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A PROPOSED FIVE-YEAR DEVELOPMENT PLAN FOR
ST. JOSEPH'S HIGH SCHOOL, SAN NARCISO
PROVINCE OF QUEZON 1984-1989

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CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This chapter gives a brief summary of the whole study. It presents the findings, the conclusions made and the recommendations pertinent to the proposed five-year development plan.

Summary of the Statement of the Problem and Methodology

This study has attempted to draw a five-year development plan for the St. Joseph's High School for school years 1984-1985 to 1988-1989. The drawing up of the plan was based on the results of the environmental analysis the internal resource analysis and analysis of educational goals and expectations considering the revised mission and objectives of the school.

Descriptive and documentary analysis were used in this study. Descriptive research involved description, recording, analysis and interpretation of existing conditions through survey method. Content analysis, trend studies were made availing of such tools as survey questionnaires and checklists as well as interviews.

The following instruments and processes were used in this study:



- a. Socio-economic survey questionnaires
- b. PAASCU Self-survey forms
- c. Checklist on Educational goals
- d. Enrolment Trend and Projection
- e. Financial analysis
- f. Planning and Programming

Due to the dearth of updated information on the Socio-economic profile of the community in the Municipal Development and Planning Office, data gathering was done in the following offices as well: National Economic Development Authority, National Census and Statistics Office, Philippine Coconut Authority, Ministry of Agriculture, Ministry of Education, Culture and Sports, COCOFED Office-local chapter and Ministry of Social Services and Development.

For the socio-economic profiles of the community and the school's clientele, frequencies and percentages were computed. The internal resource analysis was done through: a) PAASCU self-survey process, the findings of which were prioritized further by the administrators and faculty members; b) school enrolment trend and projection in which growth and retention rates were used; c) cost analysis which was done by getting the financial operation its common size percentages and trend ratios. The goals



and values were analyzed, the result of which became one of the bases of the redefined Mission Statement.

The PAASCU self-survey data were tabulated to obtain the mean ratings for each area of concern and a general rating was computed. The goal analysis was checklisted by the parents, students, teachers and administrators. The overall ranking was made of the responses of the four kinds of respondents by cluster to come up with nine basic variables to reflect the true goal expectations.

Findings

(QA-1) Socio-Economic Profile of the Community

The socio-economic status of the community could be characterized as follows:

- a. San Narciso, located at the tip of Bondoc Peninsula in the province of Quezon, is a fourth class municipality, has a total land area of 20,204 hectares and composed of twenty-four (24) barangays.
- b. Coconut industry is the primary source of livelihood supplemented by raising of live-stocks and agricultural crops. Natural resources which as a whole, still lie waiting to be fully exploited.



- c. The rapid growth of population since the foundation of the municipality in 1846 from one hundred settlers to the present population of almost thirty thousand is due to the influx of the Bicolanos, Visayans and Batanguenos to the place in search for better livelihood.
- d. Literacy rate is high. As of 1980, barely 8% of the total 20,757 household population of seven years and over have not gone to school; 78.40% have reached the elementary level, the rest were able to study in the high school with only 1.09% as academic degree holders. There are fifteen public elementary schools, one national high school and one private catholic school. No private elementary school is found in the community.
- e. Two bus companies serve the public with several scheduled trips to Lucena and Manila. Few small motorboats are available for water transportation. There is no air nor railroad transportation. Only one government telegraph station and one post office are found in the community.



- f. One community health center is open to the public; one drug store provides pharmaceutical products. There are no cinemas. The National Power Corporation through the Quezon Electric Cooperative, Inc. (Quezelco) is supplying electricity since 1980. One rural bank caters to the financial needs of the townspeople.
- g. The existence of the MCST congregation has an impact on the progress of the town since its projects are geared towards the spiritual as well as socio-economic well-being of the people.

Thus, with the present extensive program of the National Council on Integrated Area Development, the implementation of which has already started, the total development of the area is expected. The building of roads and bridges as well as the start of the exploitation of the limestone deposit in the mountains of San Narciso promise job opportunities to the people; eventually increasing the capacity of parents to send their children to a private school.

(QA-2) Socio-Economic Status of the Clientele

After considering the respondents' data on the location of their residence, their family size, educational



attainment of their parents, ownership and type of their residence, their religion and nationality, their parents' occupation and monthly income, properties and items owned, and lighting facilities, the profile reflects a low socio-economic status of the clientele. Income reflected was very low because the survey was conducted after several calamities which resulted to low coconut production. In spite of the low income declared by the parents, it could be gleaned that 73.88% own coconut plantation with an average of two hectares with 160-200 coconut trees per hectare; 56.72% own the house and lot where they reside mostly made of wooden and semi-concrete materials. And since the standard of living in the community is lower than in the first class municipalities and cities in the province, the real income of parents is higher and therefore, could afford a 15% hike in tuition and other fees annually. This is possible because the school's fees are lower than those charged by other private schools in the neighboring towns. However, the 13.06% of the parents who declared very low income of less than three hundred pesos a month must be given financial assistance by the school in the form of scholarship grants.

Thus, it could be concluded that despite the prevailing inflationary cost of living, the researcher is



still optimistic that with the bright future predicted for the coconut industry and considering the prevalence of catholic religion in the community, parents will still send their children to the SJHS to avail to Christian education.

(QB-1) Strengths and Weaknesses Based on PAASCU Self-Survey

The overall assessment of the institution reveals a rating of 2.82 or Good. The strengths lie on the areas of Instruction, School and Community, Administration and Faculty; the weaknesses are in the areas of Student Services and Physical plant with the Library and Laboratory facilities ranking the lowest among the nine areas of concern.

(QB-2) Enrolment Trend and Projection

The general enrolment trend for the past six years has been going down. Specifically, first year and second year enrolment has been declining while that of the third and fourth years tend to fluctuate from one school year to another affecting the total decreasing population. This was attributed to low income due to the drop in coconut production. The decreasing population was aggravated by a big percentage of dropouts which averaged 11% for the



past six years (Table 39).

Considering a negative average growth rate for the first year and a low retention rate for all the other years (Table 42), a dwindling enrolment projection would necessarily follow that would threaten the viability of the school. Hence, a target population was set: 180 for the first year; 80% retention rate between first and second year; 85% for the second and third year, and 90% between third and fourth year thereby maintaining the maximum capacity of the school's physical resources at the same time ensuring its financial stability. Table 43 presents the enrolment projection.

(QB-3) Financial Profile for the past three years

The school depends solely on tuition and other fees for its survival. The statement of operations for the past three years show that the school realized a net savings of ₱614.34 and ₱1,900.45 in 1981 and 1982, respectively. Although the total income has a positive trend ratio of 1.00 in 1981 to 1.13 in 1982 and 1.15 in 1983, items on expenses specifically, salaries and allowances also increased with other expenses fluctuating during the three-year period. Salaries and allowances got the greatest share in expenses with an average of 84.18%.



The remaining percentage went to routinary operation cost without any allocation to faculty development and expansion program. This imbalance of expenditures would result to financial unstability of the school thereby threatening its viability. Therefore, the school should double its effort to find ways and means to augment its income for its survival as well as for the support of its development programs.

(QC-1) Goal Expectations of Parents, Students, Teachers and Administrators

The outcome of the survey on desired educational goals among parents, students, teachers and administrators by items presents maintenance of good physical and mental health and understanding of basic moral and spiritual values as first and second in the rank, respectively; acquiring self-reliance ranked third, and acquisition of vocational skills to be able to help parents and younger brothers and/or sisters financially placed fourth in the rank. On the other hand, among the goal expectations by cluster checklisted by the same four types of respondents, immediate employment ranked first; physical development was second, followed by moral by moral and spiritual development as the third, and social development as the fourth.



Each group of respondents has its priorities of expectations in secondary education which were carefully discussed and deliberated in the redefinition of the mission statement and objectives of the school.

(QC-2) Revised Mission Statement and Objectives

As a result of the concerted efforts of the members of the academic community - parents, students, teachers and administrators, the revised mission statement is thus stated:

The St. Joseph's High School is a catholic institution of learning administered by lay persons, dedicated to the Christian education of the people of San Narciso, Quezon. It offers a general academic secondary course to serve the Church, the community and the society as a whole under the following guidelines:

As a catholic school, the St. Joseph's High School upholds the Church's Philosophy of education as expressed in the Declaration on Christian Education of Vatican II:

"All men of every race, condition and age, since they enjoy the dignity of a human being, have an inalienable right to an education that is in keeping with their ultimate goal, their ability, their sex and the culture and tradition of their country, and also in harmony with their fraternal association with other peoples in the fostering of true unity and peace on earth. For a true education aims at the formation of the



human person in the pursuit of this ultimate end and of the good of the societies of which, as man, he is a member, and in whose obligations, as an adult, he will share."

It, therefore, prepares the students for the realities of life and its multiple problems and lie ahead, and for vocational efficiency needed in everyday living and tempers this training with an inculcation of genuine love for all the virtues of a true Christian.

As a Filipino school, the St. Joseph's High School also adheres to the provisions set forth in the 1973 Philippine Constitution:

"All educational institution shall aim to inculcate love of country, teach the duties of citizenship and develop moral character, personal discipline and scientific, technological and vocational efficiency."

To these ends, the SJHS shall include in its curriculum, subjects enriched and designed to develop and instill in the students knowledge, skills, interests, habits and ideals requisite to the realization of his full potentiality as a member of the Church, the society, the school and the home. It shall emphasize self-discipline drawn from within rather than imposed from without in the hope of enabling him to help in the development of national strength.

Missions Statements

Thus, IN AN ATMOSPHERE ANIMATED BY THE GOSPEL SPIRIT OF FREEDOM AND CHARITY, THE ST. JOSEPH'S HIGH SCHOOL IS COMMITTED TO THE FORMATION OF A SELF-RELIANT; SOCIALLY-CONSCIOUS, VALUE-ORIENTED CHRISTIAN GRADUATES WITH KNOWLEDGE AND SKILLS THAT WILL ENABLE THEM TO MEET THE NEEDS OF EVER-CHANGING SITUATIONS.

Definition of Terms:

- An atmosphere animated by the Gospel spirit of freedom and charity is one in which students share their love, time, talents and treasures with others, respect each other's person and property; pray, reflect and interiorize events and situations for others and receive training for self-evaluation and self-knowledge so that they may grow better in the pursuit of community-oriented tasks and goals.

- A person is said to be self-reliant when he, as an adolescent, can depend on his own limited abilities, resources or judgement, and therefore, could be trusted in to do as expected of him.

- A student is said to be socially-conscious when he knows what is happening to him and to those around him; is able to analyze the effects of these awareness and can decide on what action to take to cope



with these circumstances.

- A value-oriented person is one who possesses behavioral manifestations of faith in God, upright living, love of country and responsible citizenship, sound family ties, thrift, industry and love of work and respect for human dignity (i.e., courtesy, honesty, gratitude, neatness) and destiny of man.

- A Christian graduate is an individual who has discovered his self-truth, capacities and talents and show concern by sharing these in the spirit of love and brotherhood and in service to others.

- An individual responds to life experiences when he is able to meet the needs of specific situations or events in and out of the school environment, and is able to commit to a given action.

Institutional Objectives

The SJHS seeks to assist each individual:

1. To manifest Christian values and attitudes, i.e., faith in God, responsible citizenship, respect for human dignity, love for work, family duties and find meaningful expression through service to others.
2. To acquire the basic occupational skills, knowledge and information essential for



- obtaining initial gainful employment and for making an intelligent choice of a career,
3. To foster discipline, leadership and friendly relations within the community and cultivate physical and mental fitness as a means of achieving his chosen objectives.
 4. To develop the ability to communicate clearly and accurately, and express his ideas effectively.
 5. To know the historical development of the Philippines, in fitting perspective with the history of Asia and of the world; and acquaint him with the Filipino form of government and the part he should play in its perpetuation.
 6. To think, analyze and evaluate problems, situations and events and pass relevant judgment on the experiences encountered by adolescents developing in the present society.
 7. To take a justified direction in his life; to develop the growth in ability to plan his own life as an individual and to enjoy a rich, sincere and varied social life; to lead a good life based on the principles of Catholic



morality.

8. To extol and imitate the virtues of St. Joseph, the Worker, particularly his being just, patient, obedient and charitable.

(QD-1) The Proposed Five-Year Development Plan

The proposed development plan for 1984-1989 primarily aims to concretize its mission and objectives which the St. Joseph's High School wishes to achieve for the fulfillment of expectations of its constituents. The more immediate thrusts center on the improvement of the quality of educational services it offers and the attainment of financial stability and capacity to generate funds to support the programs of the development plan. To achieve such goals, the following programs are proposed:

- a. Faculty Development Program
- b. Financial Resource Development Program
- c. Academic Development Program
- d. Managerial and Organizational Development Program
- e. Student Services Development Program
- f. Mission and Objectives Awareness Program
- g. Library Development Program
- h. Laboratory Development Program
- i. Physical Resource Development Program



j. School and Community Relations Program

The Development Plan with its financial outlay is presented in Table 49.

Conclusions

Based on the findings in this study, the following conclusions are drawn:

1. There appears to exist good prospect of improving the socio-economic status of the people of San Narciso considering the start of economic development projects in Quezon province particularly in Bondoc Peninsula. And with the socio-economic development projects in the community, more parents will eventually improve their standard of living and thus make them capable of sending their children to this private school - an essential factor to the continuous survival of the school.
2. Considering the rising inflation rate, the annual 15% increase in tuition and other fees does not ensure enough funds for the school operations. Thus, there is a need to tap all possible sources of income to support the operation and development of the school.



3. The school runs in its routine financial operations and has no educational program expenditures because it cannot afford to have expansion programs with substantial outlay to be exacted from its educational income alone. Therefore, a capital build-up is necessary by increasing the owners' investment.
4. The mission and objectives of the school are not known and disseminated to all. Thus, the Mission and Objectives Program should be given primacy among the other programs in the development plan.
5. With the school's low salary scheme, the very low faculty turnover seems to indicate teachers' zeal, commitment and dedication to the Christians education of the youth. Although majority of them teach their major field of specialization, there is still a need for continuing faculty development program.
6. Periodic self-evaluation is needed to identify strengths and weaknesses in order to improve the quality of education geared to the educational goals and standards;



7. Long-range planning through participation of the members of the academic community, though it entailed difficulty, was rewarding because administrators and faculty were able to enhance their communication and working relationship; create a feeling of a common endeavor and direction and; become aware of the school's operations and programs.

Recommendations

1. The immediate approval of this plan is highly recommended so that it could be implemented this coming school year 1984-1985.
2. Provisions for periodic evaluation and recycling should be a continuing effort for maximum educational benefits for the school's clientele.
3. There is a need for adoption of new accounting system and deeper cost analysis of operations. Hence, the use of Planning, Programming, Budgeting System (PPBS) is recommended.
4. Since this plan touched only those areas most essential to the smooth operation of the school to upgrade its educational programs, it is recommended that other areas such as



curriculum and student services be further thoroughly studied.

- 5: Planning for an acquisition of school site adequate enough to meet the present and prospective needs of the school; and school campus to meet outdoor education activities must be made.
6. A follow-up study of the alumni, specifically those in first year college is suggested with a purpose of evaluating and improving the curricular offerings for relevance.
7. It is recommended that its accounting system be properly defined and update - accounts must be properly classified; the shift from using the calendar year to school year as its accounting period must be effected.
8. There is a need for refinement of the new mission statement in terms of text before it is used and explained in the Mission and Objectives Awareness Campaign.

