



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF BAYBAY CITY

Office of the Schools Division Superintendent

December 7, 2025

DIVISION MEMORANDUM

No. 997, s. 2025

**DIVISION SUMMIT ON THE IMPLEMENTATION OF THE INDUCTION PROGRAM
FOR BEGINNING TEACHING PERSONNEL (IPBT) CUM COMPLETION
CEREMONY**

**SIBOL: STRENGTHENING INDIVIDUALS, BUILDING ORGANIZATIONAL LEGACY
THROUGH CURRICULUM PLANNING AND DEVELOPMENT**

TO: This Division
Chiefs, EPSvr
SGOD SEPS, EPS-II
School Head and Teaching Personnel
All others Concerned

1. In line with the Schools Division Office's commitment to strengthen professional development systems and institutionalize support mechanisms for newly hired teaching personnel, the Schools Division of Baybay City, through Schools Governance and Operations Division (SGOD) – Human Resource Development Section (HRDS) shall conduct the **Division Summit on the Implementation of the Induction Program for Beginning Teaching Personnel (IPBT) cum Completion Ceremony on December 27–28, 2025.**

2. The activity forms part of the Division's flagship initiative **SIBOL: Strengthening Individuals, Building Organizational Legacy** through Curriculum Planning and Development, which aims to enhance teacher capacity, improve mentoring systems, and promote sustainable organizational development.

3. This activity is pursuant to the provisions of **DepEd Order No. 031, s. 2021** (The Results-Based Performance Management System – Philippine Professional Standards for Teachers), **DepEd Order No. 001, s. 2020** (Revised RPMS Guidelines), and **DepEd Order No. 007, s. 2020** (School Calendar and Activities) which mandate continuing professional development, structured support for beginning teachers, and the implementation of induction programs aligned with the PPST.

4. The official venue of the Summit shall be announced through a separate Memorandum, together with the official list of participants, including beginning teachers, mentors, school heads, and select division personnel.



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5. The activity intends to:

- a. consolidate the IPBT implementation practices, challenges, and gains across all schools;
- b. strengthen mentoring and induction systems aligned with DepEd policies and PPST standards;
- c. showcase and validate the IPBT portfolios of beginning teachers; and
- d. recognize the successful completers of the Induction Program.

6. All participants are advised to attend the two-day activity and ensure the submission and presentation of their required IPBT outputs. Schools shall ensure that participants are appropriately endorsed and equally supported for the duration of the program.

7. Travel expenses, if necessary, shall be charged against School Funds, while Training Funds is charged against the Sub-Aro subject to the usual accounting and auditing rules and regulations.

6. Immediate and wide dissemination of this Memorandum is desired.

MANUEL P. ALBAÑO PhD, CESO V
Schools Division Superintendent

Enclosures: None

Reference: None

To be indicated in the Perpetual Index under the following subjects

BEGINNING TEACHERS

INDUCTION PROGRAM

HRDS

