



Republic of the Philippines
Department of Education
REGION VIII
SCHOOLS DIVISION OF NORTHERN SAMAR

May 16, 2025

DIVISION MEMORANDUM

No. 154 s. 2025

**MID-YEAR PROGRAM IMPLEMENTATION REVIEW (PIR) OF VARIOUS NEAP
PROGRAMS-CUM-INDUCTION PROGRAM FOR BEGINNING
TEACHERS (IPBT) ORIENTATION OF MENTORS**

To: Assistant Schools Division Superintendent
Functional Division Chiefs
District Supervisors/Principals In-Charge
District HRD Focal Persons
School-based IPBT Mentors
Public Elementary and Secondary School Heads
All Others Concerned

1. In line with the commitment of this Schools Division Office through the Schools Governance and Operations Division (SGOD-HRD) to effectively and efficiently implement programs from the National Educators Academy of the Philippines (NEAP) for teachers and teaching-related personnel, this Schools Division will conduct a live-out **Mid-Year Program Implementation Review (PIR) of various NEAP Programs-cum-Induction Program for Beginning Teachers (IPBT) Orientation of Mentors** on May 21-23, 2025 at Portico de Ching Events Place, Catarman, Northern Samar.
2. This activity aims to:
 - a. evaluate the implementation and impact of NEAP core and flagship professional development programs in the Schools Division of Northern Samar, with particular focus on the quality assurance processes prescribed under DepEd Memorandum No. 44, s. 2023, and to identify areas for enhancement in school-based CPD delivery systems;
 - b. discuss logistical requirements for the upcoming Training of Teachers on the Revised K to 12 Curriculum;
 - c. present updates and gather insights on other NEAP-led initiatives, such as scholarship grants, leadership development programs, and the operationalization of the Induction Program for Beginning Teachers (IPBT), in order to align continuing professional development with evolving national standards and school-based needs; and
 - d. reorient assigned mentors on the objectives, structure, and mentoring strategies of the IPBT, equipping them with the knowledge and tools necessary to effectively support beginning teachers in their professional journey during their first three years of service.

3. The participants of this activity are the 46 District Heads, 46 District HRD Focal Persons, and four (4) IPBT Mentors per district (see attached schedule).
4. IPBT Mentors who are teachers shall submit a hard copy of the Declaration of Availability and Willingness – a signed statement confirming availability to attend the activity at the venue.
5. Services rendered by teachers on the day they attend the activity outside their declared vacation period shall be subject to the grant of Vacation Service Credits as per DO 013, s. 2024 and DO 009, s. 2025.
6. This Memorandum serves as the **Authority to Travel** of all involved.
7. Expenses incurred relative to the conduct of the activity such as meals shall be charged against the 2025 HRD Funds (AC-25-5963-HRTD-P008) while travel and other incidental expenses of the participants shall be charged against their local funds/MOOE, subject to the usual accounting and auditing rules and regulations.
8. Immediate dissemination of and compliance with this Memorandum are desired.



GAUDENCIO C. ALJIBE JR., PhD, CESO VI
Schools Division Superintendent

Enclosure: Activity Matrix

References: As stated

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

IPBT
NEAP
PROFESSIONAL DEVELOPMENT

SGOD-HRDS-PRB

DepEd Northern Samar
RELEASED

Sy:
Date: MAY 16 2025

Enclosure No. 001 of DM 154 s. 2025

PARTICIPANTS

Day 1 (May 21, 2025, Wednesday)
46 District Heads 46 HRD Focal Persons
Day 2 (May 22, 2025, Thursday)
46 HRD Focal Persons <i>4 IPBT Mentors per District from the following Districts:</i> Allen I Allen II Biri Bobon Capul Catarman I Catarman II Catarman III Catarman IV Catarman V Catarman VI Catubig I Catubig II Catubig III Gamay I Gamay II Laoang I
Day 3 (May 23, 2025, Friday)
<i>4 IPBT Mentors per District from the following Districts:</i> Laoang II Laoang III Laoang Iv Laoang V Lapinig Las Navas I Las Navas II Las Navas III Lavezares I Lavezares II Lope De Vega Mapanas Mondragon I

Mondragon II
Mondragon III
Palapag I
Palapag II
Palapag III
Pambujan I
Pambujan II
Rosario
San Antonio
San Isidro I
San Isidro II
San Jose
San Roque
San Vicente
Silvino Lubos
Victoria

ACTIVITY MATRIX

Time	Day 1	Day 2 and 3
	<i>Participants: 46 District Heads and 46 HRD Focal Persons</i>	<i>Participants: Day 2: 46 HRD Focal Persons, 4 IPBT Mentors of Allen I-Loaang I Districts Day 3: 4 IPBT Mentors of Laoang II-Victoria Districts</i>
7:00-8:00 AM	Registration/Breakfast	Registration/Breakfast
8:00-9:00 AM	Opening Program	Opening Program
9:00-10:30 AM	Presentation of the NEAP Core Programs	Presentation of the IPBT Coursebooks
10:30 AM-12:00 NN	NEAP School-based Professional Development System	Orientation of IPBT Trackers and Documents for Mentors
LUNCH TIME		
1:00-2:30 PM	NEAP/HRD Updates: a. LinkedIn Scholarship b. Rewards and Recognition c. Revised K to 12 Curriculum Phase 2 Training of Teachers	Continuation...
2:30-5:00 PM		Orientation of IPBT Trackers and Documents for Mentors
4:00-5:00		Secretariat

PROGRAM MANAGEMENT TEAM	
NAME	DESIGNATION
Dr. Gaudencio C. Aljibe Jr., CESO VI	Activity Manager
Dr. Rey F. Bulawan	Co-Activity Manager
Noe M. Hermosilla	Onsite Managers
Dr. Elna D. Enano	Co-onsite Manager
Deah A. Gamao	Finance Manager
Merlita B. Fajardo	QAME Manager
Peter R. Bobiles	Focal Persons
Pepito E. Saldo Jr.	
April D. Ballicud	
Temothy Clutartio	
Wilkins Wong	HRDS Support Staff