



Salimbal

A flying ship of Mind

The Official Journal of the Association of Filipino Teachers and Educators in America

April 2019

2nd International Research and Education Conference

List of Abstracts and Presenters



Presenter: Edna D. Alcantara, (abblesdalcantara@gmail.com), The High School of Applied Communication, Long Island City, New York

Title: “Work Engagement, Values and Ethics of Filipino Teachers in New York City: Inputs to Teaching Performance”

Abstract: The importance of teacher’s attributes and roles in teaching play an integral part of an instructional activity in the classroom . Some teachers fail to realize the extent to which their values and disposition affect the class. It becomes an inspiration, therefore, to maintain a system of values to ensure the teachers commitment to carry out with zealous devotion their responsibility of educating the youth. This study aimed to find how factors like work engagement, values and ethics of Filipino teachers in New York City affect their teaching performance. This study used Raosoft to determine the 102 respondents from the total numbers of Filipino teachers in New York City. Quantitative method was used. The Work Values Questionnaire constructed by Dov Elizur was used, which includes three dimensions: Material(Instrumental), Affective and Cognitive components. Results found out that when the respondents were grouped according to profile, there was a significant difference observed on work ethics as to self-reliance when grouped according to age (p-value = 0.002) and teaching experience (p-value = 0.004). Also, results showed that full time teachers have higher assessment on morality like treat people as you want to be treated. Moreover, there was a significant difference observed on work ethics as to wasted time (time should be used efficiently) when grouped according to nature of present employment (p-value = 0.014) and teaching experience (p-value = 0.003) since the resulted p-values were less than 0.05 alpha level. The relationship between work ethics and work engagement in terms of

dedication (hard work and centrality of work) is highly significant .The relationship between work ethics and work engagement in terms of vigor (At my work, I always persevere, even when things do not go well) is highly significant. In conclusion, as to work values in terms of cognitive, the Filipino teacher rated esteem as a person and job security very important more than work conditions, job interest, responsibility, job status and recognition of performance. In terms of the affective dimension of work values, personal growth, convenient hours, fair supervisor, good company to work for and co workers were considered important. For work values in terms of material dimension, teachers pay and benefits are very important to the Filipino teachers while meaningful work and job achievement comes next.



Presenter: Vivian Y. Alforque, (valforque928@gmail.com). PS/IS 87 NYCDOE, Middle Village, New York City

Title: “Instructional Knowledge and Quality of Work Life Among Filipino Teachers in New York City: Predictors of Teaching Effectiveness”

Abstract: The influx of Filipino teachers in New York City Department of Education (NYCDOE) came when International teachers were hired since 2003. A lot of stories had been told about each ones respective journey, some inspiring yet some challenging. This study was aimed at finding out if Instructional Knowledge and Quality of Work Life among Filipino teachers in New York City are predictors of Teacher Effectiveness. Descriptive method, combining elements of qualitative and quantitative research approaches for the broad purposes of breadth and depth of understanding and corroboration was used. There were 101 Filipino public school teachers that responded to this study. The result of the study indicated that the predictor, Teacher’s Instructional Knowledge in terms of Teachers’ Pedagogical Knowledge, Teachers’ Technological Knowledge, Teachers’ Content Knowledge, Technological Pedagogical Knowledge, Pedagogical Content Knowledge, Technological Content Knowledge and Technological Pedagogical Content Knowledge as entered into the regression model as independent variables and Teaching effectiveness, entered as the dependent variable, resulted to having beta coefficients, Teachers’ Instructional Knowledge in terms of Pedagogical Content Knowledge of ($\beta=0.31$) and Technological Content Knowledge of ($\beta=0.27$), which positively contributed to Teaching Effectiveness. The results showed that assessment on Teachers’ Instructional Knowledge in terms of Pedagogical Content Knowledge and Technological Content Knowledge significantly predicts Teaching effectiveness.

As with the other predictor, Teachers' Quality of Work Life, in terms of over-all quality of working life, home-work interface, general well-being and control at work, stress at work, working conditions, job and career satisfaction, organizational communication, organizational leadership and employees' retention as entered into the regression model as independent variables and Teaching Effectiveness entered as the dependent variable, the result based on examinations of the beta coefficients, was, Teachers' Quality of Work Life in terms of Over-all Quality of Work Life was ($\beta=0.42$) and Working condition was ($\beta=0.48$) which indicated that it positively contribute to Teaching Effectiveness. Thus, assessment on Teachers' Quality of Work Life in terms of Over-all Quality of Work Life and Working condition significantly predicts Teaching Effectiveness. Therefore, Teaching Effectiveness, Instructional Knowledge and Quality of Work Life were significantly correlated since the computed p values are less than 0.05 level of significance. This implies that the higher the assessment on Teaching Effectiveness, the higher the assessment also on Instructional Knowledge and Quality of Work Life.



Presenter: Dr. Francis Kayode Ashipaoloye
(francis.ashipaoloye@lpulaguna.edu.ph), Lyceum of the Philippines University – Laguna

Title: “Employee Engagement and Quality of Work Life: Inputs to Management Effectiveness of Lyceum of the Philippines University (LPU) Schools”

Abstract: This study describes Employee Engagement and Quality of Work Life: Inputs to Management Effectiveness of LPU Schools. More specifically, it determines employee engagement of LPU schools and the quality their work life. It tests both the significant relationship and difference of employee engagement and quality of work life. Lastly, it presents inputs to management effectiveness of LPU schools. Descriptive method of research was used. The participants of the study were employees of LPU schools both teaching and non-teaching staff using GPower with 20% effect size, 95% significant level and 5 % margin of error with a computed sample size of 470. The researcher utilized stratified proportional allocation sampling in selecting the respondents from 486 samples. LPU schools agree on the dimensions of employee engagement and quality of work life. There is a significant difference on the assessment of employee engagement and the quality of work life (QWL) when grouped to LPU schools. There is a significant relationship between employee engagement and QWL since the computed p value is less than 0.05 level of significance. This implies that employee engagement affects the assessment of quality of life among LPU schools. LPU schools may sustain its best practices, come up with better measures on how to address

its employee engagement and QWL especially in managing stress at work. Employee retention policy may be formulated for all LPU schools based on the provisions of labor laws and their financial capabilities. Succession plan may be strictly implemented and monitored aside from position of trust. The notion of “LPU Family”, “LPU Power Team” may be encouraged and sustained as these are strong indicators across LPU schools. LPU schools may intensify its recognition of employees' outstanding contributions and incremental improvements and equitable pay linked to performance and position may be reviewed on case to case basis.



Presenter: Fuvie R. Bayot, (fuvie.bayot@wmsu.edu.ph)
Western Mindanao State University, Zamboanga City

Title: “The Extent of Information Technology Use: The Southern Philippines Perspective”

Abstract: From a traditional process of teaching and learning, private basic education institutions also embraces new and emerging technologies like information technology. Technology in the classroom is intended to provide instant access to an array of data, challenging assimilation and assessment skills and rapid communication. With these technology, the extent of use should be determined to provide basis for policies on program implementation of IT use for efficient teaching and learning. Thus, this study determined the extent of use of Information Technology (IT) facilities and software among faculty, administrative staff and students in a private basic education institution. It sought to identify the types of IT facilities and software available, extent and **purpose** of use of these facilities and software. The study made use of descriptive research through the use of three separate survey questionnaires responded by fifty-six faculty, eight administrative staff and fifty student respondents selected through simple random sampling. A Focus Group Discussion was also conducted among randomly selected respondents in order to obtain an in depth result on the purpose of using the IT facilities and software. Findings revealed that the computer as the IT facility and the Internet were extensively used by the three groups of respondents. The software, however, seemed to be focused on the extensive use of Word Processing/MS Word. The purposes for which the Information Technology was used were in accordance with the functions and activities of the respondents. The faculty extensively used computers primarily to encode questions for examinations, create documents for school activities, and compute grades for records purposes. Internet and web browser for searching and gathering information about certain topics were also used extensively by the three groups of

respondents. The results of the study supports the trend of IT utilization among schools abroad where challenges still exist in transforming traditional learning to innovative instructional methods. Considering that private basic education institution is equipped with IT facilities, it increases interest in the learning environment. However, faculty, administrative staff and students should maximize the use of all the various IT facilities and software available to make the classroom a productive setting for the acquisition of knowledge.



**Presenter: Dr. Dolores D. Borrás, (dborras@sbcbatangas.edu.ph),
St. Bridget College, Batangas City, Philippines**

Title: “Empirical Exploration of Communication and Knowledge Sharing Practice in an Academic Setting”

Abstract: Knowledge Sharing (KS) as an important element in Knowledge Management (KM) is thick in the area of enterprises but thin in the academic ground. In addition, a good number of studies conducted in KS in the academe examined it from managerial and leadership perspectives and are limited. This study investigated the relationships between communication practices and Knowledge Sharing process (KS) under the positivist lens. The samples were 209 teaching and non-teaching personnel from a private Catholic academic institution in the Philippines. The respondents completed a self-report survey using De Nobile and McCormick’s (2008) 66-item Organizational Communication Questionnaire and van den Hooff’s et.al. (2003) 10-item scales on Knowledge Sharing. Exploratory Factor Analysis was used to examine the underlying factor structure of a set of observable communication practices in the academe. This resulted to four factor loadings which led to the formulation of 4 hypotheses. Pearson correlation with two-tailed tests of significance was used. Multiple regression analyses identified communication factors that were predictors of KS. Based on the results of the factor analysis, four communication dimensions came out strongly and were labeled as Downward Supportive Communication, Upward Supportive Communication, Horizontal Supportive Communication, and Communication Load. These results were further validated with correlational analysis which confirmed that among the four communication dimensions, horizontal and upward supportive communications were statistically positively related to KS. The results suggest that upward, horizontal and downward supportive communication are the pervading communication dimensions

present in the academe. An unexpected relationship was noted on Communication Load and KS results of the study. Issues of being “overload” prove not to be a concern among respondents of the study and was suspected to be due to impression management, communication capacity and proficiency and organizational citizenship of the personnel. Implications for leadership and management and further researches were forwarded as recommendations of the study.



**Presenter: Dr. Kennet G. Cuarteros, (kennetcuarteros@gmail.com),
University of Science and Technology of Southern Philippines, Cagayan de Oro
City, Philippines**

Title: “Exploratory Factor Analysis On Road Accidents and Road Accident Prone Areas in Cagayan de Oro City, Philippines”

Abstract: The unplanned occurrence of vehicular crash that may result to loss of lives, damage to properties, and/or injuries is said to be a Road Accident. Minimization of the occurrence of road accidents can, perhaps be aided through the information on the factors that causes such incidents. Exploratory Factor Analysis (EFA) was used to address the problem of determining such factors. The data sets used are the (a) road accidents which consists twenty – three observed variables (2,213 road accidents) consisting the overall road accidents in the year 2016, and (b) road accident prone areas which consists of twenty – two observed variables (1,116 accidents) consisting of accident locations with accident occurrences of at least ten. The data sets were subjected to the Ordinary Least Squares (Minimum Residual) Method for determining the factor loadings, matched with an oblimin rotation to achieve a simple structure (final model). For the road accidents, the final model determined consists of four underlying factors, namely the ‘Weather and Road Surface Condition Factor’, the ‘Visibility and Time Factor’, the ‘Road Separation and Repairs Factor’, and the ‘Traffic and Location Factor’. For the road accident prone areas, the determined final model consists of four factors, namely the ‘Visibility and Time Factor’, the ‘Traffic Control, Direction, and Location Factor’, the ‘Driver’s License Factor’, and the ‘Weather and Road Condition Factor’. Both final models were subjected to goodness – of – fit statistics and was determined to be of good fit.



Presenter: Roger P. Cuerquez, (rcuerquez@gmail.com), Far Rockaway High School-New York City Department of Education, Queens, New York

Title: “Teachers’ Emotional Labor, Organizational Commitment and Transformational Leadership in New York City Public Secondary Schools”

Abstract: This study investigates the teachers emotional labor, organizational commitment, and transformational leadership qualities. A quantitative survey method was tested to 304 New York City public secondary school teachers. The results indicate a moderate level (generally agree) of teachers emotional labor in terms of automatic emotion regulation, surface acting, deep acting, and dissonance; moderate level in transformational leadership in terms of charisma, social, vision, transactional, delegation, and execution. Also moderate level in organizational commitment in terms of affective, continuance, and normative commitment among respondents. The study shows that emotional labor, transformational leadership and organizational commitment are not affected by sex, likewise, emotional labor, transformational leadership and organizational commitment are not affected by the length of service in the New York City Department of Education, however, transformational leadership is affected by race, license area and highest educational attainment. Moreover, it was discovered that emotional labor in terms of automatic emotion regulation, surface acting and deep acting positively contribute to transformational leadership. Furthermore, emotional labor in terms of automatic emotion regulation, surface acting, deep acting, and dissonance do not significantly predicts organizational commitment. The results of this study indicate the necessity for emotional labor development training program for school teachers that are crucial in changing teachers’ attitude and improving their commitment towards their organization.

Keywords: Emotional labor, organizational commitment, transformational leadership.



Presenter: Norma Dagondon-Cullo, (ncullo@schools.nyc.gov), Bronx International High School, New York City Department of Education, New York

Title: “School Learning Environment using NYC School Survey: Its Predictive Validity on Student Achievement Outcomes and graduation Rates Among International High Schools in New York City”

Abstract: The main purpose of this study is to describe how public international high schools in New York City(NYC) integrate the six essential elements of the Framework for Great Schools (FGS) into their communities as measures of school learning environment and determine if these elements can be best predictors of student achievement outcomes and its school’s graduation rates. Using data from AY2016-2018 NYC School Survey and NYC School Quality Review Reports, 16 public international high schools in New York City were selected as samples. Descriptive statistics were used to describe and compare school ratings for a two-year period. Correlational analyses were performed to determine relationships of rigorous instruction, collaborative teachers, supportive environment, effective school leadership, family-community ties and trust as measures of school learning environment towards student achievement outcomes and school’s graduation rates. Results showed that there is a strong relationship among the essential elements of the (FGS) and relatively moderate relationship between student achievement outcomes and school’s graduation rates. Using step-wise regression, analyses and equality of beta coefficients testing revealed that collaborative teachers is not a significant predictor to student achievement outcomes for the sample population. Moreover, school characteristics are an important determinant of school’s graduation rates. These findings suggest a need for further research.

Keywords: School Learning Environment, Predictive Validity, Student Achievement Outcomes, Graduation Rates



Presenter: Dr. Cecile T. Ediza, (cezedza@yahoo.com) Knowledge Point UAE; Victoria Heights School-Manila

Title: “Towards Sustainable Operational Management on the Establishment of Filipino International School Overseas in Al Ain, Abu Dhabi, UAE”

Abstract: Overseas Filipinos are widely dispersed worldwide and United Arab Emirates (UAE) is one of the countries which host close to a million Filipino families. Al Ain, where many OFWs work, is one of the cities of the capital Abu Dhabi, the largest of the UAE's seven member emirates. It sits with immense opportunities with developments happening on every economic front. A balance between demand and supply is a vital factor steering people’s inclusive growth in Al Ain. As Filipino diaspora has moved towards the mainstream of the host country, many opportunities are becoming available. One of the many opportunities is establishing a school since there is a steady growth of Filipino workers in UAE. Recognizing the increase of migrant Filipino workers and Filipino families in Al Ain with no Filipino school found in the city, there is a need to

establish a Filipino school in Al Ain adhering to the Philippine curriculum. In doing so, the Filipino students in Al Ain would not be left behind insofar as Philippine education is concerned. However, the business of education for Filipinos overseas has not been easy for business-minded Filipino educators especially if there is no available operational guidelines to benchmark. Thus this research focuses on determining the sustainability of establishing a Philippines' Department of Education recognized Filipino school and produce a well-crafted school operational design. More specifically, this research emphasizes on assessment and the perceptions of Filipino families along with the advantages and market opportunities of founding a Filipino International School in Al Ain. The qualitative and quantitative method of research was used in this study. Frequency count, percentage, weighted mean was also employed along with focus group discussion from Filipino families in Al Ain. Research findings show that there is an immense necessity of establishing a sustainable Filipino school in Al Ain. The quality operational guidelines that impact the would-be student's competencies at par with international standards revealed significant insights to Filipino families and entrepreneurs in the field of education promoting Filipino quality educational system.

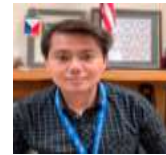


**Presenter: Dr. Rovilyn Katalbas-Dagondon, (rovi_katalbas@yahoo.com),
Surigao del Sur State University, Main Campus Tandag City, Surigao del Sur,
Philippines**

Title: “The Marketing Mix of Organic Food”

Abstract: The marketing mix employed by marketers had influenced the buying behavior of the consumers. This study is essential for the primary producer of organic food products because nowadays people are conscious about their health and aware of valuing themselves through proper diet and food to eat. The study employed the descriptive method which involves the description, recording, analysis and interpretation of the prevailing conditions. Out of 52,114 total population of the Municipality of Tandag City, Surigao del Sur, Philippines, the researcher chose 399 respondents from communities of the said City using the Sloven's Formula. The researcher also used simple random sampling. The overall findings revealed that four P's of marketing mix such as product, price, place and promotion were rated as moderate extent which means that the respondents were influenced most of the time on the purchasing behavior towards organic food. Based on the findings of the study, the majority of the respondents have a positive response or behavior towards organic food. However, promotion got the lowest overall mean among the 4 P's of marketing mix. Hence, there is a need for intensive

promotion through consumers' awareness and advertising campaigns about the benefits and unique selling points of organic food compared to conventional food.



**Presenter: Dr. Reynand F. Dumala-on, (reynandpc@gmail.com),
Department of Education, South Carolina, USA**

Title: “Principals' Empowerment Role, Teacher Empowerment and Institutional Achievement of Public Secondary Schools in the Province of Capiz”

Abstract: The study aimed to determine the relationship of the principal's empowerment role to teacher empowerment and to institutional achievement in the public secondary schools in the Province of Capiz. This mixed—method research conducted to 55 principals and 310 teachers in different secondary schools. The data in this study gathered using the Audit of Principal's Empowerment Role and Teacher Empowerment Scale Questionnaire and a researcher—made and jury validated Institutional Achievement Documentary Analysis. The independent variable in the study were the principal's empowerment role and the teacher empowerment while the dependent variable was the institutional achievement. The statistical tools used in the analysis of data were the frequency count, percentage, mean, and standard deviation for descriptive statistics and One-way Analysis of Variance (ANOVA), and Pearson r for inferential statistics. The alpha level of significance was set at 0.05. The findings of the study revealed that generally the level of empowerment roles of principals in terms of organizational development, organizational environment, instructional improvement, and curriculum improvement as very significant. On its entirety, the level of teacher empowerment of the public secondary school teachers in terms of sense of responsibility, participation, teacher selection, fiscal involvement professionalism, student learning, empowerment, difference making, control, innovation, and school collaboration was empowered. In general, the level of instructional achievement of the public school secondary schools in terms of academics, and sports and cultural was considered fair. There is a significant difference among the principals' empowerment role, among the teachers' level of empowerment, among institutional achievement components, and has a significant relationship in the Principal empowerment to the institutional achievement. But, with no significant relationship in the teacher empowerment to instructional achievement.



Presenters: Grace J. Fuentes, Susan B. Pastera, and May P. Pascual, (gracefuentes16@yahoo.com, susanpastera@yahoo.com, and pascualmay42@gmail.com), Education Program Supervisors, Department of Education, Division of Cadiz City

Title: “Mother Tongue-based Multilingual Education Instruction to Pupil-Recipients”

Abstract: This research aimed to determine the effects and challenges of MTB-MLE instruction to the pupil-recipients specifically to answer questions on the extent of effects and challenges of the MTB-MLE instruction in listening comprehension, book and print knowledge, vocabulary, spelling, grammar, reading comprehension and study skills. The quantitative and qualitative descriptive methods of research was employed and the respondents were the Grade 4 teachers from selected city divisions of Negros Occidental. A multi-stage clustered random sampling was used in determining the subject respondents. The research instrument used was the modified survey questionnaire to determine the extent of challenges of Mother-Tongue as medium of instruction to the pupil-recipients. The reliability of the questionnaire was established using the Cronbach alpha having .93 which yield a high degree of reliability. The Mean was used to determine the extent of effects and challenges of MTB-MLE instruction to pupil-recipients and analysis of variance was used to determine the significant difference on the extent of effects and challenges of MTB-MLE instruction to pupil-recipients. Findings showed a high extent of effects of MTB-MLE instruction to pupils when taken as a whole. Conclusions are drawn: MTB-MLE instruction proved a high extent of effects on the pupils’ performance in the Language Assessment for Primary Grade (LAPG) specifically on listening comprehension, book and print knowledge, vocabulary, spelling, grammar and study skills but only an average extent of effects is shown in reading comprehension. A great extent of challenges in MTB-MLE instruction was found in the area of book print and knowledge. The development of reading comprehension of pupils may be given more attention by teachers and school heads. Challenges given by teachers can be used as a springboard in decision making in order to improve the Mother-Tongue Based Multilingual Education in the Philippines.



Presenter: Dr. Helen E. Maasin, (helen.maasin@deped.gov.ph), Department of Education, Division of El Salvador City, Misamis Oriental

Title: “Bullying Prevention and Intervention Through Social Emotional Learning Activities”

Abstract: Bullying has been a school issue that needs to be addressed for it affects the performance of those who are bullied. In the Philippines, a law on bullying has been created to address bullying issues and penalized the perpetrators. However, the law does not include intervention procedures to minimize bullying. This study is focused on the intervention in bullying prevention through social and emotional learning activities. Social and emotional learning (SEL) is a “process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions” (CASEL Guide, 2015). Social and emotional learning (SEL) can best be understood through its five core competencies or skills, namely: self-awareness, self-management, social awareness, relationship skills and responsible decision-making. Social emotional learning activities were designed and integrated in the classroom activities. The SEL activities were adopted and customized from CASEL and other online sources. Some activities were designed by the researcher. The study was limited to the fifteen (15) elementary and three (3) high schools of the Division of El Salvador City. The integration of SEL activities were done by class advisers and teachers of Values Education. Questionnaire was designed by the researcher that quantified and identified those who were subjected to bullying. The result of the study revealed that there was a positive effect of the SEL program to the victims of bullying. The result revealed that the program was very effective on targeting respondents’ competencies in self-management, self awareness, social management, social awareness and decision-making. It manifested increased personal and pro social behaviors. It showed improvement on student skills such as self-control, empathy and consciousness . It also led to reduction of problem behaviors.



Presenter: Christina V. Maglipong City, (christinamaglipong@gmail.com), University of Science and Technology of Southern Philippines, Cagayan de Oro City

Title: “Profound Understanding of Fundamental Mathematics (PUFM) Professional Development Training and Learners’ Achievement in National Comparative Test in Mathematics”

Abstract: This study investigated the impact of the three-year teacher's training on the Profound Understanding of Fundamental Mathematics (PUFM) for K- 5 and 6 mathematics teachers of the Department of Education (DepEd) in the Division of Cagayan de Oro City on the pupils' achievement in mathematics. The researchers analyzed the pupils' score in the National Achievement Test (NAT) in mathematics by categorizing the pupils' score in terms of being taught by teachers in schools who participated the PUFM thrice, once, and none at all and the on-site interview of the teachers trained by PUFM. The data gathered were analyzed using frequency, mean, standard deviation and analysis of variance (ANOVA). Results revealed that PUFM training failed to show remarkable evidence to impact on pupils' mathematics achievement in the NAT, however, based on the post interview, the participants revealed that the training have improved their teaching competence in content, pedagogy and problem solving techniques because many of them, even a Filipino language teacher became coaches in mathematics contest like the annual Metrobank-MTAP Math Challenge. The researchers then recommend that the college may design a training to conduct every summer for two-week training-workshop for all elementary mathematics teacher from Grade I to VI to strengthen the mathematics concepts of teachers so pupils will have strong foundation in mathematics and construct its own assessment instrument to make an appropriate evaluation of content effect on pupils from the training. Furthermore, content reading in elementary school be emphasized to improve reading comprehension.

**Presenters: Dr. Bella P. Magnaye, (bpmagnaye@lpubatangas.edu.ph),
Lyceum of the Philippines University- Batangas**

Title: "Assessment and Evaluation of Student Outcome of Bachelor of Science in Nursing SY 2014-2018:Basis for Curriculum Improvement"

Abstract: Higher education constitutes an extremely significant institution in the development of the country. This is because institutions of higher learning provide the basis from where the blueprint of higher education is re-engineered toward excellence and quality, access and equity, relevance and responsiveness and effectiveness and efficiency. Thus, Lyceum of the Philippines University-Batangas, adopt Outcomes-Based Education (OBE), which is moving towards ensuring the provision of quality education, thus leading to the attainment of Institutional Intended Learning Outcomes (IILO). In this regard, a study was conducted utilizing descriptive type of research using documentary analysis to assess and evaluate student outcomes of Bachelor of Science in Nursing (BSN) SY 2014-2018 which is the basis for curriculum improvement. Findings unveiled that the respondents agreed that all the nursing courses are relevant to the program, from curriculum up to the assessment practices. In fact, it reflect on the

achievement of higher order learning and mastery on the courses rather than just accumulation of credited units for the program. Therefore, to continue enhance the learning outcomes of students, curriculum improvement is needed.

Keywords: Outcomes-Based Education,, Student Outcome, Nursing students.



**Presenter: Dr. Eduardo P. Malagapo, (dredpmalagapo@gmail.com) , EPM
& Associate Philippine Christian University Transnational Education Graduate
School, FZE Ras Al-Khaima, Dubai, UAE**

Title; "Strategic Leadership as a Competitive Advantage to any Business Initiative in the Middle East"

Abstract: Many of today's leaders do not understand the ongoing and intimate connection between leadership and strategy. Montgomery (2013) observed that as these two aspects were tightly linked together by the leaders, they have grown apart. She stated further that specialists help managers analyze their industries and position their businesses for competitive advantage, while the strategy has become a job for experts mostly or confined to a strategic planning process annually. The researcher conducted a study on the above premise. Further, the researcher considered the three types of leadership like traditional, innovative and influential if it will intimately connect to strategy. A structured survey questionnaire employing a descriptive kind of research was distributed to 56 corporate respondents using a Google form to get the respondent's responses on time. The researcher used a Likert scale and statistical tools like the average mean, standard deviation, and regression analysis in testing the hypothesis throughout the study. The result of the study pointed out a merging of the three types as mentioned earlier of leadership. The leadership merging will connect to an implemented strategy in the corporate organization. Seeing the policies fit in the application of this merged leadership depends on the corporate organizations approaches. The result of the leading merger and its form can make a difference in a corporate environment. Therefore, the conclusion shows that the traditional, innovative, and influential leadership when merged and applied systematically and with practicality, will result in a competitive advantage to an emerging corporate organization.

Keywords: Traditional, Innovative, and Influential Leadership, Strategies, Demographic, Descriptive Research, Middle East Countries.



Presenter: Essy N. Malibiran, (essymalibiran@gmail.com), Queens Adult Learning Center, Queens, New York

Title: “Adult Basic Education Program Implementation in New York City: Basis for Strategic Planning”

Abstract: This study determines the effectiveness in the implementation of adult education program at Queens in New York City to serve as the basis for its strategic planning. More specifically, it describes the adult basic education program at Queens Adult Learning Center and some demographics of the beneficiaries, determine the effectiveness in the delivery of the adult learners program as perceived by the students using the Andragogy of Adult learning in terms of: Agreement with Andragogical Principles, perception of Instructor Andragogical Behaviors and Learning Design Process, and the overall end-of-course Satisfaction. Quantitative method of research supported by documentary analysis was used to gather the needed data on the effectiveness in the implementation of Adult Basic Education Learning Program in Queens, New York City. A random sampling of 154 respondents of the study were the beneficiaries for the past five years. Most of the respondents are parents and grandparents of children in the New York City Public Schools. Based on locator test 45% needs to take test in reading and 55% in Mathematics. After a thorough delivery of classes either morning or evening; an increase by 64 and 1% respectively posted a little higher as to results of 70 and 54% respectively in Reading and Mathematics. This is manifested by the most extensive literacy adults’ services provided by Queens center in the state of New York. Further, as standards, the OACE ensures that certified teachers use authentic materials in contextualized situations to facilitate adult learning of reading, writing and math for programs may also include pre-GED, GED preparation and vocational training options. Provided by familial culture thru lifelong learning education, Adult Basic Education Learners Program in Queens Adult Learning Center has an average of 50 graduates per year for the past five years. From 480 students per year; there is very low rate of those who finish the program (50 from 480 per year or 9.6%) for there are 120 who voluntarily exit from the program and 310 survived out of 480 or .65% of adult students finished their program. On the other hand, there is a very good records of employability considering 98% are employed either full time or part-time. The delivery of Adult education program using the principles of andragogy was effective, the Andrological Behaviors and Learning Design are rated very much satisfied with course both for the instructors and students. Generally, results of no significant differences in the delivery of adult education posted on age, civil status, nature of employment but as to gender (sex) they did vary significantly. Since female

outnumbered male, they differ in their effectiveness rating in the delivery of adult education center. A proposed program strategies were done to be tabled for discussions. This research recommends a further study may have focused on other student success indicators, such as adequate funding, school climate, student or parent engagement, reductions in punitive discipline, access to a well-rounded curriculum, and access to resources. States should conduct audits and monitor districts.



Presenter: Ana Marie J. Matalines, (matalinesanamarie@gmail.com), University of the Immaculate Conception, Davao City

Title: “News Framing of Sexual Violence Against Children: A Mixed Method Embedded Approach”

Abstract: Sexual violence against children is a serious human right, social, and public health issue with long-term effects on mental and physical health. Preventing abuse requires a change of attitudes, beliefs, and circumstances in the individual and in the community which the media can influence with major impact. The study focused on the framing techniques employed by online journalists in news reportage on child sexual abuse (CSA) with great emphasis on the analysis of morphological and syntactical features in news articles of CSA according to headings and subheadings, photography with captions, the beginning sentences of the news story, the selection of sources, and quotes especially those that appear highlighted, and the concluding remarks of articles. News articles on sexual violence against children exemplify the attribution of responsibility frames in general. News reportage majorly attribute the blame to the victim with less or no emphasis on the action committed by the perpetrator. In addition, the shaming effect on victims because sensitive news stories of sexual assault tend to render indirect clues to the identity of the victim leave child victims a lifetime impact of painful loss of their dignity. Further, accounts of rape and molestation simply present the name of the perpetrator without giving reasons for committing the crime, which indirectly indicates the normalization of sexual violence against child victims. This implies the absence of societal attribution of blame in the commission of heinous crimes. This practice in journalism clearly emanates from the patriarchal culture in the Philippines, which exemplifies the dominant power of the male over the female, thus, indirectly allowing the sweeping occurrences of child sexual abuse (CSA) in the country.



**Presenter: Maria May N. Melo, (mayangmelo@yahoo.com),
MOGCHS, Cagayan de Oro City, Misamis Oriental, Philippines**

Title: “Social Influences, Career Maturity and Career Preferences”

Abstract: One of the challenges that our young learners are confronted with nowadays is on deciding what career to pursue in college. They are torn between their desires, their intellectual capabilities and the social influences surrounding them. Hence, this study dealt with the level of social influence toward career maturity and preferences among the learners, specifically the 322 fourth year high school students of Misamis Oriental General Comprehensive High School for school year 2015-2016. The characteristics of these learners in terms of their gender, academic performance, family monthly income, their parents’ educational attainment and occupation were considered. Their career choice based on social influence in terms of social prestige, employment opportunity and influences were also considered. There was also comparison of their career maturity and career preference. The extent of social influence on their career maturity was also included. In order to arrive at the findings, descriptive research design was used. Self-made and adopted questionnaires were used. Statistical treatments such as mean, frequencies, percentages, standard deviation, T and F tests were also employed. Simple linear regression analysis was used to measure the impact of social influence on career maturity. The result of the study revealed that in their of social influence the respondents’ career choice was moderately influenced in terms of social prestige and employment opportunities but not so much on the influence brought by their parents, other family members and peers. The most preferred career is teaching while becoming an operator is least preferred. The study also revealed that career maturity is high but career preference is low. This means that the respondents know what they want to pursue by looking into their abilities and skills but they prefer to pursue other career not of their choice. The overall result revealed that social influence has no bearing on career maturity.



**Presenter: Dr. Filomena M. Mendoza,
(fmmendoza@lpubatangas.edu.ph), Lyceum of the Philippines University-Batangas**

Title: “The Swine Production Business Industry in one Municipality in Batangas, Philippines”

Abstract: The study scrutinized the swine production business industry in San Luis, Batangas. More specifically, it described the profile of the respondents in terms of age, sex, marital status, educational attainment, household size; the production practices in the industry; identified the problems encountered by the swine producers in terms of management, operational and financial aspects, tested the relationship between the production practices and problems and drew an action plan to improve the swine production industry in San Luis, Batangas, Philippines. Data of the study were collected from the thirty-six (36) swine farmers as registered owners on the Business Permit Licensing office. Data were analyzed using profitability tools like gross margin, Net Revenue and Benefit Cost Ration in the cost and returns of the swine enterprise. Finding showed that the gross margin was US\$441.98 (Php23,276.68) for small scale and US\$10,496.63 (P552,804.78) for medium to large scale while Net Revenue was US\$36.50 (P1,922.49) in small scale and US\$6253.59 (Php329,345.46) for medium to large scale. The Benefit Cost Ration (BCR) was 1.03 and 1.44 which indicated that the enterprise has been found to be profitable since BCR is greater than 1. It was recommended that farmers add stocks frequently to help boost the profit to be made. Better marketing channels may be utilized as well.



**Presenter: Dr. Riceli C. Mendoza, (ricelimendoza@yahoo.com),
University of Southern Mindanao, Kabacan, Cotabato**

Title: “Indigenous Knowledge and Transmission of Obo Manobo Oral Folks Stories”

Abstract: The oral traditions of an ethnolinguistic group serve as the original form of education. They pass on the information and wisdom of human experience from generation to generation. This study focused on analyzing folk stories of Obo Manobo, one of the indigenous groups in the Southern Philippines. The collected, transcribed and translated eight folktales are explored and analyzed according to setting, characterization, plot, style, motifs, and worldviews. The Obo Manobo folktales exemplify settings which illustrate the typical landscape of the tale’s culture. The

characters in folk literature are usually flat, simple and straightforward. The Obo Manobo folk stories' plots are generally shorter and simpler than in other genres of literature. The actions basically center on a journey that is usually symbolic of the protagonist's journey to self-discovery. In terms of style, the stories use formulaic patterns such as conventional openings and closings and heavily rely on the use of dialogue. Folk tales have remarkable motifs which may help us understand the values, customs, and ways of life of the Obo Manobo people. Worldviews of the Obo Manobo as reflected in the folktales encompass various social domains: education, politics, socio-economics, and environment. These worldviews are consequentialism, patriarchy, matriarchy, animism, and oneness with nature. Consequentialism is the idea that advances that the value of an act should be judged by the value of its consequences. They believe that good actions and goodness itself result to success and reward while evil actions and evil thoughts end with failure and punishment. In the ancient worldviews of Manobo, men were really the ones who held the highest, most prominent and most important positions in the society. This practice has been embedded in their political system starting from the family, work, and to government in general. The presence of helpful and enchanted animals, spirits, inanimate objects and mystical worlds prove that the Obo Manobo people adhere to animism.



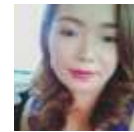
**Presenter: Dr. Norma L. Meñez, (gradschool@lpubatangas.edu.ph),
Lyceum of the Philippines University Batangas City**

Title: “Key Performance Indicators in the Effective Implementation of the ESC for Private JHS in CALABARZON”

Abstract: This study aims to explore the effectiveness of the implementation of Education Service Contracting in CALABARZON Region. Descriptive method of research was used employing questionnaire, interview and observation as data gathering procedures. The respondents of the study were the randomly selected 325 students and 490 Principals of CALABARZON from different schools in Region IV –A. This was based on an effect size of .025 both with a power probability of .95 using a priori power analysis of G^* power 3.1.9. The ESC participating schools in CALABARZON complied very well with the requirements set to be certified and keep themselves meet the above requirements for additional slots. The data on Junior high schools has a notable increase with an equal distribution coming from both private and public schools; their cohort

survival record is increasing. Some private Junior High schools in CALABARZON had some unused slots, have more than 1 scholarship grants; performing good in as far as their NAT Test scores are concerned. Both the principals and the students rated the implementation of monitoring and evaluation process as effective while moderately effective by the grantees' on selection process. The identified key performance indicators in order to effectively implement the Education Service Contracting (ESC) in CALABARZON is high tuition fees of private schools partner and the selection process of the grantees. Researcher recommend FAPE to consider access to low cost private schools in their certification requirements; on the other hand, DepEd may revisit their ESC grantee-beneficiary qualification to address the gap of graduating private schools access to low cost private schools.

Keywords: key performance indicators, ESC implementation, Public private partnership



**Presenter: Chene Rose B. Patron, (chinkai214@gmail.com),
Department of Health-Cabadbaran City**

Title: “Mother and Child Health Services Rendered by the DOH-Human Resources for Health to the Indigenous People of Cabadbaran City”

Abstract: The healthcare system in the Philippines has undergone dramatic changes over the past 20 years as the government has implemented various reforms and policies to provide every Filipino equitable health care benefits. Indigenous Peoples (IPs) often face numerous barriers to health care access resulting to health inequities. Physical segregation is one of the main reasons these ethnic tribes rely on their traditional health beliefs and practices, some in accordance with and some contrary to safe practices in health. The purpose of this quantitative research is to explore the extent of the mother and child health services rendered to the IPs and the health-seeking behavior of the mothers in terms of prenatal care, facility-based delivery, postnatal and newborn care, breastfeeding, nutrition, and child health care. The perception of the IPs on the barriers to accessing health care was also scrutinized. This descriptive-correlational study has been carried out by purposive quota sampling and an in-depth interview with 121 indigenous mothers in selected barangays of Cabadbaran City, Agusan del Norte. Findings revealed that maternal and child health services have “always” been rendered to the indigenous community and prenatal care got the highest mean among others. The Indigenous People “oftentimes” seek mother and child health care from the health professionals. There was a significant correlation between the health services rendered and the health-seeking behavior of IPs. On the other hand, there was a significant relationship between the perception of the barriers to health care and the health-seeking

behavior of the IPs on mother and child care. Therefore, continuous education about primary health care is much needed in the indigenous communities. The National Commission on Indigenous Peoples (NCIP) needs to integrate their culture-sensitive approaches to health to the Department of Health and Local Government Units' health programs. Health Human Resource Development Bureau-Deployment Program (HHRDB-DP) shall address the shortage of human resources especially in remote areas. Indigenous People should also have representation in the local and national health board. Finally, the researcher is counting on to the future researchers to conduct more culturally-sensitive studies with regards to the health disparities in the underserved areas.

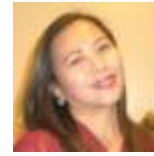


**Presenter: Dr. Abner V. Pineda, (drabnerpineda@gmail.com),
Western Colleges, Inc., Naic, Cavite Philippines**

Title: “Exploring Faculty Mentoring Using Hudson’s Five Factor Model”

Abstract: Quality and specific mentoring practices can lead to stronger and effective faculty instructional delivery in subject-specific areas. The purpose of the study was to explore mentoring practices of several college faculty members and their mentees using the Hudson’s five factor mentoring model for effective teaching. A survey was administered to seasoned and neophyte faculty members from a private Higher Education Institution during the A.Y. 2018-2019. The study used an exploratory research design to ascertain and analyzed both the qualitative and quantitative responses from the mentors and mentees. Results of the study focused on the following areas: (i) personal attributes that the mentor needs to exhibit for constructive dialogue; (ii) system requirements that focus on curriculum directives and policies; (iii) pedagogical knowledge for articulating effective teaching practices; (iv) modeling of efficient and effective practice; and (v) feedback for the purposes of reflection for improving practice. Implications of this study suggests that actively engaging mentors who apply the principles outlined by the five factor areas will serve to ensure highly effective support for the development of their mentee faculty colleagues. Professional development programs that target the specific areas for improvement of these mentors may further enhance mentoring practices.

Keywords: Hudson’s Five-Factor Model, Faculty Mentoring, Pedagogical Knowledge, Professional Development, and Modeling



**Presenter: Elsie P. Reyes, (benedictoelsr@yahoo.com),
Queens Adult Learning Center, Queens, New York**

Title: “Academic Stress, Motivation and Self-Esteem Among Adult Students: Basis for Improvement of the GED Program in New York City”

Abstract: The purpose of this study is intended to investigate into the correlation among academic stress, motivation, and self-esteem of the GED Program students of New York Department of Education. Specifically, this focuses on the following objectives: (1) What is the level of academic stress of the respondents? (2) What is the level of motivation of the respondents? (3) What is the level of Self-esteem of the respondents? (4) What is the TABE Test result of the respondents? (5) Is there a significant difference in the level of academic stress of the respondents when data are classified according to gender and age? (6) Is there a significant difference in the level of motivation of the respondents when data are classified according to gender and age? (7) Is there a significant difference in the level of self-esteem of the respondents when data are classified according to gender and age? (8) Is there a significant correlation between the levels of academic stress, motivation, self-esteem, and the TABE Test result among respondents? (9) What best predicts in the effective implementation of Queens adult learners’ GED program based on the performance in the delivery of adult basic education program? And, (10) What are the proposed programs to improve the Queens Adult Basic Education GED Program in New York City? This study employed the descriptive-Correlational Quantitative Research Design. Sample size of 150 GED students serve as respondents done through Convenience Sampling. Analysis of the data showed the following results: The respondents experience slight level of academic stress; The respondents have slight level of motivation in terms of need; The respondents show slight level of Self-esteem; The TABE results of the respondents show an average performance; There is a significant difference in the level of academic stress when data are classified according to age and gender; There is no significant difference in the level of motivation of the respondents when data are classified according to age and sex, respectively; There is no significant difference in the level of self-esteem of the respondents when data are classified according to gender and age; There is a significant relationship on academic stress, motivation in terms of need, authority, and self-esteem; The best predictors were motivation in terms of peer and need as well as academic stress. The results of the study, will be used by the researcher as basis for the improvement of the implementation of the GED Program in the City of New York, United States of America.

Keywords: Academic Stress, Motivation, Self-Esteem, and Adult Education



**Presenter: Dr. Dennis B. Roble, (dennis_roble@ustp.edu.ph),
University of Science and Technology of Southern Philippines, Cagayan de Oro
City**

**Title: “Mathematics Teachers Quality on SEAMEO Southeast Asian Regional
Standards for Mathematics Teachers (SEARS-MT): The Case of Cagayan de Oro
City, Philippines”**

Abstract: The Southeast Asian Ministers of Education Organization (SEAMEO) formulated the regional standards for mathematics teachers in the Southeast Asian region. The Philippines being a member country of this organization has implemented the enhanced basic education curriculum following the 12-year educational journey of Filipino students harmonizing with the educational system of the rest of the member countries in the ASEAN region. However, with this change in the educational landscape in the country, are the mathematics teachers competent based on the standards set by SEAMEO? This study aimed to examine the teaching quality of public secondary mathematics teachers in Cagayan de Oro City based on the Southeast Asian Regional Standards for Mathematics Teachers (SEARS-MT). The 147 secondary mathematics teachers in the division answered the SEARS-MT dimensions qualification checklist and data collected was analyzed using mean and standard deviation. Results revealed that mathematics teachers are wanting of exposure and training in ICT integration in mathematics classroom and well-balanced with strong mathematics content and pedagogy. They also took the opportunity to grow professionally in graduate education and membership in different professional communities inside and outside school. DepEd, however, may transform the teaching and learning approaches to solicit positive attitudes of teachers and slowly remove the traditional teaching methodologies which are still evident in some developing countries like the Philippines. Mutual agreements between SEAMEO member countries also needs to be in placed so that countries with low performance in mathematics in international comparisons like Program for International Students’ Assessments (PISA) are assisted to realize the vision of the ASEAN economic community in 2025.



**Presenters: Dr. Gladys Amylaine D. Sales, Dondy Depositario, Roxanne
O. Anocha, and Ma. Aileen B. Bermudo, (sales.gladys@gmail.com), Department of
Education, Cadiz City Division, Cadiz City.**

**Title : “Teachers’ Competence In Developing Emergent Literacy Skills in the
Primary Level: Basis for In-service Training”**

Abstract: This study aimed to determine teachers’ competence in developing emergent literacy skills in the primary level as basis for the development of an in-service training program. The descriptive method of research was employed. The participants of the study were the primary grade teachers of District IV, Division of Cadiz City. They were determined using total enumeration considering the following variables such as sex, age, grade level, civil status, length of service and highest educational attainment. The data in this study were obtained using the researcher-made questionnaire that are anchored on the National Competency – Based Teachers Standards (NCBTS) domains. Mean was used as the statistical tool of the study. Findings revealed that teachers’ level of competence in developing emergent literacy skills when grouped according to the mentioned variables were high. Teachers rated themselves very high in alphabetic knowledge and oral language. In addition, Grade Three teachers obtained the highest competence level with very high results in the seven emergent literacy skills. From the results in terms of age, it is concluded that older primary teachers do better over their younger counterparts in terms of the teaching of vocabulary development, spelling, and listening comprehension. On NCBTS domains, curriculum got very high when taken as a whole. School Learning Action Cell (SLAC) Session as an In – Service Training will be designed for primary teachers in the Division of Cadiz City.



**Presenter: Engr. Ildefonso D. Salva, (isalva@schools.nyc.gov),
Kappa III School - New York City Department of Education, Bronx, New York
(isalva@schools.nyc.gov)**

**Title: “Teacher’s Morale, Leadership Practices, and Organizational Climate of
New York City Public Schools”**

Abstract: This study seeks to find out whether organizational climate is a predictor of teacher’s morale and leadership practices in New York City public schools. Specifically, it investigates the teacher’s workplace climate; determines teacher’s morale in terms of ten different factors; and identifies the teacher’s leadership practices that best support great accomplishments in organizations. Descriptive method of research was employed using questionnaires as source for data gathering. The researcher utilized three standardized instruments: Part 1 - Demographics of the Public Schools; Part 2 - Bentley and Rempel (1980) Purdue Teacher Opinionnaire (PTO); 100 questions instrument

designed to measure the levels of teacher's morale and Leadership Practices Inventory (LPI); Part 3 - Organizational Climate questionnaire (Litwin and Stringer, 1966). Sample size of 383 teachers/respondents out of the total population of 75,000 teachers of New York City public schools was calculated using RAOSOFT. Analysis of the findings based on Weighted Mean and Ranking, regression analysis, and Analysis of Variance (ANOVA) shows that: (I) Differences among the Measured Variables when grouped to Age affect the assessment on teacher's morale in terms of satisfaction with teaching, curricular issues and school facilities and services; and organizational climate in terms of responsibility but Age does not affect the assessment on teacher's leadership practices. (II) Differences among the Measured Variables when grouped to Sex, Civil Status, Grade level, and Tenure status do not affect the assessment on teacher's morale, teacher's leadership practices and organizational climate. (III) Differences among the Measured Variables when grouped to Nature of Present Employment affect the assessment on teacher's leadership practices but does not affect the assessment on teacher's morale and organizational climate. (IV) Differences among the Measured Variables when grouped to Subject Area the respondents are teaching, affect the assessment on teacher's morale in terms of community pressures; teacher's leadership practices in terms of model the way, inspire a share vision and challenge the process; and organizational climate in terms of support, standard, conflict and identity. (V) Assessment on Teacher's Morale in terms of Rapport with the Principal, Teacher's Load and Community Pressures significantly predicts organizational climate. (VI) Assessment on Teacher's Leadership Practices in terms of Challenge the Process significantly predicts organizational climate. Based on the results, the researcher concludes that organizational climate is a predictor of teacher's morale and leadership practices. Teacher's morale and Teacher's leadership practices particularly in the "challenge the process" dimension notably predicts organizational climate. It is recommended that more capability building to support the effectivity of the institutional leadership practices be made for sound organizational climate.

Keywords: Teacher's morale, Leadership Practices Inventory, Organizational Climate



**Presenter: Dr. Romulo T. Sisno, (romulosisno@yahoo.com.ph),
Northern Negros State College of Science and Technology, Philippines**

Title: "Conformance on Quality Management System of One State College in the Philippines as Basis for ISO Certification"

Abstract: This study sought to determine the quality management system of the Northern Negros State College of Science and Technology (NONESCOST) as basis for International Organization for Standardization (ISO) Certification. The descriptive method of research was used in this study. It utilized the ISO 9001:2008 Quality Management System Requirements Checklist and the Questionnaires on the Attitudes towards ISO 9001. The study utilized a descriptive research design. Findings revealed that the attitude of administrators, teaching personnel and administrative staff towards ISO 9001 in terms of benefits, challenges, recommendations and standards did not differ significantly. Findings further revealed that the employees have mostly positive perceptions of ISO 9001, resulting in positive attitudes in the workplace. Findings also revealed that the extent of conformance to the ISO 9001:2008 (QMS) Requirements in the areas of Quality Management System, Management Responsibility, Resource Management, Product Realization and Measurement, Analysis and Improvement was perceived by the respondents to be minor non-conformance. It implies that fulfillment to the ISO 9001:2008 Requirements was only satisfactory.

Keywords –International Organization for Standardization (ISO), Technology Quality Management System



**Presenter: Cynthia U. Talens, (sintiatalens@yahoo.com),
Manila Tytana Colleges, Diosdado Macapagal Blvd, Pasay, Metro Manila**

Title: "Chemical Formula Writing Difficulties among Filipino Students of General and Inorganic Chemistry"

Abstract: Filipino freshmen college students' difficulties in writing chemical formulae were determined using a modified end-of chapter exercise subjected to content validation by experts. Students' perspective on their difficulties in chemical formula writing was also elicited using a researcher-constructed questionnaire that enabled the students to explain their answers. Analyses of the data reveal that students' difficulties in writing chemical formulae for ionic compounds from the given cations and anions stemmed primarily from faulty execution of the criss-cross method. However, writing formulae for covalent compounds from given chemical names that make use of Greek prefixes was least cognitively demanding. Finally, writing formulae for ionic compounds from chemical names was the most difficult exercise for the students. Results of the study imply that students' knowledge and skills in chemical formula

writing could be enhanced through an expert use of the criss-cross method coupled with a mastery of chemical symbols and ionic formulae.

Keywords: chemical formula writing, chemical formula writing difficulties, criss-cross method, chemical formula errors, ionic formulae



**Presenter: Josie M. Torre, (majorjo125@gmail.com),
Tiegerman High School, Richmond Hill, New York**

Title: “Work-Life Balance, Well-Being, and Spirituality of Filipino Educators in New York City: Basis for Training and Development”

Abstract: This study aimed to determine the level of work-life balance, well-being and spirituality of 105 Filipino Educators in New York City. Three standardized questionnaires namely: Work Life Balance , Well-being , and Spirituality Attitude and Involvement List Questionnaires were used. Descriptive correlation method was utilized. Results showed that the participants have a higher level of spirituality and involvement compared to their level of work-life balance and well-being. Also, the results revealed that work-life balance and well-being have positive correlation with spirituality. Furthermore, work-life balance showed a significantly higher correlation to spirituality. The responses on Work-life Balance when grouped according to the profile variables, depicted that the respondents who are 60 years old and above and are widowed have higher assessment on work life balance in terms of Time Demands and Emotions. On the other hand, the responses on Well-Being when grouped according to their profile variables showed no significant difference. Whereas, the responses on Spiritual Attitude and Involvement when grouped according to their profile variables showed that those who are 50 years old and above have higher spiritual assessment except in the subscale of Acceptance. Whereas, females have higher evaluation in terms of Acceptance. Together with this, the widows have also a higher assessment on Trust and Caring for Others. This study emphasized that work-life balance, well-being and spirituality are valuable concerns of the NYC Educators and in order for them to experience wholeness, these need to be given importance during training and development particularly the weak areas on work life balance and well-being.

Key Words: Work-life Balance, Well-being, Spirituality, Educators



**Presenter: Leonarda A. Villaceran, (Leonardavillacera61@gmail.com)
High School for Health Professions and Human Services, Manhattan, New York**

Title: “Effective Leadership, Collaborative Teachers and Supportive Environment: Predictors of Student Achievement Outcomes Among Low Performing Secondary Schools in New York City”

Abstract: The purpose of this study was to examine the significance of collaborative teachers, supportive environment and effective school leadership as measures of school learning environment and determine if these variables are predictors of student achievement outcomes among low performing high schools in New York City. Using the data from 2017-18 NYC School Survey done by parents, teachers and students and published online, 41 low performing high schools were purposely selected as samples. Descriptive statistics were used to describe low performing schools in terms of measures of combined growth and proficiency on state exams, graduation rates and rate of chronic absenteeism. Correlational analysis was performed to determine the relationship of collaborative teachers, supportive environment and effective school leadership to Regents state exams in English and Math. Ordinary Least Square regression was used to test whether these selected variables are predictors to student achievement outcomes. The regression analyses and equality of beta coefficient testing revealed that all three variables were found to be significant predictors of student achievement outcomes for the sample population. Findings of this study showed that supportive environment has moderate impact to student achievement in ELA and in Math. The study concludes with recommendations for future research.

