



Republic of the Philippines
DEPARTMENT OF EDUCATION
Region VII, Central Visayas
SCHOOLS DIVISION OF NEGROS ORIENTAL
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August 18, 2018



DIVISION MEMORANDUM

No. 673; s. 2018

**TWO-DAY 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 Orientation of Newly Hired Teachers on Teacher Induction Program (TIP)"** with the theme, **"A Step towards Becoming a Proficient and Committed Teacher"** on November 9-10, 2018 at Baybayon Resort, Maslog, Sibulan .
2. All participants are required to wear **Smart Business Casual Attire** (Please see attached list of participants, resource speakers and activity schedule).
3. The Working Committee as well as the Resource Speakers are advised to attend the technical rehearsal on November 8, 2018 at 2:00 P.M. at the venue stated above.
4. All expenses relative to the venue, supplies and 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. This Division Memorandum also serves as Travel Order for Resource Speakers, Division Management Team and Participants.
6. For information, guidance and widest dissemination.


WILFREDA D. BONGALOS, Ph.D., CESO V
Schools Division Superintendent 

16 OCT 2018

Official Participants for the Division Orientation of the Newly – Hired Teachers on Teacher Induction Program (TIP)

1. Abante, Sara Mae, P.
2. Abing, Mariciris, P.
3. Abrasado, Arcel John, G.
4. Abrasado, Liezel B.
5. Abrasaldo, Chris Jean, G.
6. Abrea, Analou, D.
7. Abueva, Joan, B.
8. Acab, Jayram, A.
9. Acab, Merichris Angelie, A.
10. Acabal, Ian Anthony, B.
11. Acas, Katherine, P.
12. Acaso, Jeyhee, P.
13. Acson, Dolly Mae, O.
14. Agala, Junila, C.
15. Agir, Nelson, G.
16. Aguilar, Alvin, Z.
17. Agunod, Edelyn, B.
18. Agus, Rodh Bengie, G.
19. Alabado, Jesu Marie, V.
20. Alabata, Sheena Grace, B.
21. Aleñabo, Paz Niña, Q.
22. Alob, Stephanie, F.
23. Alquisola, Vanessa, V.
24. Alvarico, JC Jun, S.
25. Amante, Nesty Mae, T.
26. Amarante, Irish B.
27. Amores, Venus Jelonie, L.
28. Amorganda, Merlyn A.
29. Amarin, Paul, M.
30. Andalajao, Jane Chramae, D.
31. Anfone, Emie Lou, C.
32. Angas, Myra, A.
33. Anhao, Cheyeene, A.
34. Anlacan, Ladeza, M.
35. Araco, Ginros, O.
36. Aragonés, Janrie, T.
37. Aranas, Ricah Mae, E.
38. Arapoc, Bevelyn, Q.
39. Arcala, Sarah Jean, C.
40. Aseñas, Victoria, G.
41. Aura, Alona, U.
42. Austero, Retchelle, R.
43. Auza, Shillene May, C.
44. Babor, Moralyn
45. Bacang, Jinky, M.
46. Badon, Genalyn, B.
47. Bajado, Mariel, B.
48. Bajandi, Rizan T.
49. Balasabas, Amelia
50. Balasabas, Cecil, S.
51. Balasabas, Daiya, N.
52. Balauro, Janyll Ann, Q.
53. Balbuena, James Brayant, C.
54. Balde, Monaliza, Z.
55. Baldoza, Jovelyn, C.
56. Baldoza, Princess Olive, O.
57. Balinton, Maybelline, S.
58. Balncg, Voysen, T.
59. Banagua, Alyssa Marie, B.
60. Bandic, Ruth, F.
61. Bandico, Benjill, E.
62. Bandoquillo, Romelyn, S.
63. Bangaysiso, Jenilyn, E.
64. Bansalan, Ashley, S.
65. Bantot, Antonieta, A.
66. Bantoto, Nympha, L.
67. Bantug, Sheila Maris, M.
68. Banua, Kurt, F.
69. Barba, Jonna Mae, D.
70. Bareño, Maris, N.
71. Barot, Jhoan
72. Barrera, Michelle Fe, L.

73. Barrera, Rosalie, J.
74. Base, Hannah Janine, E.
75. Basilio, Nifia, S.
76. Baslag, Mishelle, P.
77. Bantiancila, Khenj, E.
78. Batohanon, Ronel, D.
79. Baylin, John Mark, C.
80. Bayno, Jhoanna Rea, B.
81. Belocora, Archielyn, D.
82. Benedicto, Mae Ann
83. Beniero, Jonah G.
84. Bentulan, Ann Grace, T.
85. Berlin, Yeila Faye, S.
86. Bersabal, April Angel, L.
87. Binondo, Dexter, B.
88. Bohol, Jelyn Mae, A.
89. Boyoc, Cherry, D.
90. Briones, Janine, V.
91. Bugay, Jezah, V.
92. Bulatano, Christine Thonette, S.
93. Bungcasan, Rhea Mae, L.
94. Bustamante, Joy, G.
95. Cabajon, Joann, B.
96. Caballero, Leslie Kyle, L.
97. Cabual, Raffy, D.
98. Cabugnason, Kimberly Ann, C.
99. Cabusog, Irish, K.
100. Cacaldo, Ainie, R.
101. Cadalin, Shiela Mae, D.
102. Caday, Russel, C.
103. Cadiente, Charilyn, B.
104. Cadiente, Kimberly, P.
105. Cadimas, Noel Jay, S.
106. Café, Samantha Ruth, R.
107. Cafino, Glenn, Q.
108. Cafino, Jeneva Mae, B.
109. Cagas, Rurex Bon, v.
110. Cajucom, Lowie, V.
111. Caligbos, Gerson, G.
112. Calidguid, Christine, B.
113. Callao, Jidel, D.
114. Calumba, Catherine, V.
115. Calumba, Rose Ann, P.
116. Calumpang, Maria Eleanor, T.
117. Calunsag, Melcher Joy, P.
118. Cambang, Mary Ann, M.
119. Caminto, Madelyn, F.
120. Cañete, Anirose, C.
121. Cañete, Niesa, A.
122. Cantila, Nifia Monique, D.
123. Capiña, Jovelyn, R.
124. Caranay, Emie, C.
125. Carollo, Christine Mae, A.
126. Carreon, Buen Sassie, C.
127. Carsido, Bheramalou, E.
128. Casido, Sheralona, A.
129. Casillo, Engelow, B.
130. Casinto, Jeraldene, M.
131. Casiple, Arnel, E.
132. Castillo, Melona, C.
133. Catacutan, Fatima, G.
134. Cataylo, Catherine, S.
135. Catubay, Cindy
136. Cerial, Megan, T.
137. Chan, Jay Pee, C.
138. Chua, Felve, P.
139. Cimafranca, Emelyn
140. Cimafranca, Jame, M.
141. Claro, Annamer, T.
142. Claros, Jesiel Mae, B.
143. Cornado, Mary Ann, C.
144. Cornelio, Bebeliza, C.
145. Credo, Krisa Marie, D.
146. Cuadro, Charlito Jr., T.
147. Cuba, Cara Ericka, D.
148. Cuba, Sara Hannica, D.
149. Cuevas, Krizza Veronica, R.
150. Culdora, Jean Anna Rose, T.
151. Cultura, Jay-Ann, F.
152. Dagoy, Shiela, P.

153. Dalleda, Aquilyn, A.
154. Darias, Jose II, C.
155. Dayagdag, Raisa, D.
156. Dayanan, Angelou, M.
157. Dayot, Sarah Mae, J.
158. Dayucos, Angelie, E.
159. Dayucos, Ariel, R.
160. Dayucos, Grace Micah, M.
161. De Gracia, Vanessa, T.
162. De la Peña, April Lou, Y.
163. De la Torre, Lanie Mae, C.
164. De los Reyes, Jhoan Grace
165. Decipolo, Princes, D.
166. Deguit, Lovella, O.
167. Deguit, Meralyn, C.
168. De-ite, Christine Joy, M.
169. Del Campo, Jemar, A.
170. Delfino, Pilar, A.
171. Deluvio, Carla Jean, V.
172. Deparroco, Manilyn, A.
173. Destura, Precyl, P.
174. Devero, Rejen, R.
175. Diaz, Jerwin, K.
176. Diaz, Mary Mae, V.
177. Dinawanao, Rojean, T.
178. Dingding, Jerralyn, L.
179. Dinglasa, Mark Christian, A.
180. Dionaldo, Ife, P.
181. Doinanao, Ariane Mae, S.
182. Divinagracia, Malyn, D.
183. Dizon, Ma. Racgel Mae, G.
184. Dote, Reynald C.
185. Dumasapal, Christopher Ian, B.
186. Dungon, Khemuel, G.
187. Duran, Maria Gracia C.
188. Edrama, Cleo Marie, S.
189. Ege, Marion, G.
190. Egera, Jay, G.
191. Egera, Rechiel, K.
192. Elligan, Cris, B.
193. Elmido, Kevin, V.
194. Elnar, Kristine, P.
195. Emperado, Jayson, A.
196. Engreso, Amelia, Q.
197. Entia, Sharlen
198. Entiliso, Jonelyn, E.
199. Entor, Marveth, N.
200. Erames, Cyndi Immaculate, R.
201. Esong, Arnel, A.
202. Esong, Jeneva, A.
203. Espraguera, Jenny Lin, O.
204. Estoconing, Jean, P.
205. Estoconing, Sarah Mae, B.
206. Estrabela, May Ann, F.
207. Estrella, Rex, K.
208. Estrella, Rina, K.
209. Estrellanes, Aliel, C.
210. Estrellanes, Malou, S.
211. Fabillar, Edgie
212. Fabillaran, Jemar, C.
213. Faburada, Larry, Jr. L.
214. Faburada, Vina, B.
215. Fausto, Lueala Joy, S.
216. Fernandez, Lorraine Nicole,
217. Ferrolino, Juditha, F.
218. Flores, Aileen Rose, K.
219. Flores, Clyde, A.
220. Flores, Jackelyn, H.
221. Flores, Kathy Princess, Q.
222. Francisco, Johnel G.
223. Fuentes, Catherine Lou, P.
224. Fulo, Rose Vic, C.
225. Gabate, Dianna Rose, B.
226. Gabilan, Gina, A.
227. Gaco, Rodelyn, L.
228. Gadiana, Herah, G.
229. Gadiana, Meryluz, S.
230. Gadiana, Niña Mae, T.
231. Gainsan, Irish Jean, B.
232. Gaitera, Jeson, R.

233. Galapate, Marina, K.
234. Galdo, Ashley Sherylyn
235. Galsing, Lexiebeth, D.
236. Gamora, Jayson, P.
237. Gantalao, Janet, C.
238. Gantalao, Karla, M.
239. Garces, Ailyn, E.
240. Garcia, Joave Miltrin, D.
241. Gargar, Mary Jean, P.
242. Gargarita, Ma. Michelrose, A.
243. Garibay, Rosette Angelic, R.
244. Garingo, Angelica, P.
245. Gayoma, Harlyn
246. Generoso, Jamely, V.
247. Gerona, Wella Mae, P.
248. Goldove, Irene, C.
249. Gomera, Ivan Jay, G.
250. Gonzales, Imee, E.
251. Gonzales, Wiljan, B.
252. Grafil, Apple Grace, C.
253. Grapa, Chella Mae, E.
254. Guardiano, Mazzinni, D.
255. Guarnes, Carline, T.
256. Guimery, Romel, Y.
257. Gumelac, Aisa Joy, A.
258. Gutang, Jeneth Ann, J.
259. Gutong, Aime, O.
260. Hermosa, Carl Marx Derek, B.
261. Herrera, Donnalyn, N.
262. Hidalgo, Nadine Jean, S.
263. Ibero, Jeanizel, S.
264. Indino, Arine Cristine, A.
265. Inoferio, Julie Nessa, S.
266. Jabonillo, Vincent, T.
267. Jardiniano, Jea Marie, S.
268. Jimol, Irish, O.
269. Jo, Jeacel, T.
270. Jover, Jemimah, R.
271. Juan, Rose Samie, S.
272. Jumuad, Jaquilyn Marie, P.
273. Kabristante, Genevieve
274. Kadusale, Lezathy, E.
275. Kilapkilap, Lee Ann, E.
276. Kilap-kilap, Ruschel, S.
277. Kinkito, Dianah Cris, K.
278. Kiod, Macario, R.
279. Kitane, Charlene, R.
280. Lagarde, Fave Randy, A.
281. Lagunero, Jessel, B.
282. Lagunero, Mary Ethel
283. Lendio, Recca Jane, C.
284. Liboon, Mylyn, Q.
285. Libosada, Frances May, V.
286. Librando, Rosello Jr., C.
287. Lindayao, Mary Ann, A.
288. Lindayao, Pearl, A.
289. Llanto, Danna Blanche
290. Lopez, Rolyn, G.
291. Luberio, Raffie, S.
292. Lucañas, Nelmalyn
293. Lumayag, Cheryl, Y.
294. Maasin, Stephanie, P.
295. Macahig, Restie Nonette, T.
296. Macahig, Shalane Marie, T.
297. Macahipay, Jacquiel, P.
298. Macaroy, Colyn Mae, B.
299. Madulio, Rowena, E.
300. Maghari, Aines, A.
301. Maguad, Edna, O.
302. Malayo, Charisse, R.
303. Malco, Maiza, Z.
304. Manilag, Marjorie, D.
305. Mañoza, Venuz, V.
306. Maribao, Rhea, B.
307. Maribao, Thyna, E.
308. Marigomen, Cassy, A.
309. Martinez, Charlene Mae
310. Martinez, Quenellin, L.
311. Matias, Joanne
312. Matta, Albritz, B.

313. Matuog, Flordeliza, R.
314. Mayagma, Ellyn Fhie
315. Medez, Bernabeth, D.
316. Memis, Carmela, F.
317. Minguito, Misseiah, B.
318. Misa, Lourijean, M.
319. Mondejar, Gracelyn, C.
320. Mongcopa, Beverly, D.
321. Mongcopa, Melle, L.
322. Montecino, Christopher, D.
323. Montella, Joy Mar, L.
324. Montemayor, Marypo, V.
325. Morales, Christian, G.
326. Moreno, Emelyn, L.
327. Morito, Jennifer, T.
328. Moronio, Catherine, S.
329. Narciso, Almira, P.
330. Narciso, Chris Jan, E.
331. Narciso, John Rey, L.
332. Nemenzo, Norlita, B.
333. Niez, Mary Grace, K.
334. Nocete, Daffodil Blythe, A.
335. Ocares, Clair, Q.
336. Ocat, Jill Marie, C.
337. Ojales, Donna, C.
338. Olivares, Ruffa Joy, A.
339. Olpus, Kariza, B.
340. Olvido, Angelica, F.
341. Orcullo, Paulita, R.
342. Paculanang, Gevin, V.
343. Pacunla, Niezyl, T.
344. Pagon, Imie, P.
345. Paira, James Al, N.
346. Paira, Sherra May
347. Pajulas, Leslie, T.
348. Pajunar, Agnes, B.
349. Palagtiw, Mylene, G.
350. Palarpalar, Christian Ailah, P.
351. Palitoc, Gerlie, R.
352. Pallalos, Roland, R.
353. Palomar, Geraldine, R.
354. Palomar, Gretchen, L.
355. Palomar, Porfina, L.
356. Palumar, Dominique, A.
357. Partosa, Jezza Joy, L.
358. Partosa, Jun Yhang Bea, L.
359. Pasco, Cecil, O.
360. Pasunting, Cristy Bern, B.
361. Pata, Maresol Marie, T.
362. Peña, Geniza, S.
363. Perez, Alexis, J.
364. Pialago, Jessa Mae, C.
365. Pino, Dennis, B.
366. Pionela, June Ellen, S.
367. Quezon, Jacquelyn, C.
368. Quiliope, Aron, C.
369. Quiliope, Lubelyn, T.
370. Quilnet, Reshel, R.
371. Quinol, Luce Ann Marie, Q.
372. Quirante, Judelyn, B.
373. Quisel, Mark John, O.
374. Quitay, Mary Rose, A.
375. Ragay, Michaela, A.
376. Ragay, Reinalyn, E.
377. Ragudo, Lorine, J.
378. Rallo, Loujah Mae, B.
379. Rama, Regina Marie, B.
380. Ramil, Sheminith Grace, C.
381. Ramirez, Camilo Jr, B.
382. Ramirez, Junil, V.
383. Ramirez, Karen, T.
384. Ramirez, Mariel, L.
385. Ramirez, Shella Marie, R.
386. Ramos, Floramae, P.
387. Robles, Lalaine Pearl, R.
388. Rodriguez, Amelina, C.
389. Rodriguez, Charmae, Lou, A.
390. Romano, Flora Mie
391. Romeral, Retchell, C.
392. Rosales, Gliezl, B.

393. Rubio, Fatima Jean C.
394. Sabanal, Izza Jane C.
395. Saga, James Dennand B.
396. Saing, Leah O.
397. Salonga, Shaira R.
398. Salsalida, Jose Dave M.
399. Salvoro, Karen Joy S.
400. Sameon, Gersten A.
401. Samillano, Jade T.
402. Sanchez, Fabrae Vallein M.
403. Sanoy, Rosalyn V.
404. Santillan, Raymund A.
405. Sarabia, Eliesar E.
406. Saronon, Maria Cerila S.
407. Sedigo, Bebelyn S.
408. Segue, Janice Q.
409. Senador, Junalyn A.
410. Señeres, Lenny Rose M.
411. Siaboc, Rosebell Ann J.
412. Silva, Sheila Mae P.
413. Singson, Anthony C.
414. Solon, Sharra Flynn C.
415. Sotello, Aliza Jean
416. Sotes, Charlotte O.
417. Saurez, Julie Ann T.
418. Suasin, Michelle V.
419. Sumagang, Marites
420. Suple, Chene M.
421. Tabañera, Mary June Antoniette D.
422. Tabujara, Catherine O.
423. Tabura, Cristy P.
424. Tagaro, Ma. Ginalyn K.
425. Tamondong, Nayla C.
426. Tanihon, Eden M.
427. Tayco, Roxanne B.
428. Tebio, Jusef N.
429. Tejares, Crismae S.
430. Ternora, Marian E.
431. Teves, Mariles M.
432. Tihuk, Crescencio V.
433. Timtim, Margie Christine G.
434. Tinguban, Donna Mae B.
435. Tolete, Mi Arr P.
436. Toro, Kristine Mae R.
437. Torres, Cyril Vincent M.
438. Torres, Mc Klyne A.
439. Torres, Michelle C.
440. Torres, Richard O.
441. Tuayon, Yassef Ann S.
442. Tuballa, Bregette
443. Tuballa, Felicia A.
444. Tubil, Nilda
445. Turtal, Joan R.
446. Umadhay, Martis M.
447. Uy, Charissa M.
448. Vagallon, Mary Jean M.
449. Vailoces, Natalei S.
450. Valente, Jacklyn A.
451. Varona, Arly T.
452. Vendiola, John Melody E.
453. Veniero, Lady Bee P.
454. Vera Cruz, Irish Joy M.
455. Vera, Dynna Marie P.



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DEPARTMENT OF EDUCATION
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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

Capturing the Voice of a Newly Hired Teacher

Mr. Neil Balbuena- Siaton III District
Ms. Everon Joy Catanus – Zamboanguita District
Ms. Felicia Tuballa- Dauin District
Mr. Christopher Ian B. Dumasapol- Bacong District

Journey of an Outstanding Teacher

Ms. Syrene Joy Renacia – San Jose District
Ms. Ropilyn D. Silva -Sibulan II District
Mr. Val O. Amarante - La Libertad 1 District

Pieces of advice to the Newly Hired Teachers

Dr. Ellen Edrial -Sta. Catalina- III District
Mrs. Liezel Elli - NOHS

Expectations from Newly Hired Teachers

Dr. Macrina Villaluz - Sibulan I District
Mrs. Evelyn Tamparong - Zamboanguita District
Dr. Emelyn D. Bolongaita - Tayasan I

Pieces of advice from a Financially – Literate Teacher

Mrs. Marian Espinosa- Sibulan I District



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Benefits of Teachers

Mrs. Jennifer P. Piodos -Division Accountant
Mrs. Lydia D.Cacas -Division Budget Officer

MODERATORS/HOSTS

Mr. Jesucles Amores
Mr. Rodel Deloria
Ms. Rolyn Jane Catanus
Mr. John Rey Aranas

Ushers/Usherettes/Artists

Mrs. Jade T. Francisco -Siaton IV District
Ms. Claire Benedicto -Manjuyod II
Mr. Jason Bohol -Mabinay II
Mr. Regidor Patron -Valencia District

NURSES

Mr. Kenneth C. Misamis
Mr. Brent Trasmonte

**TWO- DAY ORIENTATION OF THE NEWLY HIRED TEACHING PERSONNEL ON TEACHER INDUCTION PROGRAM (TIP)
BAYBAYON RESORT, MASLOG, SIBULAN, NEGROS ORIENTAL
Activity Schedule**

DAY 1		DAY 2	
November 9, 2018		November 10, 2018	
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. Wilfreda D. Bongalos /Dr. Fay C. Luarez	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 Overview of PPST/RPMS Dr. Nonale Q. Resoor/Dr. Karl T. Credo
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 Atty. Sheena A. Alesna /Mrs. Marjorie D. Porcina
12:00-1:00	Lunch Break	2:30-3:30	Session 8 Code of Ethics Dr. Beda Jovenciana 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/Mrs. Lydia Cacas
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		