AN EVALUATION OF THE COMPETENCIES OF THE HIGH SCHOOL TEACHERS OF ROGATIONIST COLLEGE: BASIS FOR FACULTY DEVELOPMENT PROGRAM

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

In Partial Fulfillment
of the Requirements for the Degree
Master of Arts in Education
major in Educational Management

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May 2011

ABSTRACT

Title of the Research : **AN EVALUATION OF THE COMPETENCIES OF THE HIGH SCHOOL TEACHERS OF ROGATIONIST COLLEGE: BASIS FOR FACULTY DEVELOPMENT PROGRAM**

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Degree : **Master of Arts in Education**

Major : **Educational Management**

Date of Completion : **May, 2011**

This descriptive – evaluative study was conducted to evaluate the level of competencies of high school faculty of Rogationist College in order to propose a one-year Faculty Development Program. The Conceptual Framework was adapted and patterned from Logan's concept of teachers' competencies, from the system approach of Input, Process and Output model (IPO).

The main sources of data came from three sets of respondents, a total of 326 respondents (1 principal, 46 teachers, 279 students). Simple random sampling was used to select the total sample of student-respondents from first year to fourth year. ANOVA was used to test the significant differences in the ratings of the respondents. A questionnaire was designed for the purpose of this study as a means of gathering data.

Profile of the teacher-respondents showed more female than male with ages ranging from 21 to 40. Majority are married, with master's units and still continuing their graduate studies. Length of service in Rogationist College ranges from 6 to 10 years. Findings from the study showed that teachers as assessed by the Principal were highly competent on the basis of five factors such as curriculum, instructional design, subject expertise, classroom management, and relationships with students, however with the lowest means obtained for instructional design. Teachers as assessed by the teachers themselves were very highly competent except on classroom management. As assessed by the students, teachers were very highly competent on all five factors.

The present study recommends improving the level of competencies of teachers especially on classroom management. A similar study should be conducted every year to evaluate the competencies of teachers. The need to have a Faculty Development Program based on the findings and results of the study will help improve teachers' competencies on curriculum, instructional design, subject expertise, classroom management, and relationship with students. The proposed one-year Faculty Development Program should be implemented by the administrators of Rogationist College.

PROPOSED FACULTY DEVELOPMENT PROGRAM for High School Department of ROGATIONIST COLLEGE

(Based on the output of the study) (Burden & Bryd, 2007)

GENERAL OBJECTIVES	THRUST	COURSES OF ACTION	MATERIALS/ RESOURCE PERSON	TIME FRAME
1. To provide the availability and amount of all the teaching devices, equipment and materials needed for teaching.	Instructional design	Forming committees to assess the needs of teachers	Administrators Teachers	June (opening)
2. To enhance learning through the use of wide variety June (opening) of materials as well as human and technological resources.	Instructional design	Orientation on instructional designs	Administrators Teachers	June (opening)
3. To know how to use instructional strategies that promotes students' learning.	Instructional design	Seminar on instructional designs	Teachers Expert on this field	July
4. To develop a variety of clear, accurate presentations and representations of concepts, using alternative explanations to assist students' understanding and presenting diverse perspectives to encourage critical thinking.	Teaching strategies	Conducting a workshop on teaching strategies	Administrators Teachers	August
5. To evaluate how to achieve learning goals, choosing alternative teaching strategies and materials to achieve different instructional purposes and meet student needs.	Instructional design	Conducting evaluations on instructional design and teaching strategies	Teachers Subject area coordinators	September
6. To update faculty on the modern trends in teaching.	Instructional design	Hands-on training /seminar on the use of educational technology	Administrators Teachers	November
		Attending seminars in teaching using educational technology	Teachers	October
7. To provide funds necessary for teaching technology.	Instructional materials	Allocation of funds for technology needed for teaching.	Finance Department	
8. To organize a learning environment for students.	Classroom management	Making management preparations Gathering support materials Defining classroom procedures Room arrangement Seat selection and arrangement Room decorations	Administrators Teachers	June (opening)
9. To establish a conducive place for learning.	Classroom management	Organizing classroom and materials Classroom assignments of teachers	Teachers	June
10. To strengthen faculty members' competencies quarterly in different areas especially in subject expertise.	Subject expertise	Sending teachers to seminars, workshops, Organizing in-service trainings, professional studies and other trainings	Administrators Teachers	Quarterly
11.To establish upright relationships with students.	Relationships with students	Educational tour Field trips	Administrators Teachers	Once a year
12. To assess the curriculum in terms of the intended, implemented and achieved curriculum.	Curriculum	Sending teachers to seminars, workshops on curriculum development and evaluation	Administrators Teachers	Once a year

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FIGURE

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