



Republic of the Philippines
Department of Education
REGION X
SCHOOLS DIVISION OF LANA DEL NORTE

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September 2, 2026

DIVISION MEMORANDUM

No. 49, s. 2026

DIVISION ORIENTATION FOR NEWLY HIRED TEACHERS

To: Assistant Schools Division Superintendent
Chief, Curriculum Implementation Division
Chief, Schools Governance and Operations Division
Public Elementary and Secondary School Heads
All Others Concerned

1. This Office, through the Division Human Resource Development Section, enjoins the following to attend the above-mentioned activity:

NO	NAME	SCHOOL
1	Hazeem, Jeramie Tamagos	Concepcion ES
2	Tilawan, Pepsi Claire Maglipac	Margos ES
3	Castañares, Jessa Legania	Maranding ES
4	Acob, Aslimah Daod	Sultan Dimasangcay Mananggolo IS
5	Sanico, Jolly Mondejar	Libertad ES
1	Hijara, Argie Vilan	Sucodan ES
7	Sarting, Renalyn Papasin	El Salvador ES
8	Sebial, Maribec Pardillo	F. Bolante MES
9	Dayanan, Merianissa Polinar	F. Bolante MES
2	Mantalaba, Anthon Jay Tagayon	Lanipao CES
11	Tapinit, Elna Joy Tacogdoy	Maranding CES
12	Alvinda, Rose Alvarico	Maranding CES
13	Biaco, Ritchel Sag-uban	Maranding CES
14	Yonson, Anjelleca Didal	Pedro B. Liwanag MES
15	Sildo, Mae Zamora	Samburon IS
16	Malanog, Beverly Macion	Durianon Primary School
17	Alfeche, Arjean Aljas	Magsaysay CS
18	Apat, Princess Grace Perez	Maigo CES
19	Lindao, Norhata Dimalog	Tambo ES
20	Hadji Abbas, Jamaiya Unos	Dimayon ES
21	Mamintal, Hanaisa Batua	Dimayon ES

22	Manala-o, Aladin Lasoma	Pansor PS
23	Macute, Anida Mandangan	Pansor PS
24	Monib, Amera Ampuan	Bubong PS
25	H.Noor, Saima Casim	Cabasaran ES
26	Daluma, Nihaya Sullano	Cabasaran ES
27	Radiab, Asnimah Tawantawan	Buntong ES
28	Sendad, Naila Salindawan	Buntong ES
29	Tawantawan, Rosenida Tongantongan	Buntong ES
30	Lawango, Juhaira Saragonting	Madaya IS
31	Abalo, Richelle Olasiman	Salvador CES
32	Tawantawan, Settie Mohaima Ismael	Bangaan ES
33	Limbo, Hanima Cuenca	Sultan Ali Dimaporo MIS
34	Dimatimbang, Abdellah Macod	Sultan Ali Dimaporo MIS
35	Ponce, Liezel Navotas	Sultan Naga Dimaporo MIS
36	Bato, Jumailah Punda	Sultan Naga Dimaporo MIS
37	Alonto, Asmin Angagao	Tumple IS
38	Crusio, Jamaica Vapor	Malingao CS
39	Velez, Dessa Gerremy Pinzon	Pigcarangan IS
40	Pasang, Archie Bautista	Pigcarangan IS
41	Capangpangan, Cheeneh Lovejoy Cuizon	Pigcarangan IS
42	Lascuña, Lolita Sabuero	Pigcarangan IS
43	Ybañez, Jurry Segobia	Rufo Dela Cruz IS
44	Dasmariñas, Regine Mondejar	Tubod Central ES
45	Hermoso, Mynel Jun Juntilla	Bualan ES
46	Narciso, Jhune Minguito	Palao ES
47	Geromo, Bernadith Fernandez	San Antonio ES
48	Jumamil, Jennifer Abong	San Antonio ES
49	Adelan, May Ann Belarde	F. Ylaya Mem ES
50	Reyes, Aprilyn Eco	F. Ylaya Mem ES
51	Samonte, Jonahlie Obeal	Linamon CS
52	Blantucas, Clarissa Mae Aranjuez	Bacolod CIS
53	Hadji Hanif, Norhanie Labba	Matampay PS
54	Anarig, Norhanima Mala	Matampay ES
55	Sambodatu, Fatma Mustapha	Sultan Ali Dimaporo MIS
56	Velasquez, Maylen Acain	Sultan Ali Dimaporo MIS
57	Saripada, Nehaya Ayunan	Nunungan NHS
58	Valdez, Razel Adala	Salvador NHS
59	Ramil, Cristine Rose Zamora	Salvador NHS
60	Araneta, Kimberly Joyce Amar	Dalama IS
61	Gabisan, Maica	Taguitic IS
62	Descallar, Liezl Molato	Bacolod CIS
63	Lapuz, Nelson Yamyamin	Bacolod CIS
64	Macadary, Jundrielyn Liwaya Berangel	Tagoloan IS
65	Ebale, Freday Gin Natinga	Don Juan Diaz MIS
66	Sarona, Jonathan Ellacone	Sapad IS
67	Zaragoza, Jesselyn Cruz	Pikalawag IS
68	Dathaman, Jihanie Domato	Pikalawag IS

69	Aman, Shalma Mamayamban	Pacalundo IS
70	Aguilos, Marializa Bolina	Glicerio A. Lim IS
71	Salacob, Zinab Oro	Pagayawan IS
72	Asuro, Roche Canoog	Kapatagan NHS
73	Lope, Aynolhayra Campong	Kapatagan NHS
74	Baro, Julito Mabanag	Kapatagan NHS
75	Fernandez, Zereth Paginag	Kapatagan NHS
76	Tatad, Annie Lou Tongco	Kapatagan NHS
77	Duwa, Nova Mae Genilla	Kapatagan NHS
78	Restauero, Rodel Caballes	Kapatagan NHS
79	Rodriguez, Sharlyn Yosores	Kapatagan NHS
80	Ebale, Fel Gin Natinga	Kapatagan NHS
81	Hadjinor, Janima Mabandes	Placida Mequiabas Mem. NHS
82	Benlot, Aikae Diaz	Placida Mequiabas Mem. NHS
83	Salaan, Roland Ermac	Placida Mequiabas Mem. NHS
84	Ebarle, Giselle Canape	Placida Mequiabas Mem. NHS
85	Labastida, Daniessa May Saligumba	Lala NHS
86	Angel, Randy Dumaluan	Lala NHS
87	Bagundol, Jenny Mae Gellamucho	Lala NHS
88	Amisola, Shahanie Nadal	Lala NHS
89	Sanggacala, Johaira Lomondaya	Lala NHS
90	Domanjog, Jose Jr Despi	Lala NHS
91	Anticamara, Shaina Audrey De Gracia	Lala NHS
92	Hayno, Yvonne Grace Bones	Sultan Naga Dimaporo MIS
93	Carillo, Jackie Lou Perolino	Sultan Naga Dimaporo MIS
94	Baldoza, Eunice Pacudan	Rufo Dela Cruz IS
95	Kadile, Loid Jay Borja	Lanao del Norte Provincial Science and Technology HS
96	Nelmida, Jocyn Navacilla	Tambacon IS
97	Daragangan, Nabila Mala	Lanao del Norte NCHS
98	Flores, Khrizza Mae Malongo	Lanao del Norte NCHS
99	Alcain, Ruby Delawney Montillano	Lanao del Norte NCHS
100	Bonifacio, Aileen Abijay	Binuni-Demologan NHS
101	Panuncial, Lara Belle Semilla	Riverside PS
102	Morales, Anjenitte Batbat	Maliwanag ES
103	Mamay, Norhidah Gaos	Masibay IS
104	Burlado, Khimshe Mae Calunsag	Lindongan ES
105	Hairane, Charisse Joy Morales	Maliwanag ES
106	Ali, Almaera Ali	Dansalan PS
107	Indi, Saida Guindo	Dimayon PS
108	Indi, Maira Guindo	Dimayon PS
109	Aponie, Raima Mapandi	Pelingkingan IS
110	Gorigao, Nor-ain Balas	Balut ES
111	Lope, Aina Sangcopan	Basagad PS
112	Genayas, Ryan Bernido	Linamon CS
113	Alimosa, Normina Ampaso	Salvador NHS
114	Dibangkitun, Sittie Jalalia Mackno	Pantao Ragat Agro-Ind. HS

115	Hadji Rakim, Jamimah Barando	Munai NHS
116	Dainog, Aslia Darimbang	Balut ES
117	Ampaso, Asmara Sarip	Munai NHS
118	Doma, Acmad Ampaso	Binuni-Demologan NHS
119	Maglangit, Nika Keen Ianne	Magsaysay NHS
120	Balangué, Jan Mayeen P	Tambacon IS
121	Bacanto, Cyrah Mae Alforo	Lala Proper IS
122	Sultan, Noroleman Darimbang	Maigo NHS
123	Topia, Analyn Robles	Teofila C. Quibranza NHS
124	Genis, Edgar Gabilan	Kapatagan NHS
125	Pastorite, Stephanie Camasura	Talambo ES
126	Sino, Carlinjean Gandasa	Lala NHS
127	Sucod, Norkisa Manda	Pantao Ragat Agro-Ind. HS
128	Datudacula, Omar Cabaro	Maigo NHS
129	Bansara, Sittie Najibah Hadji Ali	Jose Balazo MES
130	Guro, Nasima Salahodin	Madaya IS
131	Codaye, Norhata Danny	Matampay PS
132	Santo, Saida Mauna	Bacayawan PS
133	Macoro, Noa-imah Hadji Rauf	Matampay PS
134	Rarugal, Edjun Paquit	Carusa IS
135	Alangca, Norhalima Abang	Mamaanun PS
136	Ampaso, Alinader Cabugatan	Buntong ES
137	Ambot, Aina Mama	Pendulonan ES
138	Añasco, Emielou Cuajotor	Margos ES
139	Balowa, Samsida Batalo	Munai CIS
140	Yahya, Nafisah Langi	Sapad IS
141	Concepcion, Jeric James Estorpe	Lanao del Norte Provincial Science and Technology HS
142	Bucay, Juhaina Potawan	Somiorang PS
143	Macarimbang, Sittie Hannah Lantud	Matampay PS
144	Sultan, Napisa Mangotara	Baloi NHS
145	Samoranao, Alaiza Pacote	Nangka IS
146	Michael, Anima Acol	Pantao Ragat Agro-Ind. HS
147	Casan, Norhanah Comaradang	Olango IS
148	Rosiana, Gladish Pusod	Sultan Ali Dimaporo MIS
149	Cosain, Saudah Bunsu	Panggao ES
150	Macaraya, Nabelah Domaob	Baloi NHS

2. The official venue of the **ORIENTATION PROGRAM FOR NEWLY HIRED TEACHERS** shall be at **FM Posadas Elementary School, Raw-an, Lala, Lanao del Norte** on **September 10-11; 14-15, 2026** at 8:00am to 5:00pm

3. The Orientation is aimed to provide a systematic and comprehensive support system for the newly hired teachers to seamlessly immerse them in the teaching profession in the public school system.

4. Participants are required to wear formal attire and be at the venue on the specified dates before 8:00 am. Lunch and snacks shall be provided for the participants, speakers and

TWG during the activity. Travel, board and lodging, and other incidental expenses shall be charged against local funds subject to the usual accounting and auditing policies, rules, and regulations. ***THIS MEMORANDUM SHALL ALSO SERVE AS TRAVEL ORDER.***

5. All identified participants are required to register through <https://bit.ly/ORIENTATIONFORNEWLYHIRED> . Please fill in required information correctly.

6. Attendance throughout the entire duration of the training is mandatory. Replacement of participants during the training period is strictly prohibited. Likewise, late arrivals and early departures shall not be allowed.

5. Attached herewith is the Activity Matrix of the Orientation for reference.

6. It is understood that in the conduct of this activity there shall be no discrimination in the provision of Learning and Development interventions on account of age, school, gender, civil status, disability, religion, or other similar factors/personal circumstances that run counter to the principles of equal opportunity.

7. Immediate dissemination and strict compliance of this Memorandum is directed.

EDWIN R. MARIBOJOC, CESO V
Schools Division Superintendent *[Signature]*

ATCE: As stated

To be indicated in the Perpetual Index
under the following subjects:

ORIENTATION PROGRAM NEWLY HIRED TEACHERS

RE: ORIENTATION PROGRAM FOR NEWLY HIRED TEACHERS

HRD/JRI

ORIENTATION PROGRAM FOR NEWLY HIRED TEACHERS

September 10-11; 14-15, 2026

FM Posadas Elementary School

Program of Activities and Resource Persons

TIME	PROGRAM OF ACTIVITIES	RESOURCE SPEAKER/S PERSONS INVOLVED
DAY 1 (September 10, 2026)		
7:30am – 8:00am 8:00- 9:00 AM	Arrival/Registration Preliminaries Welcome Remarks Opening Message Fitness Dance Session Training Orientation Introduction of the First Speaker	PMT Audio-Visual Presentation Maria Carmela T. Ablin, EdD SGOD-Chief Edwin R. Maribojoc, EdD, CESO V Schools Division Superintendent Audio Video Program Manager
9:00 – 12:00	Session 1 Becoming a DepEd Teacher -DepEd's Mandate -Vision, Mission, and Core Values -Strategic Directions - The Philippine Professional Standards for Teachers -Code of Ethics for Professional Teachers in the Philippines	Dennis B. Dozano, EdD Education Program Supervisor Audrey A. Fabionar, RGC Guidance Coordinator III
1:00pm – 2:00pm	Policies on Promotion and Opportunities for Progression -DepEd Order No. 66, s. 2007: Revised Guidelines on the Appointment and Promotion of other Teaching, Related Teaching and Non-teaching Positions	Jayvy C. Vegafria, PhD, CESE Assistant Schools Division Superintendent

2:00-3:00 pm	Session 2 Gearing Up for the School Year - The DepEd School Calendar - The School Support System - Pre-opening of Classes - Preparation - Opening of Classes - Handling Advisory Classes	Jane Charity A. Estrada, PhD Education Program Supervisor
3:00-4:30 pm	Session 3 Starting off as a DepEd Teacher - Positive Discipline in Physical and Virtual Learning Environment - Positive Teacher-Student Relations	Carol R. Balwit, PhD Education Program Supervisor
4:30pm – 5:00pm	QAME	Ivy T. Jumawan SEPS-M and E
DAY 2 (September 11, 2026)	PROGRAM OF ACTIVITIES	
8:00-10:00 am	Session 4 Understanding the K to 12 Curriculum - Legal Basis - Salient Features of the K to 12 Program - The Conceptual Framework of the K to 12 Basic Education Curriculum and MATATAG	Lorraine O. Edrea, EdD Education Program Supervisor
10:00-12:00 AM	Session 5 Navigating the K to 12 Curriculum Guides - Curriculum Guides and Lesson Planning - Using the Curriculum Guide in Preparing Daily Lesson Logs/Daily Lesson Plans	Robin L. Tabar, EdD Education Program Supervisor
1:00-3:00 PM	Session 6 Lesson Planning Curriculum and Instruction Alignment Nature and Purpose of Lesson Planning Parts of the Lesson Plan	Rotsen V. Escorial, EdD Education Program Supervisor

3:00-4:30PM	Session 7 Implementing Learning Plans and Enriching Teaching Practice - Class Disruptions -Curriculum Requirements and Needs of Learners -Selecting, Developing, Organizing, and Using Appropriate Learning Resources -The Daily Lesson Log	Marife B. Vicoy, EdD Education Program Supervisor
4:30pm – 5:00pm	QAME	Ivy T. Jumawan SEPS-M and E

DAY 3 (September 14, 2026)	PROGRAM OF ACTIVITIES	RESOURCE SPEAKER/S PERSONS INVOLVED
8:00-10:00 AM	Session 8 Achieving Teacher Quality through PPST	Ervin M. Planas, EdD Public Schools District Supervisor
10:00-12:00 NN	Session 9 Embedding the PPST in HR Systems -The PPST and the DepEd's Human Resource Systems -The PPST, RSP, and the Merit Selection Plan (MSP) of DepEd -The Strategic Alignment of the RPMS with the PPST -Role of RPMS-PPST in Teachers' Learning and Development - The Rewards and Recognition (R&R) in the Context of RPMS-PPST	Ervin M. Planas, EdD Public Schools District Supervisor
1:00-3:00 PM	Session 10 The Results-based Performance Management System (RPMS) -The Results-based Performance Management System (RPMS) of DepEd - The PPST-aligned RPMS	Maria Eva S. Edon, PhD Chief – Curriculum Implementation Division

	-The RPMS Cycle The PPST-based RPMS Tools and Processes - Lesson Plans as Quality Evidence for RPMS	
3:00-4:30 PM	Session 11 Teaching with the Context in Mind -Legal Anchors of Contextualization -Teaching Contextually -The REACT Strategy -The School and Community Relationships - Strengthening and Sustaining Good Relationships with the Parents/ Guardians and the Wider Community	Rowena E. Lontayao, EdD Education Program Supervisor
4:30pm – 5:00pm	QAME	Ivy T. Jumawan SEPS-M and E
DAY 4		
8:00am – 9:00am	Personal Development and Well Being -Health and Wellness •Physical Health •Psychological Health •Mental Health •Social Health	Maria Carmela T. Ablin, EdD SGOD-Chief Education Supervisor
9:00-10:00 AM	Session 12 DepEd Organizational Structure and Processes -Philippine Public Basic Education System -The DepEd Central Office - DepEd Regional and Schools Division Offices -The School Structure -Common/Standardized School	Angelito D. Barazona, EdD Education Program Supervisor

	Forms -Preparation and Checking of School Forms	
10:00-11:00 NN	Session 13 Relevant Laws for Teachers -Magna Carta for Public School Teachers	Monisa P. Maba, EdD Education Program Supervisor
11:00-12:00 PM 1:00pm -2:00pm	Session 14 -Salaries, Wages, and Benefits of Teachers -Salary, and Incentives of Teachers -Leave of Absence of Teachers -Other Benefits	Eden Fe M. Cadusale Administrative Officer II Jane J. Cabungcal Hazel Sumalpong Norhayfa A. Ali Administrative Officer II
2:00-3:00 PM	Session 15 Continuing Professional Development -Republic Act 10912: Continuing Professional Development (CPD) Act of 2016 Resolution No. 11, s. 2017: Operational Guidelines in the Implementation of RA 10912 for Professional Teachers	Jennifer R. Intong SEPS-HRD
3:00-4:00PM	Session 16 -Scholarships	Jennifer R. Intong SEPS-HRD
4:00-5:00PM	Session 17 Personal Development and Well Being Financial Literacy •Financial Practices and Habits •Budgeting and Financial Success	Rowena E. Lontayao, EdD Education Program Supervisor
5:00 pm	QAME	Ivy T. Jumawan SEPS-M and E