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**PREDICTORS OF THE EXTENT OF TEACHERS'  
PARTICIPATION IN DECISION-MAKING PROCESSES IN CONGREGATION  
OF THE RELIGIOUS MISSIONARIES OF ST. DOMINIC  
(CRMED) MANAGED SCHOOLS**

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by

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## ABSTRACT

This study proposed to determine the predictors of the extent of teachers' participation in school decision-making processes on five areas of school administration in eleven Dominican schools.

Specifically, the study attempted to answer the following questions:

1. What is the profile of the teachers in Dominican-managed Schools when grouped according to the following demographic variables:
  - 1.1 sex
  - 1.2 age
  - 1.3 civil status
  - 1.4 educational attainment
  - 1.5 years of teaching experience
  - 1.6 socio-economic status
2. Based on faculty perception, to what extent do the faculty members of the Dominican Schools participate in decision-making in the following areas of administrations
  - 2.1 Student Personnel and Services
  - 2.2 Faculty Affairs
  - 2.3 Curriculum and Instruction



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## 2.4 Finance and Maintenance

## 2.5 Relation and Communications

3. Is there a significant difference on the degree of teachers' participation in decision-making process in small and big Dominican Schools?
4. Is there a significant relationship between the extent of teachers' participation in decision-making and teachers demographic variables: sex, age, civil status, educational attainment and socio-economic status?
5. Is the administrator leadership styles related to the teachers' degree of participation in decision-making processes?
6. Which variable can best predict the teachers' participation in decision-making?

For its statistical analysis, the study made use of the following: frequencies and percentages, arithmetic mean; t-test for significant difference between teachers perception of their level of participation; Pearson Product-Moment Correlation, to determine the degree or magnitude of the linear relationship between teachers extent of participation in decision-making process and the demographic variables; multiple correlation and stepwise regression.

Respondents in the study consisted of 208 elementary



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and high school teachers who answered the Personal Information, checklist Socio-Economic Survey Questionnaire, Questionnaire on teachers' Participation in Decision-Making and Profile of Organizational Characteristics (POC) Questionnaire.

The findings of the study are as follows:

1. The Profile of the respondent-teachers indicated that female outnumbers male by as much as 89.9%. As there was a small percentage of difference between number of married and unmarried teachers, the distribution indicated a balance between married and single teacher. The youngest teacher is 20 and the oldest is 56. Teachers in small schools are higher in experience compared with teachers in big schools. Most teachers failed to enroll in post-graduate studies. Majority of teachers are bachelors degree holders, 23.56% earned masters units and 19 finished masters degree. In general, teacher-respondents belong to low-middle class socio-economic status.

2. Teachers in small and big schools differed significantly in their participation on decision-making in the areas of student personnel and services, finance and maintenance and curriculum and instruction. There was no significant difference between teachers in small and big schools in their involvement in decision-making in the area



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of relation and communication and faculty affairs.

As to sex differences, female teachers tend to be more participative in faculty affairs and curriculum and instruction than male teachers.

3. By leadership style, the Principals of Dominican Schools tend to be Benevolent-Authoritative.

4. The study failed to produce the linear regression equation that would have predicted the teachers' participation in decision-making process.

This study recommends that Dominican Schools should improve their faculty development programs, review existing policies and organizational structure, in order to create opportunities for teachers' participation in decision-making processes.



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