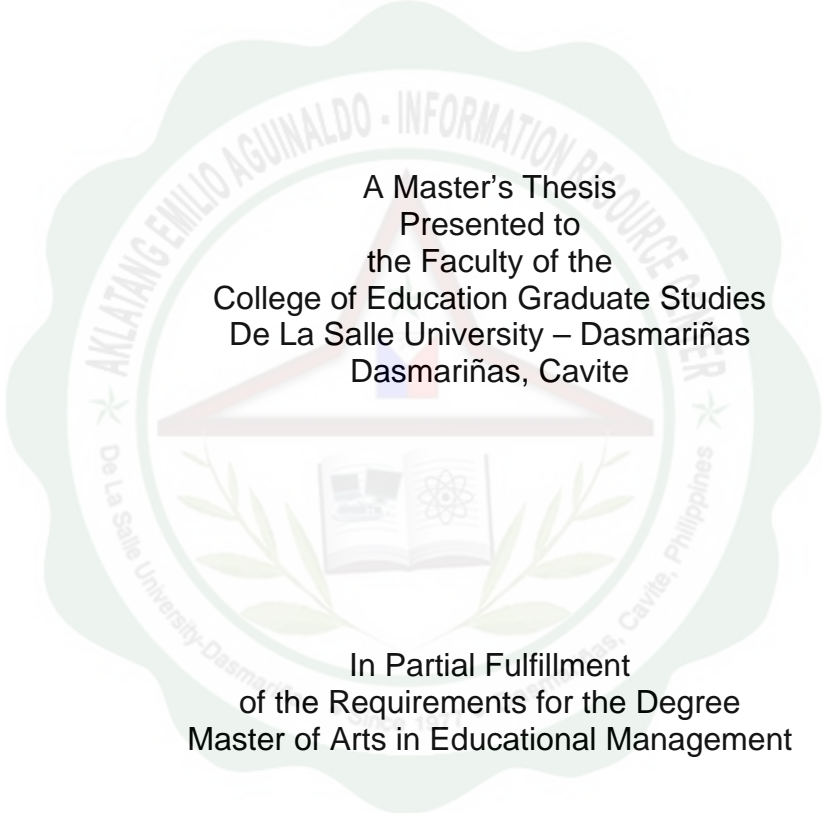


**CAUSES OF TEACHER TURNOVER IN SELECTED PRIVATE  
ELEMENTARY SCHOOLS IN CAVITE**



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

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

**NOLI ORIBELLO CATINDIG**

February 2008

## ABSTRACT

Title of the Research: **Causes of Teacher Turnover in Selected Private Elementary Schools in Cavite**

Author: Noli Oribello Catindig

Degree: Master of Arts in Education

Major: Educational Management

Date of Completion: March 2008

This is a study on causes of teachers' turnover based on five factors namely, teacher factor, management factor, student factor, physical resources factor, and community factor. The conceptual framework was developed through the critical issue in teaching based on the National Center for Education Statistics about teachers leaving the profession. The key personnel involved in the study is the administrator that has a big role in prevention of teachers' turnover. Causes of turnover might be prevented through the effectiveness of leadership of the administrator. The study utilized a descriptive design and survey method of research. Validated questionnaire was used in the study.

The main source of data comes from the responses of a total of 80 teacher respondent from five private schools in Cavite namely', Oxford Louise Academy, Fr. Luigi Carbulloto School, Saint Jerome Emiliani School, Green Ridge Montessori School, and Saint Anthony Integrated Montessori School.

The findings show that demographic profile of teachers according to age and gender was no significant differences. With regard to civil status, there were highly significant differences.

The causes of turnover come from physical factor in terms of school facilities, teacher factor in terms of classroom management, and management factor in terms of salaries and benefits. The teacher turnover can be prevented with an action plan that helps to avoid turnover.

This present study therefore, recommends to administrators to review the tuition fees and other income of the school to plan for an increase in salaries and benefits, preferably annually, as well as in allocating budget for faculty development activities of teachers. This would help in boosting their moral, which in turn may motivate them to stay in the school.

Mentoring of new or beginning teachers is necessary not only in terms of instructional practices but also in terms of familiarization with the school culture. This will help the teachers understand better their work environment, which may result to their increased effectiveness and efficiency.

The school administrators also need to upgrade the facilities and equipment in the school, like computers and the like. Regular repairs should be done to ensure the safety of these facilities. Also, the school buildings and

the whole surroundings should be kept clean and attractive to inspire the teachers in their work.

The action plan prepared by the researcher may be utilized by the other school administrators to see its results.

