



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

December 01, 2025

DIVISION MEMORANDUM
No. 700, s. 2025

**SDO PAMPANGA INDUCTION PROGRAM FOR BEGINNING TEACHERS (IBPT)
FYs 2025-2028**

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. Pursuant to the Division Memorandum No. 668, s. 2025 titled *2025 Division Induction Program for Beginning Teachers (Division Induction and Orientation of Newly-hired Teachers)* dated October 27, 2025, this Office, through the School Governance and Operations division-Human Resource Development Section (SGOD-HRDS) announces the timeline for IPBT's Fiscal Years 2025-2028:

Year	Timeline	Activity	Person/s Involved
1	October-December 2025	Orientation on IPBT	SDO HRDS
	December 2025	IPBT Planning	School Head Mentor/s Mentee/s
	January-August 2026	<ul style="list-style-type: none">Accomplishment of Coursebooks 1-6Conduct of the ffg.:<ul style="list-style-type: none">LAC SessionsMentoring and CoachingJob Embedded LearningRelevant PD Programs	School Head Mentor/s Mentee/s
2	September 2026-July 2027	<ul style="list-style-type: none">Conduct of the ffg.:<ul style="list-style-type: none">Differentiated Supervision (1 formal classroom observation every quarter)Mentoring and CoachingJob Embedded LearningRelevant PD Programs	School Head Mentor/s Mentee/s



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3	August 2027-March 2028	Conduct of the ffg.: <ul style="list-style-type: none">• Differentiated Supervision (1 formal classroom observation every quarter)• LAC Sessions• Mentoring and Coaching• Job Embedded Learning• Relevant PD Programs	School Head Mentor/s Mentee/s
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2. Relative to the aforesaid activities, the following link and QR code are hereby provided which contain the IPBT Guide for Mentor and Newly-hired Teachers and the IPBT Coursebooks.

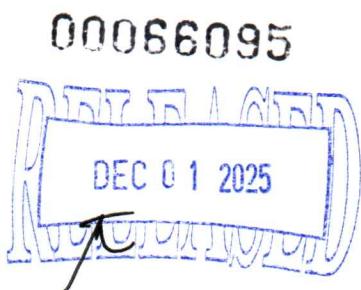


<https://tinyurl.com/ipbtcoursebooks2025>

4. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD, at email address: jayson.santos001@deped.gov.ph / Ms. Kristin Marie U Santos, EPS II-HRD, at email address: kristinmarie.santos@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.

5. For wide and immediate dissemination.


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



Encl.: As stated
HRDS/12-01-2025