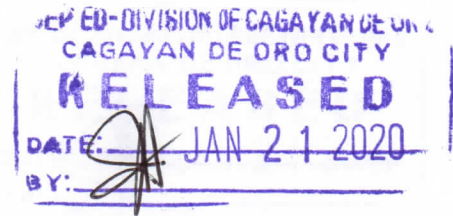




Republic of the Philippines  
**Department of Education**  
REGION X  
DIVISION OF CAGAYAN DE ORO CITY

Office of the Schools Division Superintendent

DIVISION MEMORANDUM No. 57 s. 2020



TO : **GENEVIEVE GARCIA**  
FS Catanico NHS

**CHARLYN BAYLON**  
Macasandig NHS

**PAUL BADON**  
Baikingon ES

**ANNABELLE LARIBA**  
Gusa Elementary School

**DUQUE CAGUINDANGAN**  
City Central School

FROM :  **CHERRY MAE L. LIMBACO**  
Schools Division Superintendent

SUBJECT : **SEMINAR ON STRENGTHENING THE IMPLEMENTATION OF  
TEACHER INDUCTION PROGRAM (TIP) FOR SCHOOL HEADS**

DATE : January 20, 2020

1. Relative to Regional Memorandum No. 826, s. 2019, you are hereby directed to attend the Seminar on Strengthening the Implementation of Teacher Induction Program at Naomi's Botanical Garden, Banadero, Ozamis City on January 22-24, 2020.
2. Travel expenses shall be charged to local funds while food and accommodation shall be charged to HRD funds, subject to existing accounting and auditing rules and regulations.
3. Immediate and wide dissemination of this Memorandum is desired.



Address: Fr. William F. Masterson Avenue, Upper Balulang, Cagayan de Oro City  
Telephone: (08822) – 8550048



December 16, 2019

DepED-X  
Cagayan de Oro City

**REGIONAL MEMORANDUM**

No. 820, s. 2019

DEC 16 2019

RELEASED

**SEMINAR ON STRENGTHENING THE IMPLEMENTATION OF TEACHER  
INDUCTION PROGRAM (TIP) FOR SCHOOL HEADS**

To: **Schools Division Superintendents**  
*This Region*

1. The Human Resource Development Division (HRDD), this Office, will conduct a three-day **Seminar on Strengthening the Implementation of Teacher Induction Program (TIP) for School Heads** on January 22-24, 2020.
2. The activity is aimed at the following:
  - a. Establish a culture of coaching for newly hired teachers to move them to become proficient teachers; and
  - b. Implement TIP based on the guidelines stated in DO 43, s. 2017.
3. The participants in this activity are the technical working group, program management team, resource speakers, conference secretariat, and three school heads per division, except the Divisions of Bukidnon, Cagayan de Oro City, Lanao Del Norte, and Misamis Oriental, which are allotted with five School Heads each.
4. Travel expenses shall be charged to local funds while food and accommodation shall be charged to HRD funds, subject to existing accounting and auditing rules and regulations.
5. Attached are the training matrix and the names of the program management team/technical working group and resource speakers for reference.



Certificate Number: AJA18-0178

*The LEARNER: The heart of DepEd Region X*

Regional Office 10-Northern Mindanao, Zone 1, Upper Balulang, Cagayan de Oro City  
(088) 856-3932, (088) 881-3137, (088) 881-3131 (088) 856-3932  
deped10@region10@deped.gov.ph

6. Immediate and wide dissemination of and compliance with this Memorandum are desired.

**DR. ARTURO B. BAYOCOT, CESO III**  
Regional Director

p.p.

**VICTOR G. DE GRACIA, PhD, CESO V**  
Assistant Regional Director  
Officer in Charge, Office of the Regional Director

To be reflected in the Perpetual Index  
under the following subject:

TIP

\* Seminar on Strengthening the Implementation of Teacher Induction Program (TIP)  
for School Heads on January 22-24, 2020

HRDD/tibbs