



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

October 23, 2025


DIVISION MEMORANDUM

No. 537 s. 2025

CORRIGENDUM TO DIVISION MEMORANDUM NO. 525, S. 2025 TITLED, "BATCH 2 OF THE HYBRID DIVISION CONFERENCE ON THE INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT): MEANINGFUL 'KUMUSTAHAN' AND TRANSFORMING INSIGHTS INTO ACTION"

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

1. In reference to Division Memorandum No. 525, s. 2025, titled "*Batch 2 of the Hybrid Division Conference on the Induction Program for Beginning Teachers (IPBT): Meaningful 'Kumustahan' and Transforming Insights into Action*," please be informed of the revised Learning and Development (L&D) Matrix to be used.
2. The new L&D Matrix is attached as Enclosure No. 1 to this Corrigendum. All concerned are requested to disregard the first one and refer to this updated matrix for guidance.
3. All PSDSs and School Heads are now required to attend as online participants via MS Teams to receive proper orientation on the IPBT Course Completion and Graduation.
4. In line with the smooth conduct of Division-initiated activities, **all school heads are also reminded to ensure that teachers who are officially identified as participants are not assigned to other school-based tasks, duties, or activities during the same schedule.** This includes, but is not limited to, conducting LAC sessions, meetings, or any similar undertakings that may conflict with the Division activity. Participation in Division-led professional development initiatives shall take precedence, as these form part of the teachers' continuous learning and capacity-building responsibilities.
5. In cases where participating teachers have scheduled classes during the Division activity, school heads are enjoined to make the necessary arrangements, such as class rescheduling, delegation, or substitution of teachers, to allow full participation without compromising instructional delivery. Further, Head Teachers and School Heads may be designated to act as substitutes for teachers who are required to attend Division-led activities, whether conducted in-person or online. This measure aims to uphold both the integrity of the Division program and the continuity of learning in schools.
6. To keep abreast with the updates on HRD initiatives, trainings, learning opportunities, and best practices, all personnel are asked to join the SDO Bulacan HRD official Facebook Group, "sHRD BULACAN," through this link: <https://www.facebook.com/share/g/1d95DsBM2Z/>
7. All other provisions stated in Division Memorandum No. 525, s. 2025 shall remain in full force and effect.
8. For the information and guidance of all concerned.


CECILIA E. VALDERAMA, PhD
Assistant Schools Division Superintendent
Officer-in-Charge
Office of the Schools Division Superintendent



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Enclosure No. 1 to Division Memorandum no. 531 s. 2025

Induction Program for Beginning Teachers (IPBT):
Meaningful 'Kumustahan' and Transforming Insights into Action
November 06, 2025, 8 Waves Waterpark and Hotel, San Rafael, Bulacan, and MS Teams

REVISED LEARNING AND DEVELOPMENT MATRIX

TIME	ACTIVITY	PERSON-IN-CHARGE
7:00-8:00	<i>Let's kick off with a gourmet breakfast</i>	
8:00-8:30	<i>Registration and Preliminaries</i>	Division HRD Learning Stewards
8:30-8:40	<i>Interactive Presence and Bilingual Tracking (IPBT) Check-In & "3M: Mapping Mentees and Mentors"</i>	MA. JESUSA V. PAMPILON, PhD EPS II, SOCMOB
8:40-8:45	<i>IPBT Program Address</i>	RAINELDA M. BLANCO, PhD Chief Education Supervisor, SGOD
8:45-8:55	<i>Motivational Talks by the SDS & ASDSs</i>	CECILIA E. VALDERAMA, PhD OIC - Schools Division Superintendent
		MARIA CELINA L. VEGA, CESO VI Assistant Schools Division Superintendent
		JAIME T. TUGADE, PhD, CESE, RGC OIC, ASDS
8:55-9:00	<i>Interactive Meet-and-Greet & Purpose Overview</i>	CRISTIAN PAUL M. DE GUZMAN, MAEd Education Program Specialist II, HRD
9:00-10:30	Quality at the Core: Review of the IPBT Course Modules	MARK FROILAN LLANES Master Teacher I, Fortunato F. Halili National Agricultural School
10:30-10:40	<i>Health Break</i>	
10:40-12:00	From Practice to Progress: Sharing of IPBT Best Practices	Select Elementary and Secondary Teachers
12:00-1:00	<i>An Hour of Culinary Delight</i>	
1:00-2:30	Voices that Matter: Meaningful IPBT Feedback Mechanisms	NORA J. ADRIANO, PhD Principal IV, Banga Elementary School
2:30-2:40	<i>Health Break</i>	
2:40-4:10	From Learning to Action: Crafting the IPBT Action Plan for Completion	MA. LORENA B. CARDENAS, PhD PSDS, Hagonoy East District
4:10-4:20	<i>Closing Program</i>	CECILIA S. CUSTODIO, PhD Chief Education Supervisor, CID
4:20-5:00	<i>Awarding of Certificates and Photo Op</i>	Division HRD Learning Stewards



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RESOURCE SPEAKERS

NAME	DESIGNATION / SCHOOL	TOPIC
Ma. Lorena B. Cardenas, PhD	Public Schools District Supervisor, Hagonoy East District	Quality at the Core: Review of the IPBT Course Modules
Nora J. Adriano, PhD	Principal IV, Banga Elementary School, Plaridel District	From Practice to Progress: Sharing of Best Practices
Mark Froilan Llanes	Master Teacher I, Fortunato F. Halili National Agricultural School	Voices that Matter: Meaningful Feedback Mechanisms From Learning to Action: Crafting the Action Plan for Completion

TECHNICAL WORKING GROUP

NAME	DESIGNATION	ROLE
Clarissa De Flores	Head Teacher III	Logistics, Attendance, & Certificates
Maricel Sayson	Head Teacher VI	
Michelle M. Berasis	Teacher III	
Ma. Crisanta J. Perez	Teacher III	
Enrique Rigor Flores	Head Teacher III	Program Facilitators
Christian Santos, PhD	Master Teacher I	
Redhen Jade Velasquez	Technical Assistant I	Presentations and Livestreaming
Marco Paolo Victoriano	ITO I	
Tristan Russ Valderama	PDO I	
Ronald G. Salvador	ITO Staff	
John Carlo Javier	Teacher III	Documentation / Video Production
Chique Razel Cruz	Teacher III	
Melannie T. Sangoyo, PhD	School Principal III	Engagement Stewards
Ma. Filipina Cruz, PhD	School Principal	
Ma. Lorena B. Cardenas, PhD	PSDS	Resource Speakers
Nora J. Adriano, PhD	Principal IV	
Mark Froilan Llanes	Master Teacher I	
Cristian Paul M. De Guzman	EPS II	Program Lead