



Republic of the Philippines
Department of Education
 Cordillera Administrative Region
SCHOOLS DIVISION OFFICE OF ABRA

Office of the Schools Division Superintendent

August 8, 2023

DIVISION MEMORANDUM
 No. 315 s. 2023

**2023 INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
 NEW/ENHANCED TEACHER INDUCTION PROGRAM (TIP)**

To: Assistant Schools Division Superintendent
 SGOD and CID Chief Education Supervisors
 SGOD Education Program Supervisor
 Public Schools District Supervisors
 Administrative Officer V for Administrative Services
 Concerned Public Elementary and Secondary School Heads
 Concerned Public Elementary and Secondary School Teachers
 All others concerned

1. DepEd Order No. 43, s. 2017 or the TIP Policy is issued to serve as a guide in the implementation of the Teacher Induction Program for the newly-hired teachers. The program is institutionalized to provide a systematic and comprehensive support system for teacher inductees in order to seamlessly immerse them to the teaching profession in the public school system. In 2022, the Induction Program for Beginning Teachers (IPBT) or enhanced TIP was introduced. IPBT is aimed at establishing a more structured immersion integrating online activities for the newly hired teachers. Ninety one (91) elementary and secondary teachers were appointed during the later part of CY 2022 to date, hence, the conduct of this activity.
2. Anent the preceding item, the IPBT shall be conducted in two (2) batches at **Mt. Carmel Agri-tourism Training Center Gymnasium, Galicia, Pidigan, Abra**. The schedule and participants are as follows:

	Date	Participants
First Batch	August 17, 2023	Elementary school teachers and heads OR master teachers (except Bangued district) Concerned SDO personnel (except the PSDSs)
Second Batch	August 18, 2023	Secondary school teachers and heads OR mater teachers Elementary school teachers and heads OR master teachers of Bangued district Public Schools District Supervisors (PSDSs) Other concerned SDO Personnel

3. The objectives of the activity are to orient the participants on the following:
 - a) Legal basis of the IPBT;
 - b) IPBT modules/coursebooks;
 - c) IPBT key players and their functions;
 - d) IPBT cycle and requirements



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Telephone No.: (074)614-6918
Email Address: abra@deped.gov.ph
Website: http://www.depedabra.com



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4. The participants to the activity are:
 - a) SGOD and CID Chief Education Supervisors
 - b) Public Schools District Supervisors
 - c) Other concerned SDO personnel
 - d) **June to December 2022, to January – July 2023 Teacher Appointees**
 - e) Heads OR master teachers of the schools of the identified inductees
 - f) Management team, technical working group and learning facilitators
5. Each **TEACHER PARTICIPANT SHALL bring Laptop, portable wifi (or should have mobile data for hotspot connection) and extension cord.**
6. Refer to Enclosures 1, 2 and 3 for the list of participants.
7. Materials, meals and snacks shall be provided to the participants during the activity, charged to the downloaded IPBT fund for CY 2023.
8. Travel and other expenses in attending the activity shall be charged to local fund subject to the usual accounting and auditing rules and procedures.
9. For immediate dissemination and compliance.


AMADOR B. GARCIA SR. PhD, CESO VI
Schools Division Superintendent



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Participants to the 2023 Induction Program for Beginning Teachers

Enclosure 1 (Elementary)

Schedule: August 17, 2023 (Teachers and School Heads OR MT ONLY)

NO.	NAME	SCHOOL	SCHOOL HEAD	DISTRICT	PSDS
1	Dallipog, Jay-Jay A.	Baquero ES Licuan	Leonarda G. Turalba	Baay-Licuan	Christine D. Poblete
2	Baroña, Candele Claire B.	Sucao ES	Rafael E. Tejero	Baay-Licuan	
3	Balunggay, Ivy A.	Danac ES Boliney	Mary Ann R. Valera	Boliney	Manuela B. Garcia
4	Soriano, Wilma B.	Abang ES Bucay	Jovy T. Bugaoisan	Bucay	Guillermo L. Ortega Jr.
5	Borbon, Janin Farina T.	Bangbangcag PS Bucay	Fedelyn M. Tacis	Bucay	
6	Molina, Diana Rose B.	Calao PS	Annabelle T. Guidang	Bucay	
7	Lazo, Ashley B.	Madalipay ES Bucay	Ailyn B. Taberdo	Bucay	
8	Tagura, Ellysa Wendie L.	Layugan Integrated School	Gabriel Velasco	Bucay	
9	Basingan, Madelyn D.	Pikek ES Daguoman	Sozie Pearl T. Balagso	Daguoman	Manuela B. Garcia
10	Balutoc, Rowenalyn B.	Manganip ES	Ollyjoy R. Sulian	Danglas	Ailyn B. Taberdo
11	Alejandro, Abrenne Chritel	Manganip ES Danglas	Ollyjoy R. Sulian	Danglas	
12	Sambo, Riza May P.	Kimmalaba ES	Pepito T. Biccay	Dolores	Julio B. Lazaro
13	Casuga, Edilita T.	Taping ES	May Edina B. Timbreza	Dolores	
14	Beronilla, Xyra A.	Bulbulala ES LAPaz	Cayetano B. Barcena	La Paz	Ailyn B. Taberdo
15	Manuel, Judylyn M.	Bulbulala ES Lapaz	Cayetano B. Barcena	La Paz	
16	Mabanag, MA. Dulce B.	Bulbulala PS Licuan Baay	Ma. Lourdes O. Blanca	La Paz	
17	Ola, Genalyn V.	El Bernos ES LAPaz	Ailyn O. Matalino	La Paz	
18	Palope, Cherry Mae L.	Malabbaga ES Lapaz	Catherine A. Baruela-Codiamat	La Paz	



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19	Simongo, Mechelyn P.	Sap-al Es Lacub	Ricky D. Manuel	Lacub	Christine D. Poblete
20	Talingdan, Stephanie B.	Bacooc ES Lagangilang	Jayfee G. Calubing	Lagangilang	
21	Villamor, Felimar A.	Caridad Azares ES	Anicia M. Bersalona	Lagangilang	
22	Tamo, Julie May M.	Lagangilang CS	Lailani P. Camello	Lagangilang	Ermely C. Paned
23	Barbosa, Febelynne B.	Langiden CS	Hilda M. Pelecpec	Langiden	
24	Valera, Kay Denise C.	Luba CS	Jose P. Garcia	Luba	Catherine E. Lang-ayan
25	Lataoan, Marife A.	Luba CS	Jose P. Garcia	Luba	
26	Dargo, Janina Louell M.	Luzong ES Luba	Natividad M. Lumaang	Luba	
27	Guyo, Blessing C.	Luzong ES Luba	Natividad M. Lumaang	Luba	
28	Martinez, Anabelle P.	Sabnangan ES Luba	Emilia T. Garcia	Luba	
29	Andres, Mia E.	Sabnangan ES Luba	Emilia T. Garcia	Luba	
30	Balderas, Abner P.	Lat-ey PS Malibcong	Amalia D. Panabang	Malibcong	Christine D. Poblete
31	Bolante, Remalyn G.	Malibcong CS	Cristina M. Ollanas	Malibcong	
32	Baggay, Arjil B.	Mataragan ES Malibcong	Gavino A. Cawing	Malibcong	Guillermo L. Ortega Jr.
33	Acena, Richelle D.	Catacdegan ES	Loreto A. Peñalosa Jr.	Manabo	
34	Dagsi, Princess Jane S.	Catacdegan ES MAnabo	Loreto A. Peñalosa Jr.	Manabo	
35	Basa, Shiela Marie B.	Dumayco ES Peñarrubia	Minerva Joy L. Addun	Peñarrubia	
36	Belisario, Rizza Jane B.	Malamsit ES Peñarrubia	Charito B. Soliven	Peñarrubia	Ermely C. Paned
37	Lalugan, Allan M.	Namarabar ES Peñarrubia	Reynaldo D. Sabian	Peñarrubia	
38	Martinez, Jensen B.	San Diego ES Pidigan	Emma P. Madriaga	Pidigan	
39	Piedad, Ray John M.	Suyo Pilot ES	Amelita B. Paculdar	Pidigan	Leonardo T. Balneg
40	Cuaresma, Darlene Ann P.	Dintan ES Pilar	Rolando D. Antonio	Pilar	
41	Timoteo, Lemuel Ian D.	Pilar CS	Susan A. Mina	Pilar	
42	Almazan, Dexter M.	Ucop ES Pliar	Rolando D. Antonio	Pilar	



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43	Abad, Jenifer B.	Turod PS San Isidro	Narlyn B. Eduarte	San Isidro	Leonardo T. Balneg
44	Baltazar, Merry Grace B.	San Juan CS	Nathaniel T. Dickson	San Juan	Analyn F. Atmosfera
45	Fariñas, Marlyn B.	Pantoc ES San Quintin	Marissa V. Bayle	San Quintin	Ermely C. Paned
46	Escalante, Jenny Claire	Tayum CS	Eugenio P. Millare	Tayum	Julio B. Lazaro
47	Pacleb, Aljohn T.	Anayan ES Tineg	Rosano M. Quizada	Tineg	Analyn F. Atmosfera
48	Blanza, Leomer E.	Magsalang ES Tineg	Petronilla S. Fidelino	Tineg	
49	Bang-Asan, Nanette G.	Amtuagan ES Tubo	Loreta T. Ignacio	Tubo	Catherine E. Lang-ayan
50	Quidlayan, Rahannie Shien E.	Likowan PS	Loreta T. Ignacio	Tubo	
51	Calantay, Rolyne M.	Supo ES Tubo	Cynthia T. Del Rosario	Tubo	



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Enclosure 2 (High School)

Schedule: August 18, 2023 (Teachers, School Heads OR MT and PSDSs)

NO.	NAME	SCHOOL	SCHOOL HEAD	DISTRICT	PSDS
1	Balubar, Jessa B.	Bangued East	Imelda B. Dosono	Bangued	Fernandina B. Lagundino
2	Tadeo, Deserie C.	Bangued, East	Imelda B. Dosono	Bangued	
3	Valera, Annamie T.	Bangued West CS	May B. Arconado	Bangued	
4	Bites, May B.	Patucannay ES	Margarita C. Balla	Bangued	
5	Cabanting, Rio M.	Sinalang Pilot	Nenita P. Sabino	Bangued	
6	Pizarro, Claire B.	Sinalang Pilot	Nenita P. Sabino	Bangued	
7	Garcia, Spencer G.	Abra High School	Lino V. Queza	Bangued	
8	Ballena, Kyrie Angelica G.	CBGMHS	Jose V. Bernardez	Bucay	Guillermo L. Ortega Jr.
9	Gonzales, Ma. Kresta V.	CGBMHS	Jose V. Bernardez	Bucay	
10	Barroga, Jonathan M.	CGBMHS JHS	Jose V. Bernardez	Bucay	
11	Laureta, Jaime Jr. B.	Pangtud NHS	Norma T. Pineda	Bucay	
12	Sacwed, Cherlyn A.	Capitan NHS	Linda Joy B. Saboy	Daguoman	Manuela B. Garcia
13	Quiday, Jenny D.	WANHS JHS	Esterio A. Apolinar	Danglas	Ailyn B. Taberdo
14	Taguines, Cherry B.	RENHS SHS	Dahlia L. Silvania	Dolores	Julio B. Lazaro
15	Gratil, Marla L.	Lapaz IS JHS	Resteban Lope N. Tamayo	La Paz	Ailyn B. Taberdo
16	Brioso, Joeylyn B.	Liguís IS	Resteban Lope N. Tamayo	La Paz	
17	Bragas, April Ann P.	MYBBMHS	Jacinto S. Bose	La Paz	
18	Artienda, Marvin A.	MYBBMHS SHS	Jacinto S. Bose	La Paz	
19	Bandayrell, Joane C.	MYBBMHS SHS	Jacinto S. Bose	La Paz	



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20	Bisnar, Mariane V.	Pulot NHS SHS	Perlita G. Bersamin	Lagayan	Ailyn B. Taberdo
21	Padapat, Jannete R.	Langiden NHS SHS	Hector C. Lopez	Langiden	Ermely C. Paned
22	Dalmas, Liberty T.	Luzong NHS	Enrile Balais	Luba	Catherine E. Lang-ayan
23	Balucas, Kristie B.	MNAS	Maureen Eva T. Barbosa	Malibcong	Christine D. Poblete
24	Pacursa, Madelyn P.	Manabo NHS	Ricalito A. Sagao	Manabo	Guillermo L. Ortega Jr.
25	Amante, Christiana D.	MANabo NHS	Ricalito A. Sagao	Manabo	
26	Alvis, RAYcee-Ann T.	Manabo NHS	Ricalito A. Sagao	Manabo	
27	Polis, Yvonne Rose B.	Manabo NHS SHS	Ricalito A. Sagao	Manabo	
28	Gutierrez, Anthonette B.	Peñarrubia IS	Pepito Q. Trinidad	Peñarrubia	Ermely C. Paned
29	Botilas, Marian G.	Peñarrubia IS	Pepito Q. Trinidad	Peñarrubia	
30	Amorada, Kretchel B.	Dalit NHS	Georly D. Tobias	Pilar	Leonardo T. Balneg
31	Mandigma, Mayvel B.	San Isidro NHS	Emerita J. Pacsa	San Isidro	Analyn F. Atmosfera
32	Reduca, Christhean Roujiem B.	NANHS SHS	Brenda L. Bose	San Juan	
33	Claustro, Jessica T.	An-Anao IS	Crisostomo D. Balneg	Tayum	
34	Brazil, Ergie V.	An-Anao IS TAYum	Crisostomo D. Balneg	Tayum	
35	Aldaca, Jim Harold T.	Gaddani NHS	Silverio T. Cariño	Tayum	Julio B. Lazaro
36	Carbonilla, Jimmy Amado B.	Gaddani NHS	Silverio T. Cariño	Tayum	
37	Tolentino, Cristy Lae A.	Caganayan NHS	Alex B. Ferras	Tineg	Analyn F. Atmosfera
38	Lacaden, Rogelie B.	Dilong NHS	Emma C. Segundo	Tubo	Catherine E. Lang-ayan
39	Mariano, Charlotte B.	Dilong NHS SHS	Emma C. Segundo	Tubo	
40	Dalligos, Caroline A.	Tamac IS Villaviciosa	Lorna C. Castañeda	Villaviciosa	Leonardo T. Balneg



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Enclosure 3. Management Team, Technical Working Group and Learning Facilitators/Speakers
Schedule: August 17, 2023 (SDO personnel EXCEPT PSDSs)
August 18, 2023 (PSDSs and other concerned SDO personnel)

NAME	POSITION
1. Samuel T. Egsaen Jr.	Asst. Schools Division Superintendent
2. Ronald T. Marquez	CES - SGOD
3. Hedwig M. Belmes	CES- CID
4. Ronilo P. Garcia	EPS - SGOD
5. Ferdinandina B. Lagundino	PSDS - Bangued District
6. Guillermo L. Ortega Jr.	PSDS - Bucay District
7. Christine D. Poblete	PSDS - Lagangilang District
8. Ailyn B. Taberdo	PSDS - La Paz District
9. Catherine E. Lang-ayan	PSDS - Luba District
10. Ermely C. Paned	PSDS - Pidigan District
11. Leonardo T. Balneg	PSDS - Pilar District
12. Manuela B. Garcia	PSDS - Sallapadan District
13. Analyn F. Atmosfera	PSDS - San Juan District
14. Julio B. Lazaro	PSDS - Tayum District
15. Elmer V. Batondo or representative	AO V - Budget and Finance
16. Janet B. Pascua or representative	AO V - Administrative Services
17. Lorna B. Llanaza/Rynwalter Paa	SEPS/EPS II - SMME
18. Eden T. Adriatico	SEPS - HRD
19. Jestoni B. Balneg	EPS II - HRD
20. Angelita A. Bunang	ADA VI



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