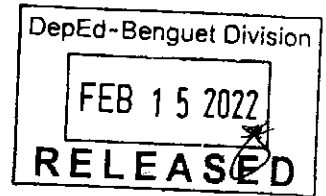




Republic of the Philippines
Department of Education
Cordillera Administrative Region
Schools Division of Benguet



February 14, 2021

DIVISION MEMORANDUM

No. 044 s. 2022

TO: Office of the Schools Division Superintendent
Curriculum Implementation Division
School Governance and Operations Division
Public Elementary and Secondary School Heads
All Others Concerned

SUBJECT: **PARTICIPANTS TO THE 2022 VIRTUAL INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

1. Induction provides new starters with important information regarding their new employment. This process serves to welcome new hires and help them transition into their new role, while enabling new employees to feel supported as they adjust.
2. In this regard, this office calls for the conduct of the 2022 Batch 1 Virtual Induction Program for Beginning Teachers which will commence on February 16, 2022 and will end on February 23, 2022 (enclosure 1) with the following objectives:
 - a. Orient the participants on their roles and responsibilities, organizational structure, culture and policies in the work area;
 - b. Promote competence, commitment and accountability in the performance of their job with a degree of professionalism; and
 - c. Inculcate moral values, fairness and integrity in the workplace.
3. Identified participants are 2021 newly hired teachers with no attendance to Division Teacher Induction Program implemented last CY 2021, and 2022 newly hired teachers. Mentors of 2021 appointees inducted last CY 2021 together with the mentors of the Batch 2022 inductees are also enjoined to participate in the virtual induction program to further facilitate the successful delivery of the IPBT six (6) Coursebooks (enclosure 2).
4. Newly hired teachers of CY 2020 whose names are not included in the participants' list shall be inducted in the school or district level, while CY 2021 and 2022 shall have their induction program in the district level as signified by the HRD coordinators and approved by the Public Schools District Supervisor or Coordinating Principal.



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5. Participants must have a copy of the IPBT coursebooks during the induction program to use as reference and for possible clarifications on the content and instruction.
6. Participants are required to ensure a strong internet connection to complete the six-days orientation. The link for the Microsoft Teams shall be forwarded to registered participants through their DepEd e-mail address, the PSDS/ CP, and the District HRD Coordinators.
7. For questions and clarifications, please contact your HRD Coordinators or the Division HRD Section (09187432221).
8. Immediate and wide dissemination of this memorandum is directed.

GLORIA B. BUYA-AO
Schools Division Superintendent

/sgod/lba/hrds/xd



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Enclosure 1: Induction Program matrix

COURSEBOOK	MODULE	PAGE NUMBER AND SPECIFIC TITLE IN THE COURSEBOOK	TIME	RESOURCE SPEAKERS	DATE
1	Module 1	6 - 15 DepEd VMVG	8:30 a.m. - 9:30 a.m.	EPS Wilfred Bagsao	
1	Module 2	25 - 31 Gearing up for the School Year	9:30 a.m. - 10:00 a.m.	SH Delia Bandao	
2	Module 1 & 2	Understanding / Navigating the K to 12 Curriculum / Guides 4 - 56	10:00 a.m. - 12:30 a.m.	ASDS Carmel F. Meris	
2	Module 2 & 3	Session 2 and onwards: on lesson planning 57 - 93	8:30 a.m. - 10:00 a.m.	EPS Merlyn Conchita de Guzman	February 17, 2022
2	Module 4	Implementing Learning Plans and Enriching Teaching Practice 95	10:00 a.m. - 11:00 a.m.	EPS II Elvernice Fanged	
1	Module 2	37 School Based Management	11:00 a.m. - 12:00 noon	SEPS Corazon Quipot	
3	Module 1	The PPST Career Stages and the PPST Domains, Strands, and Indicators 5 - 25	8:30 a.m. - 9:30 a.m.	EPS Wilfred Bagsao	February 18, 2022
3	Module 2	Page 38-44; 48-95 (Please refer to DepEd Memo 004, 2022 for updated information)	9:30 a.m. - 11:00 a.m.	SH Nancy Rosado SH Esther Rizaldo	
3		IPCRF of Teachers	11:00 a.m. - 1:00 p.m.	CES Lucio Alawas	
4	Module 1	Contextualization 4-22	8:30 a.m. - 9:30 a.m.	EPS Macarthy Malanes	February 21, 2022
4	Module 2	Building Relationship with the wider School Community 23 onwards	9:30 a.m. - 10:30 a.m.	EPS Cesar Luma-ang	

5	Module 1	DepEd Organizational Structure and Processes 5-36	10:30 a.m. – 12:00 noon	CES Lucio B. Alawas	February 22, 2022
5	Module 1	Session 5 37-55	1:00 p.m. – 2:00 p.m.	SH Vicenta Danigos	
5	Module 2	Magna Carta for Public Teachers	8:30 a.m. – 9:30 a.m.	From Admin Office:	
5	Module 2	The Code of Ethics for Professional Teachers	9:30 a.m. – 10:30 a.m.	From Admin Office:	
6	Module 1	Salaries, Wages, and Benefits of Teachers	10:30 a.m. – 12:00 noon	From Admin Office and / or Finance:	
6	Module 3	Policies for Promotion and Opportunities for Progression	12:00 noon – 1:00 p.m.	PSB – to identify	February 23, 2022
6	Module 2	Professional Development and PRIME HRM	8:30 a.m. – 9:45 a.m.	SEPS Xylene Grail Kinomis	
6	Module 3	BPSTEA	9:45 a.m. – 10:45 a.m.	BPSTEA President	
6	Module 4	Managing Stress	10:45 a.m. – 11:15 a.m.	EPS Joven B. Agtani	
6	Module 4	Financial Literacy	11:15 a.m. – 12:15 noon	TBI	

Enclosure 2: Identified IPBT participants, Resource Speakers, Committee Members, and Facilitators

A. MENTORS of Newly Hired Teachers of CY 2021 who have already undergone the Induction Program last 2021

B. 2021 and 2022 newly hired teachers with no attendance to Division Induction Program

NO.	NAME OF TEACHER	SEX	SCHOOL	YEAR HIRED	NAME OF MENTOR
1	Mueljocy M. Martin	F	Dalmacio Miguel Primary School	2021	Crestita B. Alawas
2	Crislyn C. Dannisi	F	Camp30 National High School	2021	Myrna M. Salis
3	Carmina Vi P. Tasing	F	Beckes Pol-oc Primary School	2021	Daisy Lorena T. Gawidan
4	Asam M. Bay-An	F	Camp30 National High School	2021	Dionisia D. Quintino
5	Bridgette T. Tullao	F	Bakun	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
6	Rogieson Basatan	M	Daklan NHS	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
7	Judith B. Kiwalan	F	Daklan NHS	2021	Jaime B. Coligman
8	Lorelyn M. Pating	F	Daklan NHS	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
9	Deyte Pucay	F	Daklan NHS	2021	Jaime B. Coligman
10	Lennie C. Sanche	F	Daklan NHS	2021	Jaime B. Coligman
11	Lordelina C. Danis	F	Buguias	2021	Geralda G. Pulicay
12	Nerissa H. Panangwe	F	Gold Creek ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
13	Myra P. Palking	F	Labilab ES	2021	Elvira G. Tubal
14	Jackie Lou L. Oras	F	Maximino Fianza Lopez ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
15	Fragelyn K. Mendoza	F	Alejo M. Pacalso Memorial NHS	2022	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
16	Richelle M. Dioayan	F	Tuding ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>

17	Junnifer C. Chopil	F	Tuding ES	2021	Lucia J. Aoas
18	Marichu W. Tonggalong	F	Midas ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
19	Precy M. Gom-O	F	Midas ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
20	Ceasar Bongloy	M	AMPMNHS	2022	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
21	Dyna Rose Lacaden Gamboa	F	Balatoc ES	2021	Sylvia Cacap
22	Bryan D. Kusadsad	M	Itogon 2	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
23	Jerrica C. Guinyang	F	Virac ES	2021	Olga V. Sadey
24	Regina G. Colingey	F	Virac ES	2021	Patricia C. Anodon
25	Mechelle W. Pilay	F	Abucot Integrated School	2021	Rico L. Socte
26	Hayde L. Lasbacan	F	Abucot Integrated School	2021	Maricil B. Amparo
27	Charlot C. Lictag	F	Abucot Integrated School	2021	Safera M. Cal-Is
28	Edden J. Martin	F	Tawangan ES	2021	Cristina I. Lomesio
29	Maricar Claire P. Pedro	F	Tawangan ES	2021	Esta B. Ummas
30	Candice C. Bolayo	F	Kapangan	2021	Julie S. Leoncio
31	Kristialyn B. Basatan	F	Kapangan	2021	Agrifina P. Compala
32	Hendry Balao-As Jr.	M	Kibungan	2021	Norma P. Capiato
33	Lovely P. Vidad	F	Kibungan	2021	Norma P. Capiato
34	Decenia T. Collera	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
35	Janelle S. Dawi	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
36	Glydhen B. Valentin	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>

37	Letecia A. Bay-An	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
38	Villarica P. Frias	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
39	Dianne J. Dayao	F	Kibungan	2021	Velasco T. Metwa
40	Arnida A. Paplinit	F	Kibungan	2021	Velasco T. Metwa
41	Elaine P. Victorino	F	Kibungan	2021	Velasco T. Metwa
42	Juliezl L. Molitas	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
43	Lourdes P. Pakatiw	F	Kibungan	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
44	Sheryl C. Ligawen	F	Kibungan	2022	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
45	Lyn F. Sakiwat	F	Cabacab National High School	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
46	Flyne-El R. Gante	F	Mankayan National High School	2021	Mary Jane L. Palista
47	Jonnamae A. Compalas	F	Mankayan National High School	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
48	Malou O. Palcasio	F	Mankayan National High School	2021	Jardson S. Onio
49	Jovelyn B. Dogui-Is	F	Mankayan National High School	2021	Grace P. Diano
50	Wella C. Cayabas	F	Sayapot Elementary School	2022	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
51	Maribel B. Pedazo	F	Taya MG School	2021	Lily Langbis
52	Annalyn B. Bahol	F	Talete	2021	Gina Panagan
53	Alonna W. Tino	F	Jose Gonzales Elementary School	2021	Nilo Oyam
54	Kristia P. Lataoan	F	Michael G. Angel ES	2021	Lavi Pistula
55	Ruby A. Viray	F	Sablan National High School Main	2021	Honorina Cayapa
56	Beverly A. Viray	F	Taga MG School	2021	Carol Elis

57	Cindy D. Reogelon	F	Tuba NHS-Nangalisan	2021	Thomas Dacawe
58	Jezebel T. Bandao	F	Tuba NHS-Nangalisan	2021	Thomas Dacawe
59	Herold S. Binay-An	M	Tuba NHS-Nangalisan	2021	Thomas Dacawe
60	Balting, Rhuxan, T.	F	Miguel Palispis Elementary School	2021	Minda Pagnas
61	Kibong, Johnny, M.	M	Kiwas Integrated School	2021	Wilfredo E. Fernando
62	Lampuyas, Jennifer, I.	F	Tuba Central School	2021	Jennifer Cados
63	Lupos, Lasib, B.	M	Kiwas Integrated School	2021	Lorna S. Regis
64	Milo, Ryan, P.	M	Evelio Javier National High School	2021	Maricel Bagayao
65	Ngittit, Karen, B.	F	Paran Laruan Elementary School	2021	Romeo Pasamic
66	Sarsagat, Resty John	M	Marcelo Marquez NHS	2021	Florence Pawig
67	Sumayao, Junela M.	F	Twin Peaks National High School	2021	Teresita Tillama
68	Wacoy, Felicidad	F	Camp 6 Elementary School	2021	Modesto Pisando
69	Willy, Gerald, T.	M	Camp 6 Elementary School	2021	Modesto Pisando
70	Jesiebel Mabli-Inuguidan	F	Tublay Central Elementary School	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
71	Jocelyn S. Wong	F	Balangabang ES	2021	Josefa A. Belleza
72	Rexie-Anne A. Sanil	F	Itogon Central School	2022	Therese D. Carantes
73	Aprilyn T. Visaya	F	Itogon Central School	2022	Mary Ann S. Padua
74	Joniel M. Zausa	M	Laurencio Fianza NHS-Annex	2021	Gertudes D. Cunanan
75	Wakat, Harlene	F	San Pascual ES	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
76	Subli, Jordan	M	Tuba Central NHS	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
77	Pal-Oten, Loida , A.	F	Besong Saddle ES	2022	Oliver B. Cas-Ing

78	Luquey, Kenneth Joe Jose	M	Twinpeaks NHS	2022	Teresita Tillama
79	Joy I. Panos	F	Lao-angan BS	2021	Kimson W. Bangao
80	Chevonne A. Vendiola	F	Toplac BS	2021	Narcisa C. Tayaotao
81	Jovane P. Bolayo	F	Pongayan BS	2021	Maria Elena M. Dugos
82	Alicia D. Mendoza	F	Adaoay NHS	2021	Lily M. Aroco
83	Jane D. Camiling	F	Adaoay NHS	2021	Lily M. Aroco
84	Jacqueline B. Aladco	F	Adaoay NHS	2021	Lily M. Aroco
85	Jennymriel B. Dawadao	F	Ballay Integrated School	2022	Bhede B. Martin
86	Judy Anne Chiquino	F	Palali Elementary school	2021	Adoracion Simon
87	Rita D. Domase	F	Kabayan Bo. ES	2022	Jenneth M. Bastian
88	Wakat, Joyce,D.	F	Evelio Javier National HS	2021	Roxanne M. Baliton
89	Guaki, Aldrin	M	Evelio Javier National HS	2021	Roxanne M. Baliton
90	Begseng, Julius	M	Evelio Javier National HS	2021	Grace R. Sabelo
91	Tay-Eo, Jissa Mae	F	Twin Peaks NHS	2021	Teresita Tillama
92	Gamongan, Deby	F	Evelio Javier National HS	2022	Maricel Bagayao
93	Macton Alonzo A.	M.	Atok National High School	2022	Reynaldo Dicos
94	Florencio Dicos	M	Boneng Integrated School	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
95	Pedro, Olivia	F	Camp 6 ES	2021	Hilaria R. Aguana
96	Dela Cruz, Dories	F	Camp 6 ES	2021	Marlene T. Willy
97	Laruan, Ordenia, M.	F	Salpang ES	2021	Henry Tinaza
98	Sapul, Veronica	F	Paran Laruan ES	2021	Romeo Pasamic
99	Sorveto, Jasmin P.	F	Ciriaco Magno Elementary School	2021	Josefa Belleza

100	Lawagan, Prima D.	F	Tuba CNHS	2021	Magdalyn Tomilas
101	Diez, Liza	F	Tuba CNHS	2022	Theresa Curisay
102	Himuldang, Aprila P.	F	Mauro Lauran Elementary School	2021	Jaime L. Tomas
103	Felix, Jeremiah C.	F	Busoc Primary School	2021	Jaime L. Tomas
104	Sayucop, Mara A.	F	Natubleng Elementary School	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
105	Bayeng, Viola O.	F	SAYBUAN ELEMENTARY SCHOOL	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
106	Manicawa, Zyra	F	BAD-AYAN IS- Buguias	2021	Romeo Dulnuan
107	Ansibey, Marissa	F	BAD-AYAN IS-Buguias	2021	Romeo Dulnuan
108	Bantac, Aizel	F	CAYAPAS IS- Buguias	2021	Giovani Cayat
109	Bigo, Carlo	M	CAYAPAS IS-Buguias	2021	Giovani Cayat
110	Pagaduan, Daisy	F	LAM AYAN IS- Buguias	2021	Rosalie Anhibey
111	Ban-Eg, Lanie	F	LAM AYAN IS- Buguias	2021	Rosalie Anhibey
112	Bentayan, Floricel	F	LAM AYAN IS-Buguias	2021	Rosalie Anhibey
113	Rugayan, Marjolita S	F	Pan-ayaoan ES - Buguias	2021	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>
114	Fretzel P. Agustin	F	LOACAN ELEMENTARY SCHOOL	2021	Berly P. Anongos
115	Ezekiel W. Pedro	M	LOACAN ELEMENTARY SCHOOL	2021	Berly P. Anongos
116	Alena A. Alumno	F	LUNETTA ELEMENTARY SCHOOL		Marta T. Tad-O
117	Osting, Glendale	F	SACLALAN ES-BUGUIAS	2021	Carmen Martinez
118	Quines, Lenny B.	F	PIMINGGAN ES		Aileen D. Adones
119	Udacion, Luke Almond T.	M	Lepanto National High School	2021	Decenia T. Cabacab
120	Rose G. Nabus	F	Tocmo Elementary School	2022	<i>School Head to Mentor and join the orientation or to Identify mentor to join instead</i>