

# DE LA SALLE UNIVERSITY

## ABSTRACT

### *Problem*

This study was primarily concerned with the evaluation of the four (4) RVM Regional Superintendents Offices of Luzon, Visayas, Northern Mindanao, and Southern Mindanao Schools, the level of performance of the administrative functions practiced in these areas as its main focus.

Specifically, it tried to achieve the following objectives:

1. To assess the level of actual and expected performance of the RVM RSOs in terms of the implementations of its
  - 1.1 vision-mission, goals and objectives
  - 1.2 needs and capabilities
  - 1.3 other services
  - 1.4 structural organizations
  - 1.5 programs and activities
  - 1.6 budget and facilities
2. To restructure the RSOs based on the evaluation results.
3. To prepare an action plan towards the restructuring and institutionalization of the RSOs.

### *Method*

A descriptive-comparative research design was used which



# DE LA SALLE UNIVERSITY

involved description and assessment of the level of the actual and expected performance of the four RVM RSOs using interview, documentary analysis and survey techniques.

The data were gathered from 360 respondents classified into four levels: regional level administrators, school level administrators, middle level administrators, teachers and personnel, using a survey questionnaire and checklist developed by Franco and used later by Meneses and others. Additional data for the study were gathered from compiled documents in the RVM superintendents' offices and the office of the Chairman of the Commission on Education. Interviews were conducted with incumbent superintendents and other respondents.

The study made use of frequencies, weighted means and percentages to determine the level and extent of the actual and expected performance of the RSOs managerial functions, the extent of the implementations of the vision-mission-goals, programs and other services of the four offices. The weighted mean was computed and tabulated both for the actual and expected ratings which were further computed using t-tests for significant differences.



# DE LA SALLE UNIVERSITY

## *Findings*

The findings of the study are the following:

1. The four superintendents have only satisfactorily performed their functions in terms of the vision-mission, goals and objectives of the RVM Education Ministry; generally the member schools need assistance for clarification, adaptation and re-education to attain full implementation of these goals and objectives.

2. The four RSOs need to improve to a great extent their human and material capabilities. The facilities they have need re-organization to enable them to deliver fully whatever services they have been doing as well as those expected of them especially by the smaller and poorer schools.

3. The policy-making body has been perceived to be inadequately performing its primary tasks. For it to efficiently do these, the members need re-training and re-orientation.

4. The managerial functions of the four superintendents were perceived to be "average" in performance. However, since they were expected to carry out their functions were frequently and better, their performance was deemed inadequate. They need much improvement in their basic tasks as well as in other services expected of the office.



# DE LA SALLE UNIVERSITY

5. Programs and program implementation need monitoring and evaluation and existing programs have to be strengthened. Continuing programs on financial management and sourcing of funds for school administrators are expected of the RSOs.

## *Conclusions*

1. The RVM RSOs were perceived to have performed their functions satisfactorily. However, the member schools highly expected them to assume a greater role in providing them right directions by clarifying the Vision-Mission statements of the RVM Education Ministry. Likewise, they were expected to assist the schools in the implementation and evaluation of the RVM education goals and objectives, again to ensure that they are going in the desired direction.

2. The existing human and material resources of the RSOs are still inadequate to enable them to fully perform their basic functions, much less render other services expected by the member schools especially extending assistance and services to the poor and small schools.

3. The Policy-Making Body is expected to review and formulate policies that will ensure efficient and effective implementation of plans, programs, structures and personnel of the school organizations.



# DE LA SALLE UNIVERSITY

4. Among the Superintendents' managerial functions, planning and organizing were better performed. Attention has to be focused on the aspects of budgeting, monitoring and evaluating, to be able to assist the schools along these areas.

5. Regional and local school programs were found acceptable, hence the need for developing these and other programs that will strengthen the schools. For these and other educational concerns, the RSOs are expected to develop programs to enhance the financial management skills of administrators and make necessary linkages with funding agencies for fund sourcing.

## *Recommendations*

This study recommends the following:

1. That the RVM Commission on Education implement the proposed three-year action plan incorporating it into the Congregational five-year development plan for the Education Ministry with greater focus on human resource development.

2. That the RSOs facilitate the review and reformulation of the schools' vision-mission, goals and objectives through an Organizational Planning System (OPS) seminar-workshop in all schools.

3. That programs in the three-year action plan be studied



# DE LA SALLE UNIVERSITY

and adapted to the needs of the different Regions; that the different RSOs assume the responsibility of preparing their functional and realistic budget for their different programs.

4. That other RVM researchers study further the Congregation's organizational structure for the maximization of human and material resources and for better service to the Church and its mission.

