



Republic of the Philippines  
Department of Education  
Region III  
**SCHOOLS DIVISION OF BULACAN**

April 24, 2023

**DIVISION MEMORANDUM**

No. 164 s. 2023

**DIVISION QUARTERLY HYBRID CONFERENCE ON THE INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

To: Assistant Schools Division Superintendents  
CID and SGOD Chiefs  
Elementary & Secondary School Heads  
All Others Concerned

1. This is to inform all concerned personnel of the upcoming Division Quarterly Hybrid Conference on the Induction Program for Beginning Teachers (IPBT) on April 28, 2023 at 8:00 am via virtual and in-person platforms.
2. The IPBT is a vital program for new teachers in our division, as it provides them with the necessary support and guidance to ensure their success in the classroom. During this conference, the various aspects of the program, including its goals, structure, and implementation will be discussed. Specifically, this undertaking intends to:
  - a. review the different components of the IPBT, including the mentoring program, classroom observations, and professional development opportunities;
  - a. provide an opportunity for experienced teachers who have completed the IPBT to share their insights and experiences, and for beginning teachers to learn from them;
  - b. promote a culture of continuous learning and professional development among beginning teachers and to encourage them to participate in future professional development opportunities.
3. For in-person participants, the conference will be held at Catalinos Hall, Eight Waves Waterpark & Hotel, San Rafael, Bulacan; while for virtual participants, the link to the virtual platform will be sent to the HRD Focal Persons one day before the conference. Enclosure No. 1 includes a list of in-person and virtual participants. All participants must register on this link: <https://bit.ly/PreRegHRDBulacanIPBT4282023> on or before April 25, 2023.
4. All concerned are reminded to strictly observe the health and safety protocols against COVID-19.
5. The Learning and Development (L&D) matrix is found in Enclosure no. 2.
6. Expenses incurred in this activity shall be charged against Division InSeT fund subject to the accounting and auditing rules and regulations.
7. This Memorandum serves as the travel authority of all the participants.
8. Immediate and wide dissemination of this Memorandum is desired.

  
**NORMA F. ESTEBAN, EdD, CESO V**  
Schools Division Superintendent

mgr/sgod-hrd ipbt  
010/04-24-2023





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**SCHOOLS DIVISION OF BULACAN**

Enclosure No.1 to Division Memorandum no. 164 s. 2023

**Division Quarterly Hybrid Conference On The Induction Program For Beginning Teachers (IPBT)**  
April 28, 2023 - Catalinos Hall, Eight Waves Waterpark & Hotel, San Rafael, Bulacan and via MS Teams online platform

**LIST OF IN-PERSON PARTICIPANTS**

EDDIS	SCHOOL	MENTEE
IV (Marilao, Obando)	AFGBMTS	Czarina Bardenaz Jacinto
III (DRT, San Ildefonso, San Miguel, San Rafael)	Akle Elementary School	Jaymie Y. Ereño
III (DRT, San Ildefonso, San Miguel, San Rafael)	Akle Elementary School	Joangelette Q. Dela Cruz
V (Balagtas, Bocaue, Guiguinto, Pandi)	Balagtas Central School	Arnel L. Pascua
V (Balagtas, Bocaue, Guiguinto, Pandi)	Balagtas National Agricultural High School - Annex	Deborah C. Francisco
II (Baliuag, Bustos, Plaridel)	Baliwag North District	Marites L. Ingal
II (Baliuag, Bustos, Plaridel)	Banga Elementary School	Sofia Clare, Roque
III (DRT, San Ildefonso, San Miguel, San Rafael)	Bantog Elementary School	Percival R. Mallare
III (DRT, San Ildefonso, San Miguel, San Rafael)	Bantog Elementary School	Ruel P. Bautista
V (Balagtas, Bocaue, Guiguinto, Pandi)	Batia High School	Dianne Jose
V (Balagtas, Bocaue, Guiguinto, Pandi)	Batia High School	Herald Antoni B. Resurreccion
V (Balagtas, Bocaue, Guiguinto, Pandi)	Bocaue Hills Elementary School	Maira David Cristobal
V (Balagtas, Bocaue, Guiguinto, Pandi)	Bocaue Hills Elementary School	Rajin Singh Sogi Vivas
V (Balagtas, Bocaue, Guiguinto, Pandi)	Bolakan Elementary School	Ricie Anne V. Palisoc
V (Balagtas, Bocaue, Guiguinto, Pandi)	Borol 1 Elementary School	Chisette Joy P. Ramos
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Bulusan	Ray Angelo Garcia Marcial Ma. Rodemmae Julia C. San Pedro
II (Baliuag, Bustos, Plaridel)	Bustos Elementary School	Mark Christian G. San Miguel
III (DRT, San Ildefonso, San Miguel, San Rafael)	Calawitan National High School Camachilihan Elementary School	Ma. Elvira Dc. Sayo
II (Baliuag, Bustos, Plaridel)	Carlos F. Gonszales High School	Rence Joshua R. Quiambao
III (DRT, San Ildefonso, San Miguel, San Rafael)	Carlos F. Gonzales High School	Editha A. Langa
VI (Angat, Norzagaray, Santa Maria)	Cay Pombo Elementary School	Tricia G. Dela Rosa
VI (Angat, Norzagaray, Santa Maria)	Caysio Elementary School	April Jane G. Tuazon
II (Baliuag, Bustos, Plaridel)	Concepcion Elementary School	Princess Camille H. Lazana
VI (Angat, Norzagaray, Santa Maria)	Cornelia M. De Jesus Memorial Central School	Catherine F. Celestino
VI (Angat, Norzagaray, Santa Maria)	Cornelia M. De Jesus Memorial Central School	Licel Grace S. Ricardo
VI (Angat, Norzagaray, Santa Maria)	Cornelia M. De Jesus Memorial Central School	Noradel O. Pulayan
VI (Angat, Norzagaray, Santa Maria)	Cornelia M. De Jesus Memorial Central School	Melanie Julia A. Madrid





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Continuation of Enclosure No.1 to Division Memorandum no. 164 s. 2023

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April 28, 2023 - Catalinos Hall, Eight Waves Waterpark & Hotel, San Rafael, Bulacan and via MS Teams online platform

**LIST OF IN-PERSON PARTICIPANTS**

EDDIS	SCHOOL	MENTEE
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Dampol 2nd National High School	Joel C. Javier
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Dampol 2nd National High School	Marieth M. Tolentin
II (Baliuag, Bustos, Plaridel)	Dampol Elementary School	Danica, Cortero, Sablay
II (Baliuag, Bustos, Plaridel)	Dr. G. Dela Merced Memorial School	Mariver C. Mangulabnan
III (DRT, San Ildefonso, San Miguel, San Rafael)	Dr. Juan F. Pascual Memorial School	Emil B. Lacanilao
V (Balagtas, Bocaue, Guiguinto, Pandi)	Duhat Elementary School	Mike John Dee C. Lanuza
IV (Marilao, Obando)	Fss Patulo Elementary School	Desy Rose Ganaden Mendoza
V (Balagtas, Bocaue, Guiguinto, Pandi)	Guiguinto Central School	Cherilyn Grace M. Valdez
V (Balagtas, Bocaue, Guiguinto, Pandi)	Guiguinto National Vocational High School	Gerry M. Morante
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Hagonoy West Central School	Eduardo G. Inocencio
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Hagonoy West Central School	Louela Mariz G. Fabian
IV (Marilao, Obando)	Heritage Homes Integrated School	Aira D. Do-Ong
IV (Marilao, Obando)	Heritage Homes Integrated School	Ernesto F. De Guzman
IV (Marilao, Obando)	Heritage Homes Integrated School	Liezel A. Melitante
IV (Marilao, Obando)	Heritage Homes Integrated School	Marilyn K. Candelario
IV (Marilao, Obando)	Heritage Homes Integrated School	Maureen M. Alger
II (Baliuag, Bustos, Plaridel)	Hinukay Elementary School	Mary Joylene I. Abiog
II (Baliuag, Bustos, Plaridel)	Jaime J. Vistan High School	Patricia May C. Santos
III (DRT, San Ildefonso, San Miguel, San Rafael)	Kawit Elementary School	Jhun Marc H. Mendiola
III (DRT, San Ildefonso, San Miguel, San Rafael)	Laura De Leon Halili High School	Mark Joseph Cruz Bidaja
II (Baliuag, Bustos, Plaridel)	Liciada Elementary School	Marvin L. Melencio
III (DRT, San Ildefonso, San Miguel, San Rafael)	Lydia D. Villangca Trade School	Roman Anthony A. Santos
VI (Angat, Norzagaray, Santa Maria)	Mag-Asawang Sapa Elementary School	Anne Margarette M. Magos
VI (Angat, Norzagaray, Santa Maria)	Mag-Asawang Sapa Elementary School	Samuel C. Berdida
V (Balagtas, Bocaue, Guiguinto, Pandi)	Manatal Elementary School	Jessamin D. Bondoc
VI (Angat, Norzagaray, Santa Maria)	Matias A. Fernando Memorial School	Jennifer S. Oco





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Continuation of Enclosure No.1 to Division Memorandum no. 144 s. 2023

**Division Quarterly Hybrid Conference On The Induction Program For Beginning Teachers (IPBT)**  
April 28, 2023 - Catalinos Hall, Eight Waves Waterpark & Hotel, San Rafael, Bulacan and via MS Teams online platform

**LIST OF IN-PERSON PARTICIPANTS**

EDDIS	SCHOOL	MENTEE
VI (Angat, Norzagaray, Santa Maria)	Osias M. Esteban Elementary School	Ma. Hazel S. Sumaway
IV (Marilao, Obando)	Paco Elementary School	Diana Mae M. Roque
III (DRT, San Ildefonso, San Miguel, San Rafael)	Palapala Elementary School	Camille D Sanguyo
V (Balagtas, Bocaue, Guiguinto, Pandi)	Pandi Residences Elementary School	Matt Anderson G. Llantos
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Panducot Elementary School	Angelica P. Manabat
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Panducot Elementary School	Irene P. Narciso
VI (Angat, Norzagaray, Santa Maria)	Parada Elementary School	Diana M. San Diego
II (Baliuag, Bustos, Plaridel)	Parulan Elementary School	Ivy Ann D. Gonzales
II (Baliuag, Bustos, Plaridel)	Parulan Elementary School	Ivy Ann D. Gonzales
IV (Marilao, Obando)	Patubig Elementary School	Norrylyn Mae T. Torrendon
VI (Angat, Norzagaray, Santa Maria)	Perez Elementary School	Apple B. Correa
VI (Angat, Norzagaray, Santa Maria)	Pinagtulayan Elementary School	Jelson E. Napoles
IV (Marilao, Obando)	Prenza Elementary School	Lalaine P. Regio
IV (Marilao, Obando)	Prenza National High School	Aliza Mae T. Broñoso
VI (Angat, Norzagaray, Santa Maria)	Pres. Diosdado P. Macapagal Memorial High School	Lyzelle C. Sumaway
III (DRT, San Ildefonso, San Miguel, San Rafael)	Pulo Elementary School	Rommerson G. Valondo
III (DRT, San Ildefonso, San Miguel, San Rafael)	Pulong Bayabas Elementary School	Shiela Marie Y. Laurencio
III (DRT, San Ildefonso, San Miguel, San Rafael)	Pulong Bayabas Elementary School	Shiela Marie Y. Laurencio
VI (Angat, Norzagaray, Santa Maria)	Pulong Buhangin National High School	Kenn Cherry Lou L. Gambol
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Romeo Acuña Santos Memorial High School	Niña Lykka S. Calara
II (Baliuag, Bustos, Plaridel)	Sabang Elementary School	Ronaldo A. Mejilla
III (DRT, San Ildefonso, San Miguel, San Rafael)	Sacdala Elementary School	Carlo M. Villegas
IV (Marilao, Obando)	Salambao Elementary School	Eunice B. Peyra
III (DRT, San Ildefonso, San Miguel, San Rafael)	Salapungan Elementary School	Christina R. Linsao
III (DRT, San Ildefonso, San Miguel, San Rafael)	San Ildefonso National High School	Ann Louise V. Culala
III (DRT, San Ildefonso, San Miguel, San Rafael)	San Miguel National High School	Gregilyn B. Santos
III (DRT, San Ildefonso, San Miguel, San Rafael)	San Miguel National High School	Maricor N. Samillano





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**LIST OF IN-PERSON PARTICIPANTS**

EDDIS	SCHOOL	MENTEE
III (DRT, San Ildefonso, San Miguel, San Rafael)	San Miguel National High School	Princess Tricia Lly C. Sarmiento
III (DRT, San Ildefonso, San Miguel, San Rafael)	San Miguel National High School	Rosilyn P. Subrabas
III (DRT, San Ildefonso, San Miguel, San Rafael)	Sibul Elementary School	Cyril Jay M. Alejandro
III (DRT, San Ildefonso, San Miguel, San Rafael)	Sibul Elementary School	Ma. Katrina U. De Dios
II (Baliuag, Bustos, Plaridel)	Simplicio S. Del Rosario Memorial Elementary School	Justine Diana G. Valerio
III (DRT, San Ildefonso, San Miguel, San Rafael)	Sitio Pag-Asa Elementary School	Jericha I. Villafane
VI (Angat, Norzagaray, Santa Maria)	Sta. Clara Elementary School Santa Maria Central District	Jovelyn A. Lara
V (Balagtas, Bocaue, Guiguinto, Pandi)	Sta.Rita Elementary School	May-Ann Z. Banton
V (Balagtas, Bocaue, Guiguinto, Pandi)	Taal Elementary School	Jessavel Pabua Radam
V (Balagtas, Bocaue, Guiguinto, Pandi)	Taal High School	Jessica Noreen T. Leonor
VI (Angat, Norzagaray, Santa Maria)	Teodoso R. Manuel Elementary School	Danica Joy O. Mendoza
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Tibaguin Elementary School	Chlea Zcel P. Guevarra
I (Bulakan, Calumpit, Hagonoy, Paombong, Pulilan)	Tibig Elementary School	Jhorienel T. Zafra
III (DRT, San Ildefonso, San Miguel, San Rafael)	Tukod Elementary School	Araya Mae V. Santos
III (DRT, San Ildefonso, San Miguel, San Rafael)	Tukod Elementary School	Catherine O. Aragon
VI (Angat, Norzagaray, Santa Maria)	Tumana Elementary School	Angelette Celestino
III (DRT, San Ildefonso, San Miguel, San Rafael)	Vedasto R Santiago High School	Angelica M. Sangil
III (DRT, San Ildefonso, San Miguel, San Rafael)	Vedasto R. Santiago High School	Mark Kelvin B. Gomez
III (DRT, San Ildefonso, San Miguel, San Rafael)	Vedasto R. Santiago High School	Maryjoy L. Adigue
V (Balagtas, Bocaue, Guiguinto, Pandi)	Virginia Ramirez Cruz National High School	Mark Oliver L. Santos
V (Balagtas, Bocaue, Guiguinto, Pandi)	Virginia Ramirez-Cruz National High School	Jacob G. Cruz





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**LIST OF IN-PERSON PARTICIPANTS**

SCHOOL	MENTOR/Master Teacher
Alexis G. Santos National High School	Eliza T. Altar
Anyatam Elementary School	SUSAN G. EUGENIO
Balagtas Central School	Rhea U. Kabuhat
Balatong B Elementary School	Luzviminda G Timoteo
Bambang Elementary School	Nidia M. Dela Cruz
Bunsuran Elementary School	Randy S. Tuazon
Cong. Erasmo R. Cruz Memorial Central School	Pedro P. Manalo Jr.
Dona Candelaria Meneses Duque NHS	Edgardo G Anora
Guiguinto National Vocational High School-Annex	Rael E. Buluran

**LIST OF IN-PERSON TECHNICAL WORK GROUP (TWG)**

NAME	DESIGNATION	OFFICE
Enrique Rigor P. Flores	Head Teacher III	Dona Candelaria Meneses Duque NHS
Isagani M. Aguinaldo	Head Teacher II	Felizardo C. Lipana National High School
Clarissa DC. Flores	Head Teacher III	Iba National High School
Christian B. Santos	Master Teacher I	San Miguel National High School
2 Representative from SHNU	Nurse	SDO Bulacan
8 HRD Focal Persons	Master Teacher, Head Teacher, School Head	Elementary & Secondary

***VIRTUAL PARTICIPANTS :***

***All other IPBT Mentors and Mentees***





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Enclosure No.2 to Division Memorandum no. 164 s. 2023

**Division Quarterly Hybrid Conference On The Induction Program For Beginning Teachers (IPBT)**  
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**LEARNING & DEVELOPMENT MATRIX**

<b>TIME</b>	<b>ACTIVITY</b>	<b>PERSON-IN-CHARGE</b>
7:30-8:00	Breakfast	
8:00-8:30	Registration	<b>Division HRD Team</b>
8:30-9:30	Preliminaries	
	Acknowledgement of Participants	
	Opening Remarks	<b>ZUREX T. BACAY, PhD</b> Assistant Schools Division Superintendent
	Inspirational Message	<b>NORMA P. ESTEBAN, EdD, CESO V</b> Schools Division Superintendent
	Statement of Purpose/Virtual & In-Person Kumustahan	<b>MARILENE G. RAMOS, LPT, MAT</b> Senior Education Program Specialist, HRD
9:30-10:00	The Road to Professional Growth: The Division's IPBT Program Experience	<b>BRYAN AMIEL F. DE JESUS, LPT, MAE</b> Senior Education Program Specialist, SMN
10:00-10:15	Health Break	
10:15-12:00	Creating an Engaging Physical and Virtual Learning Environment	<b>DANIEL V. ORTEGA, EdD</b> Public School District Supervisor San Ildefonso
12:00-1:00	Lunch Break	
1:00-1:30	Navigating the IPBT Program in the EDDIS: Insights and Experiences	<b>ODETTE V. ESPIRIDION</b> Principal I EDDIS Chairperson
1:30-2:45	Implementing Learning Plans and Enriching Teaching Practice	<b>IRISH C. STA. ROSA</b> Master Teacher I
2:45-3:45	Enhancing Teacher Quality: The Story of School's IPBT Program	<b>ANNA V. JULIANO</b> Principal IV <b>MARNICK S. GUTIERREZ</b> Master Teacher II
3:45-4:15	Open Forum	<b>MA. BELLA S. FAJARDO</b> Education Program Specialist II, HRD
4:15-4:20	Presentation of M&E Result/Ways Forward	<b>QATAME Associate</b> Monitoring & Evaluation (M&E)
4:20-5:00	Empowered and Inspired: A New Teacher's Reflection on the IPBT Conference	<b>BEGINNING TEACHERS</b> In-Person & Virtual Attendees

**ROMYBOY C. PUNONGBAYAN**  
Master Teacher I  
Emcee

