



Republic of the Philippines
DEPARTMENT OF EDUCATION
Region VII, Central Visayas

SCHOOLS DIVISION OF NEGROS ORIENTAL

www.depednegor.net

June 10, 2019

DIVISION MEMORANDUM

No. 229; s. 2019

**TWO-DAY DIVISION ORIENTATION OF NEWLY HIRED TEACHERS ON
TEACHER INDUCTION PROGRAM (TIP)**

TO : Assistant Schools Division Superintendents
Division Chiefs
Division Education Program Supervisors/Division Coordinators
Public Schools District Supervisors/District-In-Charge
Public Elementary and Secondary School Principals
All Others Concerned

1. This office announces the conduct of a **"Two-Day Division Orientation of the Newly Hired Teachers on Teacher Induction Program (TIP)"** with the theme, **"A Step towards Becoming a Proficient and Committed Teacher"** on June 21-22, 2019 at Baybayon Resort, Cangmating, Sibulan, Negros Oriental.
2. All participants are required to wear **Smart Business Casual Attire** (Please see attached list of participants, resource speakers, management team and activity schedule).
3. The Working Committee as well as the Resource Speakers are advised to attend the technical rehearsal on June 20, 2019 at 2:00 P.M. at the venue stated above.
4. All expenses relative to the venue, supplies, materials and food (2 snacks and 1 lunch per day) for the participants shall be charged against HRTD Funds while transportation and other incidental expenses shall be charged against their respective School/Local funds subject to the usual accounting and auditing rules and regulations.
5. Service rendered on a Saturday entitles one to receive a service credit for the teaching personnel and overtime compensatory credit for the non-teaching personnel.
6. This Division Memorandum also serves as Travel Order for Resource Speakers, Division Management Team and Participants.
7. For information, guidance and widest dissemination.

WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent

JUN 2019

Tel. Nos: (035) 225-2838 / 225-0667 / 422-7644 (Division Sup's Office); (035) 225-1622 (CB); (035) 225-1623 (Legal Section);
(035) 225-6180 (SGDD); (035) 422-7643 (Cash Section); (035) 422-8511 (Planning Section); (035) 225-6987 (Record's Section);
(035) 422-5283 (Admin. Section); (035) 422-6267 (Personnel Section); (035) 225-2378 (Guard/Medical/Dental Sections);
(035) 225-7012 (Finance/Supplies Section); (035) 225-1645 (035) 225-1646 (Legal/Student Section); (035) 152-3224 (Support Section)



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DIVISION TEACHER INDUCTION PROGRAM MANAGEMENT TEAM

Schools Division Superintendent ; Dr. Wilfreda D. Bongalos ,CESO V
OIC- Assistant Schools Division Superintendents : Dr. Faye C. Luarez
Dr. Nilita L. Ragay
Chief, Curriculum Implementation Division : Dr. Erlinda N. Calumpang
Chief, School Governance and Operations Division: Dr. Rachel B. Picardal
Senior Education Program Specialist-HRDS/L&D : Dr. Dan P. Alar
Education Program Specialist-II HRDS/L&D : Ms. Iryll Mae S. Macahig
Education Program Specialist-II ALS : Dr. Karl T. Credo

RESOURCE SPEAKERS

Ms. Jolly Prim Sy- Capturing the Voice of a newly hired teacher
Mr. Neil Balbuena- Siaton 3 District
Mr. Raymond Santillan – Bacong District
Ms. Starlette Kaye Badon- Dauin District
Ms. Syrene Joy Renacia - Journey of an outstanding teacher
Mrs. Lorilyn N. Nodado – Valencia District
Mr. Val O. Amarante – La Libertad 1 District
Mrs. Shella V. Cadimas - Pieces of advice to the newly hired teachers
Mrs. Glenda Cadelina-
Mrs. Crispina P. Canete- Master Teacher-I NOHS
Mrs. Merriam C. Obrero- Master Teacher-I Santa Catalina 2
Expectations from newly hired Teachers
Dr. Emelyn D. Bolongaita-Public Schools District Supervisor
Dr. Macrina Villaluz -Principal-II
Dr. Marian B. Espinosa-Financially Literate Teacher
Mrs. Jennifer P. Piodos -Benefits of Teachers
Mrs. Lydia Cacas/Ms. Gian A. Diaz

MODERATORS/HOSTS

Mr. Jesucles Amores- Zamboanguita District
Mr. Gracia Rodel Deloria- Zamboanguita District
Ms. Rolyn Jane Catanus- Zamboanguita District

NURSES

Ms. Gueia R. Narvas
Ms. Suzette Onde
Class Managers- Ms. Iryll Mae S. Macahig and Mr. Reynald S. Dote
Artists -Ms. Claire Benedicto, Mr. Jason Bohol & Mr. Regidor Patron

Tel. Nos. (035)225-2838 ; 225-0667/422-7844 (Division Sup'ts Office); (035) 225-1622 (CSD); (035) 225-1623 (Legal Section);
(035)225-6180 (SGOD); (035) 422-7643 (Cash Section); (035) 422-8511 (Planning Section); (035) 225-6967 (Records Section);
(035) 422-5283 (Admin. Section); (035) 422-0267 (Personnel Section); (035) 225-2376 (Guard/Medical/Dental Sections);
(035) 225-7012 (Educ. Facilities Section); (035) 225-1640 & (035) 225-1640 (Acct. Budget Section); (035) 422-3924 (Supply Section)

- 1 Ababon, Radhiya, A.
 - 2 Abarca, Jasmine Mae, G.
 - 3 Abejero, Angie, T.
 - 4 Abejero, Catherine, P.
 - 5 Abingayan, Aiza, M.
 - 6 Abondiente, Mary Ann A.
 - 7 Abrasaldo, Lourdes C.
 - 8 Abrasaldo, Roel R.
 - 9 Absin, Marnie Joy A.
 - 10 Abugan, Jimmy, A.
 - 11 Acabal, Nouiea Bernardelle H.
 - 12 Acibo, Alma, A.
 - 13 Agraviador, Donabella D.
 - 14 Aguilar, Salvador Jr., G.
 - 15 Alabata, Janeliza K.
 - 16 Alanano, Siren, A.
 - 17 Alasan, Pia, C.
 - 18 Alas-as, Nolan Ryan R.
 - 19 Alayon, Jasmine, G.
 - 20 Alejandria, Laica H.
 - 21 Alido, Rommel Simon, E.
 - 22 Aliling, Eddielyn D.
 - 23 Alontaga, Lucy, G.
 - 24 Alpas, Melhar, D.
 - 25 Amamag, Jane Rose M.
 - 26 Amante, Josie May A.
 - 27 Amante, Ridah Mae H.
 - 28 Amor, John Michael, O.
 - 29 Amorganda, Daina G.
 - 30 Amorio, Leneth T.
 - 31 Amparado, Mariegrace A.
 - 32 Anhao, Athena, A.
 - 33 Anhao, Depsy A.
 - 34 Anito, Joanna Marie B.
 - 35 Anito, Mervin Klein, K.
 - 36 Antinero, Gamaliel
 - 37 Antoque, Ronilyn, Y.
 - 38 Apatan, Jerome, G.
 - 39 Apolinario, Merly, P.
 - 40 Arapoc, Mary Joy Q.
 - 41 Armentano, Jeffer N.
 - 42 Arranguez, Jose Bryan, C.
 - 43 Aseñas, Princess J.
 - 44 Asentista, Richie Ann J.
 - 45 Aurelio, Shelbeth, V.
 - 46 Austero, Ivy C.
 - 47 Austial, Loida, B.
 - 48 Babor, Rica, E.
 - 49 Baculad, Antonio Jr. I.
 - 50 Badon, Starlette Kaye, M.
 - 51 Baga, Aiza, I.
 - 52 Baguio, Errol Jr. M.
 - 53 Baguio, Michael, Jr. P.
 - 54 Bahinting, Celia, D.
 - 55 Baisac, Meriam C.
 - 56 Bajandi, Fipe, I.
 - 57 Bajinting, Paul Christian, T.
 - 58 Balansag, Janice, A.
 - 59 Balasabas, Johnby H.
 - 60 Balberde, Eme Jean, E.
 - 61 Balbon, Rabbi, E.
 - 62 Baldado, Hanah Lee Grace A.
 - 63 Balde, Jessa, B.
 - 64 Baldomar, Vanessa P.
 - 65 Baldomaro, Valentin III, S.
 - 66 Baldoza, Rose May, A.
 - 67 Balocos, Quila Y.
 - 68 Banagudos, Angely D.
 - 69 Bandoquillo, Alje M.
 - 70 Bandoquillo, Analou R.
 - 71 Baquilta, Charielyn, D.
 - 72 Bargamento, Ciprian Ivo, B.
 - 73 Barnido, Hendelbert, P.
 - 74 Baron, Serah, C.
 - 75 Barot, Julianne Marie, L.
 - 76 Barot, Salvacion, N.
 - 77 Barredo, Suzanne Ann R.
 - 78 Barriga, Lester, S.
 - 79 Bartolo, Lady Ann P.
 - 80 Bascones, Anne L.
 - 81 Bate, Michael, P.
 - 82 Bato, John Audi, P.
 - 83 Baylon, Conrada M.
 - 84 Bayon, Mary Zykee, V.
 - 85 Belingan, Kathy S.
 - 86 Benedico, Jomar, G.
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- 87 Bernadas, Edwin Jr. M.
88 Bernus, Glenda, B.
89 Beronio, Lee Riza, C.
90 Besario, Mac Lloyd, B.
91 Bigno, Rannie, E.
92 Binondo, Rodjone, A.
93 Bison, Ligaya, T.
94 Bitongga, April Joy O.
95 Bohol, Elmar Dave, M.
96 Bolongon, Eleonor G.
97 Bontigao, Neil, A.
98 Borganio, Kristine Mae, E.
99 Borreros, Jimalyn, E.
100 Briones, Anlyn, S.
101 Bromo, Jedah, A.
102 Bubole, Dianna Thea, P.
103 Cabalfin, Daina Marie S.
104 Cabalida, Katrin Anne G.
105 Cabang, Irvin, F.
106 Cabangbang, Marydel Z.
107 Cabasag, Richelle, E.
108 Cabonilas, Mary Louredel, R.
109 Cabrera, Scarlet M.
110 Cabual, Glenn, C.
111 Cabual, Jovelsshe, I.
112 Cabual, Razel B.
113 Cabusog, Joedy T.
114 Cacas, Amalyn A.
115 Cacas, Morfel, K.
116 Cadayday, Carly Mae S.
117 Cadelina, Lorena E.
118 Cadiente, Berlyn, B.
119 Cadimas, Dawn Marie B.
120 Cadiz, Bryan Miko M.
121 Calidguid, Jocelyn R.
122 California, Hannie Glaze P.
123 Callao, Geraldine, Z.
124 Callao, Glenjoy, T.
125 Callao, Marme, C.
126 Callao, Sergio, B.
127 Callojellas, Karl Mark, M.
128 Calugcugan, Maylou Jane
129 Calumba, Rhina Jade A.
130 Calumba, Rochelle Marie P.
131 Calumpang, Christopher Rey C.
132 Calumpang, Maria Eleanor, T.
133 Caminade, Helen C.
134 Caminos, Dardamie M.
135 Campong, Lenimar, R.
136 Cañale, Laidith K.
137 Cañete, Jane Diane A.
138 Canonigo, Mark Joshua, O.
139 Capa, Sidney Rose B.
140 Capunay, Jelsie E.
141 Cardoso, Catherine B.
142 Cariaga, Rujonel, F.
143 Cariaga, Verna, B.
144 Caro, Rona Mae P.
145 Casipong, Cherremie D.
146 Castillo, Chith P.
147 Castillo, Ginafe R.
148 Catacutan, Fatima, G.
149 Catigbe, Christina B.
150 Catubig, Renie, T.
151 Celis, Krisna Jell V.
152 Ciano, Christine Rose
153 Cimafranca, Wilma T.
154 Comendador, Monaliza, A.
155 Corsame, Myla S.
156 Credo, Randy, A.
157 Cuevas, Rey, G.
158 Cuizon, Ma. Chin, L.
159 Curativo, Febelyn, L.
160 Dagangan, Jaycel, A.
161 Dagle, Danna Jamae B.
162 Danag, Reynaldo, C.
163 Datolio, Jeron E.
164 Davila, Grethel Joy F.
165 De Castro, Carla Mae T.
166 De Jesus, Marife E.
167 De la Cruz, Debbie V.
168 De la Liña, Jovanny B.
169 Decano, Romnick, T.
170 Deguit, Alden, B.
171 Deguitos, Maricel, B.
172 Dela Cerna, Aiza Glenn M.

- 173 Dela Liña, Ailyn, G.
174 Dela Paz, Erika Rose E.
175 Dela Peña, Irene P.
176 Dela Torre, Joann A.
177 Delfino, Maria Melessa, I.
178 Delicano, Salvacion R.
179 Deniega, Claire M.
180 Depillo, Desiree, G.
181 Desiar, Jonas M.
182 Desoasido, Mark Anthony D.
183 Devila, John Philip, A.
184 Diamola, Alyssa C.
185 Dia-una, Jazzlyn O.
186 Dinapo, Amy C.
187 Dionaldo, Kathlene, S.
188 Divina, Armiela, C.
189 Diwilan, Jenepher B.
190 Dohillo, Jessie, M.
191 Dueñas, Margie P.
192 Dumagan, Celene June Brendan, J.
193 Duran, Arlene J.
194 Dy, Enriqueta M.
195 Edrial, Lilycres N.
196 Ejercito, Raz A.
197 Eleccion, Ma. Fe S.
198 Eleco, Anthony, F.
199 Elum, Lormie Q.
200 Elumir, Sheminith Grace, R.
201 Empenida, June Mark, D.
202 Entierro, Yrnel L.
203 Enumerabellon, Noel, A.
204 Epong, Kathlyn Joy, J.
205 Ermita, Charisma, A.
206 Ermita, Virgilio Jr., B.
207 Espina, Winona P.
208 Estoconing, Madel B.
209 Estorco, Gerard E.
210 Estrellado, Charlene G.
211 Euraoba, Josephine, E.
212 Fabillaran, Engelito, C.
213 Fausto, Mary Grace B.
214 Felicer, Shahani, P.
215 Fermalan, Aldrin, D.
216 Fernandez, Argie
217 Florencio, Florence Rose, C.
218 Flores, Dave Clark L.
219 Flores, Karen Mae R.
220 Fonollera, June Anne O.
221 Gabutero, Argie, A.
222 Gadiana, Peter, J.
223 Gainsan, Jenifer, R.
224 Gallarde, Dianabeth, D.
225 Garcia, Farrell, D.
226 Gargar, Remie, G.
227 Garibay, Claire E.
228 Garol, Jonas Kim, C.
229 Garsula, Manilyn D.
230 Georlin, Carmel C.
231 Gildore, Maria Joy Ann, N.
232 Gio, Anna Nessa L.
233 Gomez, Lyncel L.
234 Grifon, Alldips
235 Gubaton, Jogie B.
236 Guevarra, Grace, B.
237 Guimaras, Jenello Jones V.
238 Guiron, Raymar L.
239 Hassan, Nasetha, V.
240 Imbo, Babylou S.
241 Insisto, Narcel, M.
242 Iso, Christia Mae P.
243 Jabanes, Germano, A.
244 Jayme, Bb Boy Vincent Leonard, N.
245 Jocutan, Mary Jean, A.
246 Jumento, Rhea Mae, B.
247 Juntilla, Jonahlen Z.
248 Kadusale, Donna Marie M.
249 Kadusale, Joysan A.
250 Kadusale, Kenneth Carl, E.
251 Kinkito, Jaymar, R.
252 Kitane, Chamarie, M.
253 Labe, Lelibeth E.
254 Labrador, Dennis, M.
255 Lagondi, Jeah Mae, D.
256 Laingo, Janice G.
257 Lambating, Cherry Rose T.
258 Lanciola, Crisilou, F.
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- 259 Landiza, Dhamnet, A.
260 Langomes, Junnie D.
261 Languido, Kenderlie, S.
262 Lasmarias, Maria Ameli, A.
263 Lastimoso, Dhafny E.
264 Lawas, Jojemar S.
265 Lazaga, Marie Cherrie Ann, U.
266 Ledama, Erlinda, P.
267 Libradilla, Cherry May, P.
268 Licera, Mary Joy N.
269 Lim, Edson Jr., I.
270 Linabog, Rose Ann, M.
271 Llado, Richard, V.
272 Llanera, Lovelyn Pearl, M.
273 Llanes, Riza N.
274 Lomigdong, Manilyn G.
275 Lopez, Cecile, A.
276 Lozaga, Germelen, T.
277 Lozaga, Raffy, S.
278 Lubo, Anna Lisa, S.
279 Lumagas, Mark Anthony, T.
280 Mabilog, Cherry Ann C.
281 Macahilos, Emmie G.
282 Macahilos, Merelou A.
283 Macahusay, Sheila, B.
284 Macapobre, Rhea Ann C.
285 Macias, Weinstein, A.
286 Madronado, Mary Grace S.
287 Magallano, Jess Ruel R.
288 Magbanua, Jenefer, E.
289 Magpatoc, Jane C.
290 Malicse, Sarah Jane P.
291 Malipaonon, Junday, V.
292 Mamac, Gail A.
293 Manaay, Charlie Jr., M.
294 Mananquil, Charifel, G.
295 Manatad, Recca Paulette S.
296 Mandajos, Sherry Mae, C.
297 Manejero, Cindy Mae, B.
298 Mapada, Noime, V.
299 Marimat, Ray, A.
300 Marquez, Jelah Marie V.
301 Medez, Monessa A.
302 Melendres, Johnrey C.
303 Melon, Ronnah Mae, A.
304 Merto, Jocelyn, P.
305 Mier, Imee, B.
306 Mission, Eden A.
307 Mondia, Dexie Faye, P.
308 Mondia, Dexter, D.
309 Monebit, Mary Lourd
310 Montecalbo, Melca B.
311 Monton, Imy, E.
312 Mora, Mary Dawn, P.
313 Moreno, Leiza, M.
314 Moreño, Ma. Lourdes, M.
315 Murro, Conney, M.
316 Namacpacan, Lilet, M.
317 Namacpacan, Maria Mae L.
318 Narciso, Kevin B.
319 Narciso, Nerissa Joy, M.
320 Nemenzo, Jenelyn, B.
321 Noblefranca, Clint D.
322 Nodado, Zaibenne Mae, P.
323 Notivo, Jelle, M.
324 Ocag, Carlos Jr., U.
325 Olpos, Rutche, A.
326 Omatang, Danny, D.
327 Omechillo, Maycil, R.
328 Omoso, Marivel, G.
329 Ondangan, Merly, G.
330 Opinion, Jhella, U.
331 Opsimar, Ramon, F.
332 Orcullo, Lalaine Rachel, F.
333 Orden, Suzette Maricar R.
334 Ortega, John Mar A.
335 Oyson, Nicole Natalie
336 Ozoa, Mercedes S.
337 Paalaman, Jacquelyn T.
338 Pacunla, Jonah Mae J.
339 Paira, Eden, D.
340 Pajunar, Jennifer F.
341 Palalon, Marites S.
342 Palalon, Michael, F.
343 Palenge, Ronalyn, A.
344 Palumpa, Helen, P.

- 345 Palumpa, Jazie Fame Marie V.
- 346 Pampora, Analiza, L.
- 347 Panday, Teresita
- 348 Paredes, Nene, J.
- 349 Parol, Prescilla Farrah, B.
- 350 Pasko, Kay Stephanie T.
- 351 Pasol, Mark Anthony, T.
- 352 Pastor, Kenny, E.
- 353 Pat, Flordeliza, M.
- 354 Patina, Michelle I.
- 355 Patrimonio, Jenilyn O.
- 356 Patron, Berma, O.
- 357 Pedrona, Raya Luce L.
- 358 Percujeles, Brechie Mae, M.
- 359 Perolino, Ma. Florenda, M.
- 360 Pescante, Karen Grace, D.
- 361 Petil, Fatima Kym, M.
- 362 Picante, Sharon, S.
- 363 Pido, Cheryl, E.
- 364 Pinanonang, Randy, P.
- 365 Pino, Niña Marie T.
- 366 Piñon, Sharon, F.
- 367 Plame, Hector Philippe, P.
- 368 Porio, Eunilyn T.
- 369 Publico, Ivy D.
- 370 Pujante, Mary Grace, C.

**DIVISION ORIENTATION ON TEACHER INDUCTION PROGRAM OF THE NEWLY HIRED TEACHING PERSONNEL
BAYBAYON RESORT, CANGMATING, SIBULAN, NEGROS ORIENTAL**

DAY 1		DAY 2	
June 21, 2019		June 22, 2019	
TIME		TIME	
7:30-8:30	Opening Program Dr. Dan P. Alar Ms. Iryll Mae S. Macahig	8:00-9:00	Session 4 DepEd Mandate, Vision, Mission, Core Values (VMC) and Strategic Directions Dr. Erlinda N. Calumpang
8:30-9:30	Session 1 The TIP Policy and TIP Modules: An Overview Dr. Nilita L. Ragay	9:00-10:00	Session 5 DepEd Organizational Structure and School Processes Dr. Rachel B. Picardal
9:30-9:45	Morning Tea	10:00-10:15	Morning Tea
9:45-10:40	Session 2 Capturing the Voice of the Newly Hired Teacher	10:45-12:00	Session 6 PPST/RPMS Dr. Nonale Q. Resoor
10:45-11:40	Session 3 Journey of an Outstanding Teacher: Teacher na Lodi at Petmalu	12:00-1:00	Lunch
11:45-12:00	Open Forum	1:00-2:30	Session 7 Magna Carta for Public School Teachers Dr. Emelyn D. Bolongaita
12:00-1:00	Lunch Break	2:30-3:30	Session 8 Code of Ethics Dr. Beda Jovenciana A. Davad
1:00-2:45	Kapihan sa TIP (Panel Interview 1) • Benefits of Teachers (CSC, GSIS, PhilHealth, Pag-IBIG)	3:30-4:30	Session 9 Salaries, Wages and Benefits of Teachers Mrs. Jennifer P. Piodos
2:45-3:00	SNACKS	4:30-5:00	Closing Program Dr. Dan P. Alar & Ms. Iryll Mae S. Macahig
3:00-4:30	Kapihan sa TIP (Panel Interview 2) • Expectations from Newly Hired Teachers (SH & PSDS) • Pieces of Advice to the Newly Hires Teachers (MT/HT, Teacher Leader and Financially Literate Teacher)		
4:30-5:30	Open Forum		