



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF DIGOS CITY
Digos City



DIVISION MEMORANDUM
No. 1195, S. 2018

03 December 2018

2018 DIVISION TEACHER INDUCTION PROGRAM (TIP) – PHASE 1

TO: ASDS
Division Chiefs
Division Section Heads
Public Schools District Supervisors
Public Elementary School Heads
Public Junior/Senior High School Heads
DiCNHS Department Heads
All Others Concerned

1. The Teacher Induction Program (TIP), institutionalized through DepEd Order (DO) No.43, s. 2017 or known as the TIP Policy, is a vital component of the strengthened teacher education and training programs in the country developed by the Teacher Education Council (TEC). It has its legal basis in Republic Act No. 7784, and DO No. 42, s. 2017 or the Philippine Professional Standards for Teachers (PPST) and DO No. 2, s.2015 or the Results-Based Performance Management System (RPMS), which articulate and provide measures to what constitute “teacher quality”.
2. TIP aims to provide a “systematic and comprehensive support system” for the new and beginning teachers, to seamlessly integrate themselves in the teaching profession of the public sector, and consequently improve the achievement of the learners. TIP is seen as a catalyst of positive change in the following aspects: teachers’ knowledge and skills in classroom instructional practices, teachers’ commitment and retention, and students’ classroom performance. Thus, from a bunch of committed beginning teachers they will be able to journey to being proficient, highly proficient and finally, distinguished teachers.
3. TIP’s implementation involves six modules. Hence, two modules are scheduled to be rolled out every year. While the modules are designed to be self-instructional, there is a need to have a uniform information transfer, and to discuss ideas and issues that may be vague to the participants. Relative to this, the Division is conducting the “2018 Division Teacher Induction Program – Phase 1” on December 11-12, 2018, to start at 7:30 in the morning, at a venue to be announced in a subsequent communication.
4. Participants to the said activity are the new personnel of the Division of Digos City, both teaching and non-teaching personnel, hired from August 2017 to November 2018. Kindly see enclosure for the list of participants by school and the program’s matrix/flow of activities.
5. Participants are required to bring with them to the venue their individual copies of Modules 1 and 2. Laptops, pocket-wifis and extension wires may come in handy during the activity.
6. Meals and snacks are covered by the HRTD funds. Transportation expenses however, shall be charged to school MOOEs, subject to usual accounting and auditing rules and regulations.
7. For wide and immediate dissemination.

DepEd Schools Division of Digos City
RECORDS SECTION

RELEASED
18-23975
DATE: 05 DEC 2018 TIME: 9:05
BY: f

WINNIE E. BATOON, EdD
Officer-In-Charge

Office of the Schools Division Superintendent

Encl: As stated

To be included in the perpetual index: SGOD; HRD; TIP

CUY: 03 December 2018: 2018 DIVISION TEACHER INDUCTION PROGRAM (TIP) – Phase 1

Teachers' Induction Program
Matrix of Activities
December 11-12, 2018

Day 1 Time	Schedule of Activities	PERSON-IN-CHARGE
7:30-8:00	Registration	
	Opening Program	
8:00- 9:00	MODULE 1: SESSION 1: MANDATE, VISION, MISSION, CORE VALUES (VMV), AND STRATEGIC DIRECTIONS	LF: Melanie P. Estacio, PhD.
9:00-10:00	SESSION 2: DEPED ORGANIZATIONAL STRUCTURE AND SCHOOL PROCESSES	LF: Winnie E. Batoon, EdD.
10:00-11:00	SESSION 3: TEACHING AS A PROFESSION AND AS A VOCATION	LF: Beverly S. Daugdaug, EdD
11:00-12:00	SESSION 4: PHILIPPINE PROFESSIONAL STANDARDS FOR TEACHERS (PPST)	LF: Ida I. Juezan, PhD.
12:00-1:00	Lunch Break	
1:00-2:00	SESSION 5: CAREER PATH WITHIN THE DEPARTMENT OF EDUCATION	LF: Ida I. Juezan, PhD.
2:00-3:00	SESSION 6: MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS	LF: Francis Jude D. Alcomendras
3:00-4:00	SESSION 7: CODE OF ETHICS	LF: Atty. Glein Mark Bodiongan
4:00-5:00	SESSION 8: RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS)	LF: Ida I. Juezan, PhD.
Day 2 Time	Preliminaries	
8:00- 9:00	SESSION 9: SALARIES, WAGES, AND BENEFITS OF TEACHERS	LF: Jake Lloyd S. Vencio
9:00-10:00	MODULE 2: THE FILIPINO TEACHER SESSION 1: SELF-AWARENESS, SELF-MASTERY AND TEACHER AGENCY.	LF: Ida I. Juezan, PhD
10:00-11:00	SESSION 2: PERSONAL PROFESSIONAL DEVELOPMENT	LF: Sollie B. Oliver, LLB, MATE
11:00-12:00	SESSION 3. FINANCIAL LITERACY	LF: Jake Lloyd S. Vencio
12:00-1:00	Lunch Break	
1:00-2:00	SESSION 4: HEALTH AND WELLNESS PROGRAM	LF: Hazel Marie L. Escabillas
2:00-3:00	SESSION 5: GENDER AND DEVELOPMENT (GAD)	LF: Ronilyn P. Nieves
3:00-4:30	GSIS Time	Diety U. Manampan Gen. Manager GSIS Davao Branch Office
4:30-5:00	CLOSING PROGRAM	
Program Management: Ronald B. Dedace & Cecile C. Uy		

LIST OF 2018 TIP PARTICIPANTS- SECONDARY

	NAME	STATION	APPOINTMENT DATE
1	CASAS, JAYMARK P.	DAWIS NHS	08/22/2018
2	GIAN, ELOISE CHARLEN GRACE C.	DAWIS NHS	08/22/2018
3	LASCUÑA, MARY GRACE P.	DAWIS NHS	08/22/2018
4	RAZONABLE, REEGEE C.	DAWIS NHS	5/9/2018
5	TAPALES, JOY MARIMAR G.	DAWIS NHS	08/22/2018
6	ALAYON, LORENCE C.	DAWIS NHS	7/5/2018
7	NAVARRO, MAY ROSE A.	DAWIS NHS	7/5/2018
8	SALVACION, MARY JANE B.	DAWIS NHS	7/5/2018
9	SURIAGA, RENE JAY L.	DAWIS NHS	7/10/2018
10	VILLANUEVA, DAISY S.	DAWIS NHS	7/10/2018
11	ADONA, DONNA MARIE	DICNHS	8/25/2017
12	ANGELES, AUVEI	DICNHS	8/13/2018
13	BANTUAS, NAIRA S.	DICNHS	7/10/2018
14	BUAT, MARYAM DESSA H.	DICNHS	7/5/2018
15	CAJES, MA. ELOISA	DICNHS	9/19/2017
16	CAÑAMO, PRETZYL M.	DICNHS	7/10/2018
17	CANDILADA, SHEINNAH JOY	DICNHS	8/3/2018
18	CAYLAN, GRACITA	DICNHS	8/3/2018
19	DY, OSCAR	DICNHS	
20	ESPERA, CHRISTINE JOY G.	DICNHS	7/10/2018
21	FANO, JO ANN	DICNHS	10/29/2018
22	FELIX, ADELAIDA G.	DICNHS	7/5/2018
23	FLORIDA, MICHELLE R.	DICNHS	7/5/2018
24	GUTIEREZ, REZIEL C.	DICNHS	7/5/2018
25	HABUHAB, ROCHEL	DICNHS	4/12/2018
26	HUGO, JO MARC T.	DICNHS	7/10/2018
27	LABUSON, JOMEL A.	DICNHS	7/5/2018
28	LEGASPI, ABSHALOM P.	DICNHS	7/5/2018
29	LURICA, LEAH MAY	DICNHS	
30	MARAÑON, NARCISO JR. B.	DICNHS	7/5/2018
31	MIRANDA MERCIDITHA	DICNHS	8/25/2017
32	MONTELIZA, GRACE G.	DICNHS	7/10/2018
33	NOVAL, RISA	DICNHS	9/19/2017
34	OCLEDA, THYRZA MAE P.	DICNHS	7/10/2018
35	ORBITA, RAYMARK	DICNHS	8/25/2017
36	PALMERO, WELLA MARIE P.	DICNHS	7/5/2018
37	ROXAS, SHEENA MAE	DICNHS	
38	SARMIENTO, JUSTINE LOIS F.	DICNHS	7/5/2018
39	SARMIENTO, KATHERINE G.	DICNHS	7/10/2018
40	ALAYON, LORENCE C.	DICNHS-APLAYA EXTENSION	7/5/2018
41	NAVARRO, MAY ROSE A.	DICNHS-APLAYA EXTENSION	7/5/2018
42	SALVACION, MARY JANE B.	DICNHS-APLAYA EXTENSION	7/5/2018
43	SURIAGA, RENE JAY L.	DICNHS-APLAYA EXTENSION	7/10/2018
44	VILLANUEVA, DAISY S.	DICNHS-APLAYA EXTENSION	7/10/2018
45	ARESCO, JUNA MAE G.	DICNHS-BALABAG ANNEX	7/5/2018
46	BINAG, JUNAR L.	DICNHS-BALABAG ANNEX	
47	DUMAGUIT, LOWELLA G.	DICNHS-BALABAG ANNEX	7/5/2018
48	LAO, ABEGAIL L.	DICNHS-BALABAG ANNEX	7/10/2018
49	REYES, EDELYN JOY G.	DICNHS-BALABAG ANNEX	7/5/2018
50	YPIL, CHARLON JESSIMAR A.	DICNHS-BALABAG ANNEX	7/5/2018
51	GEROMO, JYMAER T.	DICNHS-GOMA EXTENSION	7/10/2018
52	MAGCAMIT, ROSALIE P.	DICNHS-GOMA EXTENSION	7/10/2018
53	MASOLA, MARY GRACE	DICNHS-GOMA EXTENSION	
54	ROXAS, LOUEIS MARCYL L.	DICNHS-GOMA EXTENSION	7/10/2018
55	AQUINO, DENZEL B.	DICNHS-IGPIT NHS	7/5/2018
56	PANGANIBAN, RECHELLE P.	DICNHS-IGPIT NHS	
57	PANTINOPLE, ROJEAN B.	DICNHS-IGPIT NHS	08/22/2018
58	PRECCELLAS, LEE BRENDA C.	DICNHS-IGPIT NHS	

59	RELATIVO, RIZZA C.	DICNHS-IGPIT NHS	08/22/2018
60	SANCHEZ, NEMIA UDO	DICNHS-IGPIT NHS	08/22/2018
61	TAMPUS, REY ANGELICA G.	DICNHS-IGPIT NHS	7/5/2018
62	DELA PEÑA, CHRISTINE	DICNHS-SOONG NHS	
63	GAMA, KEMBERLY Y.	DICNHS-SOONG NHS	7/5/2018
64	MANAPOL, LORAFE	DICNHS-SOONG NHS	
65	PATRICIO, ALLEN JOY C.	DICNHS-SOONG NHS	7/5/2018
66	SORIANO, SHEILA G.	DICNHS-SOONG NHS	7/5/2018
67	BARING, CRISTINE MARIE T.	GOMA NATIONAL HIGH SCHOOL	08/22/2018
68	LIM, RALPH D.	GOMA NATIONAL HIGH SCHOOL	08/22/2018
69	RENDORA, EMILY G.	GOMA NATIONAL HIGH SCHOOL	08/22/2018
70	ALBIAR, RITCHELLE M.	KAPATAGAN NATIONAL HIGH SCHOOL	08/15/2018
71	DAGADAS, AMIERAH A.	KAPATAGAN NATIONAL HIGH SCHOOL	8/10/2018
72	DALORO, GINA P.	KAPATAGAN NATIONAL HIGH SCHOOL	08/24/2018
73	PACTAO-IN, EDNALONA M.	KAPATAGAN NATIONAL HIGH SCHOOL	08/20/2018
74	SULLAGA, ERICA JOY R.	KAPATAGAN NATIONAL HIGH SCHOOL	8/10/2018
75	BUAYA, MERLA S.	KAPATAGAN SHS	8/1/2017
76	COSTAÑOS, KATRINA	KAPATAGAN SHS	1/8/2017
77	FEDREQUILLAN, LETCHELL G.	KAPATAGAN SHS	10/10/2017
78	MASUMPAD, JAVENLY M.	KAPATAGAN SHS	9/12/2017
79	SAMPAGA, THONVER R.	KAPATAGAN SHS	1/22/2018
80	TORRES, BLAIR BRYAN A.	KAPATAGAN SHS	6/13/2018
81	ALFONSO, ELIKA FAYE M.	MATTI SHS	1/8/2018
82	BALIAR, JAY R.	MATTI NATIONAL HIGH SCHOOL	7/5/2018
83	BANGCAS, RHEMA	MATTI SHS	1/8/2017
84	DELA CRUZ, NELFA	MATTI SHS	1/8/2017
85	FEDERICO, KHRISTINE JANE S.	MATTI SHS	08/22/2018
86	GOC-ONG, SHIELA BLISS J.	MATTI SHS	6/13/2018
87	JUMALIN, IAN AUGUSTUS D.	MATTI NATIONAL HIGH SCHOOL	7/5/2018
88	MORENO, HANFREY ROSCOE C.	MATTI SHS	08/22/2018
89	OBITA, REYMARK	MATTI SHS	
90	TAMPOS, NESTLE ANN	MATTI SHS	1/8/2017
91	TROCIO, CLAUDINE MARIE T.	MATTI NATIONAL HIGH SCHOOL	7/5/2018
92	ALIM, HAZEL JANE	Ruparan SHS	1/8/2017
93	AÑEBEZA, GIEFRAN LOVE	Ruparan SHS	1/22/2018
94	FUENTES, JARDY G.	Ruparan NHS	9/12/2017
95	BERSO, MARRIA CLARISSA	Digos City SHS	1/8/2017
96	BIONGAN, ADMIRAL A.	Digos City SHS	6/13/2018
97	CABIGAS, ANA MARIE	Digos City SHS	20/9/2017
98	CORDOVA, MARIA KATRINA	Digos City SHS	1/8/2017
99	LIWANAN, QUINDELIZA	Digos City SHS	1/8/2017
100	REBUTA, MIZRAIM MAY	Digos City SHS	1/8/2017
101	SIASE, MIRALUZ	Digos City SHS	15/8/2017

LIST OF 2018 TIP PARTICIPANTS - ELEMENTARY

Appointment					
	Date	Surname	Given Name	Middle Name	Station
1	10/7/2018	GRAVINES	LORA MAE	LORA	APLAYA ES
2	15/8/2017	INTANTO	SHINETTE	ARAPOC	APLAYA ES
3	5/9/2018	MANAUG	MAULEEN JANE	DOONG	APLAYA ES
4	20/10/2017	ROJO	LEIZEL	JOSOL	APLAYA ES
5	10/7/2018	BACUGAN	AVYELLE	RAMOS	APOLANDIA ES
6	15/8/2018	BORLAZA	MELANIE	GALLARDO	APOLANDIA ES
7	10/7/2018	GRANDE	LESLIE LOVE	PANTONIAL	ARCAFLOR MANIAPAO ES
8	29/10/2018	ANTONIO	MIZARUVA	PADILLA	BADIANG ES
9	10/7/2018	MALANO	HAZEL JANE	CAYANONG	BAGUMBUHAY ES
10	11/27/2017	BONJOC	MELISSA	HANDUMON	BALABAG ES
11	10/10/2017	SARINO	MARIA THERESA	MARANGA	BALABAG ES
12	10/7/2018	SUELO	REANN	AGRABIO	BALABAG ES
13	15/8/2017	CAMINADE	IRISH	DURADOR	BINATON ES
14	15/8/2017	DALUMPINES	AMABELLE	MONTAÑEZ	BINATON ES
15	10/7/2018	SANCHEZ	MELIZA	ONGKAS	BINATON ES
16	10/7/2018	CABALSE	RHEA LYN	DIEZ	CASILDO B. NONOL ES
17	20/10/2017	LIM	JANICE	VALLECERA	CASILDO B. NONOL, SR. ES
18	10/7/2018	COSTAÑOS	JOJE	SADILI	COLORADO ES
19	15/8/2017	LLANOS	MARY ANN	PAMAT	COLORADO ES
20	10/7/2018	RUDA	LEANNE	PANTIL	DAMÑAS ES
21	10/7/2018	ESTANIO	JANE	BERNALES	DAWIS ES
22	10/7/2018	PAGAS	MARK KLIEN	DUMAGAN	DAWIS ES
23	10/7/2018	ADDUK	NURUNNISAH	SAHIBIL	DIGOS CITY CES
24	11/27/2017	ALDEGUER	HANNAHNEEL LEI	CONSTANTINO	DIGOS CITY CES
25	10/7/2018	BRITANICO	QUEENEE ROSE	CRUMB	DIGOS CITY CES
26	10/7/2018	JUMAWAN	MARCO RIGOR	ALONZO	DIGOS CITY CES
27	15/8/2018	MARQUEZ	SURPOSA ADELA LUZ DAKILA	N/A	DIGOS CITY CES
28	10/7/2018	NACUA	JOELYN	AGUIRRE	DIGOS CITY CES
29	10/7/2018	NIEVES	MICHAEL LOUIE	PEDROSA	DIGOS CITY CES
30	10/7/2018	BASADRE	RICHELL	BORDA	DMMES
31	15/8/2018	JALALON	JOVELYN	JARA	DMMES
32	15/8/2017	MAGHINAY	HAISA	ALCOSEBA	DMMES
33	10/7/2018	PAGADUAN	MARICON	GUANZON	DMMES
34	20/8/2018	SUCAYRE	LENDY MAE	DIEL	DMMES
35	15/8/2017	BOQUEDA	VERONICA	MAGALLANES	DOMINGO V. ABAWAG
36	10/7/2018	CALVO	EMILY	GARCIA	DOMINGO ABAWAG
37	15/8/2017	PERRAL	ROSELYN	MAGSIPOC	DOMINGO V. ABAWAG
38	10/7/2018	BALURAN	JOYCE	FLORENTINO	DULANGAN ES
39	10/7/2018	MACALAN	DAHFNIE	O BENZA	G. REUSORA ES
40	10/7/2018	VALENDEZ	STEPHANIE ANNE	ASOTILLA	G. REUSORA ES
41	10/7/2018	BOHOL	MARK STEPHEN	GARCIA	IGPIT ES
42	10/7/2018	DELA TINA	JANINE	MEYOR	ISAAC ABALAYAN ES
43	10/7/2018	MERCADER	ANALIZA	DE ANDRES	ISAAC ABALAYAN ES
44	10/7/2018	PIMENTEL	ELIEZER	CAMPOREDONDO	ISAAC ABALAYAN ES
45	5/28/2018	ADAM	HADJIRRAH	BONSICO	JOLENCIO R. ALBERCA ES
46	15/8/2018	IBIS	SHARLENE MAE	MANOGURA	JOLENCIO R. ALBERCA ES
47	10/7/2018	PILAPIL	EDLEAH MARIE	ALBERCA	JOLENCIO R. ALBERCA ES
48	10/7/2018	SELGAS	GRACE PEARL	MONSANTO	JOLENCIO R. ALBERCA ES
49	1/3/2018	BAYOGOS	FRITZIE	SOSMEÑA	KIBANBAN ES
50	10/7/2018	LLANOS	MARJORIE	GUISHAN	KIBANBAN ES
51	10/7/2018	MIRALLES	JEANETTE	SAQUIDO	LUNGAG ES
52	1/3/2018	SALAO	HAZEL	CALUTIC	LUNGAG ES
53	10/7/2018	CAMINADE	JERIEL	CALI-AT	MAHAYAHAY ES
54	15/8/2018	CAMINGAWAN	MYHRRRA CLAIRE	MARTORILLAS	MAHAYAHAY ES
55	15/8/2017	BACUGAN	VIA VALEREI	RAMOS	MARAWER ES
56	20/8/2018	DE LOS REYES	QUENNIE JOY	LUMAY	MARAWER ES
57	15/8/2017	PHORI	ELVY JEAN	VILLABITO	MARAWER ES

58	10/7/2018	RAMOS	LOI	MORALES	MARAWER ES
59	10/7/2018	BERSALDO	JESA FYH	DELA CRUZ	MATTI ES
60	10/7/2018	ALOJADO	MAE AMOR	PANTIL	NECENCIO A. ISIDRO ES
61	10/7/2018	AIGEN	JESSA	RODRIGUEZ	PEDRO S. GARCIA ES
62	10/7/2018	ORLANES	ELIZABETH	ORLANES	PEDRO S. GARCIA ES
63	10/7/2018	RUGA	HAZY JADE	HOMBROG	PEDRO S. GARCIA ES
64	10/7/2018	SANCHEZ	CHERRIEVIC	CASTILLO	PEDRO S. GARCIA ES
65	10/7/2018	PRECELLAS	LEE GLENDA	CURAY	PEDRO V. BASALAN ES
66	15/8/2017	REYES	JESSEVIR	BRILLETA	PEDRO V. BASALAN ES
67	10/7/2018	RONQUILLO	ANAN	ORDANEZA	PEDRO V. BASALAN ES
68	10/7/2018	CUEVAS	TERESE ANN MARIE	JUBAN	REMEDIOS N. SAPLALA ES
69	10/7/2018	SISON	LESLEY ANN	CABIGAS	REMEDIOS N. SAPLALA ES
70	10/7/2018	BABON	WILGENE	VENDER	RIZAL CES
71	10/7/2018	MANIT	DIANNE	BACAMANTE	RIZAL CES
72	20/8/2018	SARAZA	AIZA	SAMILLAO	RIZAL CES
73	10/7/2018	CAMARILLO	ROCHELLE	ESPINOSA	RMCES
74	10/7/2018	DIAZ	LUCIA	PUCONG	RMCES
75	15/8/2018	FORMENTERA	FAUNA KRISTINE	SARSONA	RMCES
76	10/7/2018	GUINOLONG	SITTIE AINE	ATING	RMCES
77	10/7/2018	NARIDA	EDNA	DAMBA-AN	RMCES
78	10/7/2018	RUBAS	RINAJANE	TABINAS	RMCES
79	10/7/2018	SARONA	JUANITO JR.	CAÑEDO	RMCES
80	15/8/2018	SUAZO	MARY ANN	REYES	RMCES
81	5/9/2018	ALBARACIN	LOVELY KISSARNE	ALFECHÉ	RUPARAN ES
82	10/7/2018	DUMAPIAS	LEA	LIGUTOM	RUPARAN ES
83	10/7/2018	PADILLO	SARILIE	ALCE	SAN MIGUEL ES
84	10/7/2018	SALAO	BEAU GEE	GUIMBAL	SAN MIGUEL ES
85	1/1/2018	CHUA	EDEN FAITH	ANTIC	SOONG ES
86	10/7/2018	LOZANO	GINA ROSE	MANAPOL	SOONG ES