



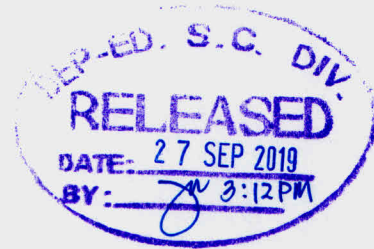
September 19, 2019

**DIVISION MEMORANDUM**

No. 301 S. 2019

**CONDUCT OF TEACHER INDUCTION PROGRAM**

**TO : Assistant Schools Division Superintendent  
Chiefs, SGOD & CID  
Education Program Supervisors  
Public Schools District Supervisors  
School Heads  
Select Division Section Heads and Staff  
Newly hired teachers from Districts**



1. In conformity with DepEd Order 43, S. 2017, on the Teacher Induction Program Policy, it is peremptory that the Division of Surigao City conduct Teacher Induction Program to our newly hired teachers in elementary, junior high school and senior high school.
2. DepEd fully supports the continuing professional development and progress of the newly hired teachers based on the principle of lifelong learning and the Department's commitment to the development of new and beginning teachers.
3. The Teacher Induction Program for this year will be held on Oct. 3-5, 2019 at the SDO Conference Hall for Common Topics Modules 1-3 and Oct. 21-23, 2019 at the Library Hub, NAMCES, Amat St. Surigao City for Modules 4-6 and topics by key stages.
4. The objectives of the TIP are the following:
  - 4.1 To provide a systematic and comprehensive support system for the newly hired teachers in order to seamlessly immerse them in the teaching profession in the public school system;
  - 4.2 To improve their knowledge, skills, attitude and values and increase their confidence in teaching making them effective and efficient;
  - 4.3 To strengthen the commitment of teachers, consequently improving retention of teachers in the profession;
  - 4.4 To acquaint the teachers to the organization and introduce them to DepEd Values, Mission, Vision and Strategic Directions;
  - 4.5 To allow teachers to reflect and align personal Vision to DepEd's Mandate, VMV and Strategic Direction.



Republic of the Philippines  
DEPARTMENT OF EDUCATION  
Region XIII



*Caraga Administrative Region*  
**SCHOOLS DIVISION OFFICE OF SURIGAO CITY**  
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5. The participants of this Teacher Induction Program are the newly hired teachers of the Division from Elementary, Junior High School and Senior High School.
6. Public Schools District Supervisors are enjoined to require newly hired teachers in their respective Districts to attend this mandatory activity. Teacher attendees will be given a one-day service credit for October 5 which is a Saturday and CTO for SDO personnel who will be facilitators/resource persons on October 5 only.
7. Attached are the list of participants and Training Matrix.
8. Food and other expenses are chargeable to Division HRTD Funds subject to the usual accounting rules and regulations.
9. Immediate and wide dissemination of this memorandum is desired.

**FLORENCE E. ALMADEN, CESE**  
OIC Schools Division Superintendent

Enclosure:

As stated

Reference: DepEd Order 43, S. 2017

DepEd Order 2, S. 2015

To be indicated in the perpetual index  
UNDER THE FOLLOWING SUBJECTS:

**HRD (HUMAN RESOURCE DEVELOPMENT)**

**TIP**

**NEWLY-HIRED TEACHERS**

COUNT	POSITION	NAME	SEX	SCHOOL ASSIGNMENT	DISTRICT
1	TEACHER I	CELLONA, DEVIE LOVE AQUINO	F	R.C. Ouano ES	District IX
2	TEACHER I	QUISADA, MARK JOCKSEN ESPINO	M	Talisay ES	District V
3	TEACHER I	ALSONG, CHILLY ANN DARO	F	Buenavista / Alang-Alang ES	District VII
4	TEACHER I	TIWANAK, EDESSA MARIE ZERDA	F	Cantiasay ES	District IV
5	TEACHER I	FEROL, GLEEN PACATAN	M	Cantiasay ES	District IV
6	TEACHER I	BONCALES, ANNA MARIE ESTRADA	F	Lope Ruiz MES	District X
7	SPECIAL SCIENCE TEACHER I	ESCUADRO, CATHY BUCHAN	F	Caraga Regional Science HS	District III
8	SPECIAL SCIENCE TEACHER I	JOSUE, JECIN ERAMIS	F	Caraga Regional Science HS	District III
9	SPECIAL SCIENCE TEACHER I	NASAYAO, ROLAND ABUTON	M	Surigao City NHS	District VIII
10	SPECIAL SCIENCE TEACHER I	PAJO, ERIC JOHN MATELA	M	Taft NHS	District IX
11	SPECIAL SCIENCE TEACHER I	RIZARDO, JANE RAIZA VIBAL	F	Mat-i NHS	District X
12	SPECIAL SCIENCE TEACHER I	SUMANDO, GIOVANI RAMOS	M	Surigao City NHS	District VIII
13	TEACHER I	RICAFORT, RIA BAYBAYON	F	Taft NHS	District IX
14	TEACHER I	REBUYON, ANA LINA A.	F	Danawan ES	District IX
15	TEACHER I	RIVERO, MARICON A.	F	Manjagao ES	District X
16	TEACHER I	LUCERO, PRINCES ARIANNE O.	F	Buenavista ES	District VII
17	TEACHER I	PACIA, JANICE B.	F	Sugbay ES	District X
18	TEACHER I	LIM, VIANNE M.	F	Baybay ES	District III
19	TEACHER I	TUISA, JOSE JOEMER JR. M.	M	Surigao City Special Science ES	District IV
20	TEACHER I	LAYGO, CHRISTINE MAE N	F	Cantiasay NHS	District IV
21	TEACHER I	CENTRO, JOSHUA REY P	M	Caraga Regional Science HS	District III
22	TEACHER I	CORTES, GLIFF L	F	San Roque ES	District IV
23	TEACHER I	BONGABONG, JUDITH B.	F	Lipata ES	District II
24	TEACHER I	ODTOJAN, CHARLENE MAE N	F	Manjagao ES	District X
25	TEACHER I	EGUNA, ROTCHELLE E	F	Cagutsan ES	District X
26	TEACHER I	ESPINO, MELLANI A	F	Sumilom ES	District II
27	TEACHER I	JUMAO-AS, MAYLANIE S	F	Lagundi ES	District VIII
28	TEACHER I	PAMUGAS, MARINELLE N	F	Bitaugan ES	District X
29	TEACHER I	OLOJAN, HONEYLYN G	F	Danawan ES	District IX

30	TEACHER I	JIMENEZ, MARK JAYSON L.	M	Bitaugan ES	District X	
31	TEACHER I	ALPAHANDO, QUENCHED C.	F	Bilibid ES	District III	
32	TEACHER I	GALLEON, GENNIES ESPIN	F	Hanigad ES	District IV	
33	Teacher 1	CORNEL, REYNALDO, JR. Q.	M	Cantiasay NHS	District IV	
34	TEACHER I	ALDONZA, EMALYN GORGONIO	F	Danawan / Libuac ES	District IX	ALS
35	TEACHER I	BAUTISTA, MARLINA MACAPUGAY	F	Sidlakan / Catadman ES	District VI	ALS
36	TEACHER I	CABAÑA, ANGEL SITOY	F	Manjagao / Bitaugan / Sugbay ES	District X	ALS
37	TEACHER I	CARBONILLA, RUBY JANE LERIO	F	Aurora / Lagundi ES	District VIII	ALS
38	TEACHER I	DE LA LUNA, JOY CALANG	F	Cantiasay / Hanigad ES	District IV	ALS
39	TEACHER I	ELACION, ANDREA MORALES	F	Surigao West CES	District III	ALS
40	TEACHER I	LISONDRA, ELDECRIS ERASGA	F	Zaragoza / Sumilom PS	District II	ALS
41	TEACHER I	ROCOLCOL, IRENE SIPE	F	Talisay / Nonoc / Lisondra ES	District V	ALS
42	TEACHER I	TAN, AIGENCEL SALAZAR	F	San Jose ES	District I	ALS
43	TEACHER I	ALSONG, CHILLY ANN DARO	F	Buenavista / Alang-Alang ES	District VII	ALS
44	TEACHER I	ECHIN, NARMEN PESTOLA	F	Buenavista / Alang-Alang ES	District VII	ALS
45	TEACHER I	REBALA, DENNE SIERRA	M	Zaragoza / Sumilom PS	District II	ALS