



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS
DIVISION OF CITY SCHOOLS - TAGBILARAN CITY

Office of the Schools Division
Superintendent

October 28, 2026

DIVISION MEMORANDUM

NO: 910 s. 2026

TRAINING RESOURCE PACKAGE FOR GUIDING WITH PURPOSE: EMPOWERING MENTORS AND PROGRAM FACILITATORS FOR THE REVISED TEACHER INDUCTION PROGRAM

TO: Assistant Schools Division Superintendent
All Public Secondary School Heads
All Others Concerned

1. This Office hereby disseminates DepEd Memorandum No. 0983 S. 2026, titled ***“Training Resource Package for Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teachers Induction Program”*** the contents of which are self-explanatory.
2. Please see attached Memorandum for more details.
3. For your information.

For the SDS:

WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent

JOHN ARIEL A. LAGURA PhD
Asst. Schools Division Superintendent

WDB/JAAL/SGOD/MMC/ftt



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS

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Office of the Regional Director

REGIONAL MEMORANDUM

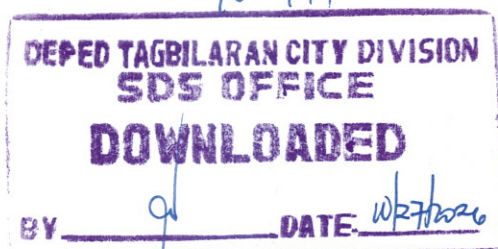
No. **0983**, s. 2026

26 OCT 2026

**TRAINING RESOURCE PACKAGE FOR GUIDING WITH PURPOSE: EMPOWERING MENTORS
AND PROGRAM FACILITATORS FOR THE REVISED TEACHER INDUCTION PROGRAM**

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Others Concerned

1. Attached is DepEd Memorandum DM-OULS-2026-449 dated October 5, 2026, titled **Training Resource Package for Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program**, for the information of all concerned.
2. Following the national rollout of Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program (R-TIP), DepEd Region VII will conduct the R-TIP training for mentors and program facilitators during Q1 in 2027. SDO R-TIP Focal Persons must submit and upload their lists of participants through this link: <https://bit.ly/3W3frgB>.
3. Pending the approved Implementing Guidelines for the Revised Teacher Induction Program (R-TIP), all Schools Division Offices shall continue implementing the Induction Program for Beginning Teachers (IPBT) and for newly hired teachers under current policies.
4. For queries and clarifications, please contact Dr. Rosa H. Cabotaje, induction program focal person, at rosa.cabotaje@deped.gov.ph.
5. Wide dissemination of and compliance with this Memorandum are enjoined.



DR. ARTURO B. BAYOCOT, CESO III
Regional Director

ABB/FYA/HRDD/NEA/RT/IND/che
Received
10/27/26 @ 10:24



Doña M. Gaisano St., Sudlon, Lahug, Cebu City
Telephone Number: (032) 256-9466/639773295904 local 700



DepEd Tayo Region VII



region7.deped.gov.ph



Enclosure to the Regional Memorandum No. _____, s. 2026

Republic of the Philippines
Department of Education
Region VII, Central Visayas
SDO _____

List of Revised Teacher Induction Program Mentors and Implementors
(Master Teachers, School Heads, Supervisors)

No.	Name	Position	Office	Email Address	Contact Number	Messenger

Prepared by:

Approved by:

Induction Program Focal Person

Schools Division Superintendent



Republic of the Philippines
Department of Education
OFFICE OF THE UNDERSECRETARY FOR LEARNING SYSTEMS

MEMORANDUM
DM-OULS-2026-449

TO : Regional Directors
HRDD Chiefs/NEAP-R Focal Persons
HRDD-SEPS
All Others Concerned

FROM : *Carmela C. Oracion*
CARMELA C. ORACION
Undersecretary for Learning Systems *ju*

SUBJECT : TRAINING RESOURCE PACKAGE FOR GUIDING WITH
PURPOSE: EMPOWERING MENTORS AND PROGRAM
FACILITATORS FOR THE REVISED TEACHER INDUCTION
PROGRAM

DATE : 05 October 2026

1. Pursuant to the Department's Five-Point Agenda, particularly its commitment to developing high-performing teachers, the National Educators Academy of the Philippines (NEAP) shall proceed with the implementation of the **Revised Teacher Induction Program (R-TIP)**, formerly known as the Induction Program for Beginning Teachers (IPBT).
2. The R-TIP is designed to support beginning teachers through school-based induction, enabling them to effectively integrate into the workplace and gain a deeper understanding of the systems, policies, roles, and professional expectations of DepEd teachers.
3. Following the successful national rollout of *Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program*, Regional Offices may now conduct the training for mentors and program facilitators of R-TIP in their respective regions.
4. In this regard, all Regional Offices are requested to designate an **HRDD Senior Education Program Specialist (SEPS)** as the focal person who will be responsible for the safekeeping and management of the **Training Resource Package (TRP)** and to facilitate the request for access.

5. Requesting regions are advised to submit the required information through the link or QR code provided below. All information collected shall be treated with the utmost confidentiality.



<https://forms.cloud.microsoft/r/RhAp8fMn1x>

6. Please be informed that the **Implementing Guidelines for the Revised Teacher Induction Program (R-TIP)** are still under review and subject to approval. Clarifications on the program's implementation shall be provided in the policy upon its issuance. Accordingly, all program implementers are hereby directed to review and strictly adhere to the approved Implementing Guidelines once released. **The conduct of the R-TIP for newly hired teachers shall commence only after the issuance of the approved policy.**
7. Pending the issuance of the approved Implementing Guidelines for the Revised Teacher Induction Program (R-TIP), all Regional Offices and Schools Division Offices shall continue implementing the existing Induction Program for Beginning Teachers (IPBT) for newly hired teachers, in accordance with the current applicable policies and guidelines.
8. For further information or concerns, please contact **Ms. Dia Sielo D. Carabaña**, Education Program Specialist II of NEAP-PDD, through email at neap.pdd@deped.gov.ph and/or landline (02) 8715-9919.
9. For immediate dissemination and appropriate action.

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Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2023-1372

TO : **REGIONAL DIRECTORS**
SCHOOL DIVISION SUPERINTENDENTS
HRDD CHIEFS
NEAP-R FOCAL PERSONS
SCHOOL HEADS
ALL OTHERS CONCERNED

FROM : **GLORIA J. MAMIL-MERCADO**
Undersecretary for Human Resource and Organizational Development

SUBJECT : **CONDUCT OF ACTIVITIES RELATED TO THE INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

DATE : September 20, 2023

1. Following the provisions of DO 11, s. 2019 or the Implementation of the NEAP Transformation, NEAP is mandated to take charge of the design, development, and delivery of programs supporting teachers and school leaders. This includes the induction program for all newly hired teachers which encompasses the support mechanisms put in place to assist newly hired teachers in becoming effective and efficient in performing his or her functions as full-fledged DepEd personnel.
2. Field implementers shall continue to use the existing PPST-based coursebooks and materials in the induction of new teachers. Beginning teachers who have participated in the pilot implementation and have completed all Year 1 activities and coursebooks shall continue with Years 2 and 3 of the program. Please see Enclosure 1 for the summary of activities.
3. Expenses for the school-based induction activities shall be charged to the school MOOE, subject to the usual accounting and auditing rules and regulations.
4. Relative to this, Regional Offices (RO) shall ensure that Schools Division Offices (SDOs) collate data on the schools and the number of newly hired teachers who will start their induction for SY 2023-2024. Links to the regional trackers, as well as coursebooks and monitoring forms, can be accessed from bit.ly/neapteacherinduction.

5. ROs shall submit the accomplished data sheet on or before **September 29, 2023**. The submitted data will be valuable in the subsequent reorientation of program implementers and other funding considerations regarding the program.
6. In addition, ROs and SDOs must strengthen monitoring of the implementation and ensure the timely submission of monitoring forms. Monitoring details are summarized in Enclosure 2.
7. Program implementers, i.e., Regional and Division Focal Persons, school heads, and master/head teachers, who will be implementing the program for SY 2023-2024 are instructed to register at **bit.ly/ipbt2023orientation** for the clustered virtual orientation on October 17-20, 2023.
8. For more information and clarifications, please contact Ms. Richie Vesagas of the National Educators Academy of the Philippines-Professional Development Division, Department of Education at DepEd Central Office, Room 211 Mabini Building, DepEd Complex, Meralco Ave., Pasig City through email at pdd.pdi@deped.gov.ph or telefax number (02) 8715-9919.
9. For your information and strict compliance.

Copy furnished:

[Usec. Revsee Escobedo]

[Undersecretary for Operations]

[NEAP EPDDD/ Vesagas]

Enclosure 1: Summary of IPBT Activities for Beginning Teachers

Please access bit.ly/neapteacherinduction for the full copy of the materials.

Year		Courses	In-school Mentoring	Other Activities	Possible MOVs		
Year 1	Quarter 1	Orientation and Guide for Mentors and Teachers	Coaching and Mentoring	1 formal classroom observation every quarter	Mentoring schedules or agreements		
		Coursebook 1	Differentiated Supervision		Accomplished and checked coursebooks		
	Quarter 2	Coursebook 2	Submission of outputs and exit quizzes to be checked by the mentors. Feedback will be discussed with the mentees.	LAC sessions	Passing scores of summative quizzes		
		Mainstreamed Learning Delivery Modalities (LDM) modules		Job-embedded learning	Signed Course Completion Certificates		
	Quarter 3	Coursebook 3		Other relevant PD programs (e.g. INSET)	Signed COTs		
		Coursebook 4			Performance Monitoring and Coaching Forms		
	Quarter 4	Coursebook 5					
		Coursebook 6					
	End of SY: Submission of Year 1 Portfolio					LAC Reports	
						PD Certificates	
Year 2			Coaching and Mentoring	1 formal classroom observation every quarter	Signed IPCRF-IDP		
			Differentiated Supervision	LAC sessions			
				Job-embedded learning			
				Other relevant PD programs			
End of SY: Submission of Year 2 Outputs embedded in the RPMS Portfolio							

Year 3			Coaching and Mentoring Differentiated Supervision	1 formal classroom observation every quarter LAC sessions Job-embedded learning Other relevant PD programs	
End of SY: Submission of Year 3 Outputs embedded in the RPMS Portfolio					
Completion Ceremony					

Enclosure 2: Monitoring and Evaluation Details

Please access bit.ly/neapteacherinduction for the downloadable copy of the forms.

M&E Document	Person Responsible	Submission Details
Coursebook Exit Quizzes lodged in the National Education Portal (training.deped.gov.ph)	IPBT Mentee	certificate indicating passing score to be submitted to mentor
IPBT Portfolio (physical or digital)	IPBT Mentee	to be submitted to mentor and school head at the end of each SY
M&E Form for Mentors	IPBT Mentor	to be submitted to the School Head at the end of each SY
M&E Form for School Heads	School Head	to be submitted to the Division IPBT Coordinator at the end of each SY
M&E Form for Division Coordinators	IPBT Division Coordinators	to be submitted to NEAP-R at the end of each SY



Republic of the Philippines
DEPARTMENT OF EDUCATION
Write your Regional Office

Submit a list of newly hired teachers who have already started the IPST in the previous LMS, indicating the appropriate coursebook completed (e.g., Coursebook 1, Coursebook 2, etc.) and to be taken by each teacher (e.g., Coursebooks 2-6, 3-6, etc.).

	Name	DepEd Email Enrolled in the LMS	Sex	School	School ID	Schools Division Office (SDO)	Date Hired (mm/dd/yy)	Last Coursebook Completed Coursebook 1
1								
2								
3								
4								
5								
6								
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8								
9								
10								
11								
12								
13								
14								
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Prepared by:

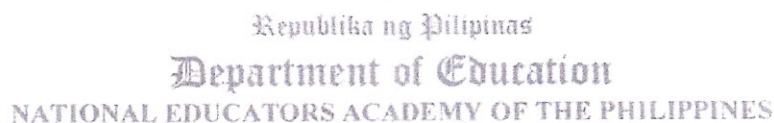
NAME
Designation

Reviewed by:

NAME
HRDD Chief

Approved by:

NAME
Regional Director



September 16, 2026

1. This advisory is issued in reference to **DM-OUHROD-2023-1372**, titled **Conduct of Activities Related to the Induction Program for Beginning Teachers (IPBT)** dated September 20, 2023.

2. In line with the implementation of the IPBT, all concerned are hereby informed that the new Learning Management System (LMS) may now be accessed through the link and QR code below:

3. Before accessing the course, all newly hired teachers are requested to register using their official DepEd email address. This will ensure proper enrollment and tracking participation in the IPBT.

4. Please be advised that this is a new LMS platform. Since progress and completion records from the previous LMS will not be migrated, all newly hired teachers will initially be enrolled in Coursebook 1.

To facilitate a smooth transition, **Regional Offices (ROs)**, through their respective Schools Division Offices (SDOs), shall submit a **duly validated list of newly hired teachers who have already started the IPBT in the previous LMS**, indicating the coursebook/s they have completed (e.g., Coursebook 1, Coursebook 2). The submitted list shall be **duly signed by the Regional Director** to certify its accuracy and validation.

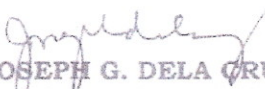
Please accomplish and submit the required information through this QR code and link:



5. All Regional Offices (ROs) and Schools Division Offices (SDOs) are requested to continue monitoring the implementation of the IPBT and ensure the timely accomplishment and submission of the monitoring forms through the following link: <https://bit.ly/ncspresearchinduction>.

6. Should you have questions and concerns, please coordinate with **Ms. Dia Sielo D. Carabaña**, Education Program Specialist II of NEAP-PDD, through email neap.pdd@deped.gov.ph or landline (02) 8715-9919.

7. For immediate dissemination and appropriate action.


JOSEPH G. DELA CRUZ
Director IV, NEAP