



Republic of the Philippines
Department of Education
 REGION III
 SCHOOLS DIVISION OF ANGELES CITY



June 3, 2024

DIVISION MEMORANDUM

No. 218, s. 2024

2024 REGIONAL RESEARCH CONFERENCE PRESENTERS

To: Assistant Schools Division Superintendent
 Chief Education Supervisors
 Education Program Supervisors
 Public Schools District Supervisors
 Public Elementary and Secondary School Heads
 Assistant Principals
 Unit Heads

1. Relative to Regional Memorandum No. 280 s, 2024, 2024 Regional Research Conference with a theme “Igniting Innovation and Transformation in Basic Education through Impact, Excellence and Evidence-Based Research” on July 10-12, 2024 at Hacienda Gracia Resort, Lubao, Pampanga, the following are the Division of Angeles City presenters:

Category	Presenter	Title of Research
Non-Teaching Category	Alberto M. Otchengco Jr.	The Relationship between Career Growth and Work Engagement Mediated by Organizational Identification among Schools Division of Pampanga's New Generation of Employees
Secondary and SHS Principal Category	Narciso I. Ambrocio	Perceived Competencies of SDO Angeles City School Heads in the Covid-19 Post pandemic : Basis for an Action Plan
Teacher Category	Nerizza S. Catacutan	Project Sulong Dunong: Tungo sa Paghasa ng Kasanayan sa Pagbasa ng mga Mag-Aaral
Elementary School Principal Category	Benedick Daniel O. Yumul	Self-Concept and Academic Performance of Grade 7 Students: Inputs for a Module Development in Edukasyon sa Pagpapakatao
Program Coordinator Category	Norween T. Malonzo	Perceived Attitudes of Teachers towards ICT Instruction in Relation to their Self-Assessed ICT Skills
Supervisory Category	Esperanza S. Malang	Enhancing the Quality of Mathematics Teaching and Learning through Teacher-Led Mathematics Investigatory Projects
Teacher Category (alternate)	Sunday S. Reyes	Infractions on the Right to Education at Sitio Pader Elementary School: Protecting Learners under the MATATAG Agenda





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2. The objectives of the activity are as follows:
 - a. Showcase innovative interventions that have the potential to transform and improve education settings
 - b. Foster a comparative understanding of education research trends, challenges, and solutions
 - c. Provide a platform for BERF grantees to establish meaningful connections and collaborations
 - d. Recognize the best research outputs and oral presenters in the region
3. All the participants are required to be present for the entire duration of the three-day activity. Further, all participants are required to come in business professional attire.
4. Food and accommodation of the participants shall be charged to the Regional MOOE while the transportation and other incidental expenses of the participants shall be charged to the Division MOOE subject to usual accounting and auditing rules and regulations.
5. For any query or clarification, please coordinate with Mr. Alberto M. Otchengco Jr, Senior Education Program Specialist, through his email at alberto.otchengcojr@deped.gov.ph.
6. Immediate and wide dissemination of and strict compliance with this Memorandum are earnestly desired

ENGR. EDGARD C. DOMINGO PhD, CESO V
Schools Division Superintendent

Encl: As stated
Reference: As indicated
To be indicated in the perpetual index
under the following subjects:

RESEARCH
PROGRAMS

AMOjr/PAR/June 3, 2024



The Relationship Between Career Growth and Work Engagement Mediated by
Organizational Identification Among Department of Education Division of Pampanga's
New Generation Employees

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ABSTRACT

The study examined and analyzed the importance of career growth on the work engagement of millennial employees of Department of Education Schools Division Office of Pampanga. There were one hundred ninety six (196) respondents of DepEd SDO Pampanga under the three functional divisions namely: the Office of the Schools Division Superintendent, Curriculum Implementation Division & School Governance and Operations Division.

Structural Equation Modeling (SEM) was used to determine the relationships between career growth, work engagement, and organizational identification. The results of the study showed that there is a significant relationship between career growth and employee engagement. It was also revealed that the moderating variable of organizational identification increased the work engagement of the millennials.

The study revealed that there is a need to support the non-teaching personnel on their career growth goals. Likewise, there is a need to prepare training modules relative to the requirements of the new generation employees' skills and knowledge acquisition to prepare them to handle higher position.

Furthermore, keeping the millennial employees engaged and motivated can build better work and customer relationship. It will be an advantage to the agency to get their employees engaged and the investment on the trainings will lead to high performing employees.

Keywords: career growth, work engagement, organizational identification, millennial

Perceived Competencies of Schools Division of Angeles City School Heads and in the Covid-19 Post-Pandemic: Basis for an Action Plan

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Abstract

The study analyzed and revealed the perceived competencies of Schools Division of Angeles City School heads in the covid-19 post pandemic. Fifty-Three (53) Schools Head- respondents using the Philippine Professional Standards for School Heads (PPSSH) on Leading strategically, Managing Schools Operations and Resources, Focusing on Teaching and Learning, Developing Self and Others and Building Connections. In this study, a descriptive design was used.

There were indicators that School Heads of SDO Angeles City to be competent on leading strategically and building connections which obtained weighted mean of 3.48. However, teaching and learning indicated lowest weighted score. This study revealed that school heads were in need of seminars and trainings and upgrade themselves in the usage of validated feedback from learners, parents, and other stakeholders to help teachers improve their performance.

It is hereby recommended that School Heads' competency assessment must be done regularly so that educational leaders from the Division Office could organize and formulate a training program to address the weaknesses of School administrators based on the data taken from the Philippine Professional Standards for School Heads (PPSSH). Moreso, there must be continuous monitoring of the competencies after the training to be assured of the intended development on the competencies of School Heads.

Key words: *competencies, school heads, capacity building*

Project "Sulong Dunong": Tungo sa Paghasa
ng Kasanayan sa Pagbasa ng mga Mag-aaral

Nerizza S. Catacutan

Division of Angeles City

Abstrak

Pangunahing layunin ng kwantitatibong pag-aaral na ito na masiyasat ang kabisaan ng Project "Sulong Dunong sa Pagbasa" bilang Programang Panremedyal sa Pagbasa para sa mga mag-aaral sa Baitang 1 hanggang 3 ng Paaralang Elementarya ng Marisol Bliss. 401 mag-aaral na kabilang sa nahihirapan at hindi nakababasa batay sa isinagawang *Early Grade Reading Assessment* ang kalahok sa pag-aaral, Matapos maisakatuparan ang istrategyang, "Sulong Dunong sa Pagbasa" na ang pokus ay; una, sa pagpapaunlad sa kahusayan ng mga guro, magulang at Brigada Pagbasa *Tutors* sa pagtuturo ng pagbasa sa pamamagitan ng LAC sesyon at mga pagsasanay; ikalawa, pagsasagawa ng *virtual story telling*; ikatlo, pag-iikot ng Sulong Gulong sa Pagbasa o *Mobile Library Cart*; at ikaapat, pagsasagawa ng mga sesyong panremedyal sa tulong ng Brigada Pagbasa *Tutors*. Sinukat ang inilahad na haypotesis sa pamamagitan ng *mean* upang malaman ang bilang ng dami ng mag-aaral na nagkaroon ng pagbabago sa lebel ng pagbasa. Ginamit naman ang *T - Test* upang matukoy kung may makabuluhang epekto ang Project Sulong Dunong sa antas ng pagbasa ng mga kalahok. Napatunayan na bahagya lamang ang epekto sa paglinang sa kasanayan sa pagbasa ng mga mag-aaral. Ang resultang ito ay iniugnay sa haba ng panahong ginugol na mahigit isang kwarter lamang at hindi pagsasakatuparan ng inaasahang isahang pagtuturo ng mga Brigada Pagbasa *Tutors* mula sa pribadong sektor dahil sa ipinatupad na restriksyong pangkalusugan.

Keywords: kabisaan, sulong dunong, sulong -gulong, istrategya, paglinang

Self-concept and Academic Performance of Grade 7 Students: Inputs for
Module Development in Edukasyon sa Pagpapakatao

Benedick Daniel O. Yumul

Division of Angeles City

ABSTRACT

The sense of belongingness in the classroom felt by the learners can have a holistic impact on his/her social growth. This study that aimed to determine the level of self-concept in relation to academic performance of Grade 7 students in the school year 2020-2021. The study employed a descriptive type of research. Out of 1,029 students at Angeles City National Trade School, 324 participated and responded in the Self-Concept Survey Questionnaire via Google Forms. Mean Scores for each survey questionnaire were determined using the Likert Scale. Whereas correlation analysis between self-concept and academic performance was processed using *Vassarstats*. Results showed that the 84.29 average grades of the students during the first quarter in EsP is satisfactory. Students perceived self-concept in their academic performance in EsP 7 in blended modality is high with a mean of 4.20. Based from the correlation result of $r(160) = 1$ and with a p-value of 0.000, perceived self-concept and academic performance are positively correlated. It can be concluded that if academic performance of students is high, their perceived self-concept is also high. Data on the said study were used in crafting a module that aims to address the enhancement of the self-concept of students in relation to their academic performance in EsP 7. Immediate implementation of the module is highly recommended as a supplemental learning activity. Appropriate assessment and feedback mechanism must be reported to students and parents for continuous monitoring.

Keywords: Self-concept, Academic performance, *Edukasyon sa Pagpapakatao 7*,
Module development

Perceived Attitudes of Teachers towards ICT Instruction in Relation to their
Self-Assessed ICT Skills

Norween T. Malonzo
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ABSTRACT

This study aimed to determine the relationship of perceived attitude and self-assessed ICT skills of elementary teachers towards ICT instruction. A descriptive-correlation research design was used in the study involving 34 teacher-respondents at Marisol Bliss Elementary School. Respondents were identified using total enumeration sampling technique. Findings reveal that the respondents show positive attitude toward ICT instructions with moderate skills in the used of Microsoft PowerPoint and Word. However, a low skill in using Microsoft Excel, Digital Video and Animation and Open Education Resource was elicited. Meanwhile, results only show significant relationship between perceived attitudes and self-assessed skills of teachers towards ICT particularly on the use of Microsoft Word and Excel but not in other indicators. Thus, a training-workshop must be conducted to enhance the ICT skills of teachers with continuous implementation of the provision of technical assistance in the integration of ICT in teaching.

Keywords: Perceived Attitude, Self-Assessment, Information Communication Technology

Enhancing the Quality of Mathematics Teaching and Learning Through Teacher-Led Mathematics Investigatory Projects

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ABSTRACT

The Mathematics Investigatory Project (MIP) emphasizes the use of the scientific method in performing investigation by experimentation (inquiry-based learning) to develop critical thinking and mathematics process skills of students. This study utilized quantitative research design, particularly descriptive methods, to describe the skills and competencies of teachers in using MIP in teaching mathematics. One hundred nine (109) high school teachers and 12 school heads were randomly selected as participants in the study. The findings show that teachers are perceived by their school heads to be effective in all areas in conducting investigatory projects. Regular capacity building, mentoring, and coaching among mathematics teachers that produce skillful teachers with compassion, competence, and confidence with the view of improving teachers' competence in conducting mathematics investigatory projects are deemed necessary. Taking note of the challenges that teachers encounter are rich sources of content in designing a relevant and responsive intervention to improve teachers' competencies in instruction. Conducting Mathematics Investigatory Projects (MIP) provides an avenue to enhance teachers' competencies in teaching mathematics and for students to appreciate the subject more. Furthermore, professional training and development is crucial and foundational prior to knowledge transfer. The need to adopt a teacher-led mathematics investigatory project for reference in teaching and conducting investigatory projects and for curriculum enhancement is highly recommended.

Keywords: Mathematics Investigatory Project, critical thinking, competency