



Republic of the Philippines
Department of Education
Region II – Cagayan Valley
SCHOOLS DIVISION OF NUEVA VIZCAYA

03 March 2025

DIVISION MEMORANDUM
No. **115**, s. 2025

**MONITORING AND EVALUATION (M&E) ON THE IMPLEMENTATION OF THE
INDUCTION PROGRAM FOR BEGINNING TEACHERS (IPBT)**

To: Assistant Schools Division Superintendent
School Governance and Operations Division Chief
Curriculum Implementation Division Chief
Public Schools District Supervisors/District In-Charge
Public Elementary and Secondary School Heads
All others concerned

1. With reference to Regional Memorandum No. 093, s. 2025 on “Monitoring and Evaluation cum Provision of Technical Assistance on the Implementation of IPBT and other PAPs”, all schools with newly hired teachers from SY 2022-2023, SY 2023-2024, and SY 2024-2025, are directed to update and/or prepare the following as ready reference for the onsite M&E of the Regional Monitoring Team on March 11, 2025:
 - a. Profile of new teachers (0-3 years in DepEd), forwarded through a link to school heads and supervisors.
 - b. IPBT M&E tools and reports/documents
2. M & E and provision of TA by the SDO Monitoring Team (see Enclosure 1) will be conducted from March 4-7, 2025, specifically looking into the accomplishment of the following M&E tools:
 - a. M&E Form for Mentors (to be submitted to the school head for consolidation and as basis for accomplishing M&E for School Heads).
 - b. M&E Form for School Heads (to be submitted to the District and the Division Monitoring Team for consolidation and as basis in accomplishing the M&E Form for Division Monitoring Team).
 - c. M&E Form for Division Monitoring Team (to be submitted to the HRD for consolidation and as basis for accomplishing the M&E Form for Division Coordinators).
3. The consolidated M&E reports with key findings and recommendations will document best practices, address gaps, and enhance IPBT implementation. Succeeding M&E schedules will be conducted quarterly, specific dates to be announced through separate memoranda.
4. List of schools (as captured in the SDO IPBT link), IPBT M&E tools, and RM 093, s. 2025 are hereto attached.





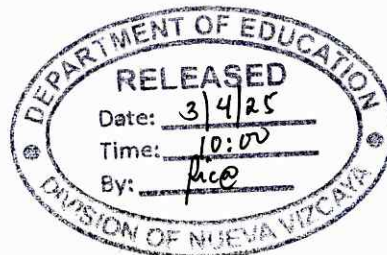
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5. Complete IPBT materials and slide decks during the Division IPBT Orientation-Workshop conducted last December 11-13, 2024 can be accessed through this drive <https://tinyurl.com/594cbuzu>
6. Expenses relative to the conduct of this activity shall be charged to the HRTD (IPBT) Fund, subject to the usual auditing and accounting rules and regulations.
7. For information dissemination, guidance, and strict compliance.


ORLANDO E. MANUEL PhD, CESO V
Schools Division Superintendent 



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Enclosure No. 1 to Division Memorandum No. 115, s. 2025

DIVISION MONITORING TEAM

Monitors		
SGOD / CID / PMT	PSDS/DIC	District
Arnel A. Panganiban EdD	Donald Calma	Alfonso Castaneda
	Carmelita L. Pale	Ambaguio
	Arnel A. Panganiban	Bambang I
	Lemuel Santos	Diadi
Maricel S. Franco PhD / Arnel A. Panganiban EdD	Arnel M. Batalla	Santa Fe
Jerry B. Lazaro	Irene B. Bosque	Aritao I
	Jerry B. Lazaro	Aritao II
Maricel S. Franco PhD / Jerry B. Lazaro	Lina D. Pal-ec	Dupax del Sur
Noli Mar M. Navarro EdD	Edward M. Santiago	Bambang II
	Singasing G. Valdez	Bagabag I
	Cesario C. Mariano	Bagabag II
	Merlyn S. Abat	Bayombong I
Florence F. Esparrago Herbert P. Mangabat	Marivic C. Bacud	Bayombong II
	Imelda S. Moreno	Solano II
Romulo S. Ancheta PhD	Josie L. Conde	Dupax del Norte I
	Alano C. Mendoza	Dupax del Norte II
Arvee Glen P. Abellera EdD	Allan L. Paclit	Kayapa East
	Onofre M. Molina	Kayapa West
Joy A. Salting	Marlon V. Butay	Kasibu East
	Ma. Olivia M. Brazil	Kasibu West
Melany M. Asuncion EdD	Mona Lisa A. Cabato	Solano I
	Loreto T. Alaman	Quezon
	Rubilyn C. Gajo	Villaverde



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Enclosure No. 2 to Division Memorandum No. **115**, s. 2025

TEACHERS WITH 0-3 YEARS IN DEPED

	School	Number of Teachers Listed for IPBT (0-3 Years in DepEd)	Address
1	Abuyo Elementary School	1	Alfonso Castaneda, Nueva Vizcaya
2	Alfonso Castaneda Central School	1	Alfonso Castaneda, Nueva Vizcaya
3	Alfonso Castaneda National HS	6	Alfonso Castaneda, Nueva Vizcaya
4	Casecnan National High School	7	Alfonso Castaneda, Nueva Vizcaya
5	Cawayan ES	3	Alfonso Castaneda, Nueva Vizcaya
6	Lipuga ES	1	Alfonso Castaneda, Nueva Vizcaya
7	Pelaway ES	3	Alfonso Castaneda, Nueva Vizcaya
8	Pelaway Es-Annex	1	Alfonso Castaneda, Nueva Vizcaya
9	Abuyo National High School	7	Alfonso Castañeda, Nueva Vizcaya
10	Ambaguio High School	9	Ambaguio, Nueva Vizcaya
11	Daclig Elementary School	1	Ambaguio, Nueva Vizcaya
12	Laylaya Elementary School	1	Ambaguio, Nueva Vizcaya
13	Lihlit Elementary School	1	Ambaguio, Nueva Vizcaya
14	Tiblac National High School	4	Ambaguio, Nueva Vizcaya
15	Anayo Elementary School	2	Aritao, Nueva Vizcaya
16	Aritao National Highschool	12	Aritao, Nueva Vizcaya
17	Balite Elementary School	1	Aritao, Nueva Vizcaya
18	Banganan Elementary School	5	Aritao, Nueva Vizcaya
19	Beti Elementary School	5	Aritao, Nueva Vizcaya
20	Bone North Integrated School	5	Aritao, Nueva Vizcaya
21	Canabuan Elementary School	3	Aritao, Nueva Vizcaya
22	Cesario M. Tubiera Elementary School	2	Aritao, Nueva Vizcaya
23	Darapidap Elementary School	1	Aritao, Nueva Vizcaya
24	Felix G. Saludo Es	4	Aritao, Nueva Vizcaya
25	Kirang Elementary School Annex	1	Aritao, Nueva Vizcaya
26	Latar Elementary School	2	Aritao, Nueva Vizcaya
27	Sta Clara Elementary School	4	Aritao, Nueva Vizcaya
28	Sta Clara High School	4	Aritao, Nueva Vizcaya
29	Yaway Elementary School	2	Aritao, Nueva Vizcaya
30	Amballo North Elementary School	2	Bagabag, Nueva Vizcaya
31	Amballo Resettlement Es	3	Bagabag, Nueva Vizcaya
32	B.A. Bugayong Elementary School	3	Bagabag, Nueva Vizcaya
33	Bagabag National High School	5	Bagabag, Nueva Vizcaya
34	Jp Castillo Elementary School	4	Bagabag, Nueva Vizcaya
35	Nangalisan Elementary School	1	Bagabag, Nueva Vizcaya
36	Palayan Elementary School	3	Bagabag, Nueva Vizcaya



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37	Paniki Elementary School	1	Bagabag, Nueva Vizcaya
38	Paniki High School	1	Bagabag, Nueva Vizcaya
39	Pogonsino Annex Elementary School	4	Bagabag, Nueva Vizcaya
40	Pogonsino Elementary School	2	Bagabag, Nueva Vizcaya
41	Singian Elementary School	2	Bagabag, Nueva Vizcaya
42	Tabban Elementary School	1	Bagabag, Nueva Vizcaya
43	Tuao High School	1	Bagabag, Nueva Vizcaya
44	V. Coloma Memorial ES	1	Bagabag, Nueva Vizcaya
45	Villaros Elementary School	1	Bagabag, Nueva Vizcaya
46	Almaguer North Es	1	Bambang, Nueva Vizcaya
47	Bambang Cs-Isc	4	Bambang, Nueva Vizcaya
48	Bambang National High School	9	Bambang, Nueva Vizcaya
49	Bambang North Cs	1	Bambang, Nueva Vizcaya
50	Cawacao Elementary School	2	Bambang, Nueva Vizcaya
51	Dullao ES	1	Bambang, Nueva Vizcaya
52	Gk Aliaga Elementary School	3	Bambang, Nueva Vizcaya
53	Indiana Integrated School	5	Bambang, Nueva Vizcaya
54	Labni Elementary School	2	Bambang, Nueva Vizcaya
55	Mabuslo Elementary School	1	Bambang, Nueva Vizcaya
56	Nangcalapan Elementary School	3	Bambang, Nueva Vizcaya
57	Salinas High School	3	Bambang, Nueva Vizcaya
58	San Fernando Integrated School	7	Bambang, Nueva Vizcaya
59	Sto Nino Primary School	1	Bambang, Nueva Vizcaya
60	Sto. Domingo Integrated School	11	Bambang, Nueva Vizcaya
61	Ammococan Elementary School	8	Bayombong, Nueva Vizcaya
62	Bansing Elementary School	1	Bayombong, Nueva Vizcaya
63	Bayombong Cs & Sped Center	4	Bayombong, Nueva Vizcaya
64	Bonfal National Hs	10	Bayombong, Nueva Vizcaya
65	Bonfal Pilot Cs	15	Bayombong, Nueva Vizcaya
66	Cabuaan ES	1	Bayombong, Nueva Vizcaya
67	Casat Elementary School	1	Bayombong, Nueva Vizcaya
68	Casat NHS	3	Bayombong, Nueva Vizcaya
69	Dr. Candido V. Rosario ES	1	Bayombong, Nueva Vizcaya
70	Ipil-Cuneg Elementary School	1	Bayombong, Nueva Vizcaya
71	Kakilingan Elementary School	2	Bayombong, Nueva Vizcaya
72	Labbu Elementary School	2	Bayombong, Nueva Vizcaya
73	Lingay Elementary School	1	Bayombong, Nueva Vizcaya
74	Magapuy Elementary School	1	Bayombong, Nueva Vizcaya
75	Masoc Elementary School	1	Bayombong, Nueva Vizcaya
76	Nueva Vizcaya Gen Comprehensive HS	47	Bayombong, Nueva Vizcaya
77	Paima National High School	6	Bayombong, Nueva Vizcaya
78	Pawak ES	2	Bayombong, Nueva Vizcaya
79	Sta Rosa Es	1	Bayombong, Nueva Vizcaya
80	Sta. Rosa Elementary School	1	Bayombong, Nueva Vizcaya
81	Arwas Elementary School	1	Diadi, Nueva Vizcaya
82	Duruarog Elementary School	1	Diadi, Nueva Vizcaya



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83	Langka Primary School	2	Diadi, Nueva Vizcaya
84	Lurad Elementary School	3	Diadi, Nueva Vizcaya
85	Pallagao Primary School	1	Diadi, Nueva Vizcaya
86	Rosario Primary School	1	Diadi, Nueva Vizcaya
87	Villa Aurora Elementary School	2	Diadi, Nueva Vizcaya
88	Villa Florentino Elementary School	2	Diadi, Nueva Vizcaya
89	Diadi NHS	16	Diadi, Nueva Vizcaya
90	Belance High School	3	Dupax Del Norte, Nueva Vizcaya
91	Bitnong ES	3	Dupax Del Norte, Nueva Vizcaya
92	Bugkalot High School	2	Dupax Del Norte, Nueva Vizcaya
93	Bulala ES	4	Dupax Del Norte, Nueva Vizcaya
94	Casecnan Elementary School	2	Dupax Del Norte, Nueva Vizcaya
95	Dupax Del Norte Nhs	4	Dupax Del Norte, Nueva Vizcaya
96	Inaban ES	1	Dupax Del Norte, Nueva Vizcaya
97	Lamo National High School	3	Dupax Del Norte, Nueva Vizcaya
98	Munguia National High School	4	Dupax Del Norte, Nueva Vizcaya
99	Nagakay ES	1	Dupax Del Norte, Nueva Vizcaya
100	New Gumiad Elementary School	1	Dupax Del Norte, Nueva Vizcaya
101	Parai ES	1	Dupax Del Norte, Nueva Vizcaya
102	Yabbi ES	2	Dupax Del Norte, Nueva Vizcaya
103	Abinganan ES	1	Dupax Del Sur, Nueva Vizcaya
104	Betawang Elementary School	2	Dupax Del Sur, Nueva Vizcaya
105	Ecameging Elementary School	1	Dupax Del Sur, Nueva Vizcaya
106	Ganao National High School	1	Dupax Del Sur, Nueva Vizcaya
107	Abaca Elementary School	2	Dupax Del Sur, Nueva Vizcaya
108	Alimit Integrated School	1	Kasibu, Nueva Vizcaya
109	Bilet Elementary School	1	Kasibu, Nueva Vizcaya
110	Binogawan Integrated School	3	Kasibu, Nueva Vizcaya
111	Biyoy Elementary School	3	Kasibu, Nueva Vizcaya
112	Bua Integrated School	6	Kasibu, Nueva Vizcaya
113	Camamasi Elementary School	1	Kasibu, Nueva Vizcaya
114	Capisaan Elementary School	1	Kasibu, Nueva Vizcaya
115	Catarawan Elementary School	1	Kasibu, Nueva Vizcaya
116	Cordon Elementary School	1	Kasibu, Nueva Vizcaya
117	Didipio Elementary School	4	Kasibu, Nueva Vizcaya
118	Domang Elementary School	1	Kasibu, Nueva Vizcaya
119	Dupax Delsur National High School	1	Kasibu, Nueva Vizcaya
120	Eastern Nueva Vizcaya Nhs	6	Kasibu, Nueva Vizcaya
121	Kakiduguen National.High School	5	Kasibu, Nueva Vizcaya
122	Kasibu Central School	7	Kasibu, Nueva Vizcaya
123	Kasibu National Agricultural School	15	Kasibu, Nueva Vizcaya
124	Kongkong Elementary School	1	Kasibu, Nueva Vizcaya
125	Kongkong Valley National High School	6	Kasibu, Nueva Vizcaya
126	Lukidnon Elementary School	3	Kasibu, Nueva Vizcaya
127	Makiboy Elementary School	2	Kasibu, Nueva Vizcaya
128	Muta Elementary School	2	Kasibu, Nueva Vizcaya



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129	Nantawakan Elementary School	2	Kasibu, Nueva Vizcaya
130	Pao Elementary School	3	Kasibu, Nueva Vizcaya
131	Paquet Integrated School	3	Kasibu, Nueva Vizcaya
132	Pudi Elementary School	4	Kasibu, Nueva Vizcaya
133	Tukod Elementary School	1	Kasibu, Nueva Vizcaya
134	Wangal Elementary School	1	Kasibu, Nueva Vizcaya
135	Papalungan Elementary School	5	Kasibu, Nueva Vizcaya
136	Abat Elementary School	3	Kayapa, Nueva Vizcaya
137	Ansipsip Elementary School	2	Kayapa, Nueva Vizcaya
138	Ban-Et Elementary School	2	Kayapa, Nueva Vizcaya
139	Besong Es	1	Kayapa, Nueva Vizcaya
140	Binalian Integrated NHS	6	Kayapa, Nueva Vizcaya
141	Cabayo Integrated School	5	Kayapa, Nueva Vizcaya
142	Dempeg Elementary School	3	Kayapa, Nueva Vizcaya
143	Kayapa High School	1	Kayapa, Nueva Vizcaya
144	Latbang Es	2	Kayapa, Nueva Vizcaya
145	Latbang Es Annex	2	Kayapa, Nueva Vizcaya
146	Luclucos Integrated School	2	Kayapa, Nueva Vizcaya
147	Mapayao Integrated School	3	Kayapa, Nueva Vizcaya
148	Nansiakan National High School	6	Kayapa, Nueva Vizcaya
149	Oliweg Elementary School	1	Kayapa, Nueva Vizcaya
150	Pangawan Elementary School	1	Kayapa, Nueva Vizcaya
151	Pinayag National High School	3	Kayapa, Nueva Vizcaya
152	Santa Cruz Pingkian High School	3	Kayapa, Nueva Vizcaya
153	Sta.Cruz Pingkian High School	4	Kayapa, Nueva Vizcaya
154	Tuppan Elementary School	2	Kayapa, Nueva Vizcaya
155	Baresbes Elementary School	2	Quezon, Nueva Vizcaya
156	Busat Elementary School	1	Quezon, Nueva Vizcaya
157	Dippog National High School	2	Quezon, Nueva Vizcaya
158	Laya Elementary School	1	Quezon, Nueva Vizcaya
159	Maasin Elementary School	1	Quezon, Nueva Vizcaya
160	Quezon Central School	1	Quezon, Nueva Vizcaya
161	Quezon National High School	9	Quezon, Nueva Vizcaya
162	Tutong Elementary School	1	Quezon, Nueva Vizcaya
163	Atbu Elementary School	3	Santa Fe, Nueva Vizcaya
164	Canabuan National High School	3	Santa Fe, Nueva Vizcaya
165	Cauco Elementary School	2	Santa Fe, Nueva Vizcaya
166	Genato Elementary School	2	Santa Fe, Nueva Vizcaya
167	Lawed Elementary School	2	Santa Fe, Nueva Vizcaya
168	Santa Fe National High School	6	Santa Fe, Nueva Vizcaya
169	Sinapaoan Elementary School	1	Santa Fe, Nueva Vizcaya
170	Tan Yan Kee Elementary School	1	Santa Fe, Nueva Vizcaya
171	Unib Primary School	1	Santa Fe, Nueva Vizcaya
172	Namughu Elementary School	1	Solano Nueva Vizcaya
173	Aggub Elementary School	3	Solano, Nueva Vizcaya
174	Baguingey Elementary School	1	Solano, Nueva Vizcaya



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175	Bangar Elementary School	1	Solano, Nueva Vizcaya
176	Bascaran Elementary School	2	Solano, Nueva Vizcaya
177	Bascaran National High School	4	Solano, Nueva Vizcaya
178	Calaoagan Elementary School	2	Solano, Nueva Vizcaya
179	Dadap Elementary School	2	Solano, Nueva Vizcaya
180	Lactawan Elementary School	1	Solano, Nueva Vizcaya
181	Mapaina Elementary School	2	Solano, Nueva Vizcaya
182	San Luis Elementary School	1	Solano, Nueva Vizcaya
183	Solano East CS-Integrated Sped Center	11	Solano, Nueva Vizcaya
184	Solano HS	25	Solano, Nueva Vizcaya
185	Solano North Elementary School	1	Solano, Nueva Vizcaya
186	Solano South Central School	3	Solano, Nueva Vizcaya
187	Solano West Elementary School	2	Solano, Nueva Vizcaya
188	Uddiawan Elementary School	1	Solano, Nueva Vizcaya
189	Wacal Elementary School	1	Solano, Nueva Vizcaya
190	Uddiawan National High School	9	Solano, Nueva Vizcaya
191	Sawmill Elementary School	2	Villaverde Nueva Vizcaya
192	Bintawan National High School	13	Villaverde, Nueva Vizcaya
193	Bintawan North Elementary School	1	Villaverde, Nueva Vizcaya
194	Governor Juan Manzano ES	3	Villaverde, Nueva Vizcaya
195	Labbunan Elementary School	3	Villaverde, Nueva Vizcaya
196	Nagbitin Elementary School	2	Villaverde, Nueva Vizcaya
197	Ocapon Elementary School	4	Villaverde, Nueva Vizcaya
198	Villa Par-Pale Es	1	Villaverde, Nueva Vizcaya
199	Villaverde Central School SPED Center	1	Villaverde, Nueva Vizcaya
	TOTAL	648	

Note: Data (as of March 2, 2025) is captured from the link forwarded to schools and districts. Check and update the data on or before March 4, 2025 for accuracy of input.



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Enclosure No. 3 to Division Memorandum No. **115**, s. 2025

CHECKLIST OF IPBT DOCUMENTS AND M&E TOOLS

DOCUMENTS	EVIDENT	NOT EVIDENT	REMARKS
Profile of New Teachers (disaggregated per School Year: SY 2022-2023, SY 2023-2024, SY 2024-2025)			
Mentor-Mentee Agreement			
Course Book/s			
Portfolio			
Summative Assessment Proof of Score (for Course Completed)			
Work Application Plan			
Certification of Course Completion			
M&E Form for Mentors			
M&E Form for School Heads			
M&E Form for Division Monitoring Team			
Other data			

Monitor: _____
Signature Over Printed Name

Conforme: _____
Signature Over Printed Name



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Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of each TIP / IPBT Year)

Date submitted: _____

Part I. Personal Information

School: _____

District: _____

Division: _____

Name of Mentor: _____

Contact Number/s: _____

Email address: _____

Position/Designation: _____

Grade Level/s Being Taught: _____

Subject Areas being Taught: _____

Name/s of Newly-hired Teacher/s Being Mentored: _____

School Year: _____

Part II. Progress Monitoring

(In case of more than one newly-hired teacher being mentored, please add sub-sections i.e. Part II. A. <name of newly-hired teacher>)

A. Name of Teacher: _____

TIP Coursebook #	Date Accomplished	Summative Assessment Score	Remarks
Coursebook 1			
Coursebook 2			

Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of each TIP / IPBT Year)

Coursebook 3			
Coursebook 4			
Coursebook 5			
Coursebook 6			

What are the strengths of your mentee?

What are areas for improvement of your mentee?

B. Name of Teacher: _____

(Delete this sub-section B and C if there is only one mentee)

TIP Coursebook #	Date Accomplished	Summative Assessment Score	Remarks
Coursebook 1			
Coursebook 2			
Coursebook 3			
Coursebook 4			

Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of each TIP / IPBT Year)

Coursebook 5			
Coursebook 6			

What are the strengths of your mentee?

What are areas for improvement of your mentee?

C. Name of Teacher: _____

TIP Coursebook #	Date Accomplished	Summative Assessment Score	Remarks
Coursebook 1			
Coursebook 2			
Coursebook 3			
Coursebook 4			
Coursebook 5			
Coursebook 6			

Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of each TIP / IPBT Year)

What are the strengths of your mentee?

What are areas for improvement of your mentee?

Part III. Monitoring and Evaluation of the Program Implementation

<i>Issues and Concerns Encountered</i>	<i>Solutions</i>	<i>Recommendations</i>

Teacher Induction Program (TIP)

Monitoring and Evaluation Form for Mentors

(to be submitted to the School Head at the end of each TIP / IPBT Year)

1. What are your best practices in coaching and mentoring the newly hired teacher/s?

2. What interventions, resources, and other activities helped in the conduct of the TIP?

3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.

Name of Mentor: _____
(signature above printed name)

Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP / IPBT Coordinator at the end of each TIP/ IPBT Year)

Date submitted: _____

Part I. Personal Information

School: _____

District: _____

Division: _____

Name: _____

Contact Number/s: _____

Email address: _____

Position/Designation: _____

School Year: _____

Number of Newly Hired Teachers for the Current School Year: _____

Part II. Progress Monitoring

Add rows as necessary.

Names of Newly Hired Teachers	Names of Mentors	Accomplishment Date (All Coursebooks done and certified)	Remarks

Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP / IPBT Coordinator at the end of each TIP/ IPBT Year)

Based on the mentors' individual progress reports, what are the top three strengths of the newly-hired teachers in your school?

1. _____
2. _____
3. _____

Based on the mentors' individual progress reports, what are the top three points for improvement of the newly-hired teachers in your school?

1. _____
2. _____
3. _____

Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP / IPBT Coordinator at the end of each TIP/ IPBT Year)

Part III. Monitoring and Evaluation of the Program Implementation

Based on the mentors' consolidated report on the monitoring and evaluation of the program implementation, what are the top three issues and concerns in the IPBT / TIP implementation experienced in your school?

<i>Issues and Concerns Encountered</i>	<i>Solutions</i>	<i>Recommendations</i>

Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP / IPBT Coordinator at the end of each TIP/ IPBT Year)

Instructions: Discuss your answers to the following open-ended questions. Please cite examples and specify portions of the courses as much as possible.

1. What are some of your school's best practices in coaching and mentoring the newly-hired teacher/s?

2. What interventions, resources and other activities helped in the conduct of the TIP in your school?

3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.

Teacher Induction Program (TIP)

Monitoring and Evaluation Form for School Heads

(to be submitted to the Division TIP / IPBT Coordinator at the end of each TIP/ IPBT Year)

Instructions: Discuss your answers to the following open-ended questions. Please cite examples and specify portions of the courses as much as possible.

1. What are some of your school's best practices in coaching and mentoring the newly-hired teacher/s?

2. What interventions, resources and other activities helped in the conduct of the TIP in your school?

3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.

Name of School Head: _____

(signature above printed name)

Monitoring and Evaluation Form for Division Monitoring Team

(to be submitted Quarterly to the Division TIP / IPBT Focal)

Date submitted: _____

Part I. Personal Information

District: _____

Division: _____

Name of TIP / IPBT Monitor: _____

Contact Number/s: _____

Email address: _____

Position/Designation: _____

School Year: _____

Number of Newly Hired Teachers for the Current School Year: _____

Part II. Progress Monitoring

(Add rows as necessary)

School	Number of Newly Hired Teachers (0-3 Years in DepEd)	Number of Successful TIP Year 1 Completers	Number of Teachers Ongoing TIP / IPBT	Remarks

Monitoring and Evaluation Form for Division Monitoring Team

(to be submitted Quarterly to the Division TIP / IPBT Focal)

Based on the school heads' progress reports, what are the top three strengths of the newly-hired teachers in the district/school?

1. _____
2. _____
3. _____

Based on the school heads' progress reports, what are the top three points for improvement of the newly-hired teachers in the district/ school?

1. _____
2. _____
3. _____

Monitoring and Evaluation Form for Division Monitoring Team

(to be submitted Quarterly to the Division TIP / IPBT Focal)

Part III. Monitoring and Evaluation of the Program Implementation

Based on the mentors' consolidated report on the monitoring and evaluation of the program implementation, what are the top three issues and concerns in the TIP / IPBT implementation experienced in the district / school?

<i>Issues and Concerns Encountered</i>	<i>Solutions</i>	<i>Recommendations</i>

Monitoring and Evaluation Form for Division Monitoring Team

(to be submitted Quarterly to the Division TIP / IPBT Focal)

Instructions: Discuss your answers to the following open-ended questions. Please cite examples and specify portions of the courses as much as possible.

1. What are some of the district's best practices in coaching and mentoring the newly-hired teacher/s?

2. What interventions, resources and other activities helped in the conduct of the TIP in the district / school?

3. Are there general points for improvement of the TIP implementation which you would like to suggest? If yes, please specify below.



Republic of the Philippines
Department of Education
Region II – Cagayan Valley

DepEd Regional Office No. 02



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REGIONAL MEMORANDUM

No. **093**, s. 2025

**MONITORING AND EVALUATION CUM PROVISION OF TA
ON THE IMPLEMENTATION OF IPBT AND OTHER PAPS**

To: Schools Division Superintendents

1. Pursuant to DepEd Order No. 43 s. 2017 titled, 'Teacher Induction Program Policy', this Office, through the Human Resource Development Division-National Educators Academy of the Philippines (HRDD-NEAP), shall monitor and evaluate the implementation of the Induction Program for Beginning Teachers and other related HRD Programs, Activities, and Projects (PAPs) with the following details:

Indicative Dates	Office/SDO	RO Monitor
March 10-12, 2025 (Exclusive travel dates)	Batanes	Joy S. Ferrer-Lopez, EPS Claribel Calagui, EPS II
March 10, 2025	City of Ilagan Santiago City Quirino	Milky Jayne Bulusan, ADAS III Daisy M. Doral, EPS Maricel Cambia, EPS II
March 11, 2025	Cagayan City of Cauayan Nueva Vizcaya	Romel B. Costales, OIC Chief Nigel Domingo, Dormitory Manager II Isidra L. Nicolas, SEPS
March 12, 2025	Tuguegarao City Isabela	Camille Grace I. Uy, EPS II

2. The Monitoring and Evaluation (M&E) of the Induction Program for Beginning Teachers and Other Programs, Activities and Projects (PAPs) aims to:

- ensure effective program implementation and alignment with policy standards across all monitored PAPs;
- assess the delivery of induction activities, the growth and competency development of beginning teachers, and the impact of other PAPs on teacher capacity-building;
- identify strengths, gaps, and areas for improvement in both the Induction Program and other PAPs; and
- gather feedback from implementers to support data-driven decision-making, ensuring that the Induction Program and other PAPs effectively contribute to teacher readiness, professional growth, and overall educational outcomes.

3. Anent this, the SDOs, through the program focal, are requested to update the profile of beginning teachers for S.Y. 2022-2023, S.Y. 2023-2024, and S.Y. 2024-2025 as a ready reference for the onsite M&E.



Address: Regional Government Center, Carig Sur, Tuguegarao City, 3500
Telephone Nos.: (078) 304-3855; (078) 396-9728
Email Address: region2@deped.gov.ph
Website: region2.deped.gov.ph



4. Meals, accommodation, travel, and incidental expenses of the RO Monitors shall be charged to the HRD Fund while the SDO participants' meals, travel, and incidental expenses shall be charged to the Division HRD Fund or any local funds subject to the usual accounting and auditing rules and regulations.

5. For more information and clarifications, please contact the Regional Focal Person through mobile number 09266056343 or email at hrrd.region2@deped.gov.ph.



B

BENJAMIN D. PARAGAS PhD, CESO III
Director IV/Regional Director

Encl: As stated

HRDD/RBC/itn