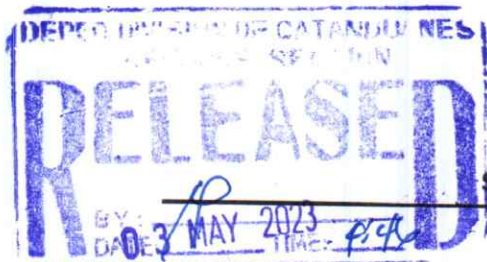




Republic of the Philippines  
**Department of Education**  
 REGION V - BICOL  
**SCHOOLS DIVISION OFFICE OF CATANDUANES**



May 02, 2023

**DIVISION MEMORANDUM**  
 OSDS-SGOD-DM- 166 s. 2023

**INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT) 2022  
 SUBMISSION OF REPORTS**

To: Assistant Schools Division Superintendent  
 Chief Education Supervisors  
 Education Program Supervisors  
 Public Schools District Supervisors/In-charge of the Districts  
 Elementary and Secondary School Heads

1. This has reference to the pilot implementation of the Induction Program for Beginning Teachers (IPBT). The IPBT intends to provide a systematic and comprehensive support system for newly hired teachers to seamlessly immerse them in the teaching profession in the public school system.

2. Relative to these, schools are directed to submit their report to the Schools Division Office through their respective Public-School District Supervisors or designated IPBT focal person. Schools may use the Year 1 IPBT Report templates included in the resource package of IPBT. These can also be downloaded from <https://bit.ly/IPBTPilotTemplates>.

3. Reports must be submitted on or before **May 12, 2023**, either in softcopy copy thru this link <https://bit.ly/IPBT-Catanduanes-Report> or in print to SGOD-HRD Unit for consolidation. SDO shall submit the consolidated IPBT report to the Region on May 19, 2023.

4. Moreover, the following selected School Personnel who participated in the pilot implementation are required to answer the survey form indicated in the link provided below. Respondents were chosen via stratified sampling based on the list of participating schools submitted by the ROs. Survey responses will be accepted until **May 19, 2023**.

Catanduanes	<b>Dugui Wala ES</b>	1. Felicito C. Gonzales Jr. (Beginning Teacher) 2. Assigned IPBT Mentor 3. School Head
1. Survey Link for Beginning Teachers: <a href="https://bit.ly/ipbtyear1teacher">bit.ly/ipbtyear1teacher</a> 2. Survey Link for Mentors: <a href="https://bit.ly/ipbtyear1mentor">bit.ly/ipbtyear1mentor</a> 3. Survey Link for School Heads: <a href="https://bit.ly/ipbtyear1schoolhead">bit.ly/ipbtyear1schoolhead</a>		



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 DepEd Tayo-Region V - Catanduanes



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REGION V - BICOL  
**SCHOOLS DIVISION OFFICE OF CATANDUANES**

5. Please see the attached template of the IPBT Report, List of Schools and Beginning Teachers who participated in the IPBT Pilot Implementation who need to submit the Report.
6. For inquiries, please contact Ms. Carol P. Gil, [carol.gil001@deped.gov.ph](mailto:carol.gil001@deped.gov.ph) or Ms. Elizabeth S. Urbano, [elizabeth.urbano@deped.gov.ph](mailto:elizabeth.urbano@deped.gov.ph), or the HRD official email, [hrd.ctd@deped.gov.ph](mailto:hrd.ctd@deped.gov.ph)
7. For information, dissemination, and compliance.

By authority of the Schools Division Superintendent:

**MA. LUISA T. DELA ROSA**  
Assistant Schools Division Superintendent  
Office-In-Charge

OSDS-SGOD-DM\_\_\_\_-2023/INDUCTION PROGRAM FOR BEGINNING TEACHERS 2022 SUBMISSION OF REPORTS



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DepEd Tayo-Region V - Catanduanes

Teacher Induction Program (TIP)  
**Monitoring and Evaluation Form for Mentors**  
 (to be submitted to the School Head at the end of Year 1)

Date submitted: \_\_\_\_\_

**Part I. Personal Information**

School: \_\_\_\_\_  
 Division: \_\_\_\_\_  
 Name of Mentor: \_\_\_\_\_  
 Contact Number/s: \_\_\_\_\_  
 Email address: \_\_\_\_\_  
 Position/Designation: \_\_\_\_\_  
 Grade Level/s Being Taught: \_\_\_\_\_  
 Subject Areas being Taught: \_\_\_\_\_  
 Name of Newly-hired Teacher/s Being Mentored: \_\_\_\_\_  
 School Year: \_\_\_\_\_

**Part II. Progress Monitoring**

(In case of more than one newly-hired teacher being mentored, please add sub-sections i.e. Part II. A. <name of newly-hired teacher>)

<b>TIP Coursebook #</b>	<b>Date Accomplished</b>	<b>Summative Assessment Score</b>	<b>Remarks</b>
Coursebook 1			
Coursebook 2			
LDM Module 2			
LDM Module 3A			



## Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of Year 1)

LDM Module 3B				
Coursebook 3				
Coursebook 4				
Coursebook 5				
Coursebook 6				

What are the strengths of your mentee?

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What are areas for improvement of your mentee?

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### Part III. Monitoring and Evaluation of the Program Implementation

<i>Issues and Concerns Encountered</i>	<i>Solutions</i>	<i>Recommendations</i>
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Teacher Induction Program (TIP)  
**Monitoring and Evaluation Form for Mentors**

(to be submitted to the School Head at the end of Year 1)


<p>1. What are your best practices in coaching and mentoring the newly hired teacher/s?</p>
<p>2. What interventions, resources and other activities helped in the conduct of the TIP?</p>
<p>3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.</p>



# Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP Coordinator at the end of TIP Year 1)


Based on the mentors' individual progress reports, what are the top three strengths of the newly-hired teachers in your school?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Based on the mentors' individual progress reports, what are the top three points for improvement of the newly-hired teachers in your school?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Monitoring and Evaluation Form for School Heads

Teacher Induction Program (TIP)

(to be submitted to the Division TIP Coordinator at the end of TIP Year 1)

**Part III. Monitoring and Evaluation of the Program Implementation**  
Based on the mentors' consolidated report on the monitoring and evaluation of the program implementation, what are the top three issues and concerns in the TIP implementation experienced in your school?

<b>Issues and Concerns Encountered</b>	<b>Solutions</b>	<b>Recommendations</b>



## Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP Coordinator at the end of TIP Year 1)

**Instructions: Discuss your answers to the following open-ended questions. Please cite examples and specify portions of the courses as much as possible.**

1. What are some of your school's best practices in coaching and mentoring the newly-hired teacher/s?
2. What interventions, resources and other activities helped in the conduct of the TIP in your school?
3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.

List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
1	Bagamanoc North	Bugao CES	Maria Luz G. Bautista	Rea V. Samar	
2	Bagamanoc North	Bugao NHS	Ma. Gelyn D. Segismundo	Leonora Mila Rafaela T. Manoguid	Ma. Elena N. Hecet-Magno
3	Bagamanoc North	Bugao NHS	Ma. Gelyn D. Segismundo	Maria Lilia C. San Gaspar	Ma. Elena N. Hecet-Magno
4	Bagamanoc North	Bugao NHS	Ma. Gelyn D. Segismundo	Maria Luchelle V. Tapel	Ma. Elena N. Hecet-Magno
5	Bagamanoc North	Hinpaan ES	Rebecca C. Villacorta	Abegail S. Teleg	
6	Bagamanoc North	San Vicente NHS	Erlinda Villacorta	Jesyl F. Echaluce	
7	Bagamanoc North	San Vicente NHS	Erlinda Villacorta	Romeo Ramirez, Jr.	
8	Bagamanoc South	Quigaray ES	Aileen V. Vera	Ela Jane R. Beltran	
9	Bagamanoc South	Salvacion ES	Leny B. Ignacio	Jesusa V. Lanon	
10	Bagamanoc South	Salvacion ES	Leny B. Ignacio	Jharrel C. Catacutan	
11	Bagamanoc South	Salvacion ES	Leny B. Ignacio	Mark Jason V. Candalaria	
12	Bagamanoc South	Salvacion ES	Leny B. Ignacio	Ramil V. Capistrano	
13	Bagamanoc South	Salvacion ES	Leny B. Ignacio	Renalyn V. Cabrera	
14	Baras South	Abihao ES	Analyn S. Ogalinola	Vanessa Lyn P. Coronejo	
15	Baras South	Baras Rural Development HS	Lyra C. Tusi	CHRISTINE IVORY T. TABOYLOG	
16	Baras South	Baras Rural Development HS	Lyra C. Tusi	CZARINA MAE ARCILLA	
17	Baras South	Baras Rural Development HS	Lyra C. Tusi	JOCELYN B. SORIAO	
18	Baras South	Baras Rural Development HS	Lyra C. Tusi	MA. JOSETTE A. ASUNCION	
19	Baras South	Baras Rural Development HS	Lyra C. Tusi	MA. TERESA G. CAMACHO	
20	Baras South	Baras Rural Development HS	Lyra C. Tusi	RUFFA U. MANOGUID	
21	Baras South	Baras Rural Development HS	Lyra C. Tusi	VARIAN B. NAIG	
22	Bato East	Batalay ES	Virginia M. Tejerero	Aster Joy M. Taule	
23	Bato East	Bote IS	Lina Tayas	Baby Rose T. Tubiera	
24	Bato East	Cagraray ES	Joel V. Masagca	Liezl T. Trinidad	Marites O. Tatel
25	Bato East	Cagraray ES	Joel V. Masagca	Reynan P. Tapia	Marites O. Tatel
26	Bato East	Carorian ES	Jupiter L. Torno	Lilian Paula F. Barba	
27	Bato East	Carorian ES	Jupiter L. Torno	Lydia T. Orandain	
28	Bato East	Carorian ES	Jupiter L. Torno	Wilma T. Cadiz	



## List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
29	Bato East	Pananaogan ES	Alex I. Torres	Ruth P. Zate	
30	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	Ashley Kee A. Coma	
31	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	Charity T. Chua	
32	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	Diane B. Tayobana	
33	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	John Norman D. Pabia	
34	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	Lani T. Templonuevo	
35	Caramoran North	Caramoran RDHS	Cesmenda A. Borromeo	Mary Ann C. Gianan	
36	Caramoran North	Dariao NHS	Salve S. Seña	Ailyn A. Fernandez	
37	Caramoran North	Dariao NHS	Salve S. Seña	Joven S. Dellova	
38	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Diane Rose C. Emererciana	
39	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Edcel SJ. Sales	
40	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Elmer, Jr. V. Tabor	
41	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Jessel V. Vera	
42	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Jhoanna S. Rodriguez	
43	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Obed N. Cornel	
44	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Rene SJ. Sales	
45	Caramoran North	Palumbanes IS	Efren O. Matienzo, Jr.	Rex T. Conche	
46	Caramoran North	Tubli NHS	Irene T. Aguilar	Cherelyn P. Cion	
47	Caramoran North	Tubli NHS	Irene T. Aguilar	Cherrie B. Del Agua	
48	Caramoran North	Tubli NHS	Irene T. Aguilar	Erma M. Solsona	
49	Caramoran North	Tubli NHS	Irene T. Aguilar	Ginalyn B. Aldea	
50	Caramoran North	Tubli NHS	Irene T. Aguilar	Jay Arr S. Romero	
51	Caramoran North	Tubli NHS	Irene T. Aguilar	Jonna Nessa D. Masagca	
52	Caramoran North	Tubli NHS	Irene T. Aguilar	Karen Kay V. Dasigan	
53	Caramoran North	Tubli NHS	Irene T. Aguilar	Louise Jessa P. Cendaña	
54	Caramoran North	Tubli NHS	Irene T. Aguilar	Lynette E. Botin	
55	Caramoran North	Tubli NHS	Irene T. Aguilar	Margery A. Burac	
56	Caramoran North	Tubli NHS	Irene T. Aguilar	Melanie B. Matienzo	



List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
57	Caramoran North	Tubli NHS	Irene T. Aguilar	Michael S. Cion	
58	Caramoran North	Tubli NHS	Irene T. Aguilar	Mitchelle Rose R. Samonte	
59	Caramoran North	Tubli NHS	Irene T. Aguilar	Pinky V. Seña	
60	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Aira P. Tabor	
61	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Ian S. Icaranom	
62	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Ismael De Nava	
63	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Ma Luisa M. Subion	
64	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Margie L. Perena	
65	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Melanie Rojas	
66	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Renz Timbal	
67	Caramoran South	Caramoran School of Fisheries	Marilyn A. Tuplano	Sherline Mae T. Ternida	
68	Caramoran South	Guiamlong ES	Milani R. Del Barrio	Joshiela T. Cipriano	
69	Caramoran South	Iyao ES	Lorie A. Banta	Aldin S. Magdalong	
70	Caramoran South	Iyao ES	Lorie A. Banta	Caren V. Sofranes	
71	Caramoran South	Milaviga Integrated School	Maria B. Vegim	Mary Claire T. Alejandro	
72	Caramoran South	Milaviga Integrated School	Maria B. Vegim	Matet S. Bozar	
73	Caramoran South	Milaviga Integrated School	Maria B. Vegim	Ruel V. Masagca Jr.	
74	Caramoran South	Milaviga Integrated School	Maria B. Vegim	Shiella D. Diwata	
75	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Anna Politte C. Del Barrio	
76	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Christna S. Teves	
77	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Dhiya Marie B. Rubia	
78	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Diana O. Prolles	
79	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Evelyn G. Magtagñob	
80	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Ian Christian Miraran	
81	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	John Mar D. Cea	
82	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Maria Dolores C. Cantalejo	
83	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Maria Riza D. Barro	
84	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Maribel G. De la Cruz	



List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
85	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Mary Jean T. Vargas	
86	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Nilo B. Brequillo Jr.	
87	Caramoran South	Supang-Datag NHS	Jesus P. Gianan	Rafael C. Surbano Jr.	
88	Gigmoto	Dominador Guerrero ES	Rodel Tayo	Jaycee Gonzales	
89	Gigmoto	Dominador Guerrero ES	Rodel Tayo	Regine Trapago	
90	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Claire M. Timajo	
91	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Dessa Angela M. Batalle	
92	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Helen C. Tapia	
93	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Jayvee R. Tesorero	
94	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Joseph T. Vargas	
95	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Ma. Jozel L. Teves	
96	Gigmoto	Gigmoto RDHS	Ramon T. Templonuevo	Michelle T. Estavillo	
97	Gigmoto	Sicmil Integrated School	Charlie M. Teves	Ada Ziporah Baltar	
98	Gigmoto	Sicmil Integrated School	Charlie M. Teves	Cyl Moises B. Pantaleon	
99	Gigmoto	Sicmil Integrated School	Charlie M. Teves	Mary Grace Teves	
100	Gigmoto	Sicmil Integrated School	Charlie M. Teves	Myrel Ogalesco	
101	Gigmoto	Sicmil Integrated School	Charlie M. Teves	Princess Joy Desponde	
102	Gigmoto	Sicmil Integrated School	Amelito Torillos, Jr.	Suzette Teope	
103	Gigmoto	Sicron ES	Jennierose T. Rodriguez	Fredelyn Sonen	
104	Pandan East	San Isidro ES	Jennierose T. Rodriguez	Anabelle A. Tajan	
105	Pandan East	San Isidro ES	Jennierose T. Rodriguez	Jennierose T. Rodriguez	
106	Pandan East	San Isidro ES	Jennierose T. Rodriguez	Marlene C. Gianan	
107	Pandan East	San Isidro ES	Jennierose T. Rodriguez	Mildred E. Eubra	
108	Panganiban	Cagdarzo ES	Walter R. Turado	Aila V. Vallespin	
109	Panganiban	Panay Community School	Romeo M. Alberto	Melanie D. Caballero	Jinckymay F. Fernandez
110	Panganiban	Panganiban NHS-CAIC Compound	Eddie S. Ogalesco	Mylene M. Velasco	Jinckymay F. Fernandez
111	Panganiban	Panganiban NHS-CAIC Compound	Eddie S. Ogalesco	Rochelle Fea I. Sales	
112	Panganiban	Tibo ES	Arnel T. Fernandez	Jean Rose D. Cabrera	



List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
113	San Andres East	Bon-ot ES	Wilson C. Santelices	Dyesebelle M. Masagca	
114	San Andres East	Jose Rizal ES	Jayson M. Floranza	Aileen S. Salvador	
115	San Andres West	Bagong Sirang ES	Michael Angelo B. Almaza	Kristin B. Marino	
116	San Andres West	Barihay ES	Ronal Coronejo	Karen S. Salvador	
117	San Andres West	Batong Paloway ES	Wenceslao M. Zafe	Erily S. Omanad	
118	San Andres West	Bislig ES	Napoleon I. Arcilla III	Ruby E. Huit	
119	San Andres West	Manambrag NHS	Jocelyn Oliman-Rima	April Riza D. Tabrilla	
120	San Andres West	Manambrag NHS	Jocelyn Oliman-Rima	Carol D. Tablizo	
121	San Andres West	Manambrag NHS	Jocelyn Oliman-Rima	Cielo D. Marcos	
122	San Andres West	Manambrag NHS	Jocelyn Oliman-Rima	Jay P. Gananan	
123	San Andres West	Manambrag NHS	Jocelyn Oliman-Rima	Shane S. Manlagnit	
124	San Andres West	San Isidro ES	Jouie Bongon	Charlene A. Gananan	
125	San Andres West	Tibang ES	Danilo C. Climaco	Zyra Diane L. Vargas	
126	San Miguel North	SMRDHS-Mabato Annex	Aileen A. Tabilog	Redelyn L. Tabirao	
127	Viga East	Magsaysay ES	Genaro V. Robles	Elaine P. Sarmiento	
128	Viga West	Almojuela ES	Francis C. Tomes	Airy! Samantha O. Gerona	
129	Viga West	Ananong ES	Shyr'l V. Tuplano	Julietta T Ruiz	
130	Viga West	P. Vera ES	Viga West	Eva O. Tumanlao	
131	Viga West	Summit ES	Jose O. Aguinillo	Jamela T. Villarey	Ginalyn O. Dorado
132	Viga West	Summit ES	Jose O. Aguinillo	Joanna Marie T. Terrida	Ginalyn O. Dorado
133	Viga West	Summit ES	Jose O. Aguinillo	Jory Mae O. Nepomuceno	Ginalyn O. Dorado
134	Viga West	Summit ES	Jose O. Aguinillo	Lea J. Toquero	Ginalyn O. Dorado
135	Viga West	Summit ES	Jose O. Aguinillo	Rica V. Balidoy	
136	Virac North	Buyo IS	Allan A. Sorreda	Angelica T. Mendez	Brigida D. Marinas
137	Virac North	Catanduanes NHS	Amelia R. Eusebio	Michael "DJ" V. Tabilin	Marl-Ann M. Manguerra
138	Virac North	Catanduanes NHS	Amelia R. Eusebio	Domingo G. Magtanggob	
139	Virac North	Catanduanes NHS	Amelia R. Eusebio	Ronald Bernardo	Ronit T. Tolledo
140	Virac North	Catanduanes NHS	Amelia R. Eusebio	Leonard T. Sanchez	Allan B. Villegas



List of Teachers Participating in IPBT in SDO Catanduanes

Count	District	School	School Head	Name of Teacher	Name of Mentor
141	Virac North	Catanduanes NHS	Amelia R. Eusebio	Irene T. Bagadion	Edeza Domingo
142	Virac North	Catanduanes NHS	Amelia R. Eusebio	Josen I. Soriao	
143	Virac North	Catanduanes NHS	Amelia R. Eusebio	Rosario B. Mallari	
144	Virac North	Dugui San Isidro ES	Jay V. Tabuzo	Jona May T. Pantì	
145	Virac North	Dugui Too ES	Neil F. Banares	Jhoana Rose R. Tabor	
146	Virac North	Dugui Too ES	Neil F. Banares	Maria Lyn C. Tud	
147	Virac North	Dugui Wala ES	Rochelle V. Pantì	Felicto C. Gonzales Jr.	
148	Virac North	Dugui Wala ES	Rochelle V. Pantì	Jessica P. Toledana	
149	Virac North	Dugui Wala ES	Rochelle V. Pantì	Sandra P. Sarmiento	
150	Virac North	Sogod Simarla ES	Carmen P. Buendia	Joy T. Gurrobat	
151	Virac South	Magnesia NHS	Edgar T. Sarmiento	Joanne Kristine T. Tabuzo	