



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
SCHOOLS DIVISION OF EL SALVADOR CITY

**Office of the Schools  
Division Superintendent**

09 November 2020

DIVISION MEMORANDUM  
No. 281, s. 2020

**i-Sustain Project  
(TEACHER INDUCTION PROGRAM)**

To: **Assistant Schools Division Superintendent  
Chief, SGOD/ CID  
PSDS, Education Program Supervisors  
Elementary School Heads  
Secondary School Heads  
ALS MT, Elementary & Secondary Teachers (0 – 3 years in the service)  
Teacher Induction Program (TIP) Team  
This Division**

1. The Department of Education-El Salvador City, through its implementing arm, Schools Governance Operation Division-HRD section is committed to the development of new and beginning teachers. The *i-Sustain Project* (Teacher Induction Program) is the stage of professional learning for new teachers, building on and complementing the beginning stage in teaching.
2. This online training aims to provide professional development to help new teachers build the skills and knowledge needed to be proficient as teachers. Hence, this Office announces the conduct of **2-day webinar on November 12-13, 2020** via google meet. Further, this learning opportunity aims to target the following competencies:
  - a. Commitment of teachers;
  - b. Retention of teachers in the profession;
  - c. Keeping students on task;
  - d. Effective student questioning practices;
  - e. Maintaining students' interests;
  - f. Establishing a positive classroom atmosphere;
  - g. Demonstrating classroom management.
3. To ensure that the teacher-participant will be able to secure stable internet connectivity during the webinar series, school heads may arrange a Work from Home set-up. For this program, the platform that will be use is Google Meet.





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4. Please see the Enclosure 1 for the list of topics and dates of the webinar series. For the Enclosure 2, kindly use the format for the Teacher & Mentor progress report. Enclosure 3 for the list of participants.

List of Program Management Team:

Program Consultant:	OLGA C. ALONSABE, PhD, CESE	OIC-SDS
Program Consultant:	ALICIA E. ANGHAY, PhD, CESE	ASDS
TIP Manager:	ROLLY B. LABIS	CES
Program Management Leader/TIP Focal:	MEROGIM P. MUGOT	EPS II
Program Management Asst. Leader:	KAREN ROSE A. SERRANIA	SEPS
QAME Associate:	MARICRIS P. QUISMUNDO	SEPS
Technical Officer:	SHERRIE R. DUNOGG	ITO
Program Management Member:	JURICA ETHEL L. ESTRADA	PDO

5. For further inquiries, you may contact Merogim P. Mugot, Education Program Specialist – Program Management Team Leader at [merogim.mugot@deped.gov.ph](mailto:merogim.mugot@deped.gov.ph).
6. Immediate and wide dissemination of this Memorandum is desired.

**DR. OLGA C. ALONSABE, CESE**  
Assistant Schools Division Superintendent  
OIC, Office of the Schools Division Superintendent

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

PROFESSIONAL DEVELOPMENT    TEACHER INDUCTION PROGRAM    TEACHER TRAINING

**SGOD/HRD/MPM**



Address: Zone 3, Poblacion, El Salvador City | Website: [www.depedelsalvadorcity.net](http://www.depedelsalvadorcity.net)  
Tel. No. (088) 555-0475 | Email: [elsalvador.city@deped.gov.ph](mailto:elsalvador.city@deped.gov.ph)



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**Enclosure 1: Training Matrix**

November 12-13, 2020

<b>Time</b>	<b>Day 1</b>	<b>Day 2</b>
7:30-9:00	MOL	MOL
9:00-10:00	Session 1: Differentiated Instruction & Explicit Teaching (Dr. Genevieve Lusterio)	Session 6: Early Language Literacy & Numeracy & Special Education (Fritzie C. Sillabe)
10:00-11:00		
11:00-12:00	Session 2: Inclusive Education, and Key Stages of the Basic Education Program (Dr. Ninian A. Alcasid)	Session 7: Contextualization, Localization and indigenization of Resource Materials (Grace P. Paculba)
12:00-01:00	Lunch Break	Lunch Break
1:00-2:00	Session 3: Flexible Learning Options (FLO) (Dr. Angelo Mark P. Walag)	Session 8: School Forms and Learner Information System (LIS) (Kevin B. Asequia)
2:00-3:00	Session 4: The Alternative Learning System (ALS) (Aster M. Gallega)	Session 9: Classroom Management and Discipline (Dr. Marie Jade A. Cacayan)
3:00-4:00	Session 5: Digital Assessment in the New Normal (Maricris P. Quismundo)	Session 10: The Child Protection and Anti-Bullying Policies (Dr. Helen E. Maasin)
	End of Day 1	End of Day 2







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**Enclosure 2: Quarter 2 Portfolio Compilation**

Date: \_\_\_\_\_

**i- Sustain Project  
(Teachers Induction Program)**

Teacher: \_\_\_\_\_

Designation: \_\_\_\_\_

School: \_\_\_\_\_

Quarter Progress Report: *(This refer to the teacher mentoring session with the senior teacher, master teacher or the school head during the deployment of teacher in their respective schools. The teacher may opt to write the challenges, learning nuggets, areas to improve and personal reflection in their journey.)*

I. Professional Standards Covered:

Philippine Professional Standards for Teachers

Domain 1: Content Knowledge and Pedagogy *(min of 200 words)*

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Domain 2: Learning Environment *(min of 200 words)*

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Domain 3: Diversity of Learners *(min of 200 words)*

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Domain 4: Curriculum and Planning *(min of 200 words)*





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Domain 5: Assessment and Reporting (*min of 200 words*)

Domain 6: Personal Growth and Professional Development (*min of 200 words*)

Prepared by:

Teacher

Mentored by:

Master Teacher/ Senior Teacher

School Head/Principal (ES, JHS, SHS)





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**Enclosure 3**

**TEACHERS HIRED IN SY 2017 - SY 2020**

	NAME	POSITION	DATE OF ORIGINAL APPOINTMENT	STATION
1	AARON A. ADESAS	TEACHER II	05-Jun-2017	SHS-COGON NHS
2	ADA MAE A. GERALDE	TEACHER I	12-Nov-2018	SINALOC ES
3	AIMELYN JANE G. ABRATIGUIN	TEACHER I	16-Jul-2018	EL SALVADOR CITY NHS
4	AMELITA D. MANGAYAN	TEACHER II	05-Jun-2017	SHS-HINIGDAAN NHS
5	ANNIELYN G. TADENA	TEACHER I	02-Jul-2018	HINIGDAAN NHS
6	ARLYN V. COLICOL	TEACHER I	02-Dec-2019	SAN FRANCISCO DE ASIS ES
7	BEBECHE D. PAGALAN	TEACHER I	25-Jun-2018	HIMAYA ES
8	BEBELIN G. APERDO	TEACHER I	25-Jun-2018	AMOROS ES
9	BOB T. PAQUINOL	TEACHER I	15-Jul-2019	ALS
10	BONNY O. MACARANDAN	TEACHER I	25-Jun-2018	SAN FRANCISCO DE ASIS ES
11	CARL NEIL G. LABIS	TEACHER I	22-Jul-2019	SAN FRANCISCO DE ASIS NHS
12	CARMILLE C. VILLEGAS	TEACHER I	13-Jun-2017	HIMAYA NHS
13	CELIA O. TAGANAS	TEACHER I	25-Jun-2018	BOLISONG ES
14	CHARMIE LOVE J. MACANA	TEACHER I	25-Jun-2018	HINIGDAAN ES
15	CHERRYL D. ROA	TEACHER II	07-Oct-2017	SHS-HINIGDAAN NHS
16	CHOLO B. BUNA	TEACHER I	02-Jul-2018	MOLUGAN NHS
17	CHRISLEIGH AIKO B. PAGLINAWAN	TEACHER I	12-Nov-2018	PEDRO SA BACULIO ES
18	CHRISTINE MAE B. ABUCAY	TEACHER I	25-Jun-2018	HINIGDAAN ES
19	CLAUDINE MAE L. LOMONGO	TEACHER I	25-Jun-2018	KALABAYLABAY ES
20	CLEMBER LEI B. ABASULA	TEACHER I	02-Jul-2018	COGON NHS
21	CRISTY D. BOMBELO	TEACHER II	07-Oct-2017	SHS-COGON NHS
22	DARYL R. LIM	TEACHER I	02-Sep-2019	SAN FRANCISCO DE ASIS ES
23	DHAN JASON B. SAPLOT	TEACHER I	02-Jul-2018	HINIGDAAN NHS
24	DOROTHY T. PILA	TEACHER I	16-Jul-2018	MOLUGAN NHS
25	DYANNA ROSE I. FABRE	TEACHER II	09-Oct-2017	SHS-COGON NHS
26	EARL RONALD S. MACAPAYAG	TEACHER I	16-Jul-2018	HIMAYA NHS
27	ELERFE JANNINE B. KADILE	SPECIAL SCIENCE TEACHER I	07-Oct-2017	COGON NHS
28	ELVIE L. CAGATIN	TEACHER I	01-Jun-2017	SINALOC ES
29	ELVIR L. EBONIA	TEACHER II	05-Jun-2017	SHS-MOLUGAN NHS
30	ETHEL GHRACE B. MACABINTA	TEACHER I	02-Sep-2019	SAN FRANCISCO DE ASIS ES







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31	EUGENIE FAY M. MANABAT	TEACHER I	25-Jun-2018	AMOROS ES
32	GENELINE J. CABARON	TEACHER I	23-Jul-2018	SAMBULAWAN ES
33	GIOVANNI A. MANGAYAN	TEACHER II	05-Jun-2017	SHS-MOLUGAN NHS
34	GLACEBEL KAYE G. CELLO	TEACHER I	25-Jun-2018	HINIGDAAN ES
35	GLADYS J. COLITA	TEACHER I	01-Jun-2017	SINALOC ES
36	GLAIZA HOPE D. CAMANDERO	TEACHER I	15-Oct-2018	HINIGDAAN NHS
37	GLENN JHAY A. PACULANANG	TEACHER I	13-Jun-2017	SAN FRANCISCO DE ASIS NHS
38	GRACE M. BERMUDEZ	TEACHER I	16-Sep-2019	SAN FRANCISCO DE ASIS NHS
39	GRETCHEN M. RANCES	TEACHER I	13-Jan-2020	HINIGDAAN ES
40	HAZEL MAE M. MARGATINEZ	TEACHER I	16-Jan-2017	ALTERNATIVE LEARNING SYSTEM (ALS)
41	IRIKA MAE R. CAPILI	TEACHER I	12-Nov-2018	ALTERNATIVE LEARNING SYSTEM (ALS)
42	JAMES REY G. SALUDARES	TEACHER II	16-Jul-2018	MOLUGAN NHS
43	JAN MARIE B. ACUNO	TEACHER I	10-Mar-2017	MOLUGAN ES
44	JANICE B. PASOK	TEACHER I	21-Nov-2017	SAN FRANCISCO DE ASIS NHS
45	JAYLORD JIMMY B. CASTRO	TEACHER I	25-Jun-2018	SINALOC ES
46	JAYPEE A. ATURO	TEACHER I	15-Jul-2019	ALS
47	JEAN CLAUDE C. DE LOS REYES	TEACHER I	25-Jun-2018	SINALOC ES
48	JEBIE C. LOMANDONG	TEACHER I	12-Nov-2018	BOLISONG ES
49	JENNIFER R. NOB	TEACHER I	25-Jun-2018	AMOROS ES
50	JERICO M. MEJILA	TEACHER I	01-Jun-2017	HIMAYA ES
51	JERVIE I. GOMEZ	TEACHER I	25-Jun-2018	AMOROS ES
52	JEZIEL A. MACAHILOS	TEACHER I	21-Nov-2017	SAMBULAWAN ES
53	JOEL Y. YACAS	TEACHER II	05-Jun-2017	SHS-MOLUGAN NHS
54	JOEVANA JEAN J. VALLE	TEACHER I	02-Jul-2018	SINALOC NHS
55	JOMER T. PAQUINOL	TEACHER I	13-Jun-2017	SINALOC NHS
56	JONALEE S. YONGCO	TEACHER II	16-Jul-2018	SHS-COGON NHS
57	JOVIT D. COMON	TEACHER I	02-Sep-2019	SAMBULAWAN NHS
58	JUN REY N. IGLORIA	TEACHER I	22-Jul-2019	AMOROS ES
59	KENNETH JANE C. QUILAB	TEACHER I	15-Jul-2019	ALS
60	KENNETH REY G. DOLERO	TEACHER I	25-Jun-2018	SAN FRANCISCO DE ASIS ES
61	KIMBERLY ANNE H. TULBANOS	TEACHER I	02-Jul-2018	COGON NHS
62	KRISTINE CLAIRE J. BENGAR	TEACHER I	25-Jun-2018	EL SALVADOR CITY CS
63	KRISTINE GRACE U. PAGASIJAN	TEACHER I	25-Jun-2018	SAN FRANCISCO DE ASIS ES



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Tel. No. (088) 555-0475 | Email: [elsalvador.city@deped.gov.ph](mailto:elsalvador.city@deped.gov.ph)





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64	KRISTINE KAYE G. MAESTRE	TEACHER I	16-Sep-2019	SAN FRANCISCO DE ASIS ES
65	LEAH P. MAESTRE	TEACHER I	16-Jul-2018	SAN FRANCISCO DE ASIS NHS
66	LEMUEL Q. LINAN	TEACHER I	13-Jun-2017	HIMAYA NHS
67	LIZEL D. ADESAS	TEACHER I	22-Jan-2018	COGON ES
68	LORDWALLY VANESSA C. BERDIN	SPECIAL SCIENCE TEACHER I	25-Oct-2017	MOLUGAN NHS
69	LORNA A. SABUERO	TEACHER I	01-Jul-2019	AMOROS ES
70	LOVELY B. CAJARTE	TEACHER I	13-Jun-2017	SINALOC NHS
71	LOVILYN A. LIBOT	TEACHER I	02-Jul-2018	HINIGDAAN NHS
72	LUNARA JUNE F. CABABAROS	TEACHER I	25-Jun-2018	ULALIMAN ES
73	LYNNEL C. BOTER	TEACHER I	02-Jul-2018	HIMAYA NHS
74	MA EMMARIZ V. JUBILAN	TEACHER I	01-Jun-2017	TAYTAY ES
75	MA LESLIE U. OBLIGADO	TEACHER I	02-Jul-2018	MOLUGAN NHS
76	MA LUISA C. AKUT	TEACHER I	25-Jun-2018	KALABAYLABAY ES
77	MADEL B. SABUERO	TEACHER I	02-Jul-2018	EL SALVADOR CITY NHS
78	MAE O. GAID	TEACHER I	13-Jun-2017	HINIGDAAN NHS
79	MARECIL C. MONTALBA	TEACHER I	01-Jun-2017	HINIGDAAN ES
80	MARIA KIMBERLY A. YABO	TEACHER I	25-Jun-2018	KALABAYLABAY ES
81	MARIA SHARON J. ESPINO	TEACHER I	10-Jul-2018	HINIGDAAN ES
82	MARIFLOR S. DAPANAS	TEACHER I	13-Jun-2017	EL SALVADOR CITY NHS
83	MARJORY D. UY	TEACHER I	25-Jun-2018	HINIGDAAN ES
84	MARK ANTHONY G. ARRIETA	TEACHER I	16-Jul-2018	EL SALVADOR CITY NHS
85	MARY ANN D. BARBA	TEACHER I	25-Jun-2018	SINALOC ES
86	MARY ANN S. RATUNIL	TEACHER I	25-Jun-2018	KALABAYLABAY ES
87	MARY JEAN P. AMARGA	TEACHER I	25-Jun-2018	AMOROS ES
88	MARY KRIS P. CLAUS	TEACHER I	25-Jun-2018	KIBONBON ES
89	MAUREEN GRACE L. VALMORIA	TEACHER I	25-Jun-2018	SAMBULAWAN ES
90	MEGGAN G. ESTRAÑERO	TEACHER I	25-Jun-2018	PEDRO SA BACULIO ES
91	MELANIE BERNADETTE S. BORJA	TEACHER I	12-Nov-2018	EL SALVADOR CITY CS
92	MISTY LOU A. PEROCHO	TEACHER I	28-Jun-2018	EL SALVADOR CITY CS
93	NANIE O. LIM	TEACHER I	25-Jun-2018	ULALIMAN ES
94	NAZEL PHENN B. MENDEZ	TEACHER I	25-Jun-2018	ULALIMAN ES
95	NORALIE B. MORALES	TEACHER I	13-Jun-2017	SAN FRANCISCO DE ASIS NHS
96	PHILIP M. BENTOSO	TEACHER I	25-Jun-2018	HIMAYA ES
97	PRINCEZ JANE M. NACUA	TEACHER I	16-Jul-2019	SAN FRANCISCO DE ASIS ES



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98	RAYMOND JUDE C. PABOLOLOT	SPECIAL SCIENCE TEACHER I	01-Jun-2018	HINIGDAAN NHS
99	RAYMUND U. TOMARONG	TEACHER I	15-Jul-2019	ALS
100	RENE M. MONTO	TEACHER I	20-Jul-2017	SHS-COGON NHS
101	RENIEF ANTHONY T. SAPLOT	TEACHER I	25-Jun-2018	KALABAYLABAY ES
102	RESURRECCION JR B. GUNAYAN	TEACHER II	30-Jul-2018	SHS-MOLUGAN NHS
103				
104	RINCE CHEAL A. ENTICE	TEACHER I	06-Jan-2020	SAN FRANCISCO DE ASIS NHS
105	RITA JEAN T. HALENA	TEACHER I	01-Jun-2017	BOLISONG ES
106	ROSALIN I. ZAPANTA	TEACHER II	30-Jul-2018	SHS-HINIGDAAN NHS
107	ROWENA P. MALAZARTE	TEACHER I	13-Jun-2017	HIMAYA NHS
108	ROWENA P. OPLAS	TEACHER I	15-Jul-2019	BOLISONG ES
109	RUTHIELYN M. ROBLE	TEACHER I	20-Jul-2018	COGON NHS
110	RYAN B. JUNAYON	TEACHER I	01-Jun-2017	PEDRO SA BACULIO ES
111	SHAIRA MAY S. KHOBUNTIN	TEACHER I	25-Jun-2018	HINIGDAAN ES
112	STELLA MARIE B. ACERO	TEACHER I	01-Jun-2017	KALABAYLABAY ES
113	TETCHIE A. MELENDEZ	TEACHER II	05-Jun-2017	SHS-HINIGDAAN NHS
114	VANESSA B. OCLARIT	TEACHER I	22-Jul-2019	HINIGDAAN ES
115	VERNA U. ESOLANA	TEACHER I	02-Jul-2018	COGON NHS
116	VILMA S. VILLA	TEACHER II	18-Dec-2017	MOLUGAN NHS
117	WILFREDO JR B. NAMOC	TEACHER I	20-Jul-2017	SHS-COGON NHS
118	WINCY T. RAZON	TEACHER I	25-Jun-2018	BOLISONG ES

