



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

25 Nov 2025

DIVISION MEMORANDUM

No. 697 s. 2025

**2025 DIVISION ORIENTATION ON INDUCTION PROGRAM FOR
BEGINNING TEACHERS: INNOVATING EXPERIENCE (BATCH 2)**

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. Concerning the Republic Act 10533 or Enhanced Basic Education Act of 2013, Section 7, which mandates the Department of Education (DepEd) through the Teacher Education Council and Region IV-A CALABARZON, SDO Batangas Province shall conduct an Orientation on Teacher Induction Program (TIP) for Beginning Teachers - Batch 2, on December 19, 2025, from 7:30 am – 5:00 pm. The venue, which is still to be determined, will be included in a separate communication.

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
- Salaries, Wages, and Benefits of Public-School Teachers
- RPMS/PPST
- Walkthrough of the 6 E-TIP Courses/Modules and Suggested Implementation Schedule



3. The participants in this professional development activity are the hired teachers from August 2025 to November 2025, who have not yet attended the orientation on October 10, 2025. Also expected to attend are the 34 Teacher Induction Program Coordinators of each Sub-Office and 34 Master Teachers (TIP Mentors) from each Sub-Office. Please see attached lists of the participants and members of the Program Management Team/Technical Working Group.

4. Before the said activity, the school heads should have made the necessary arrangements so that the classes of the concerned teachers- would not be left unattended.



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5. The first meal to be provided will be breakfast, and the last meal will be afternoon snacks.
6. This Memorandum serves as the **Travel Authority** of the participants and of the members of the Training Management Team.
7. Expenses (food & catering services) incurred in the conduct of this activity will be charged against 2024 HRTD Continuing Fund. Travel expenses shall be charged against Local/School and/or SDO MOOE subject to the usual accounting and COA rules and regulations.
8. For queries, please get in touch with Evelyn C. Sagun, Senior Education Program Specialist through messenger or text @ 09063334328.
9. Immediate and widest dissemination of this Memorandum is expected.


MARITES A. IBANEZ, 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/2025 Division Orientation on Induction Program for Beginning Teachers; Innovating Experience (Batch 2)
/ 12-146982 / 11/25/2025



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**2025 DIVISION ORIENTATION ON INDUCTION PROGRAM FOR
BEGINNING TEACHERS: INNOVATING EXPERIENCE – Batch 2**

Friday, December 19, 2025

List of Participants

NAME	SEX	SCHOOL	SUB-OFFICE
JENALYN M. CUYA	F	DALIPIT ELEMENTARY SCHOOL	ALITAGTAG
CHESTER A. DEL VALLE	M	BALAYAN EAST CENTRAL SCHOOL	BALAYAN EAST
ELAINE T. ANZALDO	F	PUTOL ELEMENTARY SCHOOL	BALAYAN EAST
MARIAM P. LIDASAN	F	PUTOL ELEMENTARY SCHOOL	BALAYAN EAST
LAIKA MAY P. ANTONIO	F	LANATAN-MUNTINGTUBIG ES	BALAYAN EAST
JESSA S. RODRIGUEZ	F	SAMPAGA ELEMENTARY SCHOOL	BALAYAN EAST
RHEA M. DELA REA	F	DAO ELEMENTARY SCHOOL	BALAYAN EAST
YZETTE KAYE G. ARENAS	F	TROADIO A. FRONTERA MEMORIAL ELEMENTARY SCHOOL	BALAYAN EAST
ELIZABETH L. BANAGUAS	F	DON LEON MARTINEZ MEMORIAL ELEMENTARY SCHOOL	BALAYAN EAST
MA. LENZAY Z. DE MESA	F	SUCOL ELEMENTARY SCHOOL	BALAYAN EAST
MARIEFE O. DELA LUNA	F	LANATAN-MUNTINGTUBIG ES	BALAYAN EAST
DIANA L. LAS	F	EMILIA L. MALABANAN INTEGRATED SCHOOL	BALETE
TRIXIE B. NIEVA	F	EMILIA L. MALABANAN INTEGRATED SCHOOL	BALETE
KIMBERLY G. SANDOVAL	F	BALETE NATIONAL HIGH SCHOOL	BALETE
BRYAN A. MACEDA	M	PRIMITIVO KALAW SENIOR HIGH SCHOOL	BALETE
MERLYN M. LAGUARDIA	F	PRIMITIVO KALAW SENIOR HIGH SCHOOL	BALETE
AUBREY M. MENDOZA	F	BAUAN TECHNICAL INTEGRATED HIGH SCHOOL	BAUAN WEST
ROCHELLE L. HERNANDEZ	F	BAUAN TECHNICAL INTEGRATED HIGH SCHOOL	BAUAN WEST
JENICA C. CANTERAS	F	BAUAN TECHNICAL INTEGRATED HIGH SCHOOL	BAUAN WEST



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JELLO A. ARROYO	M	DACANLAO G. AGONCILLO INTEGRATED NHS	CALACA CITY
APRIL L. AZORES	F	DACANLAO G. AGONCILLO INTEGRATED NHS	CALACA CITY
MARIA PAULA C. RODRIGUEZ	F	DACANLAO G. AGONCILLO INTEGRATED NHS	CALACA CITY
SHAIRA JADE C. ABELARDO	F	CALATAGAN NATIONAL HIGH SCHOOL	CALATAGAN
DIANNE M. ABINOJA	F	CALATAGAN NATIONAL HIGH SCHOOL	CALATAGAN
JUDY ANN P. TENORIO	F	CALATAGAN NATIONAL HIGH SCHOOL	CALATAGAN
ARABEL P. FERNANDEZ	F	CALATAGAN NATIONAL HIGH SCHOOL	CALATAGAN
RHEGINE T. MEDRAN	F	CALATAGAN NATIONAL HIGH SCHOOL	CALATAGAN
SHERWIN O. BALBANIDA	M	CALATAGAN 2.0 NATIONAL HIGH SCHOOL	CALATAGAN
MARY JOY D. FRONDA	F	CALATAGAN 2.0 NATIONAL HIGH SCHOOL	CALATAGAN
PHILIP I. GONZALES	M	CALATAGAN 2.0 NATIONAL HIGH SCHOOL	CALATAGAN
MARY JANE D. CATAPANG	F	CALATAGAN 2.0 NATIONAL HIGH SCHOOL	CALATAGAN
HANAH JEAN G. ACOPIADO	F	CALATAGAN 2.0 NATIONAL HIGH SCHOOL	CALATAGAN
ALLYSA MARIE G. GONZALES	F	BUCAL ELEMENTARY SCHOOL	CALATAGAN
KRISTINE CAROL B. DIMAUNAHAN	F	JOSE M. CAISIP ELEMENTARY SCHOOL	CALATAGAN
GENEVIEV D. ALCAZAR	F	BIGNAY ELEMENTARY SCHOOL	LAUREL
GREGORIA G. CALDERON	F	SAN GREGORIO ANNEX ELEMENTARY SCHOOL	LAUREL
MICHAEL B. ARTISTA	M	SAN GREGORIO ANNEX ELEMENTARY SCHOOL	LAUREL
GENEVIEV D. ALCAZAR	F	BIGNAY ELEMENTARY SCHOOL	LAUREL
CESAR C. MANALO	M	GULOD ELEMENTARY SCHOOL	LAUREL
GLICERIA D. PLATERO	F	WENCESLAO TRINIDAD MEMORIAL NHS	LAUREL
DAISY M. ALVAREZ	F	CUMBA ELEMENTARY SCHOOL	LIAN
ANDREA A. GUEVARRA	F	PRENZA ELEMENTARY SCHOOL	LIAN



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MARRY CAMILLE L. ANDALLON	F	LUYAHAN ELEMENTARY SCHOOL	LIAN
BEBERLY GIL A. CUNAMAY	F	BIMUBUSAN ELEMENTARY SCHOOL	LIAN
ANTONNETE R. LUZADIO	F	SAN DIEGO ELEMENTARY SCHOOL	LIAN
HONEY GRACE L. MARANAN	F	MALARUHATAN ELEMENTARY SCHOOL	LIAN
DAISY M. ALVAREZ	F	CUMBA ELEMENTARY SCHOOL	LIAN
BERNADYN V. TUSO	F	BALIBAGO ELEMENTARY SCHOOL	LOBO
ELAINE JOY F. FADRIQUELA	F	CALO ELEMENTARY SCHOOL	LOBO
AR-JAY Q. RABANO	M	SAWANG ELEMENTARY SCHOOL	LOBO
MYLENE A. GARCIA	F	NAGTALUNTONG ELEMENTARY SCHOOL	LOBO
AIRISH MAE R. CHAVEZ	F	MABILOG NA BUNDOK ELEMENTARY SCHOOL	LOBO
ELIZABETH A. TICATIC	F	LOBO SENIOR HIGH SCHOOL	LOBO
WINDEL M. DIONA	F	LOBO SENIOR HIGH SCHOOL	LOBO
ALONICA MHEA R. ESTREMADURA	F	CALUMPIT ELEMENTARY SCHOOL	LOBO
ANGELICA P. VILLA	F	CALUMPIT ELEMENTARY SCHOOL	LOBO
JENILYN A. SUAREZ	F	CALUMPIT ELEMENTARY SCHOOL	LOBO
MA. JODIE HEART ALLYSON L. MACUTONG	F	MASAGUITSIT ELEMENTARY SCHOOL	LOBO
REALYN C. CUETO	F	BALIBAGO ELEMENTARY SCHOOL	LOBO
ARJANE DELUNAS	F	SAN PEDRO ELEMENTARY SCHOOL	MALVAR
REYNALYN L. LAT	F	DON JULIO LEVISTE MEMORIAL NATIONAL HIGH SCHOOL	MALVAR
MONICA B. AGUILERA	F	LUTA NORTE ELEMENTARY SCHOOL	MALVAR
RINA MAE S. LAJATO	F	MALVAR SCHOOL OF ARTS AND TRADE	MALVAR
STEPHANIE E. TORRES	F	MALVAR SCHOOL OF ARTS AND TRADE	MALVAR
RACEL M. MAGNO	F	BULIHAN ELEMENTARY SCHOOL	MALVAR



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LEIZEL C. VILLARUEL	F	LUTA SUR NATIONAL HIGH SCHOOL	MALVAR
CHRISTINE MAE A. BARILLO	F	MALVAR CENTRAL SCHOOL	MALVAR
JESSA M. SOLIS	F	SAN PEDRO I INTEGRATED SCHOOL	MALVAR
KAILA MAY D. LLANES	F	SAN PEDRO I INTEGRATED SCHOOL	MALVAR
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CORINA M. MOLINA	F	SANTIAGO MALVAR SENIOR HIGH SCHOOL	MALVAR
RANDALL G. GARCIA	M	SANTIAGO MALVAR SENIOR HIGH SCHOOL	MALVAR
CARLO S. OLAN	M	SANTIAGO MALVAR SENIOR HIGH SCHOOL	MALVAR
ABEGAIL L. VILLAPANDO	F	SANTIAGO MALVAR SENIOR HIGH SCHOOL	MALVAR
JENNIFER M. MORCILLA	F	SANTIAGO MALVAR SENIOR HIGH SCHOOL	MALVAR
JENALYN C. BISON	F	SAN SEBASTIAN ELEMENTARY SCHOOL	MATAASNAKAHOY
MAY T. PUNDAN	F	BAYORBOR NATIONAL HIGH SCHOOL	MATAASNAKAHOY
JONATHAN M. PEREZ	M	MATAASNAKAHOY SENIOR HIGH SCHOOL	MATAASNAKAHOY
RAQUEL DE LEON	F	MATAASNAKAHOY SENIOR HIGH SCHOOL	MATAASNAKAHOY
MARY RHOTSIE E. LOPEZ	F	MATAASNAKAHOY SENIOR HIGH SCHOOL	MATAASNAKAHOY
JENNY C. ROSALES	F	MATAASNAKAHOY NATIONAL HIGH SCHOOL	MATAASNAKAHOY
JUDY ANN C. GONZALES	F	PANUCA ELEMENTARY SCHOOL	NASUGBU EAST
ALEXANDER A. REYES	M	CALAYO ELEMENTARY SCHOOL	NASUGBU WEST
KRISTINE AILEEN G. VILLACRUSIS	F	PANTALAN SENIOR HIGH SCHOOL	NASUGBU WEST
JOHN VINCENT O. DISIPEDA	M	PANTALAN SENIOR HIGH SCHOOL	NASUGBU WEST
GENALYN G. LLANES	F	BAWI ELEMENTARY SCHOOL	PADRE GARCIA



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JHEA CAMILLE C. BAET	F	PANSOL INTEGRATED NATIONAL HIGH SCHOOL	PADRE GARCIA
JOHN PAUL M. VILLAFLO	M	PANSOL INTEGRATED NATIONAL HIGH SCHOOL	PADRE GARCIA
CYRINE ROSE B. DIOLA	F	BAYBAYIN ELEMENTARY SCHOOL	ROSARIO EAST
CARLA JANE E. ILAO	F	ROSARIO TECHNICAL HIGH SCHOOL	ROSARIO EAST
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JESSA P. ALVAREZ	F	SALAO EAST ELEMENTARY SCHOOL	ROSARIO EAST
FRENALINE A. ANDAL	F	ROSARIO INTEGRATED NATIONAL HIGH SCHOOL	ROSARIO WEST
LARA DENISE A. BREIZ	F	TIMBUGAN NATIONAL HIGH SCHOOL	ROSARIO WEST
KAYE S. BENAMER	F	ROSARIO WEST CENTRAL SCHOOL	ROSARIO WEST
EVELYN C. LONTOC	F	TULOS NATIONAL HIGH SCHOOL	ROSARIO WEST
RICHARD J. ONDA	M	PAARALANG ELEMENTARY NG JANAOJANAO	SAN JUAN
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REICHEL T. DALISAY	F	SAN PASCUAL SENIOR HIGH SCHOOL	SAN PASCUAL
ANGEL E. COMIA	F	ALALUM NATIONAL HIGH SCHOOL	SAN PASCUAL
BERNEICE ABIGAIL C. OBINA	F	SAN PASCUAL NATIONAL HIGH SCHOOL	SAN PASCUAL
RENZ CALVIN D. LACSAMANA	M	SAN PASCUAL SENIOR HIGH SCHOOL 1	SAN PASCUAL
RAE LOUISE A. HILARIO	F	BUTONG INTEGRATED SCHOOL	TAAL
MC NIEL M. GUTIERREZ	M	MAHANADIONG NATIONAL HIGH SCHOOL	TAYSAN
JINKY V. PEREZ	F	GUINHAWA ELEMENTARY SCHOOL	TAYSAN
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LALAINIE MARIE S. BIANZON	F	DAGATAN INTEGRATED NATIONAL HIGH SCHOOL	TAYSAN
AIKO E. HERMIDILLA	F	PAARALANG ELEMENTARY NG LAUREL	TAYSAN
MELISSA C. SAMANIEGO	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
ANDREA M. PATRICIO	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
JANE CLARETTE S. MANEJA	F	TINGLOY NATIONAL HIGH SCHOOL	TINGLOY
KHRIZENDA SHARMAINE R. SALAZAR	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
CARISA B. MANALO	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
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SHERWIN P. GARCIA	M	BAGO PRIMARY SCHOOL	TINGLOY
MARIANNE KHEY M. CASTILLO	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
RUBY Q. CARINGAL	F	TINGLOY SENIOR HIGH SCHOOL	TINGLOY
RHEALYN M. LIZARDO	F	JULIAN CASTILLO MES	TUY
GRACE D. ATIENZA	F	TUY NATIONAL HIGH SCHOOL	TUY
MANILYN I. BAUTISTA	F	MARIA PAZ FRONDA NATIONAL HIGH SCHOOL	TUY
JESSICA MAY D. MORCOSO	F	MARIA PAZ FRONDA NATIONAL HIGH SCHOOL	TUY
HANNAH SHEEN H. ABIAD	F	MARIA PAZ FRONDA NATIONAL HIGH SCHOOL	TUY



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**2025 DIVISION ORIENTATION ON INDUCTION PROGRAM FOR
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Friday, December 19, 2025

Program Management Team

Committee	In-Charge	Terms of Reference
Executive Committee	Marites A. Ibañez, CESO V Schools Division Superintendent Jofit P. Dayoc, CESE OIC Asst. Schools Division Superintendent Rhina O. Ilagan OIC Asst. Schools Division Superintendent	Oversee the entire implementation of the activity (pre, during & post)
Members	David M. Nuay Chief EPS – CID Mario B. Maramot OIC Chief EPS - SGOD	Assist in overseeing the implementation of the activity
Learning Facilitators	Eleazar C. Magsino, PhD Movita O. Cruzat, PhD Avelino B. Mortel Louie Alvarez Joemar B. Perez	Share their expertise in delivering the assigned topics
Focal Person	Evelyn C. De Sagun SEPS - HRDS	Spearheads the pre, during & post implementation of the activity
Logistics, Registration & Certificates	Leoncia B. Maramot EPS II – HRDS Arnel B. Catapang Jr. ADAS II	<ul style="list-style-type: none">• Coordinate with the concerned PSDS for the venue• Ensure all needed facilities in the venue are in place• Prepare and sort out the certificates of recognition, participation and appearance



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		<ul style="list-style-type: none">• Prepare the registration link and attendance sheets• Check on the availability of the food
QAME	Marvin P. Muñoz ADAS II	<ul style="list-style-type: none">• Creates an evaluation and monitoring link• Facilitates the accomplishment of the M & E link.• Prepares the activity's M & E Report
ICT	Ernani A. Catapat/John Lhester Gabo Division ITO	<ul style="list-style-type: none">• Ensures the functionality of the sound system including microphones• Collects the Slide Decks of the resource persons to be used for presentation
Documentation	Mylene H. Limjoco Marissa A. Quinia	<ul style="list-style-type: none">• Prepare the activity's narrative and photo documentation
Welfare Officers	Nurse on Duty c/o Health & Nutrition Section	<ul style="list-style-type: none">• Address the participants issues as regards to their health conditions during the orientation
Program Facilitator	Maria Elizabeth S. Andino	<ul style="list-style-type: none">• Facilitates the entire flow of the activity