



Republic of the Philippines  
Department of Education  
Region XI  
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

**DIVISION MEMORANDUM**  
**SGOD 2024-0514**

To : Assistant Schools Division Superintendent  
Chief of the Schools Governance and Operations Division  
Chief of the Curriculum Implementation Division  
Public Schools District Supervisors  
Education Program Supervisors  
Elementary and Secondary School Heads  
All Concerned

Subject: **RESEARCH UTILIZATION OF MASTERAL AND DOCTORAL GRADUATES**

Date: October 10, 2024

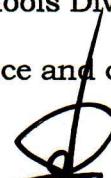
In line with our continuous pursuit of educational excellence and commitment to data-driven improvements in the Schools Division of Panabo City, the Office of the Schools Division Superintendent is pleased to inform the valuable research outputs from the recent studies conducted by our Masteral and Doctoral graduates. These studies provide insightful data and actionable recommendations on various key aspects of teaching and learning that can significantly enhance our educational practices and student outcomes. Attached is the Research Abstract on Empowering Masteral and Doctoral Graduates for reference.

These studies offer practical recommendations that can be used to inform policy development, enhance classroom strategies, and address key areas of concern such as student performance, teacher management, classroom behaviour, child protection and school-based management. We strongly recommend all district supervisors, education supervisors, school heads and teachers to review and implement the findings and recommendations where applicable.

Feedback on the implementation of these research findings shall be submitted to the Office of the Schools Division Superintendent for monitoring and evaluation.

Let us work together in fostering a research-driven approach to improve the quality of education in the Schools Division of Panabo City.

For information, guidance and compliance.

  
**JINKY B. FIRMAN PhD, CESO VI**  
Schools Division Superintendent

**RELEASED**

**CCT 11 2024**

Enclosed as Stated  
SGOD/ABA/ESD

# RESEARCH ABSTRACT

## EMPOWERING MASTERAL AND DOCTORAL GRADUATES

Training on Advancing Research,  
Empowering Masteral and Doctoral  
as Effective Research Presenters

DEPARTMENT OF EDUCATION  
REGION XI  
DIVISION OF PANABO CITY  
"The Forefront of Graduating Efficacy"

SDO PANABO CITY  
CY 2024



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**PREFACE**

The continuous pursuit of academic excellence and the elevation of educational practices have been a driving force for masteral and doctoral graduates as they contribute to the ever-evolving landscape of education. This compendium of research studies represents not only the breadth of topics that are critical to modern educational management and practice but also highlights the dedicated efforts of educators who seek to improve outcomes for students, institutions, and communities.

The collection of studies presented in this abstract offers' insights into various facets of teaching and learning, from the impact of strategic intervention materials on pupil performance, to the challenges of managing time and classroom behavior, to the exploration of teachers' well-being and workplace spirituality. Each research endeavor brings forward empirical evidence and practical recommendations that aim to inform educational policies, shape classroom strategies, and support the professional development of teachers and school leaders alike.

By maximizing the findings of these studies, the Schools Division of Panabo City stands to benefit significantly. These research outcomes provide actionable insights that can be used to enhance the quality of education, drive continuous improvement, and promote a more effective, inclusive, and student-centered approach across schools. The commitment to leveraging these research-based interventions will not only improve the academic performance of students but also empower educators, enrich school environments, and foster a culture of excellence and innovation in the Division.



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**IMPACT OF STRATEGIC INTERVENTION MATERIAL (SIM) ON THE  
PERFORMANCE OF PUPILS IN SCIENCE**

DINAH S. RAPISORA  
Master of Arts in Educational Management  
Gredu ES

**ABSTRACT**

The purpose of this study was to determine the effectiveness of Strategic Intervention Material (SIM) on pupils' performance in science. The Study utilized quasiexperimental design that employed non-equivalent pretest- posttest control group design. Purposive or deliberate sampling technique was employed in the selection if subjects of the study. A total of fifty-eight Grade III pupils of Gredu Elementary School were selected. Researcher developed instrument was used to assess pretest and posttest performance of pupils. To facilitate the analysis of data, mean and standard deviation and independent sample t-test were employed as statistical tool in the study. The major findings revealed that there was a significant difference in the pretest and posttest mean scores of the students in experimental and control group. Also, there was significant difference in the mean gain scores of the students in the experimental and control group. The experimental group significantly garnered the higher mean gain scores compared to the control group. It is recommended that more SIM-Based Instruction be utilized or adopted in teaching science lessons or in other subject areas.

**Keywords:** Impact of SIM, pupil's performance



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**IMPLEMENTATION OF SPECIAL SCIENCE ELEMENTARY SCHOOL (SSES)  
PROJECT FOR LEARNERS' IMPROVEMENT**

PAMUGAS, EDGARDO III DELOS SANTOS

Master of Arts in Education  
major in Educational Management  
Tibungol  
Tibungol ES

**ABSTRACT**

This study aimed to evaluate the implementation of the Special Science Elementary School Project through the measurement of the extent of implementation, effect towards learners' traits, and significant relationship between implementation and effect. The researcher employed descriptive-quantitative design using correlational approach. A total of 140 Grades 4, 5, and 6 SSES learners were identified as respondents through universal sampling. The said respondents answered the adapted questionnaire, which went through content validation and reliability testing. Quantitative data obtained were treated statistically through multiple correspondence analysis to find out the extent of implementation, effect to learners, and the significant relationship between both. Results of the study revealed that the SSES learners are evenly distributed between the rural and urban locations. The extent of implementation of the SSES Project in relation to its curriculum, instruction, physical facilities and equipment, and assessment are implemented at moderate extent. The learners are receiving large direct effect only in terms of intellectual. They receive medium direct effect in terms of socio-emotional, motivation, and creativity while the learners receive small direct effect towards leadership. Recommendations are made to improve the implementation of the SSES Project.

**Keywords:** Special Science Elementary School, Implementation, Learners' Improvement, Gifted Education



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**CLASSROOM MANAGEMENT STRATEGIES OF BEGINNING TEACHERS AND  
PROBLEM BEHAVIOR OF THE STUDENTS**

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Master of Arts in Educational Management  
Rizal ES

**ABSTRACT**

The study aimed to determine which domain of classroom management strategies of the beginning teachers best influence the students' problem behavior. This study utilized a descriptive correlational design and employed a survey method to attain the objective. The researcher made use of the universal sampling method in identifying the respondents. Specifically, 100 permanent public elementary teachers at the schools in Panabo City were selected to answer the survey questionnaires. To gather factual data, the researcher used pilot-tested and enhanced adapted questionnaires to determine the levels of classroom management strategies of the beginning teachers and problem behavior of the students. Results indicate that both the beginning teachers' classroom management strategies and the students' problem behavior obtained a very high level. Meanwhile, when the beginning teachers' classroom management strategies correlated

with the student's problem behavior, Pearson-r analysis revealed a significant relationship. Further, regression analysis showed that classroom management strategies of the beginning teachers significantly influence the problem behavior of the students. Notably, among the domains of classroom management strategies of the beginning teachers, specific teaching techniques and working with parents significantly influenced the problem behavior of the students. Lastly, the result indicated that the beginning teachers' classroom management strategies in terms of visuals best predict the students' problem behavior.

**Keywords:** education, classroom management strategies of beginning teachers, problem behavior of the students, Philippines



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**EVERY MINUTE COUNTS: AN EXPLORATION ON THE TIME  
MANAGEMENT OF TEACHERS IN THE WORKPLACE**

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**ABSTRACT**

This qualitative-phenomenological study navigates the lived experiences of teachers in the Division of Panabo City. The purpose of this study was to explore and understand the lived experiences of teachers' time management in the workplace. This study is gleaned through the Intensification Theory of Apple as cited by Ballet et al., (2006) which refers to the increased pressure on teachers to do more work and reducing idle time or performance of several tasks simultaneously. This intensification of teacher workload was the result of teacher accountability, high stakes testing and changes in policies mandated by federal, state and local governments. There were seven (7) teachers who participated in the individual in-depth interview and seven (7) teachers who participated in the focus group discussion. As to the participants' experiences, six major themes emerged: overloaded workloads, beating the deadline, stressful plight, sacrifice quality time with students, and overlapping activities. With regards to their responses during the coping mechanism, five major themes emerged: systematic priority-setting, optimism, proper planning, multitasking, and extending working hours at home. Lastly, their insights in the context of time management revealed three major themes: manage time-wisely, lessen paper works, and trainings and seminars. The results are deemed significant to provide an avenue for the Department of Education in general, the school administrators and the rest of the teachers, to explore and understand the lived experiences of the teachers in dealing with time management in their workplace.

**Keywords:** education, time management, working loads, overlapping activities, qualitative-phenomenological research, thematic analysis, Tagum City, Philippines



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**EXPERIENCES ON THE IMPLEMENTATION OF CHILD PROTECTION POLICIES**

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Panabo Central ES SPED Center

**ABSTRACT**

This study aims to determine the experiences of school heads in the Division of Panabo City on the implementation of Child Protection Policy (CPP). In-Depth Interview (IDI) and Focus Group Discussion (FGD) were conducted to confirm and validate the responses of the school heads. Findings revealed that school heads faced challenges such as the lack of adequate financial and human resources as well as the negative dispositions of students. In addressing such challenges, it was noted that school heads strictly implemented the provisions of the policy, sought the assistance of various stakeholders, and implemented strong communication efforts. It was then learned that an effective CPP implementation may only happen if school heads employ child-centered and policy-based decision making, establish positive relationships with stakeholders, and strengthen the school's communication mechanisms. Overall, it is recommended that school heads should enjoin stakeholders to participate in the decision-making and implementation of the policy, build relationships with parents, and launch school initiatives in accordance with the law, CPP program, and DepEd vision, mission, and core values.

**Keywords:** *Philippines, phenomenological approach, Child Protection Policy, elementary*



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**TRAVAILLS OF SENIOR HIGH SCHOOL ENGLISH TEACHERS: A CASE OF  
TEACHERS IN A DEVELOPING CITY**

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Master of Education in Language Teaching  
Major in English  
AO Floirendo NHS

**ABSTRACT**

This study examined the travails of the SHS English teachers in a developing city. It made use of qualitative research design specifically the single case research design. Collection of data were done through observation, document analysis, and interview. The gathered data were clustered to create themes. The results revealed that the travails of the SHS English teachers were students' poor reading comprehension and language skills, too many subject preparations, boring and technical subjects, contextualization of subjects, limited learning resources and materials, extra-curricular activities, class disruption, ancillary works, transportation expenses, and difficulty commuting to and from school. It was recommended that the department should address the lack of English books and learning materials; likewise, it should look into the overlapping of extra-curricular activities and multiple ancillary work borne by SHS English teachers, localization of teachers' school assignment, and last, it should also provide training for teachers on how to teach technical English subjects.



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**WELL-BEING WORKPLACE SPIRITUALITY AND SENSE OF EFFICACY:  
A CAUSAL MODEL ON WORK ETHICS**

JOY D. COZO, PhD  
Doctor of Education  
Kasilak ES

**ABSTRACT**

The study attempted to investigate the well-being, workplace spirituality, and sense of efficacy towards work ethics of public secondary school teachers of Region XI. Likewise, it also probed the relationship among the involved variables. Moreover, it investigated the variable that best predicts work ethics and the best fitting structural model on work ethics. The study utilized a descriptive-correlational technique through the structural equation modelling (SEM). A modified and validated survey questionnaire was administered through face-to-face and in Google Forms to a total of 400 respondents who were randomly selected using stratified random sampling. Findings revealed that, overall, the level of exogenous variables were described as very high and indicated a significant relationship with work ethics. Moreover, the most sparing model (Best fit Model), conveyed a new idea that the endogenous variable, work ethics was significantly best anchored on well-being which was grounded in terms of student interaction and organizational well-being, and was highly reinforced by workplace spirituality of public secondary school teachers defined by its indicators: compassion, mindfulness, meaningful work, and transcendence and further significantly strengthened by third exogenous variable, sense of efficacy, which was outlined by its domains: student engagement and classroom management. In conclusion, the final model depicted the direct causal relationships of well-being, workplace spirituality, and sense of efficacy, and was found to be the best model on the work ethics of public secondary school teachers.

**Keywords:** education, public teachers, work ethics, well-being, workplace spirituality, sense of efficacy, Philippines



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**STATUS OF TECHNOLOGY AND LIVELIHOOD EDUCATION PROGRAM OF  
SECONDARY SCHOOLS IN PANABO CITY DIVISION BASIS FOR  
ENHANCEMENT SCHEME**

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San Vicente NHS

**ABSTRACT**

The study aimed to develop enhancement scheme in the status of the Technology and Livelihood Program of secondary schools in Panabo division who are facilitating different specializations. The study utilized the quantitative, non-experimental research design using the universal technique. The respondents were 109 teachers teaching in the Panabo City Division. One adapted and modified questionnaire was validated by the experts and used in gathering the data. The statistical tool used for the data treatment was the Mean. Results revealed an extensive level or desirable on the status of technology and livelihood education in the areas of curriculum content, instructional methods, faculty competence and adequacy of facilities. This means that the status of technology and livelihood education program of secondary schools in Panabo division employed by the teachers was much extensive or desirable. The results further show that among the indicators of the status of technology and livelihood education program of secondary schools in Panabo division, curriculum content, instructional methods and faculty competence was very much extensive or very desirable to TLE teachers. Lastly, the lowest mean rating is adequacy of facilities particular in laboratories, textbooks or books and equipment with much extensive or desirable.

**Keywords:** *technology and livelihood education, status, curriculum content, instructional methods, faculty competence and adequacy of facilities, Philippines*