



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

November 18, 2025

DIVISION MEMORANDUM
No. 724, s. 2025

2025 DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
(Division Induction and Orientation of Newly-hired Teachers) BATCH 3

To: Assistant Schools Division Superintendents
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Heads
All Others Concerned

1. DepEd Order No. 43 s. 2017 or The Teacher Induction Program (TIP) Policy is issued to serve as a guide in the implementation of TIP. The program is institutionalized to provide a systematic and comprehensive support system for teacher inductees in order to seamlessly immerse them to the teaching profession in the public school system. For the 2022 implementation of the enhanced TIP, the program is renamed to Induction Program for Beginning Teachers (IPBT). Relative to this, this Office, through the School Governance and Operations Division-Human Resource Development Section (SGOD-HRDS) and in collaboration with the Office of the Schools Division Superintendent (OSDS) and Curriculum Implementation Division (CID) shall conduct the **2025 Division IPBT-Division Induction and Orientation of Newly-hired Teachers Batch 3** on the following dates and venues:

Group	Date	Modality	Venue
3A	November 27-28, 2025 (Day 1 and 2)	Face-to-face	To be announced
3B	December 1-2, 2025 (Day 1 and 2)	Face-to-face	To be announced
3A and 3B	December 6, 2025 (Day 3)	Online	Microsoft Teams via teams link: https://tinyurl.com/2025ipbtbatch3day3

2. The activity aims to:

- equip teachers on how to demonstrate knowledge and understanding of DepEd—its vision, mission, goals, and strategic directions, systems and processes, school policies and procedures—and teachers rights and responsibilities;
- guide teachers to articulate and apply knowledge, skills, attitudes, and values (KSAVs) required of beginning teachers as specified in the Philippine Professional Standards for Teachers and DepEd Core Values;
- provide teachers with adequate information on how to improve practice towards career progression based on set professional development goals; and



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- d. orient participants with their duties and functions, welfare and benefits.
3. Participants to the said activity are the newly-hired teachers with 0-3 years experience who have not yet attended any teacher induction program.
4. Official list of participants and program management can be accessed via this link: <https://tinyurl.com/2025ipbtb3partpmt>.

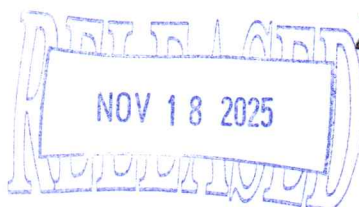


5. Teacher-participants and program management team involved in the said activity on December 6, 2025 (Saturday) shall be entitled for *One (1) day Service Credit (Teachers) and 1.5 days Compensatory Time-off (Teaching-related and Non-Teaching Personnel)* respectively, subject to usual process and procedures set forth.
6. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD/Division TIP Coordinator, at email address: jayson.santos001@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.
7. Immediate dissemination of this Memorandum is desired.

ROMEO M. ALIP, PhD, CESO V
Schools Division Superintendent

Encl.: As stated
hrds/11.17.2025

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(Division Induction and Orientation of Newly-hired Teachers)
 Batch 3A: November 27-28, 2025 (Otel Pampanga) I Batch 3B: December 4-5, 2025
 (Otel Pampanga) I Batch 3A and 3B: December 6, 2025 via MS Teams

ACTIVITY MATRIX

DAY 1 (Face-to-Face)

TIME	ACTIVITY	PERSON-IN-CHARGE
8:30-9:00	Part 1 - Preliminaries	Project Management Team
9:00-9:45	Part 2 – Induction Program for Beginning Teachers (IPBT): An Overview	Jayson M. Santos SEPS-HRD SGOD
9:45-10:00	Health Break	
10:00-12:00	Session 1: RA 6713 <i>Code of Conduct and Ethical Standard for Public Officials and Employees</i> Professionalism in the Workplace	Arceli S. Lopez Chief Education Supervisor- SGOD
12:00-1:00	Lunch Break	
1:00-3:45	Part 3 – Session 2: Kapihan Employee' Welfare and Benefits	JB B. Manalang Administrative Officer V-Admin Remedios M. Bacani Administrative Officer V-Budget Erwin M. Cruz Accountant III Dexter E. Pangilinan Administrative Officer IV (Personnel) ATTY. ARNOLD ADELO P. OBILLOS Legal Officer DAVE B. PONCE Administrative Officer II-Payroll
3:45-4:00	Health Break	
4:00-5:00	Pieces of Advice for the Newly Hired Teachers	Edna L. Pineda Public Schools District Supervisor-Mexico South



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DAY 2 (Face-to-face)

TIME	ACTIVITY	PERSON-IN-CHARGE
8:30-8:45	Preliminaries	PMT
8:45-10:00	Part 4 – Session 3: Pilot Implementation of the Induction Program for Beginning Teachers (Enhanced Teacher Induction Program)	Ismael M. Nuqui Principal IV-Sto. Rosario NHS
10:00-10:15	Health Break	
10:15-12:00	Session 4: Coursebook 1	Cindy P. Sicat Master Teacher I-Eastern Porac NHS
12:00-1:00	Lunch Break	
1:00-2:45	Session 5: Coursebook 2	Ana Marie B. Castaneda Education Program Supervisor-Science
2:45-3:00	Health Break	
3:00-4:45	Session 6: Coursebook 3	Leendel Ivy Y. Capulong Education Program Supervisor-Values Ed
4:45-5:00	Open Forum	PMT

DAY 3 (Online/Virtual via MS Teams)

TIME	ACTIVITY	PERSON-IN-CHARGE
8:30-8:45	Preliminaries	PMT
8:45-10:00	Session 7: Coursebook 4	Garry L. Pangan Education Program Supervisor-Mathematics
10:00-10:15	Health Break	
10:15-12:00	Session 8: Coursebook 5	Jeffrey Louie B. Macaspac Assistant Principal II-San Roque Dau HS
12:00-1:00	Lunch Break	
1:00-2:45	Session 9: Coursebook 6	Irish M. Bacani Principal I-Valdez HS
2:45-3:00	Health Break	
3:00-4:45	Session 10: DepEd Order No. 42, s. 2017 - Philippine Professional Standards for Teachers (PPST)	Rosaline M. Ruble Principal IV- Eastern Porac NHS
4:45-5:00	Ways Forward/Closing	PMT