



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF OZAMIZ CITY

September 06, 2024

DIVISIONAL MEMORANDUM

No. 253, s. 2024

**INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
FOR SCHOOL YEAR 2024-2025**

To: Assistant Schools Division Superintendent
Chief Education Supervisors (SGOD and CID)
Public Elementary and Secondary School Heads/Department Heads
Concerned Personnel
This Division

1. To guide newly-hired teachers in immersing themselves in the teaching position in the public school system, this Office shall conduct an Induction Program for Beginning Teachers (IPBT) for School Year 2024-2025 on September 17-20, 2024 of which venue shall be disseminated in a separate memorandum.
2. At the end of the 4-day activity, the participants to the activity are expected to:
 - a. communicate for understanding and appreciation the DepEd mandates, vision, mission, core values, strategic direction, organizational structure and objectives of the organization;
 - b. identify practices that uphold the dignity of teaching as a profession by exhibiting qualities such as caring, attitude, respect and integrity;
 - c. describe the roles, rights, responsibilities, obligations and accountabilities as a teacher;
 - d. explain ways on how to constructively ensure learning-focused environments;
 - e. apply knowledge in selecting, developing, organizing, and using appropriate teaching strategies and learning resources to address learning goals; and





Address: IBJT Compound, Carangan, Ozamiz City
Telephone No: (088) 545-09-88
Telefax: (088) 545-09-90
Email Address: ozamiz.city@deped.gov.ph





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3. The participants of the activity are those hired in the last quarter of CY 2023, 1st to 2nd quarters and part of the 3rd quarter of CY 2024, *see attachment for the list of participants.*
4. No registration fee is required from the participants. Expenses relative to the conduct of the activity such as meals and snacks of participants, facilitators and support staff, training materials and other incidental expenses shall be charged against 2024 Human Resource Development Fund subject to the usual accounting and auditing rules and regulations.
5. The participation of newly-hired teachers in this professional development activity is in adherence to this Office's Implementation of Equal Opportunity Policy (EOP) that is regardless of age gender, sexual orientation, gender identity, ethnicity, civil status, disability, religion, political affiliation, among others.
6. This Office directs the immediate dissemination of this Memorandum.


NIMFA R. LAGO, PhD, CESO VI 
Assistant Schools Division Superintendent
OIC, Office of the Schools Division Superintendent

Encl.: As Stated
Reference: DepEd Order 43, s. 2017
To be indicated in the Perpetual Index
under the following subjects:

INDUCTION PROGRAM NEWLY-HIRED TEACHERS PROFESSIONAL DEVELOPMENT

SBC/DM Orientation on the Induction Program for Beginning Teachers (IPBT)
for School Year 2024-2025
_____ September 06, 2024



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 SY 2024-2025

INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)

List of Participants

No.	Name	Gender	Position	School/Station
Distirct 1				
1	Geronimo T. Hermoso Jr.	M	T-I	D01 - Ozamiz City National High School
2	Sancho M. Gallego	M	T-I	D01 - Ozamiz City National High School
3	Patricia N. Malmis	F	T-I	D01 - Ozamiz City National High School
4	Lawrence P. Apat	F	T-I	D01 - Ozamiz City National High School
5	Christy G. Semillano	F	T-II	D01 - Ozamiz City National High School
6	Mary Bone D. Putis	F	T-I	D01 - Ozamiz City National High School
7	Mitzi Grace D. Austria	F	T-I	D01 - Ozamiz City National High School
8	Darcy M. Lumbay	F	T-I	D01 - Ozamiz City National High School
9	Emielou R. Capirig	F	T-I	D01 - Ozamiz City National High School
10	Jehan D. Cercado	F	T-I	D01 - Ozamiz City National High School
11	Rey Love E. Solis.	F	T-I	D01 - Ozamiz City National High School
12	Corine T. Rongcal	F	T-I	D01 - Sancho V. Capa Integrated School
13	Guadalupe M. Lomocso	F	T-I	D01 - Sancho V. Capa Integrated School
Distirct 3				
14	Chrisabelle F. Navales	F	T-III	D03 - Catadman Elementary School
15	Cristian C. Redublado	M	T-I	D03 - Misamis Annex Integrated School
Distirct 4				
16	Nayriz J. Nieva	F	T-I	D04 - Ozamiz City School of Arts and Trades
17	Ryann B. Labad	M	T-I	D04 - Ozamiz City School of Arts and Trades
18	Miriam D. Dullin	F	T-I	D04 - Ozamiz City School of Arts and Trades
19	Crystal Lynne M. Caballero	F	T-I	D04 - San Antonio Elementary School
Distirct 5				
20	Janeth L. Caga-anan	F	T-I	D05 - Domingo A. Barloa Integrated School
21	Francis Leo F. Fuentesvilla	M	T-I	D05 - Labo National High School
22	Merlyn S. Al-os	F	T-I	D05 - Mintalar Elementary School
23	Khecy C. Astudillo	F	T-I	D05 - Sangay Integrated School
24	Marystel B. Casiano	F	T-I	D05 - Sangay Integrated School
25	Jemina Joshua C. Poro	F	T-I	D05 - Sangay Integrated School
26	Jonathan T. Peniton	M	T-I	D05 - Sangay Integrated School

List of Participants

No.	Name	Gender	Position	School/Station
Distirct 6				
27	Mellanie E. Emphasis	F	T-I	D06 - Faustino C. Decena Integrated School
28	Jojana B. Retuya	F	T-I	D06 - Jose Lim Ho National High School
29	Jeanin Lucañas	F	T-I	D06 - Jose Lim Ho National High School
Distirct 7				
30	Edward Daluz	F	T-I	D07 - Capucao Integrated School
31	Catherine R. Saligan	F	T-I	D07 - Gala Elementary School
32	Mary Grace F. Tagab	F	T-I	D07 - Gala Elementary School
33	Jeamarieh L. Tinamisan	F	T-I	D07 - Gala National High School
34	Sally M. Soliven	F	T-I	D07 - Guingona Integrated School
35	Jevyhine C. Villarmero	F	T-I	D07 - Guingona Integrated School
36	Zharyl Wagne T. Tenchavez	F	T-I	D07 - Guingona Integrated School
37	Chee Desa E. Luar	F	T-I	D07 - Guingona Integrated School
38	Joyce F. Legados	F	T-I	D07 - Montol National High School
39	Jeebhoy S. Donting	M	T-I	D07 - Montol National High School
40	Axil Rose G. Calimpusan	F	T-I	D07 - Tipan Elementary School
Distirct 8				
41	Jen Mark D. Brobo	M	T-I	D08 - Cogon Integrated School
42	Marily C. Capua	F	T-I	D08 - Gala Elementary School
43	Marjorie A. Rasonable	F	T-I	D08 - Gala National High School
44	Jayzel T. Lapinig	F	T-I	D08 - Juan A. Acapulco Elementary School
45	Hazel E. Gabon	F	T-I	D08 - Juan A. Acapulco Elementary School
46	Michelle C. Isig	F	T-I	D08 - Marcelino C. Regis Integrated School
47	Jobelle S. Macamay	M	T-I	D08 - Marcelino C. Regis Integrated School
48	Jeelino Rose M. Vallejoy	F	T-I	D08 - Marcelino C. Regis Integrated School
49	Jessiely L. Bongo	F	T-II	D08 - Marcelino C. Regis Integrated School
50	Haelino Joy C. Villamor	F	T-I	D08 - Marcelino C. Regis Integrated School
Distirct 9				
51	Mitchelle B. Anghag	F	T-I	D09 - Cruz Lanzado Saligan Integrated School
52	Michelle Villarín	F	T-I	D09 - Cruz Lanzado Saligan Integrated School
53	Riczen E. Estoce	F	T-I	D09 - Cruz Lanzado Saligan Integrated School
54	Elvis R. Cañalita	M	T-I	D09 - Dimaluna Integrated School
55	Cecille B. Calme	F	T-I	D09 - Dimaluna Integrated School
56	Maria Lowelyn T. Torres	F	T-I	D09 - Pulot National High School

List of Participants

No.	Name	Gender	Position	School/Station
57	Rodmalyn M. Luab	F	T-I	D09 - Pulot National High School
Distirct 10				
58	Chery Mie C. Calopez	F	T-I	D10 - Diego Tuastomban Elementary School
59	Joel G. Jumao-As	M	T-III	D10 - Gregorio A. Saquin Elementary School
60	Evangeline M. Moran	F	T-I	D10 - Jacinto Nemeño Integrated School
61	Kristel Aire B. Paredes	F	T-I	D10 - Jacinto Nemeño Integrated School
62	Sonny Boy M. Bacus Jr.	M	T-I	D10 - Jacinto Nemeño Integrated School
63	Aireen M. Lagura	F	T-I	D10 - Labinay National High School
64	Rubelyn R. Gabica	F	T-I	D10 - Sinusa Integrated School
65	Kimberly Jane E. Miral	F	T-I	D10 - Sinusa Integrated School
66	Harland Ed M. Pasague	M	T-I	D10 - Sinusa Integrated School
67	Remar E. Baul	M	T-I	D10 - Sinusa Integrated School
68	Rodrigo Q. Lansaderas	M	T-I	D10 - Tabid National High School
69	Eppie Pearl O. Militante	F	T-I	D10 - Tabid National High School
70	Michelle L. Pantuhan	F	T-I	D10 - Tabid National High School