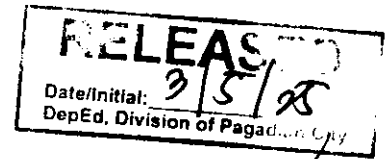




Republic of the Philippines  
**Department of Education**  
Region IX, Zamboanga Peninsula  
**DIVISION OF PAGADIAN CITY**



**SCHOOL GOVERNANCE AND OPERATIONS DIVISION**

March 5, 2025

**DIVISION MEMORANDUM**

No. 50 s.2025

**5-DAY CAPACITY BUILDING AND INDUCTION PROGRAM  
FOR BEGINNING TEACHERS SY 2024-2025**

**TO:** Assistant Schools Division Superintendent  
Chief Education Supervisors, SGOD, CID  
Education Program Supervisors  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
All Others Concerned

1. With reference to DepEd Order (DO) No. 043, s. 2017 or the Teacher Induction Policy, the Schools Division Office of Pagadian City through the Human Resource Development Section will conduct a **"5-Day Capacity Building and Orientation on the Induction Program for Beginning Teachers"** on **March 10 – 14, 2025** to be held at **Gift Pavilion, Pagadian City**.
2. This activity aims to:
  - a) Orient the participants on the implementing guidelines on Teacher Induction Program (DepEd Order 43, s. 2017);
  - b) Demonstrate knowledge and understanding of the Department of Education- its vision, mission, goals, and strategic directions; systems and processes; school policies and procedures – and teacher rights and responsibilities;
  - c) Articulate and apply knowledge, skills, attitude, and values (KSAVs) required of teachers as specified in the Philippine Professional Standards for Teachers (PPST) and DepEd Core Values; and
  - d) Deepen their understanding on how to access via online the Professional Development Learning Management System (PDLMS) in generating needed resources in the implementation of IPBT (Induction Program for Beginning Teachers).
3. Participants to this activity are the newly-hired teachers of School Year 2024-2025, resource speakers and the program management team.
4. Further all participants are required to bring with them the following:
  - a. Soft and hard copy of the Teacher Induction Program (TIP) Course Book 1 – 6 which can be downloaded through this link <https://tinyurl.com/4pwkaav9>.
  - b. Laptop
  - c. Extension wire

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5. Enclosed are the List of Participants (*Enclosure 1*) and the indicative program of activities(*Enclosure 2*) for your guidance.
6. Participants must accomplish the Actual Participants' Profile through this link <https://forms.office.com/r/mk34Q23wLw>.
7. For further inquiries and clarifications, you may contact **SEPS Ermah Sheila L. Roble** of the HRD Section at 0916-721-5740.
8. Immediate and wide dissemination of this Memorandum to all concerned is earnestly desired.



  
DANNY B. CORDOVA, EdD, CESO V  
Schools Division Superintendent

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**SCHOOL GOVERNANCE AND OPERATIONS DIVISION**

Enclosure 1

<b>LIST OF IDENTIFIED/TARGET PARTICIPANTS</b>				
<b>No.</b>	<b>Name</b>	<b>Position</b>	<b>Station</b>	<b>REMARKS</b>
<b>ELEMENTARY = 20</b>				
1.	Ausie L. Caburnay	Teacher -I	Lison Valley ES	
2.	CremlynBucog	Teacher -I	Lison Valley ES	
3.	Creselyn V. Gupit	Teacher -I	Dampalan ES	
4.	CzecoBrylle N. Edrial	Teacher -I	Lison Valley ES	
5.	Gay A. Tugade	Teacher -I	San Pedro CES	
6.	Genalyn Pines	Teacher -I	Lower Sibatang	
7.	Gene C. Balbidas	Teacher -I	Kalasan IS	
8.	Genelyn N. Roda	Teacher -I	Deborok ES	
9.	Ginalene S. Rusiana	Teacher -I	Dampalan ES	
10.	Hadidja C. Panganuran	Teacher -I	San Pedro CES	
11.	Jay-an Mansanadez	Teacher -I	Balangasan CES	
12.	Joree Ann C. Tapayan	Teacher -I	Lison Valley ES	
13.	Kristine A. Patria	Teacher -I	Lourdes ES	
14.	Margie Abrea	Teacher -I	Balangasan CES	
15.	Mariane A. Jimenez	Teacher -I	Deborok ES	
16.	Maricar D. Sirad	Teacher -I	Lison Valley ES	
17.	Raquel Tulabing	Teacher -I	Nazareth ES	
18.	Rechalou V. Asoy	Teacher -I	Dampalan ES	
19.	Ricamie M. Bongcawil	Teacher -I	White Beach ES	
20.	Rosemarie S. Bermoy	Teacher -I	Camp Abelon ES	
<b>SECONDARY = 19</b>				
21.	Aiza V. Tolentino	Teacher -I	casing NHS	
22.	ChevaCaparino - Rhudy	Teacher -I	Sta. Lucia NHS	
23.	<u>Chiela Mie S. Dajao</u>	Teacher -I	Dumalian IS	
24.	Dante Bracamonte	Teacher -I	Lison Valley NHS	
25.	<u>Divine V. Bibanco</u>	Teacher -I	ZSNHS	
26.	<u>Eleno Ego-ogan</u>	Teacher -I	ZSSAT	
27.	Freejie Y. Esrael	Teacher -I	PCNHS	
28.	Frienilyn R. Cabilan	Teacher -I	Lourdes NHS	
29.	Fritzie B. Rivera	Teacher -I	Lourdes NHS	
30.	Geraldine F. Sarno	Teacher -I	La Suerte IS	
31.	Jamila N. Carillo	Teacher -I	Bulatok IS	
32.	Jenelie J. Umban	Teacher -I	PCNHS	
33.	Joel S. Yapana	Teacher -I	Tawagan Sur NHS	
34.	JovelynTakilid	Teacher -I	PCNCHS	

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35.	Mary Jane A. Lomombang	Teacher -I	Poloyagan IS	
36.	Mary Joy R. Lazaro	Teacher -I	Co Tek Chun TS	
37.	Pheryzha Janine Oyapoc	Teacher -I	. Lucia NHS	
38.	Salih O. Samel	Teacher -I	PCSHS	
39.	Willamae Baliquig	Teacher -I	ZSNHS	
<b>SENIOR HIGH SCHOOL = 33</b>				
40.	Abdul Raffy Banua	Teacher -I	ZSSAT	
41.	Alex O. Millondaga	Teacher -I	Tawagan Sur NHS	
42.	Alexander F. Payes	Teacher -I	Napolan NHS	
43.	Analiza J. Caguete	Teacher -I	PCNHS	
44.	Annadel B. Espinoza	Teacher -I	Lala NHS	
45.	Bless C. Gilos	Teacher -I	Pag. City Science HS	
46.	Daryl M. Alvis	Teacher -I	Lourdes NHS	
47.	Emchin A. Salcedo	Teacher -I	ZSNHS	
48.	Esnia B. Macapaar	Teacher -I	Tawagan Sur NHS	
49.	Eugene E. Delmonte	Teacher -I	ZSSAT	
50.	Gerson R. Ortega	Teacher -I	ZSNHS	
51.	Jenelyn O. Mendoza	Teacher -I	Napolan NHS	
52.	Jeramie I. Calimpong	Teacher -I	Lourdes NHS	
53.	Jessie R. Lava	Teacher -I	PCNHS	
54.	Jhumer Jay C. Dagupan	Teacher -I	Macasing NHS	
55.	John Lloyd C. Rico	Teacher -I	PCNHS	
56.	Jonas Rey F. Ebarle	Teacher -I	Macasing NHS	
57.	Joselito Rex C. Zapanta	Teacher -I	Lison Valley	
58.	Jovelyn Nahial Reburda	Teacher -I	ZSSAT-ALS	
59.	Junaina Samad Baudi	Teacher -I	Tawagan Sur NHS	
60.	Kate Marknale T. Malaran	Teacher -I	ZSNHS	
61.	Kaye Anne A. Dempo	Teacher -I	Tulawas IS	
62.	Kristine Joy P. Baco	Teacher -I	Tawagan Sur NHS	
63.	Louvenjun J. Balantac	Teacher -I	Lourdes NHS	
64.	Nathaniel O. Segura, Jr.	Teacher -I	ZSNHS	
65.	Neome Rose Gonzales	Teacher -I	PCNHS	
66.	Norcayah M. Manupac	Teacher -I	ZSSAT	
67.	Norelyn B. Omar	Teacher -I	ZSNHS	
68.	Rhea Mae Longaquit	Teacher -I	ZSNHS	
69.	Rhea Mae Y. Balaba	Teacher -I	ZSNHS	
70.	Rosemarie Sabuero	Teacher -I	Manga-ALS	
71.	Venus Z. Ymalay	Teacher -I	ZSNHS	
72.	Zesreel D. Engalla	Teacher -I	ZSNHS	

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<b>RESOURCE SPEAKERS = 16</b>			
73.	Maria Diosa Z. Peralta	CID Chief	SDO
74.	Ma. Madelene P. Mituda, EdD	SGOD Chief	SDO
75.	Jovita S. Dugenia	EPS	SDO
76.	Bernardino E. Alviar, LLB	PSDS	SDO
77.	Jerly M. Casilao	School Head	Co Tek Chun TS
78.	Ma. Theresa B. Tarranza	PSDS	SDO
79.	Emie T. Aruelo, EdD	PSDS	SDO
80.	Ivy J. Estadilla, JD	AO - V	SDO
81.	Honey Beth A. Atis	HT - IV	Lala National HS
82.	Juanito N. Cantila Jr	PSDS	SDO
83.	Joseph O. Fullosa	SEPS	SDO
84.	Atty. Therese Angelie M. amache	Legal Officer	SDO
85.	Alvic S. Roda	School Nurse	SDO
86.	Sanny Boy I. Asim	EPS-SGOD	SDO
87.	Joel S. Baterna	ITO	SDO
88.	Ermah Sheila L. Roble	SEPS	SDO
<b>PROGRAM MANAGEMENT TEAM - 9</b>			
89.	Danny B. Cordova, EdD, CESO V	SDS	SDO
	Judith V. Romaguera, EdD, CESO VI	ASDS	SDO
90.	Ma. Madelene P. Mituda, EdD	SGOD-Chief	SDO
91.	Ermah Sheila L. Roble, RGC	SEPS-HRD	SDO
92.	Laverne S. Tarroza	EPS II-HRD	SDO
93.	Locke D. Jusay	SEPS-SMME	SDO
94.	Carlo B. Celajes	EPSII-SMME	SDO
95.	Rene M. Durias	Head Nurse	SDO
96.	Jessabelle S. Camero	AO II	SDO

END

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**5-DAY DIVISION CAPACITY BUILDING ON THE INDUCTION PROGRAM FOR  
BEGINNING TEACHERS FOR SY 2024-2025**

*"A Step Towards Becoming a Proficient and Committed Teacher"*

Date: March 10 - 14, 2025 Venue: Gift Pavilion, Pagadian City

DAY 1 – March 10, 2025 (Monday)

Time	Duration	Activity	Person-in-Charge
07:30 – 08:00 AM	30 min	REGISTRATION and ATTENDANCE	PMT/Secretariat: Mary Ann E. Mondragon Catherine A. Larban Intern, St. Columban College Jessabelle S. Camero, AO II Emcee
<b>OPENING PROGRAM</b>			
08:00 - 08:45 AM	45 min	National Anthem Community Prayer Pagadian City Hymn DepEd Quality Management Statement  <b>WELCOME REMARKS</b>  Statement of Purpose  Flow of Activity, Presentation of Participants, Resource Speakers & PMT Training Decorum  <b>INSPIRATIONAL MESSAGE</b>  GAME Orientation	Video-Aided Video-Aided  <b>JUDITH V. ROMAGUERA, EDD, CESO VI</b> Asst. Schools Division Superintendent  <b>MA. MADELENE P. MITTUDA, EDD.</b> Chief, SGOD  <b>Ermah Sheila L. Roble, RGC</b> SEPS – HRD  <b>DANNY B. CORDOVA, EDD, CESO V</b> Schools Division Superintendent  <b>Carlo B. Celajes</b> EPS II – SMME  <b>Ermah Sheila L. Roble, RGC</b> SEPS – HRD
08:45 – 09:00 AM	15 min	D.O. No. 43, s. 2017 Teacher Induction Program Policy  <b>HEALTH BREAK</b>	

**DAY 1 – March 10, 2025 (Monday)**

09:00 – 10:30 AM	1.5 hours	<b>COURSE 1: MODULE 1 - Becoming a DepEd Teacher</b> <b>MODULE 1 – Becoming a DepEd Teacher</b> S1: DepEd Mandate S2: Vision, Mission, Core Values (VMV) S3: Strategic Directions S4: The Philippine Professional Standards for Teachers	Maria Diosa Z. Peralta Chief, CID
10:30 – 12:00 PM	1.5 hours	<b>MODULE 2 – Gearing up for the School Year</b> S1: The DepEd School Calendar S2: The School Support System S3: Pre-Opening of Classes Preparation	Ma. Madelene P. Mituda, EDD Chief, SGOD
<b>12:00 - 01:00 PM</b>	<b>1 Hour</b>	<b>LUNCH BREAK and MANAGEMENT OF LEARNING</b>	
01:00 – 02:00 PM	1 hour	<b>Continuation COURSE 1: MODULE 2 – Gearing up for the School Year</b> S4: Opening of Classes S5: Handling of Advisory Classes	Ma. Madelene P. Mituda, EDD Chief, SGOD
02:00 – 03:00 PM	1 hour	<b>MODULE 3 – Starting Off as a DepEd Teacher</b> S1: Positive Discipline in Physical and Virtual Learning Environment S2: Positive Teacher-Student Relations	Jovita S. Dugenia Education Program Supervisor
<b>03:00 - 03:10 PM</b>	<b>10 mins</b>	<b>HEALTH BREAK</b>	
03:10 – 5:00 PM	1 hour & 50 mins	<b>Continuation of MODULE 3</b>	Jovita S. Dugenia Education Program Supervisor
05:00 – 5:30 PM	30 min	<b>Q&amp;A</b> End of the Day Evaluation	Carlo B. Celajes EPS II – SMME
<b>END OF DAY 1</b>			

**DAY 2 - March 11, 2025 (Tuesday)**

**MANAGEMENT OF LEARNING**

07:30 - 08:00 AM	30 min	<p align="center"><b>Attendance Check</b>  <b>MAKABAYAN Song</b>  <b>Morning Praise</b>  <b>Q&amp;A Updates</b>  <i>Morning Exercise/Ice Breaker</i></p>	<p align="center">Secretariat:  <b>Mary Ann E. Mondragon</b>  <b>Catherine A. Lamban</b>                  Intern, St. Columban College</p>
08:00 - 09:30 AM	1.5 hours	<p><b>COURSE 2: Professional Responsibilities</b>  <b>MODULE 1 - Understanding the K to 12 Curriculum</b>                  S1: Legal Bases                  S2: Salient Features of the K to 12 Program                  S3: The Conceptual Framework of the K to 12 Basic Education Curriculum</p>	<p align="center"><b>Carlo B. Celajes</b>                  EPS II - SMME</p> <p align="center"><b>Bernardino E. Alviar</b>                  Public Schools Division Supervisor</p>
09:30 - 09:40 AM	10 min	<p align="center"><b>HEALTH BREAK</b></p>	
9:40 - 11:10 AM	1.5 hours	<p><b>MODULE 2 - Navigating the K to 12 Curriculum Guides</b>                  S1: Curriculum Guides and Lesson Planning                  S2: Using the Curriculum Guide in Preparing Daily Lesson Plans</p>	<p align="center"><b>Jeryl M. Castlao</b>                  Principal, Co Tek Chun Trade School</p>
11:10 - 12:10 AM	1 hour	<p><b>MODULE 3 - Lesson Planning</b>                  S1: Curriculum and Instruction Alignment                  S2: Nature and Purpose of Lesson Planning                  S3: Parts of the Lesson Plan</p>	
12:10 - 01:10 PM	1 hour	<p align="center"><b>LUNCH BREAK and MANAGEMENT OF LEARNING</b></p>	
01:10 - 02:10 AM	1 hour	<p><b>MODULE 4 - Implementing Learning Plans and Enriching Teaching Practice</b>                  S1: Class Disruption                  S2: Curriculum Requirements and Needs of Learners                  S3: Selecting, Developing, Organizing and Using Appropriate Learning Resources</p>	<p align="center"><b>Ma. Theresa B. Tarranza</b>                  Public School District Supervisor</p>
02:10 - 03:10 PM	1 hour	<p><b>MODULE 2 - Embedding the PPST in HR Systems</b>                  S1: The PPST and the DepEd's Human Resource Systems                  S2: The PPST and the RSP and the Merit Selection Plan (MSP) of DepEd</p>	<p align="center"><b>Ermah Shella L. Roble</b>                  Public Schools District Supervisor</p>
03:10 - 03:20 PM	10 min	<p align="center"><b>HEALTH BREAK</b></p>	
03:20 - 5:00 PM	1 hour & 40 mins	<p><b>COURSE 3 : The Philippine Professional Standards for Teachers and its Aligned Systems and Tools</b>  <b>MODULE 1 - Achieving Teacher Quality through PPST</b>                  S1: The PPST Career Stages                  S2: The PPST Domains, Strands and Indicators</p>	<p align="center"><b>Emle T. Aruelo, EDD</b>                  Public Schools District Supervisor</p>
05:00 PM	30 min	<p align="center"><b>Q&amp;A</b>  <b>End of the Day Evaluation</b></p>	<p align="center"><b>Carlo B. Celajes</b>                  EPS II - SMME</p>

**END OF DAY 2**



**DAY 3 - March 12, 2025 (Wednesday)**

Time	Duration	Activity	Facilitator
<b>07:30 - 08:00 AM</b>	<b>30 min</b>	<b>MANAGEMENT OF LEARNING</b> Attendance Check <b>MAKABAYAN Song</b> Morning Praise/Q&ME Updates Morning Exercise/Ice Breaker	Secretariat: Mary Ann E. Mondragon - Intern, SCC Catherine A. Lamban - Intern, SCC Carlo B. Celajes EPS II - SMME
<b>08:00 - 09:00 AM</b>	<b>1 Hour</b>	<b>Continuation COURSE 3: MODULE 2 - Embedding the PPST in HR Systems</b> S3: The Strategic Alignment of the RPMS with the PPST S4: Role of RPMS-PPST in Teacher's Learning and Development S5: The Rewards and Recognition (R&R) in the Context of RPMS-PPST	<b>Emle T. Aruelo, EDD</b> Public Schools Division Supervisor
<b>09:00 - 09:10 AM</b>	<b>10 min</b>	<b>HEALTH BREAK</b>	
<b>09:10 - 11:00 AM</b>	<b>2 Hours</b>	<b>MODULE 3 - The Results-based Performance Management System (RPMS)</b> S1: The Results-based Performance Management System (RPMS) of DepEd S2: The PPST-aligned RPMS S3: The RPMS Cycle S4: The PPST-based RPMS Tools and Processes S5: Lesson Plans as Quality Evidence for RPMS	<b>Emle T. Aruelo, EDD</b> Public Schools Division Supervisor
<b>11:00 - 12:00 AM</b>	<b>1 hour</b>	<b>COURSE 4: Responding to Community Context</b> <b>MODULE 1 - Teaching with the Context in Mind</b> S1: Legal Anchors of Contextualization S2: Teaching Contextually S3: The REACT Strategy	<b>Honey Beth D. Atis</b> Head Teacher IV
<b>12:00 - 01:00 PM</b>	<b>1 hour</b>	<b>LUNCH BREAK and MANAGEMENT OF LEARNING</b>	
<b>01:00 - 03:00 PM</b>	<b>2 hours</b>	<b>MODULE 2 - Building Relationships with the Wider School Community</b> S1: Community as a Resource in the Teaching-Learning Process S2: The School and Community Relationship S3: Strengthening and Sustaining Good Relationships with the Parents/Guardians and the Wider Community	<b>Juanito N. Cantilla Jr</b> Public Schools Division Supervisor
<b>03:00 - 03:10 PM</b>	<b>10 min</b>	<b>HEALTH BREAK</b>	
<b>03:10 - 05:10 PM</b>	<b>2 hours</b>	<b>COURSE 5: The DepEd Teacher</b> <b>MODULE 1 - DepEd Organizational Structure and School Processes</b> S1: Philippine Public Basic Education System S2: The DepEd Central Office S3: DepEd Regional and Schools Division Offices S4: The School Structure S5: Common/Standardized School Forms S6: Preparation and Checking of School Forms	<b>Joseph O. Fullosa</b> Senior Education Program Specialist Planning and Research
<b>05:10 PM</b>	<b>30 min</b>	<b>Q&amp;ME</b> End of the Day Evaluation	<b>Carlo B. Celajes</b> EPS II - SMME
<b>END OF DAY 3</b>			

**DAY 4 - March 13, 2025 (Thursday)**

**MANAGEMENT OF LEARNING**

07:30 - 08:00 AM	30 min	<p align="center"><b>Attendance Check</b>  <b>MAKABAYAN Song</b>  <i>Morning Praise</i>  <i>GAME Updates</i>  <i>Morning Exercise/Ice Breaker</i></p>	<p align="center">Secretariat:  Mary Ann E. Mondragon - Intern, SCC  Catherine A. Lamban - Intern, SCC  Intern, St. Columban College</p>
08:00 - 10:30 AM	2.5 hours	<p align="center"><b>COURSE 5: The DeEd Teacher</b>  <b>MODULE 2 - Relevant Laws for Teachers</b>  S1: Magna Carta for Public School Teachers  S2: Code of Ethics for Professional Teachers in the Philippines</p>	<p align="center"><b>Carlo B. Celajes</b>  EPS II - SMME</p>
10:30 - 10:40 AM	10 min	<p align="center"><b>HEALTH BREAK</b></p>	<p align="center"><b>Atty. Therese Angelle M. Camache</b>  Division Legal Office III</p>
10:40 - 12:00 NN	1 hour & 30mins	<p align="center"><b>COURSE 6: The Teachers' Professional and Personal Development</b>  <b>MODULE 1 - Salaries, Wages and Employees Welfare and Benefits</b>  S1: Salary and Incentives of Teachers  S2: Leave of Absence of Teachers  S3: Other Benefits</p>	<p align="center"><b>Carlos M. Fuerzas Jr.</b>  Human Resource Management Officer</p>
12:00 - 01:00 PM	1 hour	<p align="center"><b>MODULE 3 - Policies on Promotion and Opportunities for Progression</b>  S1: DepEd Order No. 66, s. 2007. Revised Guidelines on the Appointment and Promotion of other Teaching, Related Teaching and Non-teaching Positions  <b>LUNCH BREAK and MANAGEMENT OF LEARNING</b></p>	
01:00 - 02:30 PM	1 hour & 30 mins.	<p align="center"><b>MODULE 2- Continuing Professional Development</b>  S1: Republic Act 10912: Continuing Professional Development (CPD) Act of 2016  S2: Resolution No. 11, s. 2017: Operational Guidelines in the Implementation of RA 10912 for Professional Teachers</p>	<p align="center"><b>Bernardino E. Alviar</b>  Public Schools Division Supervisor</p>
02:30 - 02:40 PM	10 min	<p align="center"><b>HEALTH BREAK</b></p>	
02:40 - 03:40 PM	1 hour	<p align="center">S3: Professional Associations for Teachers  S2: Scholarship</p>	<p align="center"><b>Cynthia Rose A. Cartojano, EPS</b>  <b>Ermah Sheella L. Roble, SEPS</b></p>
03:40 - 5:00 PM	1 hour & 20 mins	<p align="center"><b>MODULE 4 - Personal Development and Well-Being</b>  S1: Health and Well-Being</p> <ul style="list-style-type: none"> <li>• Physical Health</li> <li>• Psychological Health</li> <li>• Mental Health</li> <li>• Social Health</li> </ul>	<p align="center"><b>Alvic S. Roda</b>  Division Nurse II</p>
05:00 PM	30 min	<p align="center"><b>QATAME</b>  End of the Day Evaluation</p>	<p align="center"><b>Carlo B. Celajes</b>  EPS II - SMME</p>

**END OF DAY 4**

**DAY 5 - March 14, 2025 (Friday)**

**MANAGEMENT OF LEARNING**

00:00 - 08:30 AM	30 min	<p><b>Attendance Check</b>  <b>MAKABAYAN Song</b>  <b>Morning Praise</b>  <b>Q&amp;A Updates</b>  <b>Morning Exercise/Ice Breaker</b></p>	<p>Secretariat:                  Mary Ann E. Mondragon                  Catherine A. Lamban                  Intern, St. Columban College</p>
08:30 - 11:30 AM	3 hours	<p><b>Continuation COURSE 6: MODULE 4 - Personal Development and Well-being</b>                  S2: Financial Literacy</p> <ul style="list-style-type: none"> <li>• Financial Practices and Habits</li> <li>• Budgeting and Financial Success</li> </ul>	<p><b>Carlo B. Celajes</b>                  EPS II - SMME</p>
11:30 - 12:00 NN	10 min	<b>HEALTH BREAK</b>	
12:00 - 01:00 PM	30 min	<b>Q&amp;A</b>	
01:00 - 2:00 Pm	1 hour	<p><b>LUNCH BREAK and MANAGEMENT OF LEARNING</b></p> <ul style="list-style-type: none"> <li>• Orientation on User Account Management System and Packages Received</li> </ul>	<p><b>Carlo B. Celajes, EPS II - SMME</b></p>
<b>CLOSING PROGRAM</b>			
01:30 - 03:30 PM	2 hours	<p><b>Preliminaries:</b></p> <ul style="list-style-type: none"> <li>• Photo Opportunity</li> <li>• Giving of Impressions</li> <li>• Inspirational Message and Challenge to the Newly-Hired Teachers Batch 2024 - 2025</li> <li>• Acceptance of the Challenge</li> <li>• Awarding of Certificates</li> <li>• Closing Message</li> <li>• Community Song</li> <li>• Flag Retreat</li> </ul>	<p><b>Joel S. Baterna</b>                  Division ITO</p>
<b>END OF DAY 5</b>			

**Danny B. ...**  
 Schools Division Superintendent

**Ma. Madelene P. Mitua, EPS**  
 Chief, SGOD