



Republic of the Philippines  
**Department of Education**  
REGION X - NORTHERN MINDANAO  
DIVISION OF MALAYBALAY CITY

2021 - 99651  
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DEPED MALAYBALAY CITY DIVISION  
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**DIVISION MEMORANDUM**

No. 531, s. 2021

To: Assistant Schools Division Superintendent  
Chief Education Supervisors, SGOD and CID  
Education Program Supervisors  
Public Schools District Supervisors  
All Others Concerned

From: **VICTORIA V. GAZO, PhD, CESO V**  
Schools Division Superintendent

Date: October 4, 2021

Subject: **TEACHER INDUCTION PROGRAM FOR NEWLY HIRED TEACHERS  
CUM CIVIL SERVICE COMMISSION ORIENTATION**

1. In line with DepEd order No. 43, series 2017 on *Teacher Induction Program Policy* that 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, this Office in coordination with the Human Resource Development Section will conduct a **Teacher Induction Program for Newly Hired Teachers cum Civil Service Commission Orientation** on **October 6-8, 2021** via Google Meet using the link [meet.google.com/rxr-hegk-oyp](https://meet.google.com/rxr-hegk-oyp)

2. The participants to this program are newly hired Elementary, Junior and Senior High School Teachers ( Enclosure 1 ). The activity matrix and pool of speakers of the activity is attached for reference ( Enclosure 2 ).

3. Should there be queries contact **Woodrow Wilson B. Merida**, Senior Education Program Specialist, Human Resource Development at 09664752094.

Copy furnished:

Records Unit/HRD-WWBM

**TO BE POSTED IN THE WEBSITE**



Address: Sayre Hi-way, Purok 6, Casisang, Malaybalay City  
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Enclosure I of Division Memorandum No. CS1 s.2021

**LIST OF NEWLY HIRED/ TRANSFERRED TEACHERS**

First Name	MI	Family Name		Station
Kyra Mae	H.	Pacatang	Elementary	San Roque Elementary School
Jolie	C.	Menchavez	Elementary	Mapulo Elementary School
Sittie Asnia	O.	Alang	Elementary	San Roque Elementary School
Helerie Anne	H.	Milo Santos	Elementary	Pigpamulahan Elementary School
Princess Venus	G.	Madjus	Elementary	Pigpamulahan Elementary School
Menchie	D.	Abenido	Elementary	Miglamín Elementary School
Allan	J.	Hapayon	Elementary	Kulaman Elementary School
Amour	N.	Paradiang	Elementary	Sawaga Elementary School
Mary Ann	L.	Cabrera	Elementary	Bendolan Elementary School
Charry	D.	Libertad	Elementary	Zamboanguita Central School
Jenevie	G.	Monton	Elementary	San Jose Elementary School
Helen	J.	Llanes	Elementary	Airport Village Elementary School
Jocelyn	E.	Capundag	Elementary	Cabangahan Elementary School
Charlene Joy	A.	De Paz	Elementary	Kalasungay Central School
Maria Riza	R.	Japos	Elementary	Sumpong Elementary School
Melissa	J.	Omay	Elementary	Sumpong Elementary School
Carla	J.	Amante	Elementary	Kibalabag Integrated School
Kenfren	C.	Tahum	Elementary	Lunokan Elementary School
Jezze Jean	L.	Sumalinog	Elementary	Dapulan Elementary School
Jumiel Jay	S.	Aque	Elementary	Pighalugan Elementary School
Reymart	B.	Librado	Elementary	San Roque Elementary School
Ezra Mae		Padillo	Elementary	
Ruby		Sul-aron	Elementary	
Jasmin May		Tan Nery	Elementary	
Hazel		Tadlas	Elementary	
Michael		Galleros	Elementary	
Vanessa Jay Nicole		Madronero	Elementary	



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Cherissa Mae	A.	Diez	Junior High	Lalawan National High School
Elvera	Q.	Malinao	Junior High	Managok National High School
Maria Ruiza Mae		Balaro	Junior High	Miglamín National High School
Jenny Rose	A.	Cabasagan	Junior High	Bangcud National High School
Roxan	G.	Trazona	Junior High	Managok National High School
Sheila Mae	D.	Binayao	Junior High	Busdi Integrated School
Mariel Anne	S.	Sajulga	Junior High	Casisang Central Integrated School
Mi Amor	O.	Manalo	Junior High	Bukidnon National High School
Mary Lovely Lyn	D.	Tam-is	Junior High	Kilap-agan Integrated School
Joseph	U.	Martil	Junior High	Simaya Integrated School
Genevieve	U.	Villamor	Junior High	Tuburan Integrated School
Magnolia	B.	Barroga	Junior High	Apo Macote National High School
Melody	M.	Sabio	Junior High	Capitan Angel Integrated School
Michelle	B.	Benlot	Junior High	Casisang Central Integrated School
Kyla Alexa	B.	Cui	Junior High	Malaybalay City National SHS
Anafhel	C.	Gamalo	Junior High	Malaybalay City National Science HS
Rebecca	D.	Tero	Junior High	Malaybalay City National High School
Wendelyn	A.	Maraguinot	Junior High	Malaybalay City National High School
Hazel Joy	T.	Osio	Junior High	Malaybalay City National High School
Helen	M.	Cipriano	Junior High	Lalawan National High School
Gerlyn	H.	Sojon	Junior High	Managok National High School
Lendon	C.	Daguyo	Junior High	Bukidnon National High School
Loren	S.	Rule	Junior High	Bukidnon National High School
Rema	L.	Abogada	Junior High	Bukidnon National High School
Melvin	V.	Vallente	Junior High	Kibalabag Integrated School
Junrey	G.	Valero	Junior High	St. Peter National High School
Quote Joy	T.	Sawayan	Junior High	Manalog Integrated School
Mary Clear	D.	Velasquez	Junior High	Manalog Integrated School
Juliet	S.	Maston	Junior High	Manalog Integrated School
Lea	J.	Jimeno	Junior High	Mabuhay Integrated Scghool
John Mark	J.	Aniel	Junior High	Mabuhay Integrated Scghool
Bianca	D.	Dela Cruz	Junior High	Mapayag Integrated School
Charyzze Kay Jannine		Pace	Junior High	St. Peter National High School



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Marilou	B.	Baconguis	Junior High	Miglamín National High School
Stephany	A.	Canubas	Junior High	St. Peter National High School
Jielfred	B.	Rusiana	Junior High	Casisang Central Integrated School
Cindy Mae	R.	Pedrerá	Junior High	Tuburan Integrated School
Aurea	L.	Mayol	Junior High	Silae National High School
Genilyn	S.	Calicaran	Junior High	San Martín Agro Industrial National
Cloudy Mae	C.	Bildo	Junior High	Silae National High School
Francis Jude	R.	Dela Cruz	Junior High	Mapayag Integrated School
Justine Carriel	S.	Ceniza	Junior High	
Neo David	E.	Edejer	Junior High	
Clyte Wenli		Magallones	Junior High	
Chane Novén		Maravillas	Junior High	
Charissa		Payot	Junior High	
Jessa		Escosora	Junior High	
Winlyn		Pallado	Junior High	
Sheena		Legatin	Junior High	
Ma. Lumen Christy	L.	Fuentes	Senior High	Busdi Integrated School
Catherine	L.	Sayson	Senior High	St. Peter National High School
Irish Eleanor	B.	Rivera	Senior High	Bukidnon National High School
Ricardo	E.	Cañete III	Senior High	Bukidnon National High School
Sheila Mae	L.	Salatan	Senior High	St. Peter National High School
Emily	A.	Aneñon	Senior High	Dalwangan National High School
Hannah Crystal	T.	Jurolan	Senior High	Dalwangan National High School
Aimmanuelzon	P.	Yorong	Senior High	Silae National High School
Maver	S.	Dalapo	Senior High	Apo Macote National High School
Lailani	D.	Bagamaspad	Senior High	Apo Macote National High School
Evangeline	I.	Galamiton	Senior High	Bangcud National High School
Mary Cris	F.	Faelden	Senior High	Bangcud National High School
Gladys	V.	Cabusas	Senior High	Busdi National High School
Judith	L.	Pulido	Senior High	Candiisan Integrated School
Merven Job	D.	Nalang	Senior High	Capitan Angel Integrated School
Eden	B.	Magdadaro	Senior High	Kalasungay National High School



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Mary Ann	G.	Sanico	Senior High	Kibalabag Integrated School
Ashnaira	D.	Hadji Malik	Senior High	Lalawan National High School
Mae Pearl	M.	Villagonzalo	Senior High	Managok National High School
Melody Pearl	B.	Elejedo	Senior High	Bukidnon National High School
Jim Kim	S.	Bacus	Senior High	San Martin Agro Industrial National HS
Jasper	P.	Arida	Senior High	Dalwangan National High School
Cara Jane	S.	Sulinay	Senior High	Malaybalay City National Science HS
Eldien Grace	D.	Marin	Senior High	Candiisan Integrated School
Eddie Boy	B.	Minguillo	Senior High	Bukidnon National High School
El Chamberlain	Q.	Abellana	Senior High	
Losel Mae	A.	Sarausa	Senior High	



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Enclosure 2 of Division Memorandum No. 531 s.2021








<b>Activity Matrix</b> <b>TEACHER INDUCTION PROGRAM FOR NEWLY HIRED TEACHERS'</b> <b>October 6-8,2021</b>			
<b>TIME</b>	<b>Day 1</b>	<b>Day 2</b>	<b>Day 3</b>
7:00-7:30	<b>Registration</b>		
7:30-8:00	<b>Opening Program</b>	<b>Management of Learning</b>	
8:00-9:00	<b>Civil Service Commission Office Decorum and other Issues and Concerns ( Director Pelaez ) (8 Hours)</b>	<b>GSIS Time Financial Literacy (Branch Manager) ( 2 H ours )</b>	<b>Distance Learning Ralph T. Quirog (1 Hour)</b>
9:00-10:00	↓	↓	<b>CAREER PATHWAYS Rosalio P. Arango EPS-SGOD ( 1 hour )</b>
10:00-10:15	<b>HEALTH BREAK</b>		



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10:15-11:00		<b>DRESS CODE AND SOCIAL MEDIA ETHICS</b> ( EPS Purisima J. Yap ) (1 hour )	<b>RPMS-PPST for Teachers</b> Ella Rabino School Head 2 Hours
11:00-12:00		<b>CODE OF CONDUCT FOR TEACHERS</b> <b>MAGNACARTA FOR TEACHERS</b> ( Atty. Wincerbogne L. Pesisano ) (1 hour )	
12:00-12:45	<b>LUNCH</b>		
12:45-1:00	<b>Management of Learning</b>		
1:00-3:00	<b>Revised Guidelines on Leave</b> ( Director Pelaez )  	<b>BENEFITS AND PRIVILEGES OF TEACHERS</b> ( Rhysa Cyle C. Rosalejos, CPA ) (2 hours )  	<b>PREPARING DLL AND DLP/INSTRUCTIONAL STRATEGIES FOR THE 21<sup>ST</sup> CENTURY TEACHERS</b> ( EPS Rachel R. Valde ) (2 hours )  
2:30-3:00			





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3:00-3:15	<b>HEALTH BREAK</b>		
3:00-4:00	↓	<b>HUMAN RESOURCE MANAGEMENT</b> Guia Ma. G. Villahermosa <b>HRMO</b> (2 hours)	<b>CLASSROOM STRUCTURING</b> ( <b>EPS Liza Balintongog</b> ) (1 hour and 30 min )
4:00-5:00		↓	<b>LRMDS</b> <b>PDO Paterno T. Padua</b> (30 min )
			<b>CLOSING PROGRAM</b> (30 min )

**Teacher Induction Program Committee**

**Technical Working Committee**

Chairman: Woodrow Wilson B. Merida, SEPS,HRD

**Program Master and Technical Details**

Chairman: Rex T. Dacanay, EPS-II,HRD

**Secretariat/Google Meet Navigator**

Chairman: Karl Lois C. Pagaran,PDO -I,YFD

**Monitoring and Evaluation**

Chairman: Edelina M. Ebor, SEPS-M & E



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