



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

DIVISION MEMORANDUM

No. 552 s. 2025

**IGNITING THE TORCH OF EXCELLENCE: TEACHER
INDUCTION PROGRAM 2025**

TO: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Public Elementary and Secondary School Principals
SDO Personnel
All Others Concerned

1. In pursuit of the Department of Education's goal of nurturing a competent, committed, and future-ready teaching force, this Office announces the conduct of the **Teacher Induction Program (TIP) 2025 with the theme "Empowering Beginning Teachers Towards Lifelong Learning and Professional Growth."** on December 9-11, 2025 at Lou-Is Resort and Restaurant, Balanga City, Bataan.
2. The activity aims to orient beginning teachers on DepEd policies, teaching standards, classroom practices, and professional expectations under the Philippine Professional Standards for Teachers (PPST). It likewise seeks to strengthen their commitment to continuous growth, ethical responsibility, collaboration, and reflective practice as they embark on their professional journey.
3. Enclosed in this Memorandum are the following:
 - Enclosure 1. List of Participants
 - Enclosure 2. Program Matrix
4. This Memorandum shall serve as the Travel Authority of the Participants.



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

5. Immediate dissemination of and strict compliance to this Memorandum is desired.


CAROLINA S. VIOLETA, EdD, CESO V
Schools Division Superintendent

To be included in the Perpetual Index
Under the following subjects:

Training/Seminar

SOS/rjm



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Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF BATAAN

Enclosure 1.

**Igniting the Torch of Excellence: Teacher Induction Program 2025 with the
 Theme: Empowering Beginning Teachers Towards Lifelong Learning and Professional Growth**

NO	STATION	DESIGNATION	NAME
SDO-BATAAN			
1	SDO Bataan	Schools Division Superintendent	Carolina S. Violeta, EdD, CESO V
2	SDO Bataan	Assistant Schools Division Superintendent	Jerry Dimla Cruz, DEM, CESO VI
3	SDO Bataan	SGOD Chief Education Supervisor	Ramon C. Perez
4	SDO Bataan	CID Chief Education Supervisor	Milagros M. Peñaflor, PhD
5	SDO Bataan	Planning Officer III - TWG	Nico M. Mangaliman
6	SDO Bataan	Senior Education Program Specialist - TWG	Jethro M. Nocom
7	SDO Bataan	TWG (Technical Committee / ICT)	Nicko Manalansan
8	SDO Bataan	Senior Education Program Specialist - TWG	Raymond Joseph V. Mendoza
9	SDO Bataan	Education Program Specialist / TWG	Misty B. Dela Cruz
10	SDO Bataan	Speaker	Rodrigo Panlaque Jr
11	SDO Bataan	Speaker	Jerson F. Tuang
12	SDO Bataan	Speaker	Renato Mylon Deguia
13	SDO Bataan	Speaker	Gerald A. Lingad
14	SDO Bataan	Speaker	Pilar C. Ignacio
15	SDO Bataan	Speaker	Harold R. Espeleta
16	SDO Bataan	Speaker	James Ryan C. Sumbillo
17	SDO Bataan	Speaker	Aljon F. Tobongbanua
18	SDO Bataan	Speaker	Leann C. Luna
19	SDO Bataan	Speaker	Christian N. Carizal
20	SDO Bataan	Nurse	To be Identified



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF BATAAN

20	SDO Bataan	Nurse	To be Identified
21	SDO Bataan	Nurse	To be Identified

Elementary Teachers

Surname	Name	Middle Name	School Assignment
BALUYOT	SAYRHELL	MORALES	P. RUBIANO ES
BASALLO	MARY ROSE	BALUYOT	BANGKAL ES
ALBURO	ABEGAIL	BARRUN	BINUAGAN ES
DELA CRUZ	PRINCESS	MALEDA	PAYSAWAN ES
MEGANO	JAMAICA	MANALO	SAYSAIN ES
ROSANES	JEAN	BONGALBAL	QUINAWAN IS
LAPUZ	JEENA	NANIETE	TIPO ES
PUNZALAN	MEACA MAY	MALIT	BAMBAN ES
SAMANIEGO	BERNADETTE	DABU	BACONG ES
SUNGA	KATHLEEN JOY	BANTING	PARAPAL ES
TERRIBLE	EARLIANDRO	FAJARDO	MAITE ES
DESAMITO	ARNOLD	QUINTO	ALANGAN ES
CORPIN	JEFFRY		BALON ES
LUMBRE	ANDREA MARIE	BRIOSO	SIBUL ES
GIMPES	EMMALYN	GAMIAO	GENERAL LIM ES
SUNGA	CARMINA	RUBIANO	GENERAL LIM ES
PAGSUGUIRON	RICAFLO	ALAYON	MALIGAYA ES
ADVENTO	JOY ANN	TABORADA	BAGUMBAYAN ES
BARTOLOME	PRINCESS	SARAHAN	NAGWALING ES
GUINTO	DANIELLE	RUBIANO	PALILI IS
JARING	MIKEE	BUAN	GUGO ES
GARCIA	AIREEN MAE	ALCARDE	ALAS-ASIN ES
MALOBO	JESSALYN	MANANQUIL	STO. NINO ES
YANGA	LECHELL	MANGAYAAY	MAITE ES
CAROLINO	DIANA	MANALO	PAG-ASA ES
DE LEON	JAY ANN	GALLEDO	FAMES
BACALLAN	MARIBETH	SENOBIO	ALASASIN ES
BUMANLAG	RIZALINA	CRISTO	ALASASIN ES
SAMSON	LLANA JUBELLE	ATIENZA	ALASASIN ES



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

ANCHETA	CINDY	ARELLANO	BALON ES
LIMPIN	JUDY	ESTERON	BALUT ES
TAMBA	JACKILYN	CANASAREZ	PAYSAWAN ES
SOLIMAN	JERMAIN	GARCIA	BANGAL ES
DURANTE	AILEN	PAGAD	BANGKAL RESETTLEMENT ES
MANACMOL	JANNIKA LEI	CARAG	BIANN AETA IS
PAGUIO	CATHERINE	TAGALOG	DAAN PARE ES
PIOL	ANGELICA	R	Dona IS
AGBULOS	JESSA	SILVA	DUALE ES
CATALAN	MARY ANN	VINZON	GUGO ES
PASILAN	ROCHELLE	MANIO	SAYSAIN ES
ELLANO	CHRIS ADONIS	DOMINGO	KANAWAN IS
BENITEZ	MARVIVIEN	LUMAGBAS	LUCANIN IS
GONZALES	RHEALYN	LABIOS	MABAYO ES
BELISARIO II	ERNESTO	VALDEZ	MABAYO ES
RODRIGUEZ	MARY JOY	SARMIENTO	MABIGA IS
VERDERA	KIMBERLY	ALBAN	MARINA BAY ES
RAFALLO	JANICE HALEY	BUSTILLO	MARINA BAY ES
PONSECA	GEMINI	BAUTISTA	NAGWALING ES
VIRAY	JORILYN	PEREZ	NAGWALING ES
LOPEZ	ROCEL	DE CASTRO	ADAMSON ES
DALUPANG	OLIVE		
BULAONG	DESIREEMAE	BALUYOT	SISIMAN ES
TANOLA	ROSE ANN	GARIN	SUMALO IS
MALLARI	MARIA ANGELICA	MATIC	TIPO ES
DELOS REYES	RONALEE	LANUZA	TIPO ES
VISDA	MYRLA	NABOR	TIPO ES
JARING	JOYCE ANNE	SERRANO	TIPO ES
MANRIQUE	CYRA MARIE	MODRIGO	WAWA ES



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

Junior High School Teachers

Surname	Name	Middle Name	School Assignment
BANIAGA	DENNIS	BUMANGLAG	JEAGMHS
MARANAN	ROMMEL	AYO	Pagalanggang NHS
ENRIQUEZ	JERIAH ARDEN	RESURRECCION	BHSA
ALBARDA	JESSA	MAHILUM	BHSA
UMANDAL	ROWELLA	DINO	Bliss IS
CARLON	JESSICA	REYES	Ipag NHS
ISIDRO	ANGELO	REYES	Ipag NHS
TOLENTINO	PAULA BIANCA	CARIASO	Ipag NHS
AZURIN	EDCEM	ROLL	Udyong HS
SIGNIO	GEORGIE	AGUILAR	Udyong HS
ANDAYA	PATRICK	CAHANDING	Roosevelt NHS
GEDORIO	GHEL	EVA	Roosevelt NHS
RONDA	MA. ERIKA	ALMADA	Roosevelt NHS
VALLE	ALEXIS	TALASTAS	Roosevelt NHS
FELIPE	CHRISTIAN FAITH	MANANSALA	PULO IS
GELLEDO	MARY ANN	DIMACALI	Tucop IS
LABIANO	VERLENE	BALAZON	Tucop IS
PANTIG	JEZZALYN GRACE	MALIBIRAN	Sumalo IS
VALDEZ	MELVIC	LAT	Sumalo IS
VISTAN	DEANIEL	DEL ROSARIO	Sampaloc IS
BALTAZAR	RUDLY ANN	FIGUEROA	Legua IS
CARAGAY	LAARNI	SANTOS	Palili IS
HESTIADA	JHON MICHAEL	MORATALLA	Tubo-Tubo IS
ESMERIA	MELROSE	PAROCHA	Payangan IS
FARINAS	ABEGAIL	ERENO	Payangan IS
SANTOS	MIKAELA MARIE	SANTOS	F.C.del Rosario IS
TOMALES	ADRIENNE RALEIN	DIMAYUGA	Quinawan IS
SALENTES	ROELYN	TACTACON	Kinarangan IS
ISON	LEA MAY	DEMAYO	Kinarangan IS
MALIT	JESTER HOMER	MANALO	Layac IS
JUANTA	KHAY STAR	SICAT	Saba IS



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

HIPAS	ANNIE	JAVILLONAR	St. Ma. Virginia P. Leonzon MIS
SIOSON	ASKIE	TORNO	Pastolan IS
MAXIMO	BERNADETTE	DONCILLO	Mabiga IS
CAPONGA	MUTYA	CLIMACOSA	Maite IS
CUBAR	ANDREA	SIGNIO	Lucanin IS
MAHINAY	CLARICE ANN	SADSAD	Dona IS
SANTOS	PILIPINA	ABADILLA	Pulo IS



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF BATAAN

Senior High School Teachers

Surname	Name	Middle Name	School Assignment
DAVID	VEA BIANCA	E	JEAGMHS
OLMO	JUBILLEE	DELA ROSA	GEPS OICS
CRUZ	MICHAEL ADRIAN	JOSE	ST. FRANCIS NHS-SHS
VILLARUEL	KRISHA MARIE	HACINAS	B.CAMACHO NHS-SHS
LACANILAO	LORIELIE	DAVID	BALSIK NHS-SHS
PADILLA	JOHN DOMINIC	ABELON	BALSIK NHS-SHS
CLETO	ANGELIC BESS	SALAVERIA	BSF-SHS
BUGAY	JOYCE	MANZO	E.C.BERNABE NHS-SHS
LABAMPA	JOMARI	PAGUIO	E.C.BERNABE NHS-SHS
QUIMLAT	ARJAY	DE LIMA	E.C.BERNABE NHS-SHS
MESINA	JAYCEEN KAIRA	FRANCISCO	GOV.EFREN PASCUAL CIS
REYES	JAILYN	JULIO	GOV.EFREN PASCUAL CIS
ZUNIGA	MONICA	BERAQUIT	HERMOSA NHS-ANNEX
GAMBOA	ROLANDO	PACION	J.C.PAYUMO MHS-SHS
BANGQUIAO	EMILYN	CATALAN	J.C.PAYUMO MHS-SHS
PAJARILLO	JEAMAY	SERAFICA	J.C.PAYUMO MHS-SHS
MORALES	ALLEN JOY	VARGAS	KINARANGAN IS (SHS)
BALOSO	MARY MAY	MEDINA	KINARANGAN IS (SHS)
ANTONIO	ALYSSA MAE	MANARANG	LAMAO NHS-SHS
LABASTIDA	CARLAMAE	BOLOSO	LAMAO NHS-SHS
CORSANES	JAYZEL ANN	ROMBO	MNHS-BAT II (SHS)
EMBOIDO	MARIEDHEL	SERRANO	MNHS-MALAYA (SHS)
ORTIZ	KATELYN	MAGSAMBOL	MNHS-MALAYA (SHS)
JARABA	APRIL JOYCE	MANALANSAN	PAGALANGGANG NHS-SHS
SUMBILLO	JAMES RYAN	CAPATI	PAGALANGGANG NHS-SHS
GAUPO	KAILA MAE	BUCO	BSF
HERNANDEZ	STEPHANIE	DE LEON	ST FRANCIS NHS-SHS
MONTAL	ELLAICA	CAMAISA	MAGSAYSAY NHS-SHS
MANALO	KEVIN	HIDLAS	KANAWAN IS
REYES	RACQUEL	QUIMLAT	MABAYO HS-SHS
ERANDIO	JHAYSON	AQUINO	PAGALANGGANG NHS-SHS
FLORES	JERIC	SANTOS	BSF-SHS
OCAMPO	JUSTINE	CATER	ORANI NHS-PARANG2
MANGALINDAN	MARJORIE	BONILLA	MABAYO HS-SHS



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

PASTELERO	FRENZ	MANZANO	SAMPALOC IS (SHS)
YUMOL	ELMO NINO	LABIOS	SAMPALOC IS (SHS)
GULAGA	STEPHANIE	TOLENTINO	PAGALANGGANG NHS-SHS
AGUILAR	CHARL	CURA	HERMOSA NHS-MAIN
LOPEZ	JESSICA	C	
DIAZ	GENINA MAE	FLORES	GEPS
LIMPIN	CHRISTY	SENCIL	HERMOSA NHS-SHS
CRUZ	CHARLES KENNETH	YANDOC	HERMOSA NHS-ANNEX (SHS)
DATUON	WENDY	FERNANDO	HERMOSA NHS-SHS
MALLARI	BABY LYN	AQUINO	J.C. PAYUMO MHS
AROCHA	SHIRLEY JOY	GONZALES	KINARANGAN IS
BAUTISTA	VENESSA	CABER	LAMAO NHS-SHS
ESTRELLA	DANICA	CANLAS	LAMAO NHS-SHS
MOLINA	JHERSON	ORTIZ	LAMAO NHS-SHS
DABU	MICHAEL	MEDINA	LUAKAN NHS-SHS
MIGUEL	TRISHA	MANZON	MNHS-MALAYA
LOZANO	DARLENE GRACE	LLENAREZ	MORONG NHS-SHS
RAMOS	JUBILEE	COJEDA	MORONG NHS-SHS
VALDEZ	ALMIRA	PEREZ	MORONG NHS-SHS
CASTRO	BRYAN	BALUYOT	J.C.PAYUMO MHS



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF BATAAN

Training Matrix

TIME	ACTIVITY	In-Charge
DAY 01		
7:30-8:30AM	Arrival and Registration	Program Management Team
8:30-9:15AM	Opening Program	
	National Anthem Prayer DepEd Region III and Bataan Hymn	Audio-Visual Presentation
	Roll Call	Moderator
	Welcome Remarks	Jerry Dimla Cruz, DEM, CESO VI <i>Assistant Schools Division Superintendent</i>
	Messages	Carolina S. Violeta, EdD, CESO V <i>Schools Division Superintendent</i>
	Orientation	Raymond Joseph V. Mendoza <i>Senior Education Program Specialist – HRD</i>
9:15-9:30AM	HEALTH BREAK	
9:30 – 10:30AM	Session 1: Teachers' Professional and Personal Development	Jethro M. Nocom <i>Senior Education Program Specialist – Planning and Research</i>
10:30 – 12:00PM	Session 2: DepEd Personnel-Related Functions	Pilar C. Ignacio <i>Administrative Officer V</i>
12:00-1:00PM	LUNCH BREAK	
1:00-2:30PM	Session 3: Building Relationships with the Wider School Community	Jerson F. Tuang <i>Head Teacher VI -Bataan School of Fisheries</i>
2:30-3:30PM	Session 4: Financial Literacy	Jerry Dimla Cruz, DEM, CESO VI <i>Assistant Schools Division Superintendent</i>
3:30-4:30PM	Session 5: Department of Education and Its Organizational Structure	Nico M. Mangaliman <i>Planning Officer III</i>
4:30-5:00PM	Open Forum	Moderator



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OFFICE OF BATAAN

DAY 02		
8:00-8:15PM	Management of Learning	District In-Charge
8:15-9:15AM	Session 6: Advancing your Career: Building the Foundation for Success	Misty B. Dela Cruz <i>Education Program Specialist II</i>
9:15-9:30AM		Health Break
9:30-10:30AM	Session 7: Capturing the Voice of a Newly-Hired Teacher	James Ryan C. Sumbillo <i>Teacher I – Pagalanggang NHS</i>
10:30-12:00PM	Session 8: Planning and Developing Lessons Aligned with K to 12 Curriculum	Christian N. Carizal, EdD <i>School Principal IV – Orani South ES</i>
12:00PM – 1:00PM		Lunch Break
1:00-2:30PM	Session 9: DepEd's Vision, Mission and Core Values	Leann C. Luna, EdD <i>School Principal II – Sto. Niño Biaan ES</i>
2:30-4:00PM	Session 10: The Essence of Effective Communication in Teaching	Aljon F. Tobongbanua <i>Head Teacher III- Bataan School of Fisheries</i>
4:00-5:00PM	Session 11: Philippine Professional Standard for Teachers	Rodrigo S. Panlaque Jr. <i>School Principal II – Kaparangan ES</i>
DAY 03		
8:00-8:30AM	Management of Learning	District In-Charge
8:30-10:00PM	Session 12: Understanding Core Values	Harold R. Espeleta <i>Board Member – Chairman Education Committee</i>
10:00-12:00PM	Session 13: Republic Act 7610 and DO 40 2012: Child Protection Policy	Renato Mylon De Guia <i>Project Development Officer I</i>
12:00-1:00PM		Lunch Break
1:00-2:00PM	Session 14: Contingency Planning: An Overview	Gerald A. Lingad <i>DRRM Focal</i>
2:00-3:00PM	Session 15:	Raymond Joseph V. Mendoza <i>Senior Education Program Specialist - HRD</i>



Republic of the Philippines
Department of Education
REGION III
SCHOOLS DIVISION OFFICE OF BATAAN

	Stress Management and Teacher Resilience	
3:00-4:00PM	Closing Program	Moderator



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