



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



October 14, 2026

DIVISION MEMORANDUM

No. 437, s 2026

INDUCTION PROGRAM FOR BEGINNING TEACHERS UNDER BATCH 1
PROJECT ASHAL (ADVANCES IN STRENGTHENING AND HONING
THE ABILITY OF LEARNING FACILITATORS)

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

1. The Division continues to deliver and support quality Basic Education for all through the conduct of the Induction Program for Beginning Teachers (IPBT), formerly known as the Teacher Induction Program (TIP) and regarded as one among the many flagship programs, projects, and activities in the department. This program provides systematic and comprehensive support system for beginning teachers to seamlessly immerse them in the teaching profession in the public school system.
2. With the provision of this program, this office enjoins all identified teachers to participate in the Induction Program for Beginning Teachers following the schedules indicated in Enclosure 1. The venue will be at H100 Ecolodge, Magsaysay, Baguio City.
3. This activity specifically aims to ensure that newly hired public school teachers in the Department are well adept with the mandates, vision, mission, and goals of the Schools Division of Benguet – Department of Education; and can embark with confidence and passion on their newly identified roles and responsibilities in and outside the classroom.
4. In adherence to policy guidelines on non-disruption of instructional time, the immediate conduct of the Induction Program for Newly Hired Teachers requires strict compliance with measures that safeguard continuous classroom learning. To ensure zero loss of instructional time during training dates, schools concerned must enforce the following conditions:
 - a. Instructional Continuity: Participating teacher-inductees must prepare self-directed learning activities for their classes and properly endorse them to the School Head or designated teacher-on-duty.
 - b. Staggered Attendance: No school may send multiple inductees to the same training schedule or batch without prior confirmation that adequate instructional coverage is in place.

- c. Attendance Confirmation & Accountability: Confirmation of attendance via the provided link is deemed final. In cases of unavoidable absence FOR CONFIRMED PARTICIPANTS, a formal letter of explanation addressed to the Schools Division Superintendent (SDS) must be submitted to the Division Records Section.

5. All participants listed in Enclosure No. 1 are required to confirm their attendance on or before October 18, 2026, using this link **<https://tinyurl.com/57ss3r6u>** . Submission of confirmation signifies commitment to attend the training on the specific schedule assigned to each inductee.

6. This memorandum shall serve as Authority to Travel on Official Business of all identified participants, Program Management Team, and the Resource Speakers.

7. AM snack – Lunch – PM snack shall be chargeable against 2026 HRTD fund, while traveling expenses shall be chargeable against local funds subject to the accounting and auditing rules and regulations.

8. Immediate and widest dissemination of this memorandum is required.

sgd

CARMEL F. MERIS

OIC -Schools Division Superintendent

Enclosure 1:

GROUP 1 SCHEDULE: October 23, 2026 (Day 1) November 13, 2026 (Day 2) November 20, 2026 (Day 3)

No.	FIRST NAME	LAST NAME	POSITION	SCHOOL	DISTRICT
1	ROLLY	BENTOD	TEACHER I	Bantic National High School	Itogon 2
2	JUSTINE DOMINIQUE	BONGSALO	TEACHER I	Bantic National High School	Itogon 2
3	KRISHNA MAY	AWISAN	TEACHER I	Batuan Elementary School	Tuba
4	DOLLY	BOGATAN	TEACHER 1	Bayabas Multi-Grade School	Sablan
5	AMELITA	LAGANSI	TEACHER 1	Bekel Elementary School	La Trinidad
6	EILEEN	PUYAS	TEACHER 1	Benguet National High School	La Trinidad
7	LILIAN	TAKIMPAY	TEACHER 1	Benguet National High School	La Trinidad
8	VINIA	LUCAS	TEACHER 1	Benguet National High School	La Trinidad
9	KAREN	LINO	TEACHER 1	Benguet Special Education Center	La Trinidad
10	MARNELLE	BENTOD	TEACHER 1	Damaso Comiles Integrated School	Itogon 2
11	ROMALYN	PARADO	TEACHER I	Evelio Javier Memorial NHS	Tuba
12	ABEGAIL	BENITO	TEACHER L	Gilbert Semon Elementary School	Tuba
13	JEZRYLL	HULOG	TEACHER I	Gumatdang Integrated School	Itogon 1
14	ALYSSA TYFFANY	CARANTES	TEACHER 1	Itogon Central School	Itogon 2
15	ROSALIA	TUMAPANG	TEACHER 1	Kiwas Integrated School	Tuba
16	KIMBERLIN ANN	LAGING	SST I	La Trinidad National High School	La Trinidad
17	PEARLYN	LICTAG	TEACHER 1	Lab-Ang Community School	Itogon 2
18	ELLEN DAYLE	LICTAO	TEACHER I	Labilab Integrated School	Itogon 1
19	MARIE ABEGAIL	MAZON	TEACHER I	Labney Primary School	Tuba
20	GERALDINE	JULIAN	TEACHER 1	Lamtang Elementary School	La Trinidad
21	MARITES	ABAN	TEACHER 1	Lamut Elementary School	La Trinidad
22	CRISANTA	CALIGING	TEACHER 1	Ligay Elementary School	Tuba
23	DAISY	PUNTALBA	TEACHER I	Loacan National High School	Itogon 1
24	LEAH ROSE	PARAN	TEACHER 1	Long Long Elementary School	LA TRINIDAD

25	LAARNI	BATINAY	TEACHER 1	Lubas Elementary School	La Trinidad
26	ALICE	CHERWEG	TEACHER 1	Luneta Elementary School	Itogon 1
27	JORNA MAY	UBANDO	TEACHER I	Manganes Integrated School	Itogon 2
28	ROMEO JR.	MENDOZA	TEACHER I	Marcelo Marquez NHS	Tuba
29	JESSA	MANGLAAS	TEACHER 1	Michael G. Angel Elementary School	Sablan
30	JORGETTE	PISDA	TEACHER I	Moran Elementary School	Tublay
31	BEVERLY	PALENG	TEACHER 1	Omas Ampaguey Integrated School	Sablan
32	CECIL JOY	BILANGO	TEACHER I	Pagal Elementary School	La Trinidad
33	BEIA JY	SILROY	TEACHER I	Palew Elementary School	Tublay
34	LEONILA	IBA	TEACHER I	Pangablan Elementary School	Tublay
35	KRISTINE	JUAN	TEACHER I	Pico Elementary School	La Trinidad
36	NALLYN	PASAYAN	TEACHER 1	Puguis Elementary School	La Trinidad
37	REBEKAH	ARPON	SST I	Puguis National High School	La Trinidad
38	JEANETES	BACLAWAD	TEACHER I	Sablan National High School	Sablan
39	ROXAN	TOBIAS	TEACHER I	Saguitlang Integrated School	Tuba
40	MARISSA	MINTAS	TEACHER 1	Saybuan Primary School	Itogon 1
41	RODANTE	TOMILAS	TEACHER 1	Sioco Carinio Elementary School	Tuba
42	JOYCE	SOLOMON	TEACHER I	Sumakey Multigrade School	Sablan
43	ROSEMARIE	MATEO	TEACHER 1	Tacdian Elementary School	La Trinidad
44	ARIES	QUINES	TEACHER 1	Taloy Sur National High School	Tuba
45	GRACE	NGALES	TEACHER I	Taloy Sur NHS	Tuba
46	KIMBERLY	SANTIAGO	TEACHER 1	Tapsan Elementary School	Itogon 2
47	LAURA	LABLABONG	TEACHER I	Tawang Integrated School	La Trinidad
48	VENUS	MADAYAG	TEACHER I	Taya Multi-Grade School	Sablan
49	ANGELINE	CAMIS	TEACHER 1	Tinongdan, Elementary, School	Itogon 1
50	CRESENCIA	MONTES	TEACHER 1	Tocmo Integrated School	Itogon 1
51	CHARLYN	POLLED	TEACHER 1	Toybongan Elementary School	Tuba

52	BEVERLY JOY	OPILES	TEACHER I	Trazon S Fianza Sr NHS	Itogon 1
53	MELANNIE	PICART	TEACHER 1	Tublay Central Elementary School	TUBLAY
54	SERAFIN	AGATLAO	TEACHER 1	Twin Peaks National High School	Tuba
55	JANET	BUNNAG	TEACHER 1	Ucab Elementary School	Itogon 1
56	MARK	SABIANO	TEACHER 1	Virac Integrated School	Itogon 2
57	JOAN	BARAQUIEL	TEACHER 1	Virac Integrated School	Itogon 2
58	ANNA ROSE	AGAWIN	TEACHER 1	Virac Integrated School	Itogon 2
59	EMMIE LOU	PARISTA	TEACHER L	Wangal Integrated School	La Trinidad
60	SHEENA	COSME	TEACHER 1	Yagyagan Elementary School	Tuba

Program Management Team

1. Nerissa I. Barbosa
2. Xylene Grail D. Kinomis
3. Joven B. Agtani
4. Corazon C. Quipot

Enclosure 2. TRAINING MATRIX

Day 1

Time	Activity / Topic	In-Charge
8:30 a.m. – 8:45 a.m.	Attendance	HRD Section
8:45 a.m. – 9:00 a.m.	Opening Program Nationalistic Song Prayer Message Attendance Check House Rules	LUCIO B. ALAWAS SGOD – CES HRD Section
9:00 a.m. – 10:00 a.m.	Session 1 IPCRF of Teachers	JUNALYN PALKING School Principal III Ampusongan NHS
10:00 a.m. – 10:15 a.m.	Health Break	
10:15 a.m. – 12:00 p.m.	Continue Session 1	
12:00 p.m. – 1:00 p.m.	Lunch Break	
1:00 p.m. – 3:00 p.m.	Session 2 Lesson Planning	MERLYN CONCHITA O. DE GUZMAN Education Program Supervisor
3:00 p.m. – 3:15 p.m.		
3:15 p.m. – 5:00 p.m.	Session 3 Curriculum Programs and Initiatives	ALADIN M. DOBINTO Chief Education Supervisor

Day 2

Time	Activity / Topic		In-Charge
7:00 a.m. – 8:00 a.m.	Attendance	HRD Section	
8:00 a.m. – 8:15 a.m.	Management of Learning	Assigned district or participant	
8:15 a.m. – 10:00 a.m.	Session 4 Ethical Standards for Government Employees	Atty. NOVER B. SINGANGAN Attorney III	
10:00 a.m. – 10:15 a.m.	Health Break		
10:15 a.m. – 12:00 p.m.	Session 5 Financial Literacy		
12:00 p.m. – 1:00 p.m.	Lunch Break		
1:00 p.m. – 3:00 p.m.	Session 6 Updates on DepEd Programs for Employee Welfare of Teachers Cash Benefits Contributions / Insurance Leaves The Magna Carta for Public School Teachers	JORDAN MENDOZA AO II MARTY DEION T. ESTACIO AO III	
3:00 p.m. – 3:15 p.m.	Health break		
3:15 p.m. – 5:00 p.m.			

Day 3

Time	Activity / Topic		In-Charge
7:00 a.m. – 8:00 a.m.	Attendance	HRD Section	
8:00 a.m. – 8:15 a.m.	Management of Learning	Assigned district or participant	
8:15 a.m. – 12:00 p.m.	Session 7 Handling and understanding Learners with Special Needs		
10:00 a.m. – 10:15 a.m.	Health Break		
12:00 p.m. – 1:00 p.m.	Lunch Break		
1:00 p.m. – 5:00 p.m.	Session 8 Learning Resources	SONIA D. DUPAGAN Education Program Supervisors ANTIONETTE D. SACYANG PDO II	