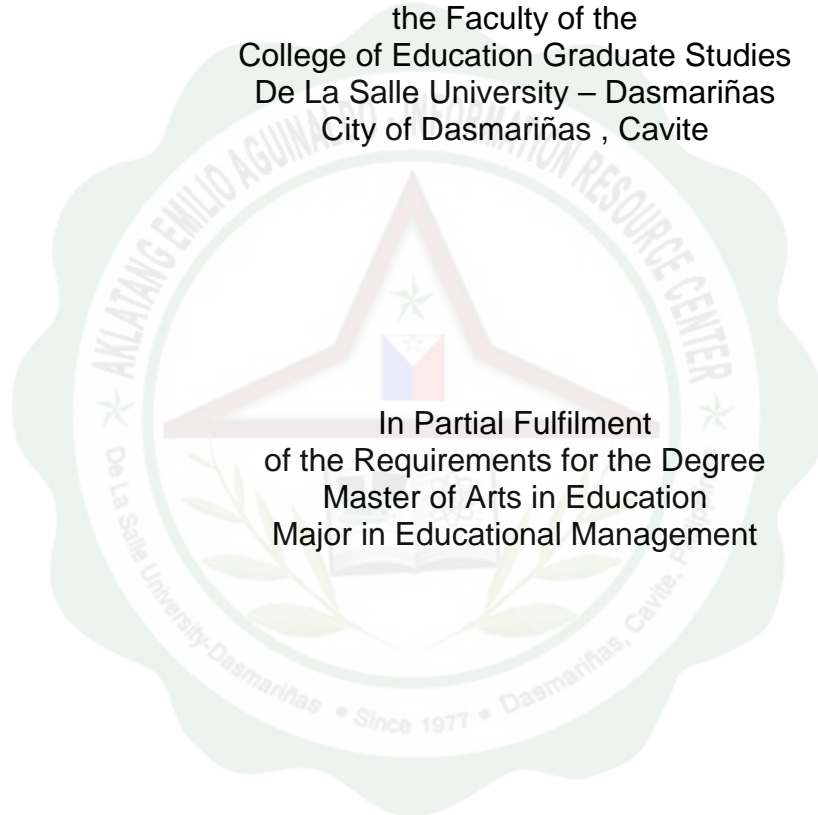


**FACTORS AFFECTING THE IMPLEMENTATION OF POLICIES  
ON THE PROMOTION OF TEACHERS**

A Master's Thesis  
Presented to  
the Faculty of the  
College of Education Graduate Studies  
De La Salle University – Dasmariñas  
City of Dasmariñas , Cavite



In Partial Fulfilment  
of the Requirements for the Degree  
Master of Arts in Education  
Major in Educational Management

**MARIA JEDDAH C. BUIZA**

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## ABSTRACT

Title of the Research: **FACTORS AFFECTING THE  
IMPLEMENTATION OF POLICIES ON THE  
PROMOTION OF TEACHERS**

Author: **MARIA JEDDAH C. BUIZA**

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This descriptive study was conducted to find out the factors affecting the implementation of the promotion of teachers in the five districts of elementary schools in the City of Dasmariñas division. The conceptual framework evolved from the DepEd order no. 66 s. 2007 which is known as the Revised Guidelines on the Appointment and Promotion of other teaching and related teaching and non teaching positions.

The study included 404 teachers who rendered 10 years in service. There were twenty- eight (28) Principals and five (5) District Supervisors drawn from the five districts of the City Schools Division of Dasmariñas.

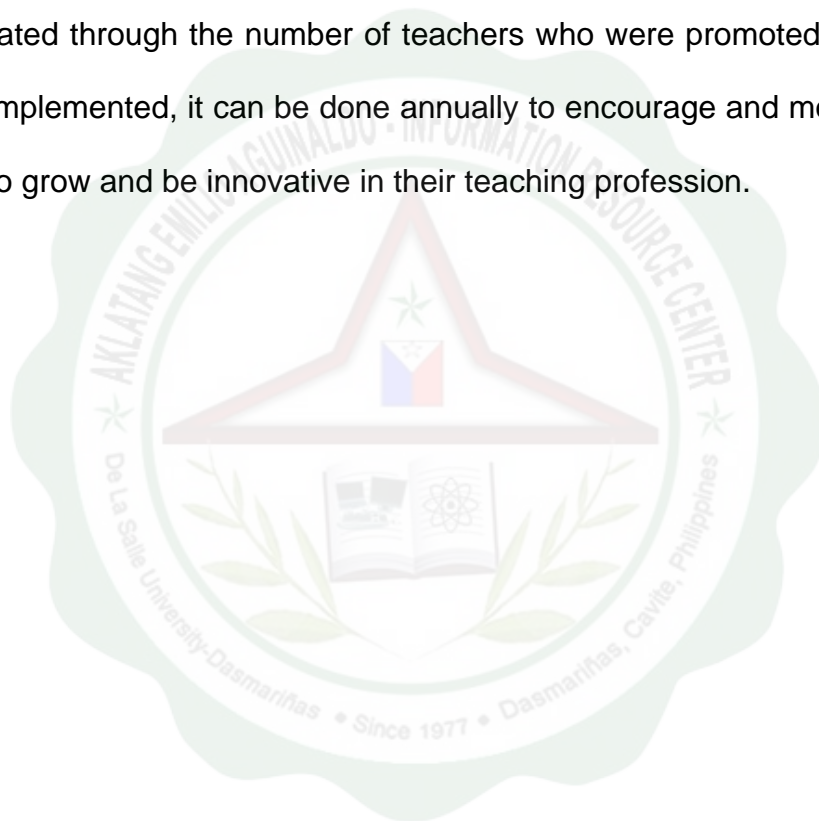
Findings from the study show that the perceptions of the district supervisors, principals and teachers on the implementation of the

promotion system in the City of Dasmariñas division are not similar under the basic policies, guidelines and procedures, provision and performance appraisal system.

The study concludes that majority of the perceptions of the respondents on the implementation of the basic policies, guidelines and procedures, provisions and performance appraisal system as prescribed by the Department of Education were always implemented.

The present study recommends and encourages teachers to participate and attend seminars and trainings and continue to earn points as winning coaches in different competitions hosted by the DepEd. Since the major requirement in promotion is educational qualification, teachers are encouraged to exert effort and find time to pursue their studies in graduate schools. Open communication must exist between the school heads, district supervisors and teachers through disseminating of memoranda regarding ranking and promotions. To show transparency, results of the ranking, whenever possible must be posted and announced to the teachers concerned. Principals are encouraged to recommend qualified teachers and evaluate teacher's achievements. Whenever possible, the persons in charge of the revisions may revise the guidelines and give higher points for the length of years rendered by the teachers in the service and conduct at least three-day seminars about the promotion

of teachers. The main topic can run on the basic policies, guidelines and procedures, provision and performance appraisal system as the basis of the promotion of teachers. As an output of the seminar, required documents for promotion will be submitted to each district for final evaluation of the ranking committee. This output of the seminar will be rated through the number of teachers who were promoted. If successfully implemented, it can be done annually to encourage and motivate teachers to grow and be innovative in their teaching profession.



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FIGURE

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