

DE LA SALLE UNIVERSITY

PREDICTORS
OF THE EXTENT OF TEACHERS' PARTICIPATION
IN THE DECISION-MAKING PROCESSES OF
FOUR MARBEL DIOCESAN SCHOOLS

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ABSTRACT

Title : PREDICTORS OF THE EXTENT OF TEACHERS'
: PARTICIPATION IN THE DECISION-MAKING
: PROCESSES OF FOUR MARBEL DIOCESAN
SCHOOLS

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Main Problem:

It was the attempt of this study to determine the predictors of the extent of teachers' participation in school decision-making processes in the activities covered by the five areas of school administration in four Marbel diocesan schools.



Sub-problem:

Specifically, it sought to obtain answers to the following questions:

1. To what extent do teachers participate in the decision-making processes in the four Marbel diocesan schools in these chosen areas:
 - a) Student Personnel and Services
 - b) Faculty Affairs
 - c) Curriculum and Instruction
 - d) Finance and Maintenance
 - e) Relations and Communications
2. Are the demographic factors such as sex, age, civil status, educational attainment, employment status and length of teaching experience related to the extent of teachers' participation?
3. Which of the aforementioned demographic variables can best predict the extent of teachers' participation in the decision-making processes of the four Marbel diocesan schools?

Procedure:

The investigator personally approached the principals requesting their permission to allow their teachers to participate in the study. Given this



permission, the purpose of the study was then explained to the teachers by the investigator himself who administered personally the questionnaires to the teachers who were present.

The instruments used were the Personal Data Sheet and Questionnaire on Teachers' Participation devised by Sr. Teresita Canival, MIC in her study entitled "A Study of Faculty Participation in the Decision-making Process of the MIC Schools in Davao" in 1976 and revised by the author for his purpose.

Treatment of Data:

The treatment involved the following statistical methods: multiple correlation to find out the significant correlates and stepwise regression for the prediction of independent variables.

Findings:

The salient findings of the study were:

Taking into account the totality of teachers' participation by school and by area, the statistical treatment did not reveal any difference. The extent of participation was considerable. However, when taken by area only, differences in the extent of participation in



each school appeared in some activities.

Demographic factors such as sex, age, civil status, educational attainment, employment status and length of teaching experience were related to the extent of teachers' participation. When these were subjected to correlational analysis with the different activities in different areas of school administration, significant correlations were found to exist.

Among the aforementioned demographic variables, the following were found to be the best predictors of the extent of teachers' participation in significant activities under the following areas.

Age was the best predictor of the following activities in the area of Student Personnel and Services namely: admitting new students, classifying students into sections, re-admitting students who dropped out due to poor grades, modifying the grading system and, setting up rules and regulations for discipline and student conduct.

Civil status and age were the best predictors of the following activities in the area of Faculty Affairs namely: recruiting new teachers, determining or modifying policies for promotion, retention and dismissal of teachers, determining or modifying criteria for



evaluating teachers' performance, planning faculty meetings during the course of the year, organizing in-service programs, workshops, conferences and seminars, determining policies of extra assignments and responsibilities and, planning the schedules for observing the teachers.

Age was the best predictor of the following activities in the area of Finance and Maintenance namely: determining the need for new construction or remodeling of school buildings, decorating and furnishing school buildings or some offices or departments and, planning projects for school funding.

Conclusions:

There were specific activities where the degrees of participation depended on sex, age, higher educational attainment, permanent employment status and teaching experience. Although teachers' participation was generally considerable, this is not ideal enough because the activities listed were suggestive of tasks proper to their profession.

Recommendations:

It is recommended that the principals devise a



faculty development program so that the teachers will realize that it is part of their job to participate in making decisions regarding the aforementioned activities. It is recommended that a study should be made to review the instrument used in this study as to its validity for assessing participation in decision-making. It is hoped that instruments be developed to assess the teachers' participation in the higher level of decision-making among the Marbel diocesan schools.

