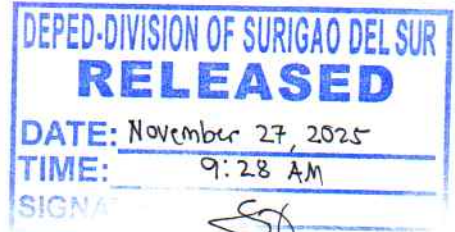




Republic of the Philippines
Department of Education
 Caraga Region
SCHOOLS DIVISION OF SURIGAO DEL SUR

DIVISION MEMORANDUM
 No. 526 , s. 2025



To: Division Chiefs
 Public Schools District Supervisors/ District In-Charge
 Concerned School Heads and Teachers
 Teachers (Elementary and Secondary)
 This division

INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)

1. Relative to DepEd memorandum No. OUHROD-2023-1372, on the Conduct of Activities Related to the Induction Program for Beginning Teachers (IPBT), all schools with newly hired teachers are enjoined to implement IPBT for all teachers with 0-3 years of teaching experience. This Office, through the Human Resource Development Section, with the coordination of the Curriculum Implementation Division, announces the conduct of the Induction Program for Beginning Teachers (IPBT). Details of the Activity are as follows:

Activity	LOCATION	DATE OF CONDUCT
Prewrite	Goldbar Hotel and Restaurant, Tandag City	November 26, 2025
Training Proper	Goldbar Hotel and Restaurant, Tandag City	December 1-2, 2025
PIR	Goldbar Hotel and Restaurant, Tandag City	December 8, 2025

2. This activity shall help participants to:
 - a. Demonstrate knowledge and understanding of DepEd- its vision, mission, goals, and strategic directions; systems and processes; school policies and procedures – and teacher rights and responsibilities:
 - b. Articulate and apply knowledge, skills, attitude, and values (KSAVs) required for beginning teachers as specified in the PPST and DepEd Core Values; and
 - c. Improve practice towards career progression based on set professional development goals.

3. It will also orient teachers on the Induction Program for Beginning Teachers (IPBT for SY 2024-2025 and SY 2025-2026, where all teachers hired are expected to complete the six (6) IPBT Modules before the end of the school year.

4. IPBT through the use of modules may commence this December 2025. For

the proper guidance on the utilization of the portals, school heads, mentors, and newly-hired teachers are enjoined to access and download the materials that are provided in a slide presentation from <https://bit.ly/neapteacherinduction>.

5. To ensure compliance with the DepEd Order 9, s. 2025, titled, Instituting Measures to Increase Engaged Time-On Task and Ensuring Compliance therewith, all classes that may be affected by the participation of teachers in this activity shall be a modular distance learning scheme, while the coaching and mentoring sessions based on the modules may be conducted during the mentees' free time.

6. Please refer to the table for meals:

Meals	Prework	Day 1	Day 2	PIR
Breakfast			/	
AM Snacks	/	/	/	/
Lunch	/	/	/	/
PM Snacks	/	/	/	/
Dinner	/	/		
Accommodation		/		

7. All expenses incurred during the conduct of this activity, which include meals, shall be charged against HRTD Funds, while travel expenses and other incidental expenses of the participants shall be charged against their School MOOE. All expenses must be subject to the usual accounting and auditing rules and regulations.

8. For further inquiries and clarification, you may contact Ms. Erlyn G. Mangadlao, SEPS – HRD, and Mr. Marjun P. Ordoña, EPS II-HRD, through email at surigaodelsur.hrd@deped.gov.ph.

9. The immediate and wide dissemination of this memorandum to all concerned is highly appreciated.


LORENZO O. MACASOCOL, PhD, CESO V
Schools Division Superintendent

Encl.: As stated
Reference: as stated
To be indicated in the Perpetual Index
under the following subjects:

TRAINING PROGRAM

SGOD/egm
11/24/2025