

Evaluating the results of school administration and supervision

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Educ. 207 Evaluating the Results of School Administration and Supervision

Organizational evaluation or assessment measures compare and analyze the coherence between results and specific objectives, and between specific objectives and general objectives of institutional projects, programs or plans. Evaluation is an important aspect of improving the administration in any organization. It plays a very important role in helping the managers to improve the efficiency and effectiveness in their operations.

It can act as an instrument to create confidence and generate support of the people for research programs, and put forth their activities in a transparent and effective way to its shareholders. Depending upon the time of evaluation, it can either be Ex-ante evaluation or Ex-post evaluation. When the evaluation has been conducted before or during the implementation of a task, it is known as Ex-ante evaluation. Ex-post evaluation is carried out after a task is completed. Evaluation in an organization can be carried out in an integrated form or with respect to certain departments.

When it is carried out for the entire organization, the result is appraised with goals and objectives and the quality of the result is calibrated with predetermined standards. When it is carried out separately for each department, it is necessary to determine the importance of the task performed and role played in the result by the respective department. Coordination between different departments is always an important aspect of any evaluation process. Communication within the workplace should generally be followed with proper protocols, but it should be from top to bottom and vice versa.

Horizontal communication should also be promoted in an effective manner. The three vital elements in an evaluation process are the organization, the assessment team and the employees who use the assessment results. To effectively carry out the evaluation process, the assessment team must be aware of power hierarchies, decision-making policies, organizational culture and other internal and external intricacies. Organizations should provide formal coaching to an assessment team before carrying out any evaluation.

Employee assessment plays a vital role in building a good rapport and cordial relations between the management and the employees. Employee evaluation should be carried out in a friendly atmosphere with minimum formalities. They should be given an opportunity to speak out openly. Interviews can be conducted in an informal and unstructured manner to gauge the employee satisfaction level. People like recognition for the work they do and mostly wish to talk about it. They like to share their problems, conflicts, perceptions and achievements. Educ. 07 Code of Ethics for Professional Teachers An ideal teacher is the one we respect from our heart. He/she acts as a guide to the students, while not pushing them too much. Such a perfect motivates them and boosts their morale. He/she tries to encourage the students and refrains from criticizing them. The perfect teacher prefers to give positive motivation to his/her students. His/her comments are always constructive in nature. He/she serves as our friend, guide, educator, confidante, and a blend of all the good qualities one can possess.

Such a teacher shapes the entire life of the students. If everyone in this world gets an ideal teacher, he/she won't have to look back in his/her life ever. Considering the fact that students spend a great part of their life at school, one may come to conclusion that schools contribute significantly into overall 'quality' of students' lives. No wonder that personality of a teacher is of crucial importance; moreover, some teachers turn into extremely important people for the whole life due to the impact they make while teaching us.

It is good if this impact is positive and brings motivation for students, however, it sometimes happens that teachers manage to spoil not only mood of a student but intrude into internal world, leaving unpleasant vestige there. That is why the statement that, "What the teacher is, is more important than what he teaches", expressed by Karl Menninger is really truthful. Question of teacher's ethics has been on the agenda since teachers appeared and it is still important to talk about that.

Teachers are the people, who should serve for students not only as examples of high education but of decent behavior as well. That is why each violation of teacher's ethics may cause some really serious consequences and turn into crucial mistakes. For example, ignoring some student may lead to personal complexes because a young personality will feel depressed and underestimated. Of course, much depends on child's family, surrounding, but as it was stated from the very beginning school is the place where children spend a great part of their time and that's why they are growing as personalities at school.

It is vital that they grew in a healthy atmosphere, surrounded by professional teachers that would be able to not only give knowledge but give lessons of ethics too. Educ. 207 BASIC EDUCATION SECTOR REFORM AGENDA (BESRA)

The Department of Education is pursuing a package of policy reforms called the Basic Education Sector Reform Agenda (BESRA) to build upon the efforts of the School First Initiative (SFI) and to create a basic education sector that is capable of achieving the Education for All (EFA) objectives by 2015.

STRIVE focuses on systems development, particularly at the regional level. The support systems which are being developed will address the need for effective continuous use of promising project initiatives mainstreamed in DepED as well as ensure quality improvement processes within the education system itself. STRIVE focuses on developing systems for BESRA regional implementation anchored to the national policy and frameworks. It is one of the strategic avenues to support the successful implementation of BESRA.

The implementation of the BESRA was seen as a welcome move by many, both in the private and public sector. Several landmark initiatives by the DepEd have been based on the BESRA, such as the institutionalization of multilingual education, the Third Elementary Education Project (TEEP), and the Secondary Education Development and Improvement Project (SEDIP). However, years after its first implementation, many of the proposed reforms have not been fully implemented.

As Niceto Poblador said in the column “ Beyond reform, beyond transformation,” published in the Philippine Daily Inquirer last 25 January

2009, the primary hindrance to any true reform in the education sector was the resistance of “ entrenched elements in the bureaucracy and by elements outside the system whose interests firmly lie on the status quo. ” Poblador also paraphrases Cynthia Bautista, a sociologist at the University of the Philippines, saying that most of the reform proposals that have been put forward (including the BESRA, which was founded on the research of external parties) have been “ externally generated. Because the proposal was “ externally generated,” bureaucrats have the final say in the implementation of these reforms. Educ. 207 PROGRAMS AND PROJECTS OF DEPED Academics is not the be-all and end-all of education. At DepED, we recognize that pure classroom instruction cannot fully satisfy the growing need to provide pupils and students with opportunities for practical learning and proper channelling of potentials and interests.

Because we believe in the importance of exposing and preparing young people to face the realities of life, we implement various programs and projects – all of which, hopefully, will help pupils and students become more well-rounded individuals and citizens of our country. A. STUDENT TECHNOLOGISTS AND ENTREPRENEURS OF THE PHILIPPINES (STEP) Establishment of STEP Organizations Technical Conference and Training/Workshop Skills Development and Competitions Awards

Annual Evaluation and Planning Conference and Workshop B. STUDENT GOVERNMENT PROGRAM (SGP) Synchronized Supreme Pupil/Student Government Elections Supreme Student

Governments Division, Regional and National Federations
 National Leadership Training for Student Government Officers
 Awards Youth Leadership Awards – Celebrity Edition Peer Counseling
 Program Training/Workshop National Federation of Supreme
 Student Governments Conference Annual Evaluation and Planning
 Conference and Workshop C.

YOUTH ENTREPRENEURSHIP AND COOPERATIVISM IN SCHOOLS (YECS)
 Establishment of YECS Organizations Training and Conference
 (Teen Negosyo) Awards Moderators' Training Annual Evaluation and
 Planning Conference and Workshop D. YOUTH FORENVIRONMENT IN
 SCHOOLS (YES) Establishment of YES Organizations Youth
 for Environment Summer Camp Massive-Intensive-Sustained Tree-
 Planting, Tree-Growing and Tree-Caring Annual Evaluation and
 Planning Conference for Tree-Planting Program