



Republic of the Philippines  
**Department of Education**  
REGION III  
**SCHOOLS DIVISION OF CITY OF SAN JOSE DEL MONTE**

December 1, 2023

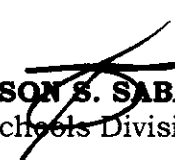
**SCHOOLS DIVISION MEMORANDUM**

No. 473 s. 2023

**REITERATION ON THE INDUCTION PROGRAM FOR BEGINNING TEACHERS  
( IPBT) IMPLEMENTATION IN SCHOOLS**

To: Assistant Schools Division Superintendent  
Chief Education Supervisors  
Public Elementary and Secondary School Heads  
All Others Concerned

1. This Office strongly reiterates the strict implementation of Induction Program for Beginning Teachers ( IPBT) in schools.
2. Guided by DO 43 s. 2017, Induction Program for Beginning Teachers shall intensity support system within the school. School Heads, Department Heads and other designated mentors shall ensure that newly hired teachers shall be guided with coaching and mentoring strategies. They should provide right amount of support on the newly hired teachers journey in the Department. To note, it is a three-year program of support and guidance for beginning teachers and its effects shall be gauged on how they cope with varied challenges of being one.
3. In addition, part of the roles of the mentors at schools is to ensure that newly hired teachers would not just complete the six required IPBT modules but to help them translate theories into responsive actions to improve learning outcomes.
4. Further, in order to build a strong culture of support to the newly hired honing them to becoming true public servants from *Induction to Transformation*, all school heads are directed to create school-based mechanisms for the real implementation of the Induction Program for Beginning Teachers. Report on this shall be communicated with Manuel P. Dela Cruz, IPBT SDO Coordinator.
5. Immediate dissemination of this Memorandum is hereby enjoined.

  
**ERICSON S. SABACAN EdD, CESO V**  
Schools Division Superintendent *cs*

sgod/ces/edc/IPBT Implementation

111/December 1, 2023

**“MATATAG: Bansang Makabata, Batang Makabansa”**



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