



July 24, 2019

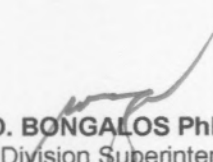
DIVISION MEMORANDUM

No. 477; s. 2019

**REGIONAL ORIENTATION OF NEWLY-HIRED TEACHERS ON TEACHER
INDUCTION PROGRAM**

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

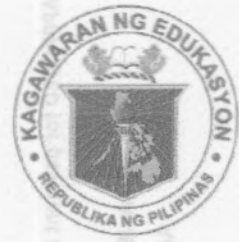
1. Attached are Regional Memoranda No.0373 and N0.0403 s. 2019 announcing the conduct of "Regional Orientation of Newly-Hired Teachers on Teacher Induction Program (TIP)" with the Theme: **TIP: A Step towards Becoming a Proficient and Committed Teacher** "on August 9, 2019, 8:00 to 5:00 PM at the Negros Oriental Convention Center, Dumaguete City.
2. All participants are required to wear **Smart Business Casual Attire** (Please see attached list of participants).
3. The Working Committees as well as the Resource Speakers are advised to attend the technical rehearsal on August 8, 2019, 1:00 PM at the venue stated above.
4. All expenses relative to the venue, supplies and materials, and food (2 snacks and 1 lunch) for the participants shall be charged against TIP Funds while transportation and other incidental expenses shall be charged against their respective School/Local funds subject to the usual accounting and COA auditing rules and regulations.
5. This Division Memorandum also serves as Travel Order for Resource Speakers, Division Working Committee and participants.
6. For details, please see attached communication.
7. For information, guidance and widest dissemination.


WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent

06 AUG 2019



REPUBLIKA NG PILIPINAS
 REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
 DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
 REGION VII, CENTRAL VISAYAS
 Sudlon, Lahug, Cebu City



JUL 16 2019

REGIONAL MEMORANDUM
 No. '0373, s. 2019

**ORIENTATION OF NEWLY-HIRED TEACHERS ON TEACHER
 INDUCTION PROGRAM**

To : **Schools Division Superintendents**
All Others Concerned

1. Pursuant to Republic Act 10533 or Enhanced Basic Education Act 2013 Section 7 which shall mandates the Department of Education through the Teacher Education Council (TEC) in collaboration with relevant partners in government, academe, non-government organizations (NGOs), and industry, this Office shall conduct an Orientation of Newly-Hired Teachers on Teacher Induction Program with the Theme: "*TIP: A Step Towards Becoming a Proficient and Committed Teacher*" on the following clusters, dates and venues:

Clusters	Date	Venue
Cebu Cluster: Bogo, Carcar , Cebu Province, Cebu City, Danao, Lapu-Lapu, Mandaue, Naga, Talisay & Toledo	August 5, 2019	DepEd ECOTECH Center, Sudlon, Lahug, Cebu City
Bohol Cluster: Bohol & Tagbilaran	August 7, 2019	Reyna's Haven Tagbilaran City
Negros Oriental Cluster: Bais, Bayawan, Dumaguete, Guihulngan, Negros Oriental , Siquijor & Tanjay	August 9, 2019	Dumaguete City

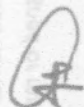
Office of the Director (ORDir), Tel. Nos.: (032) 231-1433; 231-1309; 414-7399; 414-7325; Office of the Assistant Director, Tel. No.: (032) 255-4542
 Field Technical Assistance Division (FTAD), Tel. Nos.: (032) 414-7324 Curriculum Learning Management Division (CLMD), Tel. Nos.: (032) 414-7323
 Quality Assurance Division (QAD), Tel. Nos.: (032) 231-1071 Human Resource Development Division (HRDD), Tel. No.: (032) 255-5239
 Education Support Services Division (ESSD), Tel. No.: (032) 254-7062 Planning, Policy and Research Division (PPRD), Tel. Nos.: (032) 233-9030;
 414-7065 Administrative Division, Tel. Nos.: (032) 414-7326; 414-4367; 414-7366; 414-7322; 414-4367
 Finance Division, Tel. Nos.: (032) 256-2375; 253-8061; 414-7321

"ESD 2015: Karapatan ng Lahat, Pananagutan ng Lahat"

DepEd DIVISION OF NEGROS ORIENTAL

ST/JVY/RHC
HRDD 2019

2. The objectives of this orientation are for the newly-hired teachers to gain deeper understanding on the DepEd Order 43,s.2017 and strengthen commitment on the teaching profession.
3. In this connection, SDOs are requested to submit the list of participants who are the newly-hired teachers for SY 2019-2020 on or before **July 19, 2019** through this email address: rosa.cabotaje@deped.gov.ph.
4. The HRDD and SDO TIP Focal Person/Division TIP Management Teams assigned to the different clusters will have a coordination meeting on **July 23, 2019** at the 3rd Floor Conference Hall, DepEd Region 7, Sudlon, Lahug, Cebu City to strategize the necessary preparations on the conduct of this activity like the preparation in the program implementation, invitation of the resource speakers, moderators, and facilitators, etc.
5. To ensure the health condition of the participants, the Schools Division Superintendents of Cebu City, Cebu, Bohol, Tagbilaran, Dumaguete and Negros Oriental are requested to deploy medical teams during the conduct of the activity.
6. All expenses relative to the venue, materials, and food for the participants shall be charged against TIP funds while transportation other incidental expenses incurred by the Region PMTs , Division TIP moderators, facilitators and resource speakers, shall be charged against local funds subject to the usual accounting and auditing rules and regulations.
7. Immediate dissemination and compliance of this Memorandum to all concerned is desired.

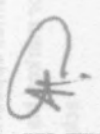

SALUSTIANO T. JIMENEZ, LLB., CESO V
 Assistant Regional Director
 Officer-In-Charge
 Office of the Regional Director

No.	Cluster	Participants	Amount	Remarks
1	NAWANG	100.00	100.00	
2	BAJULISTAN	100.00	100.00	
3	ACADEMIA	100.00	100.00	
4		100.00	100.00	
5		100.00	100.00	
6		100.00	100.00	
7		100.00	100.00	
8		100.00	100.00	
9		100.00	100.00	
10		100.00	100.00	
11		100.00	100.00	
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14		100.00	100.00	
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29		100.00	100.00	
30		100.00	100.00	
31		100.00	100.00	
32		100.00	100.00	
33		100.00	100.00	
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37		100.00	100.00	
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42		100.00	100.00	
43		100.00	100.00	
44		100.00	100.00	
45		100.00	100.00	
46		100.00	100.00	
47		100.00	100.00	
48		100.00	100.00	
49		100.00	100.00	
50		100.00	100.00	

List of Participants for the Coordination Meeting on the Orientation of Newly-Hired Teachers on Teacher Induction Program (TIP) on July 23, 2019 at the DepEd Region 7, 3rd Floor Conference Room, Sudlon, Lahug, Cebu City

Name	Designation	Division
Maria Vanessa Teves	Senior Education Program Specialist	Bais
Myra Socorro R. Paden	Senior Education Program Specialist	Bayawan
Marites Cimeni	Senior Education Program Specialist	Bohol
Apple Maye Susvilla	Education Program Specialist II	Bogo
Juana B. Didiquin	Senior Education Program Specialist	Carcar
John Mick Fernandez	Senior Education Program Specialist	Cebu City
Margarita A. Nierra	Senior Education Program Specialist	Cebu Province
Josie B. Batoon	Senior Education Program Specialist	Danao
Nelson A. Caday	Chief, SGOD	Dumaguete
Margie Q. Caseres	Senior Education Program Specialist	Guihulngan
Ma. Socorro G. Cuizon	Senior Education Program Specialist	Lapu-Lapu
Dr. Ma. Divina M. Flores	Public Schools District Supervisor	Mandaue
Yvonne M. Burbos	Senior Education Program Specialist	City of Naga
Dr. Dan Alar	Education Program Supervisor	Negros Oriental
Eden D. Bation	Senior Education Program Specialist	Siquijor
Filomena C. Tanggaan	Senior Education Program Specialist	Tagbilaran
Dr. Pedrito S. Ocba, Jr.	Senior Education Program Specialist	Talisay
Paulita Limbaga	Administrative Officer V	Tanjay
Dr. Gemma Gay T. Alvez	Chief, SGOD	Toledo
ALL HRDD Staff		

Approved:


SALUSTIANO T. JIMENEZ, LLB, CESO V
 Assistant Regional Director
 Officer-In-Charge
 Office of the Regional Director

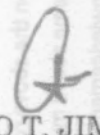
STJ/VY/rac
HRDD 2019

**ORIENTATION OF NEWLY-HIRED TEACHERS
ON TEACHER INDUCTION PROGRAM**

Program Management Team (PMT)

Program Director	RD Salustiano T. Jimenez
Program Manager	Dr. Victor V. Yntig, Chief, HRDD
Assistant Program Managers	Mr. Misael G. Borgonia, Chief, PPRD & FTAD Dr. Maria Jesusa Despojo, Chief, CLMD Dr. Emiliano B. Elnar, Jr., Chief, QAD Dr. Benjamin Tiongzon, Chief, ASD Mr. Tomas T. Pastor, Chief, ESSD
Finance Officer	Mr. Sylvio Sabino, Chief, FD
Training Managers:	Dr. Rosa H. Cabotaje, EPS, HRDD Ms. Helen D. Sabino, EPS, HRDD
Co- Training Managers	Dr. Mitchelin Micabani, EPS, HRDD Dr. Ricky Yabo, EPS II, HRDD
Secretariat/ Logistic Officers	Mr. Rosario M. Pagal, HRDD Ms. Roselle S. Aguilar, Dorm Manager, HRDD
GAME	Dr. Eduardo Omana, EPS, QAD Ms. Cynthia Miro, EPS, QAD Ms. Merden L. Bryant Ms. Doris Esmero, EPS, FTAD Dr. Grace Capangpangan, FTAD
Cluster Technical Working Group Members	All TIP Division TIP Focal Persons
CO/ TEC Monitoring	Director Runvi V. Manguerra, TEC Dr. Jayson Peñafiel, TEC TEC Staff

Approved:

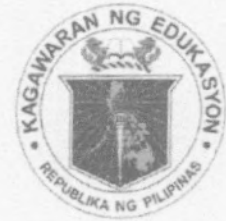

SALUSTIANO T. JIMENEZ, LLB, CESO V
 Assistant Regional Director
 Officer-In-Charge
 Office of the Regional Director

STJ/VVY/rac
HRDD 2019

no.	signature of payee	TOTAL	allowance subject with contribution
1		7,000.00	
2		0.00	
3		500.00	
4		500.00	
5		500.00	
6		500.00	
7		500.00	
8		500.00	
9		500.00	
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49		500.00	
50		500.00	



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DEPARTMENT OF EDUCATION
REHIYON VII, GITNANG VISAYAS
REGION VII, CENTRAL VISAYAS
Sudlon, Lahug, Cebu City



AUG 02 2019

REGIONAL MEMORANDUM

No. **0403**, s. 2019

ADDENDUM TO REGIONAL MEMORANDUM NO. 0373, s. 2019
(Orientation of Newly-Hired Teachers on Teacher Induction Program)

To : **Schools Division Superintendents**
All Others Concerned

1. Relative to Regional Memorandum No.0373, s.2019 entitled "Orientation of Newly-Hired Teachers on Teacher Induction Program" dated July 16, 2019 the following information is hereby added:

- o Enclosure No. 1 - TIP Program Schedule Matrix
- o Enclosure No. 2 - TIP Working Committees and Resource Speakers (Cebu Cluster)
- o Enclosure No.2.a - TIP Working Committees and Resource Speakers (Bohol Cluster)
- o Enclosure No.2.b - TIP Working Committees and Resource Speakers (Negros Oriental Cluster)
- o Enclosure No.3 - TIP List of Participants

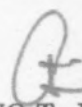
2. All members of the program management team are expected to be at the identified venue a day before the actual conduct of the activity at 8:00 AM for the usual preparations.

3. The participants shall be entitled to service credits in accordance with the provisions of DepEd Order No.19, s. 2011, and DepEd Order No.53,s.2013. Likewise, non-teaching personnel including program management staff, resource speakers, and working committees shall be provided with Compensatory -Time-Off (CTO) on the activity days which fall on Saturday, Sunday, and Holiday per CSC and DBM Joint Circular No.2,s.2004.

4. This Memorandum serves as **Travel Order**.

5. All other provisions of the said Memorandum still remain.

6. For proper guidance and compliance.


SALUSTIANO T. JIMENEZ, LLB, CESO V
Director III
OIC, Office of the Regional Director

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"EFA 2015: Karapatan ng Lahat, Pananagutan ng Lahat"

Enclosure No. 1 to Regional Memorandum No. , s. 2019



Republic of the Philippines
Department of Education
Office of the Secretary
TEACHER EDUCATION COUNCIL



Orientation of Newly-Hired Teachers on Teacher Induction Program

Theme: *"TIP: A Step towards Becoming a Proficient and Committed Teacher"*

Objectives:

1. Gain deeper understanding on the DepEd Order 43, s.2017; and
2. Strengthen commitment on the teaching profession.

Program of Activities

Time	Activity	In-charge
7:00 - 7:30	Arrival and Registration	Secretariat
7:30 - 8:00	Opening Program <ul style="list-style-type: none"> • National Anthem • Opening Prayer • TECexercise • Attendance Check • House R.U.L.E.S. • Welcome Remarks • Statement of Purpose • QAME Mechanism 	HRD Division
8:00 - 8:45	Session 1 <i>The TIP Policy and TIP Modules: An overview</i>	TEC Representative/ HRDD Chief
8:45 - 9:15	Session 2 <i>Teacher's and Mentor's Travelogue on TIP</i>	1 Newly hired teacher - Year 1; 1 Mentor
9:15 - 9:45	Session 3 <i>Journey of An Outstanding Teacher: Teacher na lodi at Petmalu</i>	Teacher Awardee
9:45 - 10:15	Morning Tea	
10:15 - 11:00	Session 4 <i>Introduction to RPMS-PPST, COT, e-SAT, Portfolio Preparation</i>	Focal Person
11:00 - 12:00	Open Forum	SGO Division
12:00 - 1:00	Lunch Break	
1:00 - 3:00	Kapihan sa TIP (Panel Interview 1) <ul style="list-style-type: none"> • Teacher's Benefits and Safety <ul style="list-style-type: none"> - CSC - GSIS - PhilHealth - PAG-IBIG - PAU/Legal Officer 	Resource Persons
3:00 - 4:30	Kapihan sa TIP (Panel Interview 2) <ul style="list-style-type: none"> • RPSU • HRMO Personnel • Financially-literate teacher <i>Note: Questions may be written in a strip of paper and to be given to the moderator.</i>	Resource Persons
4:30 - 5:00	Closing Program <ul style="list-style-type: none"> • Pledge of Commitment • Awarding of Certificate 	

Clusters / Date / Venue	Working Committees
<p>Negros Oriental Cluster: Bais, Bayawan, Dumaguete, Guihulngan, Negros Oriental, Siquijor & Tanjay</p> <p>August 9, 2019</p> <p>Negros Oriental Convention Center Plenary Hall, Dumaguete City</p>	<p>Program Coordinator/Security - Mr. Nelson Caday-Dumaguete City Asst. Program Coordinator - Dr. Dan P. Alar- Negros Oriental Registration & Attendance - Ms. Ma. Vanessa Teves-Bais City Ms. Luna Fe Esler-Bais City</p> <p>Program & Invitation/ Communication - Dr. Grace Catacutan- Tanjay City Mrs. Michelle Ozoa- Tanjay City Paulita Limbaga-Tanjay City</p> <p>Documentation - Eden Bation - Siquijor</p> <p>Certificates & Tokens - Dr. Margie Caceres – Guihulngan City Mr. Vicente Rondubio- Guihulngan City</p> <p>Stage Decoration -Dr. Dan P. Alar Ms. Iryll Mae S. Macahig –Negros Oriental</p> <p>Reception -Mrs. Joesan Ramos -Dumaguete City Dr. Jaymar Umbac – Dumaguete City</p> <p>Usherette - Ms. Myra Socorro Paden-Bayawan City Mrs. Argene Glodove –Bayawan City</p> <p>Medics & Welfare - Ms. Iryll Mae S. Macahig</p> <p>Food/Venue/ Accommodation /Sound System/Multi-Media/ Media/Certificate Frames & Other Logistics - Mrs. Myra Paden Mr. Rosario Pagal - HRDD</p> <p>Training Kits - Dr. Ricky S. Yabo- HRDD</p> <p>Moderators - Dr. Jaymar T. Umbac Gracia Rodel Deloria-Negros Oriental Rolyn Jane Catanos- Negros Oriental</p> <p>QATAME -Michelle Ozoa Margie Caceres Merden Bryant - QAD Cynthia Miro - QAD</p> <p>Overall Coordinator - Dr. Rosa H. Cabotaje- HRDD</p> <p>Resource Speakers Director Runvie D. Manguerra - Teacher Education Council Jayson Peñafiel - TEC Ms. Sheba S. Salido - Tanjay City Haide Y. Duran - Dumaguete City Rosita S. Agan - Siquijor Arvin Magpiyong - Siquijor Dr. Victor V. Yntig - Chief, HRDD Miss Paulita Limbaga - AO V, Tanjay Dr. Marian Espinosa - Negros Oriental</p>

**2019 Orientation of Newly-Hired Teachers on TIP List of Participants
NEGROS CLUSTER**

NEGROS ORIENTAL

	Name
1	Nickeve Jane M. Raclip
2	Perlin P. Villacorta
3	Mardie Retes
4	Ronalyn P. Luyas
5	Herlie A. Noberiano
6	Dusty Luke Jade A. Viloría
7	Perl Blanc C. Ramirez
8	Archie G. Ternate
9	Joy T. Juanillo
10	Josel M. Silva
11	Muriel E. Cervantes
12	Maria Fe C. Requina
13	Jomar C. Tagbar
14	Roger B. Bolinggo
15	Lyn-No A. Regalado
16	Angelica G. Bajar
17	Meralyn L. Villarmia
18	Marcheliza M. Abrasaldo
19	Marcelo M. Magalso
20	Katrina N. Carballo
21	Lucibelle Marie L. Pedrona
22	Maria Norly A. Cachuela
23	Melissa Louella C. Marino
24	Rhodelyn A. Pantoja
25	Lynn Ruth F. Cabuyoc
26	Dianah Mae E. Calog
27	Clinton T. Dayot
28	Anna Grace C. Amper
29	Gerry E. Rio
30	Michael T. Rodel
31	Junalyn T. Estoya
32	Mary Ann C. Pael
33	Marialyn G. Javines
34	Ronel L. Alijado
35	Josephine T. Carin
36	Susan T. Sonlit
37	Aljun S. Alunan
38	Shena Marie V. Villacarlos

	Name
81	Lee Lyne S. De Los Santos
82	Shiela F. Romano
83	Monette E. Academia
84	Debonie M. Baguio
85	Vanessa V. Monta
86	Flouramie A. Pacunla
87	Gemera L. Guintos
88	Cecile A. Lopez
89	Ma. Lourdes M. Moreño
90	Maycil R. Omecilio
91	Flordeliza M. Pat
92	Ma. Florenda M. Perolino
93	Shelbeth V. Aurelio
94	Anlyn S. Briones
95	Mary Louredel R. Cabonilas
96	Febelyn L. Curativo
97	Cherry May P. Libradilla
98	Chaifel G. Mananquil
99	Mary Lourd Monebit
100	Kenny E. Pastor
101	Cleofe P. Saguban
102	Lhea Marie G. Salacut
103	Rodolfo Jr. C. Sayo
104	Marben B. Garces
105	Engelito C. Fabillaran
106	Monaliza A. Comendador
107	Karen P. Abendan
108	Janice A. Balansag
109	Roseby A. Deo
110	Julimer O. Maghinay
111	Rose-Ann C. Mariño
112	Godwin C. Quiliope
113	Ruth E. Albiño
114	Mellhar D. Alpas
115	Vevelyn F. Buenavista
116	Stefanie A. Gantalao
117	An-An C. Maquilan
118	Felly N. Mission

39	Christine B. Abjelina	119	Jay Dawn B. Radan
40	Emy Joy E. Alcaide	120	Blessly N. Tegres
41	Joy C. Kadusale	121	Jerly C. Vargas
42	Mary Joy C. Cacaldo	122	Jils C. Matusalem
43	Cherry Mae L. Palmares	123	Mylie J. Badoy
44	Ronalyn Jane O. Devibar	124	Frances Mark A. Cabusog
45	Regine Mae M. Kilapkilap	125	Rea Mae Q. Caducoy
46	Christiana Vina B. Concepcion	126	Dolly Vy L. Ramirez
47	Kareene Mae A. Acibo	127	Jeoani B. Doing
48	Marie May R. Dela Torre	128	Reshel R. Quilnet
49	Cindy A. Ceriales	129	Roxanne E. Rusiana
50	Cherry Mae L. Estoconing	130	Shirley Rose V. Cafino
51	Glenn T. Navarro	131	Jeffrey R. Fajardo
52	Andrew R. Dejos	132	Melchie L. Futralan
53	Sheilamae A. Jandog	133	Maricel L. Barredo
54	Madilyn V. Misal	134	Ana Z. Beramo
55	Jahn Rose C. Jadraque	135	Gleceryl B. Catubay
56	May Cyrille S. Tubat	136	Janine A. Gaitera
57	Jesslie May P. Pajayat	137	Ma. Izza M. Rubio
58	Jeson B. Moreno	138	Lunita F. Catacutan
59	Chlairece B. Pabillano	139	Veronica Q. Jumoad
60	Christiana Vina B. Concepcion	140	Karen Rose D. Pescante
61	Paul Anka B. Uy	141	Giecel P. Ta-Ala
62	Maricel A. Baldevino	142	Eva Lilia Luz T. Cadungog
63	Cristy B. Narciso	143	Jenefer E. Magbanua
64	Jenette T. Remollo	144	Mailyn C. Pacunla
65	Roy G. Enclonar	145	Junday V. Malipaonon
66	Jerome Reso-Or	146	Reymar R. Yosores
67	Christal Jane A. Dionanao	147	Marilou B. Alburo
68	Marjorie A. Zerna	148	Celeste L. Viente
69	Brixler L. Patris	149	Anecita P. Uy
70	Jose Russel M. Pinili	150	Felsha Mae A. Amosco
71	Trini F. Laspiñas	151	Giefred Steph L. Galas
72	Irene A. Palumar	152	John Rey G. Lazaga
73	Dwight J. Templado	153	Elena B. Llanera
74	Chrissie Kyell M. Trinidad	154	Jesa M. Lope
75	Carleen B. Villamil	155	Rizalyn A. Modesto
76	Ashiela D. Cabrera	156	Janet N. Sibugan
77	Gisselle R. Tan	157	Joemar B. Villa
78	Christine P. Jumoad	158	Princess Nicole Lugtu
79	Russel M. Emperado	159	Joy M. Gabay
80	Jeza R. Dayahan	160	Jee Ar F. Acosta