

School Heads' Competencies And Teachers' Performance

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Abstract

This research investigated the correlation between school heads' competencies and teachers' performance. The study used the descriptive correlational method. An adapted questionnaire was used to gather data. The teacher IPCRF rating for the School Year 2021-2022 was used to determine the teachers' performance. A total of one hundred(100) elementary teachers from the sixteen (16) schools in the 1st Legislative District of Cagayan de Oro City took part in the study. Mean, standard deviation, and Pearson r correlation, were used to treat the data. The school heads' competencies have an overall description Agree. The teachers' performance based on the IPCRF rating indicates that they are is outstanding. Building connections has a significant relationship to teachers' performance while leading strategically, managing school operations and resources, focusing on teaching and learning, and developing self and others have no significance. School heads' may further improve their communication skills and strategies on how to create more connections and attract stakeholders who will be a great help not only for school improvement but also for learners, teachers, and the community.

Keywords: *school heads' competencies, leading strategically, school operations and resources, focusing on teaching , teachers' performance.*

1. Introduction

School heads are responsible for the school's authoritative and instructional supervision. In today's world, school leaders must embrace challenging tasks with enthusiasm and think strategically in order to achieve the organization's goals. They must meet the Department of Education's competency requirements. These competencies are divided into two categories: leadership and core behavior. These abilities must be demonstrated in order to achieve outstanding results (DepEd, 2015).

School principals play an important role in student achievement and school improvement. In rapidly changing and improving social conditions, determining their competencies is critical. The more these competencies are acquired by school leaders, the higher the student achievement (Zdemir et al., 2019).

Brissom et al. (2021) made the claim that school leadership matters for school outcomes, including student achievement. As a result, school principals play an important role in efforts to raise standards and expectations in teaching and learning (Rester, 2020). A large body of research from peer-reviewed literature demonstrated that effective leadership can influence school performance. School leaders should be trustworthy administrators who encourage collaboration and teacher leadership, as well as hiring Of educators who're simply enthusiastic in teaching.

The DepEd Order No. 24, s.2020 otherwise known as Guidelines on The National Adoption and Implementation of The Philippine Professional Standards For School Heads (PPSSH). This issuance is in line with the Department of Education's (DepEd) commitment to supporting school heads so they can better perform their roles in schools, including improving teacher quality. The Department of Education recognizes the importance of professional standards in continuing professional development. The Department of Education believes that quality student learning is dependent on quality teachers who are supported by quality school leaders. Changes brought about by various national and global frameworks, such as the K-12 Basic

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