



Republic of the Philippines
Department of Education
REGION IV-A CALABARZON
SCHOOLS DIVISION OF BATANGAS

26 Aug 2026

DIVISION MEMORANDUM

No. 434s. 2026

**2026 DIVISION ORIENTATION ON TEACHER INDUCTION PROGRAM:
PREPARING BEGINNING TEACHERS FOR PROFESSIONAL
PRACTICE AND CONTINUOUS PROFESSIONAL GROWTH**

To: Assistant Schools Division Superintendent
Chief – Curriculum Implementation Division
OIC Chief – Schools Governance & Operations Division
Public Schools District Supervisors/ Coordinators
Elementary and Secondary Schools Heads
All Others Concerned

1. Pursuant to Section 7 of Republic Act No. 10533, otherwise known as the *Enhanced Basic Education Act of 2013*, which mandates the Department of Education (DepEd), through the Teacher Education Council, to implement support programs for teachers, the Schools Division Office (SDO) of Batangas Province, Region IV-A CALABARZON, shall conduct the **2026 Division Orientation on the Teacher Induction Program: Preparing Beginning Teachers for Professional Practice and Continuous Professional Growth** on **September 10-11, 2026**. The venue for this two-day activity is yet to be determined and shall be announced through a separate issuance.

2. This training aims for the participants to have an in-depth understanding of the following:

- DepEd Mission, Vision, and Core Values
- Professional Development and SDO Organizational Structures
- Teachers' Code of Ethics
- Overview, Objectives, Components, Roles of Beginning Teachers, Mentors and School Heads
- Introduction to the six self-learning courses and expected outputs
- Orientation on timeline, mentoring sessions, LAC participation, portfolio requirements, monitoring and completion schedule
- Salary Structure, GSIS, PhilHealth, Pag-IBIG, Leave Benefits, Service Credits, Payroll Procedures, Employee Welfare Programs
- RPMS Cycle, PPST Indicators, Performance Planning, Coaching, Mid-Year and Year-End Reviews, Professional Development Planning
- Continuous Professional Development, NEAP Programs, Graduate Studies, Career Progression, Learning Action Cells, Mentoring
- Individual Professional Development Planning aligned with PPST



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3. The participants in this professional development activity are newly hired Teacher I personnel in the Schools Division of Batangas Province for School Years 2025-2026 and 2026-2027, beginning teachers who have not yet completed the Teacher Induction Program (TIP), and selected school heads and TIP Coordinators. Teacher-participants are required to wear a white polo shirt and black pants and bring one (1) medium-sized white candle with a cardboard holder.
4. The first meal to be provided will be breakfast on the day 1, and the last meal will be afternoon snacks on day 2.
5. This Memorandum serves as the Travel Authority of the participants and of the members of the Training Management Team.
6. Expenses (venue & accommodation) incurred in the conduct of this activity will be charged against 2026 HRTD Fund. Travel expenses shall be charged against Local/School and/or SDO MOOE subject to the usual accounting and COA rules and regulations.
7. For clarification and further information, concerned personnel may communicate with Ms. Evelyn C. Sagun, SEPS - HRDS and/or Ms. Leoncia B. Maramot, ESP II - HRDS through FB Messenger.
8. Immediate dissemination and strict compliance with this Memorandum are highly expected.


MARITES A. IBÁÑEZ, CESO V
Schools Division Superintendent 

Encl. As stated

Reference: Republic Act 10533

To be indicated in the Perpetual Index under the following subject:

Issuances- Division Memorandum

ECS/2026 Division Orientation on the Teacher Induction Program: Preparing Beginning Teachers for Professional Practice and Continuous Professional Growth /R2-155214/ 08/26/2026



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 AND CONTINUOUS PROFESSIONAL GROWTH**

September 10 & 11, 2026
 TBD

MATRIX

Theme: "Beginning Strong, Growing Together, Teaching with Purpose."

DAY 1			
TIME	SESSION	LEARNING FOCUS	FACILITATOR
7:30 – 8:30	Registration	Attendance and Distribution of Materials	HRDS Team
8:30 – 9:00	Opening Program	National Anthem, Prayer, Opening Message, Statement of Purpose	Program Committee
9:00 – 9:30	Inspirational Message	Welcome Beginning Teachers to the DepEd Family	SDS/ASDS
9:30 – 10:30	Session 1. Becoming a DepEd Professional	DepEd Vision, Mission, Core Values, Quality Policy, Organizational Structure	LF
10:30 – 10:45	Health Break		
10:45 – 12:00	Session 2. Professional Ethics and Conduct	Code of Ethics for Professional Teachers, Civil Service Values, Professional Behavior, Rights and Responsibilities	LF
12:00 – 1:00	Lunch Break		
1:00 – 2:30	Session 3. Understanding the Enhanced Teacher Induction Program (E-TIP)	Overview, Objectives, Components, Roles of Beginning Teachers, Mentors and School Heads	LF
2:30 – 3:15	Session 4. Walkthrough of the Six (6) E-TIP Courses	Introduction to the six self-learning courses and expected outputs	LF
3:15 – 3:30	Health Break		



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3:30 – 4:30	Session 5. Suggested Division Implementation Schedule	Orientation on timeline, mentoring sessions, LAC participation, portfolio requirements, monitoring and completion schedule	HRDS
4:30 – 5:00	Reflection Activity	"My Journey as a Beginning Teacher"	Program Facilitator
	End of Day Evaluation		

DAY 2			
TIME	SESSION	LEARNING FOCUS	FACILITATOR
8:00 – 8:15	Recapitulation	Day 1 Highlights	Selected Participants
8:15 – 9:45	Session 6. Salaries, Benefits and Employee Welfare	Salary Structure, GSIS, PhilHealth, Pag-IBIG, Leave Benefits, Service Credits, Payroll Procedures, Employee Welfare Programs	HRMO/Accounting
9:45 – 10:00	Health Break		
10:00 – 11:30	Session 7. Performance Management and Evaluation System (PMES)	RPMS Cycle, PPST Indicators, Performance Planning, Coaching, Mid- Year and Year-End Reviews, Professional Development Planning	LF
11:30 – 12:00	Open Forum	Clarifications on PMES and Employee Concerns	Panel
12:00 – 1:00	Lunch Break		
1:00 – 2:30	Session 8. Professional Growth Pathways	Continuous Professional Development, NEAP Programs, Graduate	



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	for Beginning Teachers	Studies, Career Progression, Learning Action Cells, Mentoring	
2:30 – 3:15	Session 9. Preparing Your Professional Development Plan	Individual Professional Development Planning aligned with PPST	
3:15 – 3:30	Health Break		
3:30 – 4:15	Commitment Setting	Personal Commitment and Action Planning	Facilitator
4:15 – 4:45	Evaluation	Post-Test, Program Evaluation	HRDS
4:45 – 5:00	Closing Program	Closing Message and Awarding of Certificates	SDS/ASDS



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September 10 & 11, 2026
 TBD

LIST OF PARTICIPANTS

NO	NAME	SCHOOL	SUB-OFFICE
1	CHRISTIAN M. DE LEON	Agoncillo Senior High School	Agoncillo
2	CHRISTIAN S. ALILIO	Banyaga National High School	Agoncillo
3	JOANNE E.GARCIA	Banyaga National High School	Agoncillo
4	CATHERINE A. ADAN	San Jose T. Reyes Integrated School	Alitagtag
5	RIZZALEEN L. CONCEPCION	Cepriana Ascue Memorial Elementary School	Balayan West
6	MA. VERONICA D. MACALALAD	Canda Integrated School	Balayan West
7	ALICE C. MATIRA	Dr. Jose A. Alaras Elementary School	Balayan West
8	ADRIAN COLE P. BALBAGO	Balayan Senior High School	Balayan West
9	CHARMAINE JOY G. CABILLO	Balayan East Central School	Balayan East
10	MARIA SARA C. TOLENTINO	Dao Elementary School	Balayan East
11	CHONA C. DE LA VEGA	Lucban National High School	Balayan East
12	MONETH P. YUSI	Sampaga Elementary School	Balayan East
13	ABEGAIL B. ATIENZA	Dao Elementary School	Balayan East
14	MIRASOL C. LOPEZ	Balayan National High School	Balayan East
15	MICAELA A. INCILAN	Balayan National High School	Balayan East
16	KRISTHIA CYRA D. RIVERA	Balayan National High School	Balayan East
17	JESSA MARIE H. BALDEVIA	Balete National High School	Balete
18	JANE AIZEL A. DE SAGUN	Palsara Elementary School	Balete
19	KAREN M. MERCADO	Emilia L. Malabanan Integrated School	Balete
20	JAZZEL ANNE C. MAULLON	Manghinao Elementary School	Bauan East
21	DAN-CAN S. MADICLUM	Bauan Technical Integrated High School	Bauan West
22	MILCA JANE L. PASAOL	Bauan Technical Integrated High School	Bauan West



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23	MARIELLE I. RICAHUERTA	Bauan Technical Integrated High School	Bauan West
24	RALPH JOSEPH C. ABU	Bauan Technical Integrated High School	Bauan West
25	GEMMA M. MARAVILLA	Bauan Technical Integrated High School	Bauan West
26	MARA VEIL F. DE CASTRO	Bauan Technical Integrated High School	Bauan West
27	JAMAICA MARYROSE C. ABANES	Inicbulan Elementary School	Bauan West
28	JEMALYN S. PERIO	Calatagan 2.0 National High School	Calatagan
29	ANGELIE MAE C. TAGUIBAO	Calatagan 2.0 National High School	Calatagan
30	MARY GRACE P. BASCO	Angelita Zobel Elementary School	Calatagan
31	ANGELIKA D. DIÑO	Calatagan 2.0 National High School	Calatagan
32	MARIENNE A. REYES	Calatagan 2.0 National High School	Calatagan
33	REA C. TOLENTINO	Calatagan 2.0 National High School	Calatagan
34	SEAN JAY B. TOLENTINO	Calatagan 2.0 National High School	Calatagan
35	EVA M. ADAN	Fermin La Rosa National High School	Cuenca
36	JENNYCA M. ALTAR	Labac Elementary School	Cuenca
37	LOIDA M. LAQUI	Don Juan Integrated School	Cuenca
38	RIZA M. ABRACIA	Lumampao Elementary School	Cuenca
39	JAY ANN M. ABADILLA	Lumampao Elementary School	Cuenca
40	RAQUEL M. MONTERDE	Fermin La Rosa National High School	Cuenca
41	AHNGEL D. JAVIER	Ibaan Central School	Ibaan
42	TRISHA M. MENINTIGAR	Maximo T. Hernandez Memorial Integrated High School	Ibaan
43	ERIC AMIEL E. VISPO	Ibaan Central School	Ibaan
44	RUTH CATHERINE A. AGUIRRE	San Agustin Integrated School	Ibaan
45	MICHAEL B. ARTISTA	San Gregorio Annex Elementary School	Laurel
46	GENEVIEV D. ALCAZAR	Bignay Elementary School	Laurel
47	MARIELLE M. AMO	Placido T. Amo Senior High School	Laurel
48	JENELYN C. GANABA	Wenceslao Trinidad Memorial National High School	Laurel
49	GREGORIA G. CALDERON	San Gregorio Annex Elementary School	Laurel
50	WID M. BONADO	Governor Feliciano Leviste Memorial National High School	Lemery
51	JUDY ANN D. ALCANTARA	Governor Feliciano Leviste Memorial National High School	Lemery
52	CHRISTOPHER L. DE ROXAS	Gov. Feliciano Leviste Memorial National High School	Lemery



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53	JAYSON C. CORONEL	Governor Feliciano Leviste Memorial National High School	Lemery
54	RYAN CHRISTOPHER D. BUCAD	Governor Feliciano Leviste Memorial National High School	Lemery
55	JEANETTE L. MARAÑON	Bukal Elementary School	Lemery
56	CAMILLE JOY C. MALAY	Payapa Elementary School	Lemery
57	CRISTINE C. MORENO	Ruperto Venturanza Central School	Lemery
58	JEMMALYN A. VILLEGAS	Governor Feliciano Leviste Memorial National High School	Lemery
59	RHEALYN L. METRILLO	Bukal Elementary School	Lemery
60	JESSA V. SADSAD	Lian National High School	Lian
61	MARIA VANETTE J. ORDOÑA	Lian National High School	Lian
62	HONEY GRACE L. MARANAN	Malaruhatan Elementary School	Lian
63	MARY HUNNA PAMELA C. BAYLOSIS	Malaruhatan Elementary School	Lian
64	MARY CAMILLE L. ANDALLON	Luyahan Elementary School	Lian
65	REANIE ROSE D. ASI	Calumpit Elementary School	Lobo
66	RYAN I. LABASA	Malabrigo National High School	Lobo
67	JHEN MHA E. M. DUEÑAS	Masaguitsit-Banalo National High School	Lobo
68	JOSE EMMANUEL C. ATIENZA	Lobo Senior High School	Lobo
69	ALONA A. GAYETA	San Nicolas Elementary School	Lobo
70	NEI ANN MEI D. CAGUICLA	San Nicolas Elementary School	Lobo
71	DANIEL MARTIN E. FERRER	Lobo Senior High School	Lobo
72	DANNILYN G. BEREDO	Masaguitsit-Banalo National High School	Lobo
73	IVY S. BRUCAL	Mainaga-San Francisco Integrated School	Mabini
74	MICHELLE S. ALTES	Talaga Elementary School	Mabini
75	ERICKA M. MAGDARAOG	Anselmo A Sandoval Memorial National High School	Mabini
76	KAREN B. DE AUSTRIA	Gasang Elementary School	Mabini
77	ZYREN JOY M. RESURRECCION	Panay Elementary School	Mabini
78	JESEPH C. BAUTISTA	Laurel Elementary School	Mabini
79	MARIA CRISOL C. TAG-AT	Luta Sur National High School	Malvar
80	ABEGAIL M. LACBAY	San Pedro Elementary School	Malvar
81	APRIL JOY L. MASCARIÑA	San Gregorio Elementary School	Malvar



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82	CHRISTINE M. MILLAVE	Miguel Aranda Memorial Elementary School	Malvar
83	DIANA AMOR L. DIMAANO	Malvar School of Arts and Trade	Malvar
84	MA. BERNADETTE SAAGUNDO	San Isidro Elementary School	Malvar
85	DIORYLIN O. RODRIGUEZ	Malvar Senior High School	Malvar
86	JINKY A. TOLENTINO	Bayorbor National High School	Mataasnakahoy
87	REVE JEAN C. NARIO	Paaralang Elementarya ng Kinalaglagan	Mataasnakahoy
88	ALYSA N. AMAZONA	Paaralang Elementarya ng Kinalaglagan	Mataasnakahoy
89	TRIXIE ANNE M. CUSTODIO	Paaralang Elementarya ng Kinalaglagan	Mataasnakahoy
90	BABY FLOR D. REVAÑO	Santol-Manggahan Elementary School	Mataasnakahoy
91	ALYANNA AUBREY MARIE G. GAA	Looc National High School	Nasugbu East
92	LUVIMIRE T. PEREZ	Bilaran National High School	Nasugbu East
93	JIASMINNE D. CABAÑES	Malapad na Bato Elementary School	Nasugbu East
94	CEDRICK D. MALLARI	Bilaran National High School	Nasugbu East
95	KAYCEE M. CABINGAN	Malapad na Bato National High School	Nasugbu East
96	MARK JAYSON D. SALGADO	Lumbangan National High School	Nasugbu East
97	JENNELYN E. HERNANDEZ	Nasugbu National High School	Nasugbu West
98	SAILA MAY N. ENICAME	Nasugbu West Central School	Nasugbu West
99	JHOVAN M. ULARTE	Balokbalok Elementary School	Nasugbu West
100	RUBIE CATE M. PERNO	Papaya Elementary School	Nasugbu West
101	JOEL E. MARASIGAN	Pantalan Senior High School	Nasugbu West
102	NORILYN JEAN B. RIVAL	Papaya Elementary School	Nasugbu West
103	DRANREB D. ORTEGA	Nasugbu West Central School	Nasugbu West
104	ANGELA L. PARAFINA	Bunducan National High School	Nasugbu West
105	NOVA H. DELA VEGA	Pantalan Senior High School	Nasugbu West
106	ARHNNIE JOIE S. ZAFRA	Pantalan Senior High School	Nasugbu West
107	JAYSON B. DE ASIS	Nasugbu National High School	Nasugbu West
108	ROSE ANN S. BAYANI	Nasugbu National High School	Nasugbu WES
109	ARLENE C. MACATANGAY	San Miguel Elementary School	Padre Garcia
110	JENNEL P. GOROSPE	Padre Garcia Central School	Padre Garcia
111	CHARIZE C. CORNEJO	Bukal Integrated National High School	Padre Garcia
112	MELVIN U. LINDOG	San Felipe Elementary School	Padre Garcia
113	MICHELLE L. MANUEL	Pinagsibaan Integrated School	Rosario East



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114	DIVINE D. NUNAG	Baybayin Integrated National High School	Rosario East
115	MELANIE D. MIÑA	Baybayin Elementary School	Rosario East
116	MA. ELIZA A. DIVINAGRACIA	Macalamcam B National High School	Rosario East
117	GEORGIA C. MAGTIBAY	Macalamcam B National High School	Rosario East
118	CHRISTINE JOY R. MASILUNGAN	Balibago Elementary School	Rosario East
119	JOY T. MONTEALTO	Pinagsibaan Integrated School	Rosario East
120	DARYL E. UMALI	Malinao Elementary School	Rosario East
121	REALYN B. ROCHA	Nasi Elementary School	Rosario East
122	RODORA C. GUIRIBA	Leon M. Manigbas Elementary School	Rosario East
123	ANGELO P. TABUNGAR	Rosario Integrated National High School	Rosario West
124	MARISSA P. ABARQUEZ	Tilaga Elementary School	Rosario West
125	TESSIE D. DE VILLA	Taysan San Jose Integrated National High School	San Jose
126	JACKQUELYN J. MOOG	Taysan San Jose Integrated National High School	San Jose
127	JOYMIE ANN L. RAMIREZ	Bigain Integrated School	San Jose
128	JULIE ANN D. MERCADO	Taysan San Jose Integrated National High School	San Jose
129	LOVELY C. PACIS	Galamay-Amo Elementary School	San Jose
130	REENA MARIE A. ROBLES	Taysan San Jose Integrated National High School	San Jose
131	MA. CONCEPCION S. UMALI	Wenceslao I. Llana Memorial School	San Juan East
132	RHEA JOY G. MAULEON	Catmon Elementary School	San Juan East
133	DARL VINCE C. CAGALINGAN	Tipas Integrated High School	San Juan East
134	RAYNAN A. TOBEO	Lipahan National High School	San Juan East
135	KAYE ANN Y. ARELLANO	Paaralang Elementarya ng Calubcub I	San Juan- East
136	JOYCE ANN E. GOC	Abung Elementary School	San Juan East
137	JUDY ANN K. CAPONPON	Paaralang Elementarya Ng Calubcub I	San Juan East
138	KRIS PAULENE B. CAY	Wenceslao I. Llana Memorial School	San Juan East
139	HIASEL D. MALDO	Hugom Elementary School	San Juan East
140	BENJIE R. MAGAMPON	Wenceslao I. Llana Memorial School	San Juan East
141	NISSA D. MAGBAGO	Paaralang Elementarya ng Calubcub 1	San Juan East
142	MARY JOYCE G. EJES	Sampiro Integrated Senior High School	San Juan West
143	JOAN N. DELGADO	Libato Elementary School	San Juan West
144	MAE R. DIMACULANGAN	Buhaynasapa Integrated National High School	San Juan West



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145	JULIUS A. BALAYAN	Buhaynasapa Integrated National High School	San Juan West
146	FEVY MAE M. CARANDANG	Paaralang Elementarya ng Buhaynasapa	San Juan West
147	JERWIN M. BAGNES	Sampiro Integrated Senior High School	San Juan West
148	MITSKU NERISSA S. PATALINGHUG	Buhaynasapa Integrated National High School	San Juan West
149	HARLYN JOY V. BAEZ	Libjo Sapangan Elementary School	San Juan West
150	SHIERYL G. ENDOZO	San Luis Senior High School	San Luis
151	RITCHE L. HERNANDEZ	Balite Primary School	San Luis
152	MONNETTE M. MORAN	Luya Integrated School	San Luis
153	MICAH C. SY	Luya Integrated School	San Luis
154	ANABEL H. MANALO	Banoyo Integrated National High School	San Luis
155	KRIZZIA MEI H. DE CLARO	San Luis Senior High School	San Luis
156	ELLA MAE H. ATIENZA	San Luis Senior High School	San Luis
157	JELENE A. CARABLE	Banoyo Integrated National High School	San Luis
158	MARICRIS I. ARTEZA	Durungao Elementary School	San Luis
159	MARY JOY D. CABRAL	San Antonio Elementary School	San Luis
160	MARICEL D. CASILIHAN	Balete Elementary School	San Nicolas
161	MARIE VIVIEN D. GAMO	Abelo Elementary School	San Nicolas
162	CYRIL KIM S. CANTAL	San Nicolas Integrated High School	San Nicolas
163	CELESTE A. BAGUNA	San Pascual National High School	San Pascual
164	DIANE R. YACO	Bayanan National High School	San Pascual
165	MERVIN JASON N. BON SOL	San Pascual National High School	San Pascual
166	ALJON A. DIMAUNAHAN	Laurel Elementary School	San Pascual
167	REAH MAE T. DALISAY	Balimbing Elementary School	San Pascual
168	DIANA ROSE D. DIMAPASOC	San Pascual Senior High School 1	San Pascual
169	RACHEL R. LAZARO	Pook Ni Banal Elementary School	San Pascual
170	MYLENE M. JUMARANG	Sampa-Pacifico Integrated School (Kto12)	Sta. Teresita
171	VINCENT C. SEGUNIAL	Sampa-Pacifico Integrated School K To 12	Sta. Teresita
172	ROSE ANN M. DE CHAVEZ	Jorge M. Atienza Elementary School	Sta. Teresita
173	MA. JANNELLA V. GUBI	Jorge M. Atienza Elementary School	Sta. Teresita
174	MARY ROSE M. DE ROXAS	Tambo Integrated School	Sta. Teresita



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175	MARJORIE M. VALENCIA	Irukan-Kalayaan Elementary School	Sta. Teresita
176	CHERRY L. D. VILLANUEVA	Tambo Integrated School	Sta. Teresita
177	CARMINA D. MORETO	Taal Senior High School	Taal
178	JERI-MEI D. CADIZ	Taal Senior High School	Taal
179	AIRASHAMAE C. BARREDO	Cubamba Integrated School	Taal
180	MAY JOY L. DE VILLA	Cubamba Gahol Integrated School	Taal
181	HARLENE D. VILLOSTAS	Cubamba Integrated School	Taal
182	IVY ROSE C. BALBA	Balas Elementary School	Talisay
183	LALEINE MAE A. HERNANDEZ	Talisay Senior High School	Talisay
184	JOANNA MARCH M. UMALI	San Guillermo Elementary School	Talisay
185	ERICA C. TOLENTINO	Talisay Senior High School	Talisay
186	BABY LHYN V. MENDOZA	Balas Buco Sta Maria National High School	Talisay
187	CAMILLA B. MAGSINO	Balas Buco Sta. Maria National High School	Talisay
188	JANNA O. SANGALANG	Balas Buco Sta. Maria National High School	Talisay
189	MA. THERESA R. MONTECALVO	Mabayabas Elementary School	Taysan
190	CARMELA R. PEREZ	Dagatan Integrated National High School	Taysan
191	ERICA R. ESCALA	Tilambo National High School	Taysan
192	JUDY ANN H. RUBEL	Dagatan Intergrated National High School	Taysan
193	AIKO E. HERMIDILLA	Paaralang Elementarya ng Laurel	Taysan
194	JENEVIEVE V. MASILANG	Mahanadiong National High School	Taysan
195	LEA R. ABEL	Mahanadiong National High school	Taysan
196	MA. INGRID C. CASTILLO	Papaya Elementary School	Tingloy
197	MARIDEN A. BEIG	Tuy Senior High School	Tuy
198	MARIA NADDIN C. PANGANIBAN	Santiago De Guzman Elementary School	Tuy
199	ALAIZA V. GARCIA	Gumapac Brgy. School	Tuy
200	PRIA GENKOLIN D. UY	Gregorio Paradero Elementary School	Tuy