. Cauan
125	Pearly Micah M. Ampaguey
126	Deo B. Sudaypan
127	Saturnina R. Walis



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129	Junalyn M. Juan
130	Ramentan V. Sholin
131	Arlyn O. Sawac
132	Ruth L. Polino
133	Gel E. Dateng
134	Christine Cacan



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Enclosure 3. TEACHER INDUCTEES' PORTFOLIO

1. In Portable document format
2. MOVs/ Attachments / reports and sequence:
 - a. Narrative - your three- year journey as a teacher;
 - b. Vision Board – Vision, Mission, Goals and Core Values
 - i. Be creative / artistic
 - c. Summary of three-year IPCRF rating period – noted by School Head or Rater
 - d. Four (4) formal classroom observation report per school year (please coordinate with mentors and observers to complete this requirement).
 - e. Summary of Differentiated supervision applied / used within three years (please coordinate with mentors and observers to complete this requirement).
 - f. Summary of evaluation of the newly hired teachers, specifically for year 1 (please coordinate with mentors and observers to complete this requirement).
 - g. Report on Mentoring applied or conducted by mentors to the inductee – year 1 to year 3 (please coordinate with mentors and observers to complete this requirement).
 - h. Other Relevant accomplishments for the last three school years
 - i. Attach your best ID picture at the last page of the portfolio
3. Upload your file to this link: https://bit.ly/PORTFOLIO_TEACHERS using this file format name_school_batch2018 or name_school_batch2019





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Enclosure 4. SCHOOL TIP IMPLEMENTATION VIDEO PRESENTATION

1. Length of video presentation: Three (3) to five (5) minutes;
2. Sequence of content:
 - a. Introduction of TIP history in the school;
 - b. Conduct of TIP – orientations conducted (proposals, pictorials, accomplishment reports etc. within the time frame);
 - c. Achievements of inductees in your school - Separate batch 2018 and 2019 video presentation;
3. Include accomplishments conducted by mentors, observers and the school in ensuring the quality application / conduct of modules 1 to 6 (for more info re module content – refer to DO no. 43, s. 2017).
4. Upload your file to this link: **https://bit.ly/TIP_SCHOOLVID** using this file format school_video_batch2018 or school_video_batch2019



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Note: school leaders – school heads, head teachers, department heads