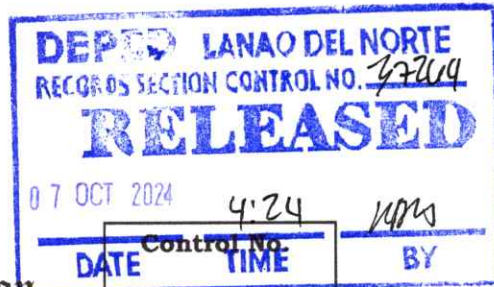




Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF LANA DEL NORTE



October 7, 2024

DIVISION MEMORANDUM

No. 489, s. 2024

DIVISION ORIENTATION TO 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 of Teacher	School	District
1	Maraviles, Jomarie Asombrado	Balili CES	Kapatagan East
2	Binandar, Princess Jamella Dichoso	Munai NHS	Munai
3	Sultan, Jolaidah Maute	Sundig A Munai PS	Munai
4	Lomondot, Farhana Obinay	Bacayawan PS	Munai
5	Tomawis, Jamaliah Minalang	Bubong-Olango ES	Baloi East
6	Sapong, Bebelyn Nabisaga	Dalama CES	Baroy
7	Palmares, Genevieve Magallanes	Kawit Occidental ES	Kauswagan
8	Ampaso, Nasima Camid	Sapad CIS	Sapad
9	Benito, Salma Ampaso	Lingcoan PS	Munai
10	Barat, Asnaila Dimapunung	Lomidong ES	Pantao-Ragat
11	Modasir, Alia Alingan	Punod ES	Pantar
12	Habib, Najma Balangi	Pendulonan IS	Munai
13	Mangontong, Nabela Boter	Cadayonan ES	Matungao
14	Miscala, Marichu Tompong	Maigo NHS	Maigo
15	Amores, Alicia Retoya	Sapad CIS	Sapad
16	Galacal, Assima Ampaso	Sapad CIS	Sapad
17	Limano, Armida Hanape	Pendulonan IS	Munai
18	Baring, Remy Esperanza	Mamagum IS	SND West
19	Sarip, Fahad Tampogao	Maguindanao IS	SND Central
20	Ento, Rohaniah Ento	Shiek Omar IS	Magsaysay
21	Toma, Merhan Calon	Sultan Ali Dimaporo MIS	SND East



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22	Terez, Heycellane Mae Cajes	Kalinaw-Kalilintad IPS	Kapatagan East
23	Rinibatan, Jomana Marie Abdullah	Sigayan IS	Baloi East
24	Gubaten, Malikah Sarocola	Tumple IS	Tagoloan
25	Amer, Hidayah Suba	Kiasar IS	Tagoloan
26	Hadji Acmad, Hidayah Edaros	Tagoloan IS	Tagoloan
27	Pardillo, Rosel Bontigao	Bacolod CIS	Bacolod
28	Langga, Jessel Ann Dacaldacal	Bacolod CIS	Bacolod
29	Guisado, John King Leo J Rivera	Bacolod CIS	Bacolod
30	Deang, Karla Mae Balanon	Rufo dela Cruz IS	Tubod West
31	Villanea, Imely Abiar	Samburon IS	Linamon
32	Ali, Alaysah Ura	Cadayonan IS	Baloi East
33	Mascara, Sittienor Abdullah	Abaga IS	Baloi East
34	Limano, Waila Sarip	Pendulonan IS	Munai
35	Manalao, Norjehan Mamarinta	Glicerio A. Lim Sr. IS	Lala North
36	Riga, Jamaloden Yunos	Pacalundo IS	Baloi West
37	Mamarinta, Johanie Dansal	Tingintingin ES	Kauswagan
38	H. Abdul Rahman, Omera Ampuan	Lamausa PS	Tangcal
39	Didato, Sonayah Mangorsi	Lanao del Norte National Comprehensive HS	Baroy
40	Calandada, Nobaisah Andam	Tawanan ES	Pantar
41	Radiya, Almairah Abdulmalic	Pendulonan IS	Munai
42	Paradero, Ronalyn Balumaga	Lanao del Norte National Comprehensive HS	Baroy
43	Mawalo, Raihanie Cabugatan	Pantar NHS	Pantar
44	Decampong, Sittie Lainie Dimalna	Kauswagan CES	Kauswagan
45	Panim, Mae Ann Dollete	Diego Patigayon NHS (Mukas)	Kolambungan
46	Naim, Jadida Amos	Kapatagan NHS	Kapatagan
47	Guillermo, Naila Lanung	Lanao del Norte National Comprehensive HS	Baroy
48	Masnar, Hedaya Carim	Baloi NHS	Baloi
49	Dansal, Asliah Montor	Tamparan ES	Munai
50	Mama, Rufaisah Sangcopan	Pantao-Ragat CS	Pantao-Ragat
51	Bani, Norhanah Paca	Olango IS	Baloi West
52	Balas, Janisa Boter	Olango IS	Baloi West
53	Gumampo, Mohmin H. Nor	Placida Mequiabas MNHS (Lapinig)	Kapatagan
54	Saidali, Saimah Mangorangca	Lala NHS	Lala
55	Ampang, Saida Andang	Pantaon ES	Poonapiagapo
56	Sadic, Hidayah Mastura	Lala NHS	Lala
57	Ampaso, Obaida Saumay	Lala NHS	Lala
58	Arimao, Juhari Arimao	Sultan Macalpang Permites ES (Matungao CS)	Matungao
59	Cali, Jalaisah Malaco	Lala NHS	Lala
60	Hadji Salic, Nashiba Abdullah	Lala NHS	Lala
61	Tomanor, Hania Mamarinta	Maliwanag PS	Poonapiagapo
62	Hadji Amer, Raihana Batua	Pantaon ES	Poonapiagapo
63	Basher, Baby Insierra Pado	Baraason IS	Kauswagan
64	Saavedra, Hasmen Bugtong	Taguitic IS	Kapatagan West
65	Gaid, Jurell Punay	Kapatagan NHS	Kapatagan
66	Burlas, Rutchen Bantilan	Dalama CES	Baroy

67	Gomera, Robelin Saro-ay	Teofila C. Quibranza NHS	Tubod
68	Lood, Janelle Bullo	Placida Mequiabas MNHS (Lapinig)	Kapatagan
69	Pangcatan, Mohammad Saumay	Kapatagan NHS	Kapatagan
70	Azis, Najerah Macapato	Matungao NHS	Matungao
71	Tomanor, Hanira Mamarinta	Lala NHS	Lala
72	Valmoria, Fedelyn Baruman	Lala NHS	Lala
73	Balindong, Nor-Ain Macalonto	Taporog ES	Munai
74	Macabago, Nihaya Mama-o	Lanao del Norte Prov'l Science & Technology HS	Tubod
75	Maca-ampao, Mohaima Alug	Rufo dela Cruz IS	Tubod West
76	Tonto, Jamilah Muto	Taguitic IS	Kapatagan West
77	Suh, Kyong Mie Logronio	Camp 1 ES	Maigo
78	Ayonan, Layliah Macarandas	Maigo NHS	Maigo
79	Cosain, Najerah Palagawad	Tagoloan NHS	Tagoloan
80	Olavides, Catherine Bacus	Samburon IS	Linamon
81	Mustapha, Alaisa Mangoranda	Maigo NHS	Maigo
82	Bajunaid, Asnia Lanto	Diego Patigayon NHS (Mukas)	Kolambugan
83	Daud, Janina Zacaria	Salvador NHS	Salvador
84	Ala, Naima Maba	Pasayanon ES	Matungao
85	Gala, Mary Cris Ticling	Dalama IS	Tubod East
86	Abdulsalam, Norhana Mutia	Manga IS	Kolambugan
87	Casad, Sapia Marmaya	Lingco-an PS	Tangcal
88	Dela Cruz, Ladylyn Tanoy	Malingao CS	Tubod East
89	Golez, Helen	Rufo dela Cruz IS	Tubod West
90	Sarip, Jehan Guyo	Sultan Ali Dimaporo MIS	SND East
91	Muto, Muslima Gubat	Baloi NHS	Baloi
92	Lucman, Norolhudah Sharief	Rufo dela Cruz IS	Tubod West
93	Asis, Rossana Nisnisan	Binuni Demologan NHS	Bacolod
94	Saripada, Juhaynie Maruhom	Calibao ES	SND East
95	Manubag, Robert Muñasque	Diosdado Yap Sr. NHS	Baroy
96	Somangibo, Sittie Aisah Sangcad	Lingco-an PS	Tangcal
97	Mote, Sarah Guinal	Salvador NHS	Salvador
98	Muto, Sohayma Mapandi	Pantar Central ES	Pantar
99	Hadjinoor, Norfaidah Alawi	Sultan Lindongan PS	Tangcal
100	Umpar, Nor-ain Cali	Cadayonan IS	Baloi
101	Dibaratun, Rohaira Abdulrahman	Batal ES	Matungao
102	Molde, Lynchie Buenaflor	Mabugnao ES	Sapad
103	Guilla, Naila Lanung	Lanao del Norte NCHS	Baroy
104	Enidal, Najifah Sarip	Magsaysay CS	Magsaysay
105	Dimatanday, Noor Asia Capal	Maigo NHS	Maigo
106	Gundul, Nor-aynah Tanggote	Matungao NHS	Matungao
107	Diba, Malim Casulog	Cormatan PS	Poonapiagapo
108	Bautista, Katrina Velarde	Baloi NHS	Baloi
109	Sevilla, Shaira Dalogdog	Samburon IS	Linamon
110	Usman, Macmod Jr. Toylo	Sigayan IS	Baloi
111	Estrera, Jonelyn Largo	Lanao del Norte Provincial Science and Technology HS	Tubod
112	Azis, Aisah Dibangkitun	Matungao NHS	Matungao

113	Acoon, Anidah Macabuat	Sigayan IS	Baloi
114	Ontong, Norhanah Dimaampao	Dimayon ES	Pantao Ragat
115	Sangcad, Fatima Alompo	Sultan Lindongan PS	Tangcal
116	Casan, Ling-ling Ingco	Pantao Ragat Agro-Ind. HS	Pantao Ragat
117	Madid, Armila Perino	Munai CIS	Munai
118	Cellan, Clarisse Jane Petalcorin	Taguitic IS	Kapatagan
119	Salic, Nor janah Unte		
120	Casan, Norhanah Comaradang	Baloi NHS	Baloi
121	Alando, Candedjah Tago	Dansalan Annex PS	Sapad
122	Lomayon, Norlainie Paute	Sultan Dimasangcay Mananggolo IS	Kauswagan
123	Orandig, Annah Meshrin Hadji Edris	Pantar NHS	Pantar
124	Mutia, Naifa Riga	Ramain IS	Munai
125	Ismael, Ashia Banocag	Dimayon PS	Tagoloan
126	Asum, Norhanifa Pacote	Darimbang PS	Tagoloan
127	Dica, Sonaya Gao	Nangka IS	Baloi
128	Azcona, Lorina Llana	Magpatao ES	Lala
129	Abdulgani, Saipa Aloyodan	Lindongan ES	Baroy
130	Mala, Sohanie Hassan		
131	Mama, Jamirah Suwaib	Kurmatan PS	Baloi
132	Oranggaga, Samsia Bautil	Pacalundo IS	Baloi
133	Amer, Asniah Cotongan	Matampay IS	Matungao
134	Mangilala, Hanimah Bangon	Lingco-An PS	Munai
135	Marmaya, Molinto Mangansan	Bayabao PS	Tangcal
136	Sulog, Aslaidah Asum	Abaga IS	Baloi
137	Sanayon, Jamil Baguan	Sultan Ali Dimaporo MIS	SND
138	Tawakal, Javier Mamiscal	Sultan Ali Dimaporo MIS	SND
139	Mauyag, Hanifa Balindong	Sultan Ali Dimaporo MIS	SND
140	Baro, Rosmia H Elias	Lininding ES	Munai
141	Dalid, Elnevith Dejarme	Pedro B. Liwanag MES	Lala
142	Maurac, Fatima Sahara Amindato	Sundig A Munai PS	Munai
143	Balindong, Noraina Bawangun	Matampay PS	Munai
144	Cadalay, Raihana Dimalapis		
145	Sarosong, Raisah Dimangun		
146	Dainog, Salima Arumpac	Malimbato PS	Tagoloan
147	Parkol, Amerah Maraber	Bayabao PS	Tangcal
148	Usman, Joharah Mustapha		
149	Pareja, Romelyn Quimbo	Diosdado Yap Sr. NHS	Baroy
150	Danlag, Ma. Theresa Baga	Maigo NHS	Maigo
151	Nallano, Gerlett Grace Dangel	Lala NHS	Lala
152	Lomoljo, Mitch Sahara Jane Romano	Lala NHS	Lala
153	Busran, Monique Besa	Lanao del Norte NCHS	Baroy
154	Nermal, Aicy Escabal	Lanao del Norte NCHS	Baroy
155	Hadji Ebrahim, Sohriya Rascal	Marcela T. Mabanta NHS	Kauswagan
156	Abdulrauf, Rahima Acoon	Pendolonan IS	Munai
157	Alcontin, Jeycell Patrimonio	Kapatagan NHS	Kapatagan

158	Maghanoy, Angie Pilongo	Bansarvil NHS	Kapatagan
159	Abbas, Rohaira Dimaronsing	Pantar NHS	Pantar
160	Rodriguez, Mark Anthony Yosores	Lala Proper ES	Lala
161	Poonadatu, Soraya Batara	Pantao Ragat Agro-Ind. HS	Pantao Ragat
162	Maruhom, Sitti Hayna Sumpingang	Pantar NHS	Pantar
163	Lida, Jalila Edris	Salvador NHS	Salvador
164	Daud, Khalid Datu	Rufo Dela Cruz IS	Tubod

2. While the official venue of the ***DIVISION ORIENTATION FOR NEWLY HIRED TEACHERS*** shall be at ***EVERGREEN FUNCTION HALL, Esperanza, Bacolod, Lanao del Norte*** on ***October 18-19, 2024 and October 25-26, 2024*** at 8:00 in the morning.

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 pre-register at https://bit.ly/ps_tip24. 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 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. This activity entitles the teacher participants to service credits and compensatory time offset (CTO) for speakers and TWG for schedules that fall on Saturdays.

6. Attached herewith are the Program Management Team, and Activity Matrix of the orientation for reference.

7. 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 B. MARIBOJOC, CESO V
Schools Division Superintendent

Encl: As stated

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

Orientation Newly Hired Teachers Division
HRD/JRI



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PROGRAM MANAGEMENT TEAM

FUNCTION	NAME	DESIGNATION
Program Consultant	Edwin R. Maribojoc, CESO V	Schools Division Superintendent
	Jayvy C. Vegafria, PhD	Assistant Schools Division Superintendent
	Maria Carmela T. Ablin, EdD	Chief Education Supervisor, SGOD
	Maria Eva S. Edon, PhD	Chief Education Supervisor, CID
Program Management Team Leader	Jennifer R. Intong	SEPS – HRD
Program Management Assistant Team Leader	Jovanny M. Pangasian	EPS II – HRD
QAME Associate	Ivy T. Jumawan	SEPS- M&E
Medical Staff	Joandale L. Villajos	EPS II – M&E

COURSE MATRIX
ORIENTATION PROGRAM FOR NEWLY HIRED TEACHERS

TIME	ACTIVITY
DAY 1	
8:00-9:00	Preliminaries
	Inspirational Message Edwin R. Maribojoc, CESO V Schools Division Superintendent Welcome Address Maria Carmela T. Ablin, EdD SGOD-Chief Energizer
9:00-10:00	Code of Ethics for Professional Teachers of the Philippines ASDS Jayvy C. Vegafria
10:00-11:00	Enhanced Induction Program for Beginning Teachers Maria Carmela T. Ablin, EdD SGOD-Chief
11:00-12:00	Basic School Forms Joselito C. Epe PSDS
12:00-1:00	LUNCH BREAK
1:00 – 2:00	School Calendar and Activities for School Year 2024-2025 Robin L. Tabar, EdD EPS
2:00 – 3:30	Policy Guidelines on Classroom Assessment for the K-12 Basic Education Program (DO 8, s. 2015) Dennis B. Dozano, EdD EPS
3:30 – 5:00	DO 9, S. 2005 – INSTITUTING MEASURES TO INCREASE ENGAGED TIME-ON-TASK AND ENSURING COMPLIANCE THEREWITH Angelito D. Barazona, EdD EPS
	Q&A
DAY 2	
8:00 – 8:30	Preliminaries
8:30 – 9:30	Data Privacy Act Atty. Myraflor O. Armas, Legal Officer III
9:30 – 10:30	Financial Literacy Rowena E. Lontayao, EdD EPS
10:30 – 12:00	Updates and Other Concerns Armando B. Pasok, AO V Salaries, Wages, Benefits, Payslip (Region, Division issued) GSIS, PHILHEALTH & PAG-IBIG Remittances Eden Fe M. Cadusale, AO II
	LUNCH BREAK
1:00 – 1:30	Filing of Leave, Change of Status, ERF Processing, Service Record Processing Jane J. Cabungcal, ADA VI
1:30 – 2:30	Readers Ability First Initiative Carol R. Balwit, PhD EPS
2:30 – 4:00	Framework and Methodologies RPMS-PPST (Classroom Observation) Marife B. Vicoy, EdD EPS
4:00 – 5:00	Rotsen V. Escorial, EdD EPP/TLE

	QAME
DAY 3	
8:00 – 8:30	Preliminaries
Framework and Methodologies (All Learning Areas)	
8:30 – 10:00	Lorraine O. Edrea, EdD EPS
10:00 – 11:30	Monisa P. Maba, EdD EPS
11:30 – 12:00	Angelito D. Barazona, EdD EPS
LUNCH BREAK	
1:00 – 2:00	Angelito D. Barazona, EdD EPS
2:00 – 3:30	Dennis B. Dozano, EdD EPS
3:30 – 5:00	Child Protection Policy Arlene D. Manginsay, PhD EPS
	QAME
DAY 4	
8:00 – 8:30	Preliminaries
Framework and Methodologies (All Learning Areas)	
8:30 – 10:00	Carol R. Balwit, PhD EPS
10:00 – 11:30	Rowena E. Lontayao, EdD EPS
11:30 – 12:00	Robin L. Tabar, EdD EPS
LUNCH BREAK	
1:00 – 2:00	Robin L. Tabar, EdD EPS
2:00 – 4:00	The MATATAG Curriculum Maria Eva S. Edon, PhD
4:00 – 5:00	Closing Program/QAME