



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OF BULACAN

December 6, 2023

DIVISION MEMORANDUM

No. 509, s. 2023

4th 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 4th Division Quarterly Hybrid Conference on the Induction Program for Beginning Teachers (IPBT) on December 12, 2023 at 8:00 am via virtual and in-person platforms.
2. The upcoming IPBT 4th consultative meeting entitled 'Uniting Mentors and Mentees in Educational Synergy' is a strategically designed training initiative, developed from a thorough analysis of data and learning development needs. It aims to harmonize the skills and potential of beginning teachers with the expertise of master teachers, facilitating a dynamic exchange of knowledge and practices. This program not only addresses specific educational competencies but also fosters an environment of innovation and collaboration, ensuring that all educators are equipped to meet the evolving challenges of the teaching profession while promoting inclusive and sustainable educational development. Specifically, this undertaking intends to:
 - a. Develop a comprehensive plan to celebrate the achievements of newly inducted teachers at the IPBT Completion Ceremony in January, ensuring it serves as a platform for recognizing their growth and encouraging their continued professional journey;
 - b. Outline and launch 'The Four Pillars of Pedagogy: A Year-Round Master Teachers' Journey', a dedicated program for master teachers; and
 - c. Create a detailed plan for organizing a demonstration festival that showcases innovative teaching strategies and cutting-edge educational practices.
3. In-person attendees will convene at Galilee Wonderland Resort & Hotel, Gen. Alejo G. Santos Highway, Bustos, Bulacan, while virtual participants will receive the virtual platform link one day prior to the conference through HRD Growth Guardians. Enclosure No. 1 provides a roster of both in-person and virtual participants, and all attendees are required to complete registration at this link: <https://bit.ly/PreReg12122023IPBT> by December 9, 2023.



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4. The Focus Group Discussion (FGD) is scheduled for December 11, 2023, at 2:00 pm, to be held at the training venue. This meeting is crucial for strategizing and coordinating logistics for the upcoming event. It will provide an opportunity for practical insights, allowing the technical work group to test the online equipment, internet connection, and other logistical aspects. The session will be attended by designated facilitators and HRD Growth Guardians, as outlined.
5. All concerned are reminded to strictly observe the health and safety protocols against COVID-19.
6. The Learning and Development (L&D) matrix is found in Enclosure no. 2.
7. Expenses incurred in this activity shall be charged against Division InSeT fund subject to the accounting and auditing rules and regulations.
8. This Memorandum serves as the travel authority of all the participants.
9. Immediate and wide dissemination of this Memorandum is desired.


NORMA P. ESTEBAN, EdD, CESO V
Schools Division Superintendent


mgt/sgod-hrd ipbt
152/12-05-2023



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Enclosure No.2 to Division Memorandum no. 509 s. 2023
 Division Quarterly Hybrid Conference On The Induction Program For Beginning Teachers

LEARNING & DEVELOPMENT MATRIX

TIME	ACTIVITY	PERSON-IN-CHARGE
7:00-8:00	"Start your day with a smile and a nutritious breakfast in the venue!"	
8:00-8:30	Registration	Division HRD Growth Guardians & TWG
8:30-9:00	Preliminaries	
	Acknowledgement of Participants	
	Inspiring Words from the Pinnacle	Norma P. Esteban, EdD., CESO V Schools Division Superintendent
9:00-9:15	Manifesto of Intent	Cecilia S. Custodio, PhD. Chief, SGOD
9:15-10:45	Session 1: Celebrating Newly Inducted Teachers - Planning the IPBT Completion Ceremony <ul style="list-style-type: none"> • Presentation on the importance of celebrating beginning teachers (IPBT Completion Ceremony) • Group discussions to finalize the event's theme, key activities, and logistics. • Plenary session to consolidate plans and set action items. 	Ma. Lorena B. Cardenas (Principal IV, Plaridel ES) Maricel A. Sayson (Head Teacher, AFGBMTS) Marciano V. Cruz Jr. (Principal IV, AFGBMTS)
10:45-12:00	Session 2: Launching 'The Four Pillars of Pedagogy' Program <ul style="list-style-type: none"> • Keynote presentation on the significance of continuous development for master teachers. • Group activity to identify potential challenges and solutions in implementing the program. 	Marilene G. Ramos (Senior Education Program Specialist, HRD) Marites F. Torno (Principal III, Parada ES)
12:00-1:00	"Lunchtime delights await you."	
1:00-2:30	Session 3: Crafting the Demonstration Festival <ul style="list-style-type: none"> • Brief presentation on the role of demonstration festivals in showcasing educational innovations. • Collaborative workshop to plan the festival's objectives, format, and content. • Group exercises to develop a marketing and engagement strategy for the festival. • Roundtable discussion to finalize the festival plan and delegate responsibilities. 	Melannie T. Sangoyo (Principal II, Akle HS) Ronald G. Gabito (Principal I, Matictic Integrated School)
2:30-3:30	Closing Session: Synthesis and Action Steps <ul style="list-style-type: none"> • Establishment of timelines and action plans for each objective. • Final Q&A and feedback session. • Closing remarks and next steps. 	Jay-Arr C. Tayao (Education Program Supervisor, SGOD) Ma. Bella S. Fajardo (Education Program Specialist II, HRD)



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Enclosure No.1 to Division Memorandum no. 509 s. 2023
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LIST OF IN-PERSON PARTICIPANTS

SCHOOL	NAME	DESIGNATION
Aguinaldo J Santos National High School	Roberto L. Aquino	Head Teacher II
Aguinaldo J. Santos N.H.S.	Gloria M. Acuña	Teacher III
Aguinaldo J. Santos National HS	Elenita V. Tucio	Master Teacher I
Aguinaldo J. Santos National HS	Isabelita S. Canoza	Asst. Principal II
Akle High School	Marife A. Villadarez	Teacher II
Akle High School	Rachel S. Duran	Teacher I
Alejandro E. Flores Sr. Es	Edrison Aquino Raymundo	Master Teacher II
AFG. Bernardino MTS	Anna Rose A. Alejandre	Teacher I
AFG. Bernardino MTS	Cherlyn Di. Gallardo	Master Teacher
AFG. Bernardino MTS	Jeffrey G. Morenos	Master Teacher
AFG. Bernardino MTS	Josielyn V. Salvador	Master Teacher
AFG. Bernardino MTS	Napoleon A. Bergado, Jr.	Teacher I
Balagtas National Agricultural HS	Clemen B. Soliman	Master Teacher
Banga Elementary School	John Ryan A. Casipe	Teacher I
Banga Elementary School	Laiza May A. De Jesus	Teacher I
Banga Elementary School	Rosalie M. Ramos	Master Teacher I
Banga Elementary School	Sarah C.Alcoreza	Master Teacher I
Bintog Elementary School	Ronie Mark J. Tapel	Teacher I
Boacaue Hills Elementary School	Rochelle Marie L. Autor	Master Teacher
Bubulong Malaki Elementary School	Jessica P. Cruz	Master Teacher
Bulacan Heights Elementary School	Mark Jerome P. Zafra	Master Teacher
Bunducan Elementary School	Vincent C. Villamora	Master Teacher
Calawitan National High School	Angelica Joy L. Alipar	Sst I
Camachile Elementary School	Jasmin P. Mendoza	Master Teacher II
Carlos F. Gonzalez High School	R-Jay M. Valmadrid	Teacher II
Catmon National High School	Donnabelle C. Lutchavez	Master Teacher
Cong. Erasmo R. Cruz Memorial CS	Catherine C. Alejandro	Master Teacher
Culianin Elementary School	Jenie C. Pintor	Master Teacher I
Cutcut Elementary School	Rosalina B.Porciuncula	Master Teacher
Dr. Felipe De Jesus National HS	Myla M. Castillo	Master Teacher I
Emilia Perez Ligon High School	Francisco Dc. Batulan	Teacher II
Emilia Perez Ligon High School - Shs	Cristian Paul M. De Guzman	Teacher II
F. Mendoza Memorial Elementary School	Andrea J. Candelaria	Master Teacher
Fss Patulo Elementary School	Desy Rose G. Mendoza	Teacher I
Fvr Phase 3 Elementary School	Milanie V. San Pedro	Master Teacher
Gen. Gregorio Del Pilar Integrated School	April E. Dela Rosa	Master Teacher
Heritage Homes Is	John Alvin M. Nahil	Master Teacher
Iba National High School	Chabilita Meneses	Teacher I
Jacinto Ponce Elementary School	Corina Carmela V. Francisco	Teacher I
John J. Russel Memorial High School	Bengie Lozano Tolentino	Teacher II
John J. Russell Memorial High School	Abigail C. Placio	Master Teacher I
John J. Russell Memorial High School	Mabelle A. Lazaro	Teacher I
Kalayakan High School	Keil S. Agustin	Teacher I
Lagundi Elementary School	Evangeline Dc. Mariano	Master Teacher I



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Enclosure No.1 to Division Memorandum no. 501 s. 2023
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LIST OF IN-PERSON PARTICIPANTS

SCHOOL	NAME	DESIGNATION
Lalangan Elementary School	Amelita B. Manuel	Master Teacher II
Lalangan Elementary School	Riena Paz V Estacion	Teacher I
Laura De Leon Halili High School	Jinky L. Sarmiento	SST I
Laura De Leon Halili High School	Mary Rose V. Delos Santos	Teacher II
Laura De Leon Halili High School	Mark Joseph C. Bidaja	Teacher I
Longos Elementary School	Luz S. Jumaquio	Master Teacher
Lucas N. Domingo Elementary School	Liezel M. Camua	Teacher I
Lucas N. Domingo Elementary School	Ofelia R. Gamboa	Master Teacher I
Lydia D. Villangca Trade School	Jaycel Joy T. Sanguyo	Teacher II
Lydia D. Villangca Trade School	Katherine V. Delos Santos	Teacher I
Mariano Ponce National High School	Micky Nicole Lb. Ramirez	Teacher I
Maronquillo National High School	Camille M. Santiago	Teacher I
Maronquillo National High School	Hazelle Anne A. Del Carmen	Teacher II
Maronquillo National High School	Geraldine C. Glean	Teacher II
North Hills Village ES	Thealla Ann Cruz	SpEd Teacher I
Northville V Elementary School	Novabel - B - Ragiles	Master Teacher
Osias M. Esteban Elementary School	Ron Joseph E. Cortez	Master Teacher I
Partida National High School	Angelica Domingo Velasco	Teacher II
Partida National High School	Sherylene S. Reyes	Teacher I
Partida National High School	Erdilyn R. Peralta	Teacher II
Partida National High School	Joanna Marie A. Luartez	Teacher II
Parulan Elementary School	Lydia D. De Guzman	Master Teacher I
Perez Elementary School	Alelie D. Buenaventura	Teacher I
Plaridel Elementary School	Ralph L. Quinto	Master Teacher II
Prenza National High School	Cyrus Glenn A. Guevarra	Master Teacher
Pres. Diosdado P. Macapagal Memorial HS	Lyzelle C. Sumaway	Teacher I
Pulong Buhangin NHS	Ma. Lina C. Gunita	Master Teacher
Pulong Tamo Elementary School	Lorenzo C. Duñigo	Master Teacher
Rueda Elementary School	Danica C. Sablay	Teacher I
Rueda Elementary School	Elaine B. Flores	Teacher I
San Ildefonso National High School	Ideelyn P. Guevarra	Master Teacher II
San Ildefonso National High School	Rey Zosimo R. Requejo	Master Teacher II
San Ildefonso National High School	Rustom N. Duran	Teacher I
San Jose Elementary School	Jerico D. Cruz	Teacher I
San Jose Elementary School	Madeline S. Rapoy	Teacher I
San Miguel Elementary School	Pinky O. Palomo	Master Teacher
San Miguel National High School	Bernadette E. Hipolito	Master Teacher I
San Miguel National High School	Billy Joe A. Viñas	Master Teacher II
San Miguel National High School	Christian M. Santos	Master Teacher I
San Miguel National High School	Lucille M. Serrano	Teacher I
San Miguel National High School	Paolo Rovic D. Suarez	SST I
San Miguel North Central School	Elizabeth Vidal Rosal	Master Teacher
San Pascual Elementary School	Ma.. Antonietta A. Ileta	Master Teacher
San Pedro National High School	Conie C. Denoy	Master Teacher



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SCHOOL	NAME	DESIGNATION
San Rafael National Trade School	Katrina S. Sanvictores	Teacher II
San Roque National High School	Romyboy C. Punongbayan	Master Teacher I
Sapang Pahalang Elementary School	Dhiezyery T Cabalo	Master Teacher
Sipat Elementary School	Jane F. Garcia	Teacher I
Sipat Elementary School	Mayette C. Reyes	Teacher I
Sta Catalina Bata National High School	Ian Joshue Solitario	Teacher I
Sta. Catalina Bata National High School	Alfredel P. Daracan	Teacher II
Sta. Maria National High School	Mark Pampolina Armenta	Master Teacher
Sto. Elementary School/ Deped Plaridel	Myla S. De Guia	Master Teacher I
Sto. Niño Elementary School	Melanie C. Dionisio	Master Teacher I
Talamsi I Elementary School	Mary Joy A. Gacias	Teacher I
Talipit NHS	Kathrine Jane Luna	Master Teacher I
Tukod Elementary School	Araya Mae V. Santos	Teacher I
Vedasto R. Santiago High School	Carlo D. Macaranas	Teacher I
Vedasto R. Santiago High School	Ena Jam Pamela M. Manuel	Teacher II
Vedasto R. Santiago High School	Geraldine Y. Artatez	Teacher I
Vedasto R. Santiago High School	Marilyn C. Angeles	Teacher II
Virginia Ramire-Cruz National High School	Jorge G. Garcia	Master Teacher
Virginia Ramirez-Cruz National High School	Arlene R. Sanchez	Master Teacher

LIST OF IN-PERSON TECHNICAL WORK GROUP (TWG)

NAME	DESIGNATION	OFFICE/ SCHOOL
Christian Dela Cruz	Project Development Officer I	SDO
Edwin G. Dela Cruz	Principal I	Antonio C. Cruz-SulucanES
Engelbert Dela Cruz	Project Development Officer I	SDO
Evelyn R. Sicat	Head Teacher VI	Pulong Buhangin NHS
Inah Marifaye M. Blanco	Project Development Officer I	SDO
Isagani M. Aguinaldo	Head Teacher III	FCLNHS
Jaypee DS. Armenion	Principal	Aguinaldo J. Santos NHS
Ma. Charito R. Cruz	Principal IV	Sta. Barbara ES
Reinel L. Morelos	Head Teacher III	Dr. Felipe De Jesus NHS
Ricardo C. Benis Jr.	Principal	North Hills Village HS
Robert S. Lovendino	Head Teacher III	Meysulao ES
Ronaldo S. Sanchez	Head Teacher III	AFGBMTS
<ul style="list-style-type: none"> 2 School Health & Nutrition Unit (SHNU) 		

Virtual Participants: All IPBT Mentees & other Mentors