



Republic of the Philippines  
**Department of Education**  
Region XI  
**SCHOOLS DIVISION OF DIGOS CITY**

**Office of the Schools Division Superintendent**

**February 5, 2026**

**DIVISION MEMORANDUM**  
SGOD-2026-067

To : Assistant Schools Division Superintendent  
Division Chiefs  
Education Program Supervisors  
Public School District Supervisors  
Public School Heads  
Public School Teachers

Attention:

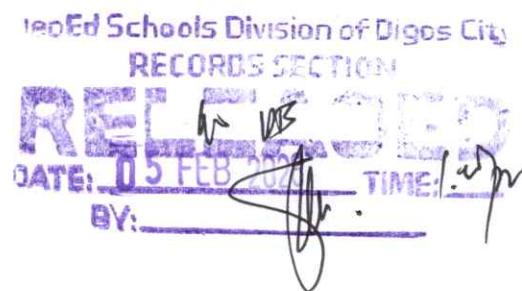
Ferna Renira T. Alde – PSDS  
Aldin J. Barsalote – School Head, Digos City CES  
Analyn P. Manapol – Master Teacher, Digos City CES

Subject: **ATTENDANCE IN THE REVISED TEACHER INDUCTION PROGRAM (RTIP)**

1. This is in reference to Regional Memorandum HRDD-2026-017 dated January 26, 2026, signed by Allan G. Farnazo, Director IV, re: **Attendance in the Revised Teacher Induction Program (RTIP)**, be informed that the activity is scheduled to take place at DepEd Ecotech Center, Cebu City on March 8-14, 2026 (inclusive of travel time).
2. Cluster 3 participants are reminded to accomplish the online registration through <https://tinyurl.com/RTIPCluster3-Registration>.
3. Refer to the enclosures for other relevant details.
4. Immediate dissemination of this Memorandum is directed.

*M. Estacio*  
**MELANIE P. ESTACIO, PhD, CESO VI**  
Schools Division Superintendent

Enclosed: As stated.  
SGOD/jsa



Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002  
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170  
| (082)553-8375



Republic of the Philippines  
**Department of Education**  
Region XI  
**SCHOOLS DIVISION OF DIGOS CITY**

Office of the Schools Division Superintendent

December 10, 2025

**DIVISION MEMORANDUM**  
SGOD-2025-815

To : Division Chiefs  
Public Schools District Supervisor  
Education Program Supervisors  
Public School Heads  
Public School Teachers  
All Others Concerned

**Attention:**

**FERNA RENIRA T. ALDE, PSDS  
ALDIN J. BARSALOTE, PIII  
ANALYN P. MANAPOL, MTIII**

Subject: **INFORMATION DISSEMINATION OF THE FORTHCOMING ACTIVITY -  
"GUIDING WITH PURPOSE: EMPOWERING MENTORS AND PROGRAM  
FACILITATORS FOR THE REVISED TEACHER INDUCTION PROGRAM  
(RTIP)"**

1. This is in reference to Regional Memorandum HRDD-2025-299 dated November 26, 2025, signed by Allan G. Farnazo, Director IV, re: **Information Dissemination of the Forthcoming Activity Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program (RTIP)**. Be informed that the new schedule of the activity for **Cluster 3** will be on **March 9-13, 2026 at DepEd Ecotech Center, Cebu City**.
2. To that end, be informed that **PSDS Neil D. Bongcayao** shall be replaced by **PSDS Ferna Renira T. Alde** as the official participant for this activity.
3. Refer to the enclosures for details and information
4. Immediate dissemination of this Memorandum is desired.

**MELANIE P. ESTACIO, PhD, CESO VI**  
Schools Division Superintendent

For and in the absence of the  
Schools Division Superintendent

*Sollie B. Oliver*  
**SOLLIE B. OLIVER, JD, MATE**  
Chief Education Supervisor-SGOD  
Officer In-Charge

Enclosed: As stated  
SGOD/jsa  
DATE: DEC 11 2025 TIME: 1:53 pm  
BY: *[Signature]*

Address: Roxas Street cor. Lopez Jaena Street, Zone II, Digos City 8002  
Telephone No: (082)553-8396 | (082)553-8376 | (082)553-9170  
| (082)553-8375



RECORDS



Republic of the Philippines  
Department of Education  
DAVAO REGION



November 26, 2025

REGIONAL MEMORANDUM  
HRDD-2025-299

INFORMATION DISSEMINATION OF THE FORTHCOMING ACTIVITY- GUIDING  
WITH A PURPOSE: EMPOWERING MENTORS AND PROGRAM FACILITATORS  
FOR THE REVISED TEACHER INDUCTION PROGRAM

To: Assistant Regional Director  
Schools Division Superintendents

1. This has reference to DM-OULS-2025-048 on the Call for Participants to the Teacher Induction Program (R-TIP) dated August 12, 2025. Be informed that the new schedule of the activity for Cluster 3 will be on March 9-13, 2026 at DepEd Ecotech Center, Cebu City. Refer to the enclosures for details and information.
2. Immediate dissemination of this Memorandum is desired.

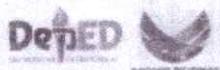
ALLAN G. FARNAZO  
Director IV

DEPARTMENT OF EDUCATION FOR  
RECORDS SECTION  
**RELEASED**

By: *[Signature]* Date: DEC 01 2025  
Time: *[Signature]*

Encl.: As Stated.

ROH7/jlb



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: region11@deped.gov.ph  
Website: www.depedroxi.ph



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November 20, 2025

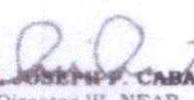
**ADVISORY**

*Guiding with Purpose: Empowering Mentors and Program Facilitators  
for the Revised Teacher Induction Program*

1. This advisory has reference to **DM-OULS-2025-048** with the subject **Call for Participants for the Revised Teacher Induction Program (R-TIP)**, dated August 12, 2025.
2. In line with recent adjustments to the training schedules, please be informed that the training delivery for **Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program** will now pursue on the following dates and venues:

| ACTIVITY   | DATES               | VENUE  |
|--|---------------------|--|
| Guiding with Purpose:<br>Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program (Cluster 4) | January 26-30, 2026 | NEAP Training Facility,<br>Teachers Camp,<br>Baguio City |
| Guiding with Purpose:<br>Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program (Cluster 3) | March 9-13, 2026    | DepEd Eeotech Center,<br>Cebu City                       |

3. Please be reminded that **January 26** and **March 9** are designated as **Day 0** for Cluster 4 and Cluster 3, respectively.
4. The National Educators Academy of the Philippines (NEAP) remains steadfast in its commitment to the successful implementation of the RTIP. Accordingly, a separate advisory will be released should there be any further changes or adjustments to the details of the said program.
5. The following attachments are enclosed with this advisory for reference and guidance:
  - Enclosure 1** : *List of Program Management Team and Resource Persons*
  - Enclosure 2** : *Accommodation and Meal Schedule*
6. For any questions or concerns, you may coordinate with **Mr. Billy Rei M. Pagba**, Senior Education Program Specialist of NEAP-PDD, through email at [billyrei.pagba@deped.gov.ph](mailto:billyrei.pagba@deped.gov.ph) or [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph).

  
**MICHAEL JOSEPH P. CABAUATAN**  
 Director III, NEAP


  
**Republika ng Pilipinas**  
**Department of Education**  
**NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES**

Enclosure 1

**LIST OF PROGRAM MANAGEMENT TEAM AND RESOURCE PERSONS**

*Guiding with Purpose: Empowering Mentors and Program Facilitators  
for the Revised Teacher Induction Program*

**A. Program Management Team**

| NO | NAME                | OFFICE   | POSITION/<br>DESIGNATION            | TERMS OF REFERENCE  |
|----|---------------------|----------|-------------------------------------|---|
| 1  | Marife Morcilla     | NEAP-PDD | Project Development Officer V       | <ul style="list-style-type: none"> <li>-provides overall guidance to the program management team (PMT)</li> <li>-relays management directions for the program</li> </ul>  |
| 2  | Alexander Simagala  |          | Project Development Officer iV      | <ul style="list-style-type: none"> <li>-assists providing overall guidance to the program management team (PMT)</li> <li>-assists in relaying management directions for the program</li> </ul>  |
| 3  | Billy Rei Pagba     |          | Senior Education Program Specialist | <ul style="list-style-type: none"> <li>-leads in the implementation of the program</li> <li>-discusses parameters and standards in the implementation of the program</li> <li>-leads in the daily briefing and debriefing of the PMT</li> </ul>   |
| 4  | Mathew Bofete       |          | Project Development Officer II      | <ul style="list-style-type: none"> <li>-drafts the daily evaluation form of the program</li> <li>-assists in documenting the activity</li> <li>-serves as learning manager for one breakout room</li> </ul>   |
| 5  | Julie Lyka Ignao    |          | Project Development Officer II      | <ul style="list-style-type: none"> <li>-communicates with participants and partners for announcements; - serves as host/facilitator during the plenary sessions</li> <li>-facilitates the participants' compliance of registration and attendance</li> <li>-serves as learning manager for one breakout room</li> </ul> |
| 6  | Aizyl Ann Natanauan |          | Technical Assistant II              | <ul style="list-style-type: none"> <li>-serves as documenter for the activity</li> <li>-prepares supplies, certificates, registration and attendance sheets</li> <li>-serves as learning manager for one breakout room</li> </ul>   |

Room 208 Mabini Building, DepEd Complex, Meralco Ave., Pasig City 1600  
 Telephone Nos: (+632) 8638-8638  
 Email Address: [od-neap@deped.gov.ph](mailto:od-neap@deped.gov.ph) | Website: [www.deped.gov.ph](http://www.deped.gov.ph)

|                |           |      |        |
|----------------|-----------|------|--------|
| Doc. Ref. Code | PAWM-F-02 | Rev  | 01     |
| Efectivity     | 09/2021   | Page | 1 of 1 |



Republika ng Pilipinas

**Department of Education**

NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

|    |                 |          |                          |   |
|----|-----------------|----------|--------------------------|---|
| 7  | Jallal Malaguia | NEAP-PDD | Technical Assistant II   | -makes slide decks and other templates<br>-serves as technical support and photo documenter for the activity  |
| 8  | Jojet Gabriel   |          | Technical Assistant I    | -serves as technical support in breakout rooms particularly concerns relative to LMS<br>-assists in the preparation of supplies and other resources and program needs |
| 9  | Kyle Macalalad  |          | Administrative Support I | -provides technical support in breakout rooms<br>-assists in the preparation of supplies and other resources and program needs  |
| 10 | Welfare Officer | CAR      | Nurse                    | -ensures medical needs of the participants are appropriately addressed  |

**B. Resource Persons**

| NO | NAME                       | REGION | POSITION/DESIGNATION                      |
|----|----------------------------|--------|---|
| 1  | Elsie V. Mayo              | I      | Principal                                 |
| 2  | Romel N. Sanchez           | I      | Head Teacher III                          |
| 3  | Divina I. Ramel            | II     | Principal II                              |
| 4  | Joy S. Ferrer-Lopez        | II     | Education Program Supervisor              |
| 5  | Annie Michelle F. Laurzano | III    | Public District Supervisor                |
| 6  | Grace Urbien-Salvatus      | IV-A   | Principal II                              |
| 7  | Arlene M. Hernandez        | IV-A   | Public School District Supervisor         |
| 8  | Gerlie C. Lopez            | IV-A   | Education Program Supervisor              |
| 9  | Christian Alberto          | IV-B   | Senior Education Program Specialist       |
| 10 | Marlin G. Rylander         | IV-B   | Head Teacher III                          |
| 11 | Annie B. Baylon            | V      | Public School District Supervisor         |
| 12 | Jay C. Blancaflor          | VI     | Education Program Specialist II           |
| 13 | Rosa H. Cabotaje           | VII    | Education Program Supervisor              |
| 14 | Marisol C. Margate         | VIII   | Education Program Specialist II           |
| 15 | Ma. Colleen L. Emoricha    | IX     | Assistant Schools Division Superintendent |
| 16 | JD Ace B. Pajanas          | X      | Master Teacher                            |
| 17 | Kevin Lloyd V. Hijastro    | XII    | Education Program Specialist II           |
| 18 | Ivy M. Romano              | NCR    | Senior Education Program Specialist       |



RECORDS

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Republic of the Philippines  
Department of Education  
DAVAO REGION



0126070986

January 26, 2026

REGIONAL MEMORANDUM  
HRDD-2026-017

CALL FOR PARTICIPANTS FOR THE REVISED TEACHER  
INDUCTION PROGRAM (RTIP)

To: Assistant Regional Director  
Schools Division Superintendents

1. This has reference to **RM-HRDD-2025-253** dated September 30, 2025 titled Attendance to the Revised Teacher Induction Program (RTIP) and issued Advisory of January 16, 2026. Schools Division Offices are informed that the activity is scheduled to take place at DepEd Ecotech Center, Cebu City on March 9-13, 2026.
2. In view of the foregoing, Focal persons are requested to update the list of the endorsed participants if there are changes caused by the adjustment of schedules using the link: [bit.ly/RTIPendorsedpax](http://bit.ly/RTIPendorsedpax).
3. Cluster 3 participants are reminded to accomplish the online registration through <https://tinyurl.com/RTIPCluster3-Registration>. Refer to the enclosure for other relevant details.
4. Immediate dissemination of this Memorandum is directed.

ALLAN G. FARNAZO  
Director IV

Encl.: As Stated.

ROH7/jlb

DEPARTMENT OF EDUCATION ROXI  
RECORDS SECTION  
**RELEASED**  
By: *[Signature]* T-47  
Date: *[Signature]* Times: 12:6671



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-0051  
Email Address: [region11@deped.gov.ph](mailto:region11@deped.gov.ph)  
Website: [www.depedroxi.ph](http://www.depedroxi.ph)





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**Department of Education**  
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 Dated: 16/12/2025  
 Time: 9:16

**ADVISORY**

January 16, 2026

16 JAN 2026

1. This advisory has reference to **DM-OULS-2025-048**, with the subject **Call for Participants for the Revised Teacher Induction Program (RTIP)**, dated August 12, 2025.
2. Please be reminded of the following schedules for the succeeding Clusters:

| Title  | Date of Conduct     | Venue  |
|--|---------------------|--|
| Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program ( <b>Cluster 4- Regions IV-A, IV-B, V, NCR</b> )     | January 26-30, 2026 | NEAP Training Facility, Teachers Camp, Baguio City |
| Guiding with Purpose: Empowering Mentors and Program Facilitators for the Revised Teacher Induction Program ( <b>Cluster 3- Regions IX, X, XI, XII, CARAGA</b> ) | March 9-13, 2026    | DepEd Ecotech Center, Cebu City                    |

3. With this, the respective regional focal persons are requested to update their list of endorsed participants if there are current changes caused by the adjustment of the training schedules. Access the repository through this link: [bit.ly/RTIPendorsedpax](http://bit.ly/RTIPendorsedpax).
4. Endorsed participants who have not yet accomplished the online registration are also reminded to signify their confirmation of attendance through the following links:
 

**Cluster 4:** <https://tinyurl.com/RTIPCluster4-Registration>  
**Cluster 3:** <https://tinyurl.com/RTIPCluster3-Registration>
5. Regional Program Management Team (PMT) members and Resource Persons for **Cluster 4** are invited to a coordination meeting on **January 20, 2026 at 9:00 AM via MS Teams** using the link <https://tinyurl.com/RTIPCluster4-Meeting>.
6. Your cooperation in this matter is highly appreciated. For any questions or concerns, kindly coordinate with **Mr. Billy Rei M. Pagba**, Senior Education Program Specialist of NEAP-PDD, through email at [billyrei.pagba@deped.gov.ph](mailto:billyrei.pagba@deped.gov.ph) or at [neap.pdd@deped.gov.ph](mailto:neap.pdd@deped.gov.ph).

**MICHAEL JOSEPH P. CABAUATAN**  
 Director III, NEAP



Republika ng Pilipinas  
**Department of Education**  
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES

**Enclosure 1**

**List of PMT and Resource Persons**

*Guiding with Purpose: Empowering Mentors and Program Facilitators  
for the Revised Teacher Induction Program (Cluster 4)  
January 26-30, 2026 | NEAP Training Facility, Baguio City*

**A. REGIONAL PROGRAM MANAGEMENT TEAM**

| NO. | NAME                | REGION | POSITION/DESIGNATION                   |
|-----|---------------------|--------|--|
| 1   | Abigail A. Cabilin  | I      | Education Program Specialist II        |
| 2   | Maybelle D. Madamba | I      | Senior Education Program Specialist    |
| 3   | Irish Solis         | I      | Senior Education Program Specialist    |
| 4   | Edna Dela Cruz      | II     | Education Program Specialist II        |
| 5   | Elarcie Balsomo     | IV-A   | Senior Education Program Specialist II |
| 6   | Alvin P. Panotes    | V      | Education Program Specialist II        |

**B. LIST OF RESOURCE PERSONS**

| NO. | NAME                    | REGION | POSITION/ DESIGNATION                     |
|-----|-------------------------|--------|---|
| 1   | Elsie V. Mayo           | I      | Principal                                 |
| 2   | Romel N. Sanchez        | I      | Head Teacher III                          |
| 3   | Joy S. Ferrer-Lopez     | II     | Education Program Supervisor              |
| 4   | Divina I. Ramel         | II     | Principal II                              |
| 5   | Christian M. Alberto    | IV-B   | Senior Education Program Specialist       |
| 6   | Grace Urbien-Salvatus   | IV-A   | Principal II                              |
| 7   | Arlene M. Hernandez     | IV-A   | Public School District Supervisor         |
| 8   | Gerlie C. Lopez         | IV-A   | Education Program Supervisor              |
| 9   | Jonalyn B. Patalitan    | IV-B   | Education Program Specialist II           |
| 10  | Marlin G. Rylander      | IV-B   | Head Teacher III                          |
| 11  | Ma. Shella B. Suñas     | V      | Principal I                               |
| 12  | Jay C. Blancaflor       | VI     | Education Program Specialist II           |
| 13  | Rosa H. Cabotaje        | VII    | Education Program Supervisor              |
| 14  | Ma. Colleen L. Emoricha | IX     | Assistant Schools Division Superintendent |
| 15  | JD Ace B. Palanas       | X      | Master Teacher                            |
| 16  | Fe H. Lopez             | CARAGA | Senior Education Program Specialist       |
| 17  | Noemi A. Velario        | NCR    | Education Program Supervisor              |
| 18  | Ivy M. Romano           | NCR    | Senior Education Program Specialist       |

RECORDS

120416



Republic of the Philippines  
Department of Education  
DAVAO REGION

September 30, 2025

REGIONAL MEMORANDUM  
HRDD-2025-253

ATTENDANCE TO THE GUIDING WITH PURPOSE: EMPOWERING  
MENTORS AND PROGRAM FACILITATORS FOR THE REVISED  
TEACHER INDUCTION PROGRAM (RTIP)

To: Assistant Regional Director  
Schools Division Superintendents

1. This has reference to DM-OULS-2025-048, dated August 12, 2025, titled Call for Participants on the Revised Teacher Induction Program (RTIP) and issued advisory of September 25, 2025.
2. The training intends to provide school-based integration to the workplace structure and systems to better understand what is expected of a DepEd teacher.
3. This Office is directed the PMT representatives and SDO participants to remain onboard on the adjusted schedule and venue for the revised RTIP under Cluster 3 program through a separate memorandum.

| Name                     | Designation | Division        |
|--------------------------|-------------|-----------------|
| Reynaly G. Santos        | PSDS        | Davao Del Norte |
| Eugene E. Villagracia    | PI          | Davao Del Norte |
| Ginalyn T. Caga          | MT          | Davao Del Norte |
| Bernie G. Quilaton       | PSDS        | Davao Del Sur   |
| Joefrey A. Flores        | PI          | Davao Del Sur   |
| Emily A. Paler           | MT          | Davao Del Sur   |
| Julius I. Suelto         | PSDS        | Panabo City     |
| Ian Reggy B. Paring      | MT II       | Panabo City     |
| Cyrus C. Cachuela        | PI          | Panabo City     |
| Jean Fe Colanggo         | PSDS        | Davao City      |
| Jasper T. Mancio         | SH          | Davao City      |
| Jed Bete                 | MT          | Davao City      |
| Liezel C. Padua          | PSDS        | Mati City       |
| Jessa May B. Dongallo    | SH          | Mati City       |
| Leny M. Dechavez         | MT          | Mati City       |
| Maria Elena C. Ferido    | PSDS        | Tagum City      |
| Leah L. Gonzales         | PII         | Tagum City      |
| Elaine Grace O. Calcedan | MT II       | Tagum City      |
| Angelo Rey V. Susosco    | PSDS        | Davao Oriental  |
| Mishelle L. Marquez      | MTI         | Davao Oriental  |

  
**Republic of the Philippines**  
**Department of Education**  
**DAVAO REGION**

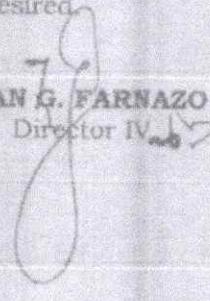
|                           |               |                  |
|---------------------------|---------------|------------------|
| Aljun M. Jordan           | HTI           | Davao Oriental   |
| Neil D. Bongcaya          | PSDS          | Digos City       |
| Aldrin J. Barcelote       | P III         | Digos City       |
| Analyn P. Mampol          | MT            | Digos City       |
| Alma S. Barbarona         | P I           | IGACOS           |
| Joann M. Benoya           | PII           | IGACOS           |
| Marichu M. Celestial      | MT II         | IGACOS           |
| Antonita E. Corpus        | PSDS          | Davao Occidental |
| Arabia D. Puyot           | P II          | Davao Occidental |
| 30. Christian V. Federiso | MT II         | Davao Occidental |
| Renee J. Peñarroyo        | PSDS          | Davao De Oro     |
| Norman G. Jandog          | P IV          | Davao De Oro     |
| Ramelyn V. Masiga         | MT            | Davao De Oro     |
| Jeffrey L. Bernabe        | SEPS-NEAP     | RO XI            |
| Eduard Mark E. Bautista   | SEPS-HRD      | Tagum City       |
| Elixes B. Eleccion        | Principal III | Davao del Sur    |

4. Registration starts on October 10, 2025 through  
<https://tinyurl.com/RTIPChapter3-Registration>

5. The participant's board and lodging will be charged to the HRD Funds, while transportation, per diem, and other incidental expenses will be charged to local funds subject to the usual accounting and auditing rules and regulations.

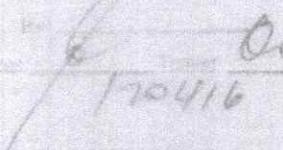
6. Further details are explained in the enclosures.

7. Immediate dissemination of this memorandum is desired.

  
**ALLAN G. FARNAZO**  
 Director IV

Encl.: As stated.  
 ROH7/jb



  
 Out. 13, 2025  
 10416