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

August 28, 2026

DIVISION MEMORANDUM
No. 497 , s. 2026

2026 DIVISION INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)
(Division Induction and Orientation of Newly-hired Teachers)

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 **2026 Division IPBT-Division Induction and Orientation of Newly-hired Teachers** on the following dates and venues:

Batch	Date	Venue
1	September 7-9, 2026	Pavilion, Otel Pampanga, CSFP
2	September 9, 2026	Chancery (Arzobispado De Pampanga), San Jose Rd., CSFP
	September 10-11, 2026	Pavilion, Otel Pampanga, CSFP

2. The activity aims to:

a. 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;
b. 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;
c. provide teachers with adequate information on how to improve practice towards career progression based on set professional development goals; and
d. orient participants with their duties and functions, welfare and benefits.

Address: High School Blvd., Brgy. Lourdes, City of San Fernando (P)
Telephone No.: (045) 435-2728; (045) 435-7404
Email Address: pampanga@deped.gov.ph
Website: www.depedpampanga.ph

3. Participants to the said activity are the newly-hired teachers from November 2025 to June 2026. New teachers who were hired beyond the cut-off date shall be included in the succeeding batch of IPBT.

4. All concerned may access the link: https://tinyurl.com/2027ipbtpart for the official List of Participants and Activity Matrix.

5. For more information, all concerned may contact the SGOD-HRDS or Mr. Jayson M. Santos, SEPS-HRD/Division IPBT Coordinator, at email address: jayson.santos001@deped.gov.ph, DepEd Schools Division of Pampanga, High School Boulevard, Barangay Lourdes, City of San Fernando, Pampanga.

6. Immediate dissemination of this Memorandum is desired.

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

Encl.: As stated
hrds/08.28.2026

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