



Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF MISAMIS ORIENTAL

DIVISION MEMORANDUM
s. 2020

16 JANUARY 2020

**SEMINAR ON STRENGTHENING THE IMPLEMENTATION OF TEACHER
INDUCTION PROGRAM (TIP) FOR SCHOOL HEADS**

To: **Pedro Estaño,** Principal IV- MOGCHS
Alma Y. Pacamalan, Principal I- Libertad NHS
Riza Acenas, Principal I- Sugbongcogon CS
Abdon Bacayana, Principal II- Alubijid NCHS
Erna Oco, Principal I- Gitagum CS
This Division

1. You are hereby directed to join **SEMINAR ON STRENGTHENING THE IMPLEMENTATION OF TEACHER INDUCTION PROGRAM (TIP) FOR SCHOOL HEADS** on **January 21-24, 2020** at **Naomi's Botanical Garden, Banadero, Ozamis City.**
2. Attached to this Division Memorandum is the Regional Memorandum No. 826, s. 2019 and Regional Memorandum No. 18, s. 2020 for your perusal.
3. Meals, training materials and accommodation of the participants shall be charged to the **Regional HR Fund** while travel and other related incidental expenses shall be charged to local funds/school MOOE subject to the usual accounting rules and regulations.
4. Wide dissemination of this Memorandum is hereby desired.

JONATHAN S. DELA PEÑA, PhD, CESO V
Schools Division Superintendent

Encls.: As stated

To be indicated in the Perpetual Index

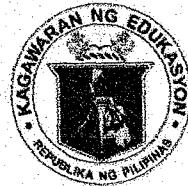
under the following subjects:

COMMUNICATIONS RULES AND REGULATIONS
POLICY

SGOD, HRD-*luchica*



Address: Del Pilar corner Velez Street, Brgy. 29, Cagayan de Oro City 9000
Telephone Nos.: (088) 881-3094 | Text: 0917-8992245 (Globe)
Website: www.deped.misor.net
Email: misamis.oriental@deped.gov.ph



TC: 20-31972

DepEd-X
Cagayan de Oro City

January 7, 2020

JAN 09 2020

RELEASED

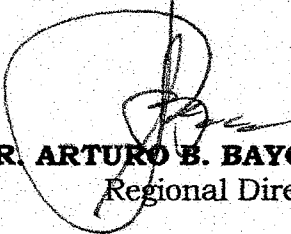
REGIONAL MEMORANDUM

No. 18, s. 2020

**FINAL VENUE OF THE SEMINAR ON STRENGTHENING THE
IMPLEMENTATION OF TEACHER INDUCTION PROGRAM (TIP)
FOR SCHOOL HEADS**

To: **Schools Division Superintendents**
This Region

1. This refers to Regional Memorandum No. 826, s. 2019 regarding the **Seminar on Strengthening the Implementation of Teacher Induction Program (TIP) for School Heads** scheduled on January 22-24.
2. The final venue of the activity is **Naomi's Botanical Garden, Banadero, Ozamiz City.**
3. The technical working group/program management team/facilitators are requested to report for pre-work on January 21.
4. All other provisions in the previous memorandum remain in effect.
5. Immediate and wide dissemination of this Memorandum is desired.


DR. ARTURO B. BAYOCOT, CESO III
Regional Director

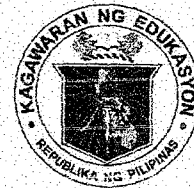
HRDD/tibs



The LEARNER: The heart of DepEd Region X



Republic of the Philippines
DEPARTMENT OF EDUCATION
DepEd Region X – Northern Mindanao



December 16, 2019

DepED-X
Cagayan de Oro City

REGIONAL MEMORANDUM
No. 820, s. 2019

DEC 16 2019
11:47
RELEASED

**SEMINAR ON STRENGTHENING THE IMPLEMENTATION OF TEACHER
INDUCTION PROGRAM (TIP) FOR SCHOOL HEADS**

To: **Schools Division Superintendents**
This Region

1. The Human Resource Development Division (HRDD), this Office, will conduct a three-day **Seminar on Strengthening the Implementation of Teacher Induction Program (TIP) for School Heads** on January 22-24, 2020.
2. The activity is aimed at the following:
 - a. Establish a culture of coaching for newly hired teachers to move them to become proficient teachers; and
 - b. Implement TIP based on the guidelines stated in DO 43, s. 2017.
3. The participants in this activity are the technical working group, program management team, resource speakers, conference secretariat, and three school heads per division, except the Divisions of Bukidnon, Cagayan de Oro City, Lanao Del Norte, and Misamis Oriental, which are allotted with five School Heads each.
4. Travel expenses shall be charged to local funds while food and accommodation shall be charged to HRD funds, subject to existing accounting and auditing rules and regulations.
5. Attached are the training matrix and the names of the program management team/technical working group and resource speakers for reference.



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Regional Office: 10-Northern Mindanao, Zone 1, Upper Balulang, Cagayan de Oro City
(088) 856-3932, (088) 881-3137, (088) 881-3131 (088) 856-3932

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6. Immediate and wide dissemination of and compliance with this Memorandum are desired.

DR. ARTURO B. BAYOCOT, CESO III
Regional Director

p.p.

VICTOR G. DE GRACIA, PhD, CESO V
Assistant Regional Director
Officer in Charge, Office of the Regional Director

To be reflected in the Perpetual Index
under the following subject:

TIP

* Seminar on Strengthening the Implementation of Teacher Induction Program (TIP)
for School Heads on January 22-24, 2020

HRDD/tibbs



Republic of the Philippines
DEPARTMENT OF EDUCATION
 DepEd Region X – Northern Mindanao



**Seminar On Strengthening the Implementation of Teacher Induction
 Programs for School Heads
 January 22-24, 2020**

MATRIX

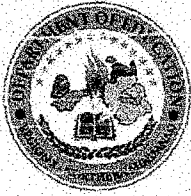
		Day 0 (Jan 21)		
1:00-2:00	Arrival of Facilitators			
2:00-5:00	Pre-Work Conference of Facilitators			
DATE & TIME	DAY 1 (JAN 22)	DAY 2(Jan 23)	DAY 3(Jan 24)	
8:00-8:30	Registration/Preparation for Learning Environment	MOL Checkpoint	MOL Checkpoint	
8:30-9:30	Opening Program	Session 4: THE TEACHING PROCESS SHAMBAE A. USMAN	Session 7 : Kindergarten to Grade 3 Stage ELEANOR ROLLAN	
9:30-10:00	BREAK	BREAK	BREAK	
10:00-11:30	Session 1: The Department of Education RAYMUND S. ANTOLO	CONTINUATION..... THE TEACHING PROCESS SHAMBAE A. USMAN	Session 8: Grade 4 to 6 Stage GINA F. LABITAD NEIL A. IMPROGO	
11:30-12:00	OPEN FORUM	OPEN FORUM	OPEN FORUM	
12:00-1:00	LUNCH BREAK	LUNCH BREAK	LUNCH BREAK	
1:00-2:30	Session 2: THE FILIPINO TEACHERS MARY ANN ALLERA	Session 5 : THE LEARNING PROCESS REBECCA POSTRANO	Session 9: JUNIOR HIGH STAGE JOY DOROMAL	
2:30-3:00	BREAK	BREAK	BREAK	
3:00-5:00	Session 3: THE K-12 CURRICULUM NINIAN ALCASID	Session 6 : The School & Community Linkages ROLANDO D. ACORIBA, JR	Session 10 : Senior High Stage JOY DOROMAL	
5:00-5:30	QATAME	QATAME		



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• **Program Management Team / Technical Working Group**

Raymund S. Antolo	Overall Chair
Rolando Acoriba Jr. –	Program and Planning Committee Chair
Gina F. Labitad	Program and Planning Committee Co-Chair
Rebecca P. Postrano	Program and Planning Committee Co-Chair
Joy G. Doromal	Technical Committee Chair/Facilitator
Psamme Aso	Technical Committee Co- Chair/Facilitator
Cely Labadan	Documentation Committee Chair
Marnie Ricardo/Cely Labadan	Certificates/Registration/Tarpaulin Committee Chairs
Shirly Ampo	Member
Princess Khraye Arianne Marie Sundo	member
Junel Lopez/Ozamiz City Division	Sound System Person in Charge



Republic of the Philippines
DEPARTMENT OF EDUCATION
 DepEd Region X – Northern Mindanao



• **Resource Speakers**

Raymund S. Antolo	Chief HRDD
Rebecca P. Postrano	EPS HRDD
Gina F. Labitad	EPS HRDD
Rolando D. Acoriba ,Jr.,Ph.D	EPS HRDD
Mary Ann Allera	ASDS LDN
Shambae A. Usman	ASDS Bukidnon
Eleanor Rollan	SEPS M & E
Neil A. Improgo	EPS QAD
Joy G. Doromal	HR SEPS
Laurenciana Llagas	EPS QAD

Prepared by:

ROLANDO D. ACORIBA, JR.
 EPS-HRDD

Noted by:

RAYMUND S. ANTOLO
 CHIEF-HRDD

Approved by:

DR. ARTURO B. BAYOCOT, CESO III
 Regional Director

p.p.

VICTOR G. DEGRACIA, PhD, CESO V
 Assistant Regional Director
 Officer in Charge, Office of the Regional Director



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Regional Office 10-Northern Mindanao, Zone 1, Upper Balulang, Cagayan de Oro City
 (088) 856-3932, (088) 881-3137, (088) 881-3138, (088) 856-3932

**Seminar on Strengthening the Implementation of Teacher Induction
Program (TIP) for School Heads**

January 22-24, 2020

OPENING PROGRAM

PART I

- | | |
|--|--|
| A. Pambansang Awit | : Multimedia |
| B. Prayer | : Multimedia |
| C. Presentation of the
Participants | : Rolando D. Acoriba Jr. |
| D. Welcome Remarks | : Victor De Gracia Jr., PhD, CESO V
Assistant Regional Director |
| E. Statement of Purpose | : Raymund S. Antolo
Chief, HRDD |
| F. Message | : Dr. Arturo B. Bayocot, CESO III
Regional Director |
| G. Norms and Conduct | : Rebecca P. Postrano |

PART II

ORIENTATION/ SEMINAR PROPER

EMCEE :