



Republic of the Philippines
Department of Education
CARAGA REGION

QAME ANALYSIS FORM 3

SUMMARY OF REGIONAL MONITORING AND EVALUATION

Title of Training Program : Online Enhancement Training for DepEd Caraga Schools Leaders
Inclusive Dates of Program : May 23-25, 2022
Modality : Online
Activity owner : Tiche Lynn G. Caparoso
Functional Division : HRDD

1. What is the general rating of the SESSIONS and FACILITATORS in the training program?

Enter All Training Venues (includes All Batches)	Overall, Session-Facilitator Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendations
Virtual					
Sessions		3.73	3.82	3.84	
Facilitators		3.80	3.84	3.87	
Regional Average* for Sessions-Facilitators	3.82				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)
*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions, and facilitators) in the region.



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- Major Observations/Findings (include venue/s of training, and batch number):**
- The topic is relevant to the role's participants. It is very useful to us, but the internet connection is not good. Sometimes it is stressful due to poor connection when submitting the outputs.
 - The topic is relevant to the new normal situation. Very helpful to the teachers. successful leaders combine practices in different ways across different phases of their school's development.
 - Conduct face to face seminar to have a better understanding of the topic.

What is the general rating of the daily PROGRAM MANAGEMENT/OPERATIONS of the training?					
Venue of Training (include ALL Batches)	Overall Rating	General Rating DAY 1	General Rating DAY 2	General Rating DAY 3	Summary of Commendation
Virtual		3.75	3.82	3.83	
Regional Average for Operations	3.80				

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)
 *Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches and program management/operations of the training) in the region.

- Major Observations, Findings and Suggestions (for the program management/operations of the training):**
- So far, the activity is well managed, but the unstable signal of the internet will hamper our learnings of the session.
 - Since we have inconsistency of internet connection, I will recommend and suggest face to face activities or seminar.
 - The facilitators are well-prepared. The host is very professional given with some school leaders kept on complaining.

3. Are there critical incidents that should be addressed by the Training Program Provider/ Management?				
Critical Incident/S Based on Star (5Ws and H)	Training Provider (Region)	Action Taken by the Program Management	Status	
NONE				

Major Observations/Findings (include venue/s of training, and batch number):

4. ANALYSIS OF THE END PROGRAM EVALUATION (to be accomplished at the end of the training program)

AVERAGE RATING PER CRITERIA (Values from “1.0” – “4.0”)						
Training Venue (include Batch Number)	Program Management	Delivery of Content	Attainment of Objectives	Program Management Team	Webinar’ s Etiquette	Internet Access
Virtual	3.80	3.85	3.84	3.82	3.73	3.32
REGIONAL AVERAGE*	3.73					

LEGEND: 3.5 – 4.00 (Outstanding); 2.5 – 3.49 (Very Satisfactory); 1.5 – 2.49 (Satisfactory); 1.0 – 1.49 (Needs Improvement)

*Target average rating for all training venues is 3.5 – 4.0 or 88% up to 100% (inclusive of ALL batches, sessions, and facilitators) in the region.

Top three (3) responses based on participant feedback in Program Evaluation for all training venues and batches:

- We need to have this training in the face-to-face so that all participants will be accommodated on their queries.
- Training like this should be compulsory to all newly hired school head to let them equip the new system of education in the new normal.
- Monitoring and evaluation should be conducted to the classrooms and school premises to update the reports and make it sure the safe learning atmosphere of the learners.

What is your most significant learning from the webinar?

- A good leadership and a strong communication are the keys to have strong relationship with our staff
- A leader in which work with the teams beyond their immediate self-interest to identify needed change. It is a clear sense of values and beliefs.
- A transformative leader is a leader committed to work hard and have willingness to accept responsibility for the common good of everybody.
- A transformative leader requires a clear sense of values and beliefs that undergird his own identity, be willing to take stands for the good of everyone.
- A Transformative Leader willing to stand that may require moral courage, to live with tension, to engage in activism and advocacy.
- Action research can be a great help for improvement through intervention
- Action research generates knowledge around inquiry in practical contexts, allows educators to learn through their actions with the purpose of developing personally or professionally.
- Action research has evolved into a research philosophy and methodology that may be applied to academic endeavours. It aims transformative dynamism by combining the processes of acting and conducting research, which are linked by critical reflection based on the findings.
- Action research is an organized and factual process in solving problems in an organization through systematic data gathering and analysis. Through it, appropriate intervention could be designed to improved situations.
- Action Research is committed to acting and effecting positive educational change based on the findings rather than being satisfied with reporting the conclusions to others.

- Action Research is one of the tools for professional development as long as there are problems there always be research.
- Action Research is very significant to every school because help to address a specific problem within a classroom, school, or other communities.
- Action Research need not be boring and tiresome.
- Action research plays an important role in the evaluation of interventions applied to make things better in school operations.
- All about on how to make action research individually, teams and collaborative research.
- All about the Action research. Everything about it since I really don't have a background about it.
- As a leader, we must be a transformative with regards to our performance in the level of educational organization. Our commitment must high and high in so called level of abstraction for us to have a balance service. Because it is a fundamental for improvement or transforming the world through educating the young minds.
- As a school head we need to be transformative. If we have practices that is not applicable as good leader, we will ready to neglect it and change the way it is applicable nowadays
- As leader I shouldn't stop identifying the problems, but the important thing is to discover and address the problems for it to be solved.
- Be a reflective leader that engages action research to resolve issues & concerns in school
- Be adaptive to the new normal situation of being a transformational leader using action research in the improvement of school system.
- Being a leader, we must open for a change. Be brave and courageous to face problems related our work.
- Clear sense of values and beliefs that under geared his or her identity, and willing to take stands.
- communion with each other, we liberate each other.
- Cooperation and proper decision making are the most valuable lessons I learned today
- Action research refers to a wide variety of evaluative, investigative, and analytical research methods designed to diagnose problems or weaknesses—whether organizational, academic, or instructional—and help educators develop practical solutions to address them quickly and efficiently.
- Different kinds of School Leader/ How Action Research important to address the school/learners/teacher's problem
- Different principles and features of Transformative Leadership and how to make action research.
- Equipped school heads on necessary skills and abilities to remain steadfast in running their different respective school. This training also made us school leaders to abreast with the new trend of education and responsive to the need of the society.
- For the day, my significant learning is about transformational leadership, in which a school head needs to adapt it and must join forces to renew commitment for transforming education as a fundamental means of transforming our world.
- Freire emphasizes that a true revolutionary leader believes in working in unity with the oppressed. When we live in here is need for school leaders to be a good in his/her decision-making skills.
- It very significant learning is the knowledge about the things to consider in making action research for the benefit of school children.
- Kinds of leadership in which as a leader need to possess to have an effective management of administrative and supervisory
- Learn how important is the making of action research wherein the researcher can identify the needs and problems of the teacher or the pupils as well
- Learned about action research to improve education by changing it and learning from the consequences of changes.
- My most important learning is about how I may help issues in the school organization.

- My most significant learning for today is about facilitation and presentation skills and mentoring skills. As a leader, we must set everything in advance and in its place and implement with Aura.
- My most significant learning for the day is about the facilitation skills in which I learned the characteristics/ behaviours of a good facilitator needs to possess in being a school head for the success and welfare of the school as well as to the learners. Also, I learned the habits how to be a highly effective coach and the mentoring competencies.
- My most significant learning for the day is on how we will deal a mentoring and coaching to our teachers. Dealing teachers with different perspective in their field of job. How are we going to mentor and coach them in a right and kind way? We must be firm in our functions and duties just to mentor and coach them so that they will be able to refresh, and they will learn more effectively.
- My most significant learning for this day is how to become a good leader.
- My most significant learning for this day is that coaching and mentoring an employee makes them more valuable to your organisation by developing and enhancing their skills—both professionally and personally. By being interested in the growth of your staff, you're showing them that you care about their progress. And this can increase their loyalty to you. And understanding the characteristics of being a good facilitator to be able of having the ability to listen, confidence to deal conflict, communicate, to maintain a sense of humour and good arbitration and mediation skills.
- My most significant learning for today's session is about action research and transformational leadership.
- My most significant learning that I gained today is about on how to make an Action Research.
- My significant learning for today was about a transformative leadership, concept of pedagogy of the oppressed and different kind of Action Research.
- My significant learning is that I learned about the transformative leadership in the new normal and about the action research.
- Necessity of doing action research in the workstation to address prevailing academic problems in school
- Problem-posing model of Education is better than the traditional way of teaching which is Banking model of Education.
- Qualities of a transformational leader. How to make action research relevant to the present situation of the school
- Reflecting my past and current practices that affects my leadership style as school leader and to the success of school goals.
- Refresh knowledge about making action research
- Research methods are ways of collecting and analysing data. Common methods include surveys, experiments, interviews, and observations.
- School Head must conduct research to make her effective in performance of duty. Close supervision to teachers must be implemented
- School head should do action research to improve points of weaknesses or solving problem found in the part of the teachers and students.
- School Leaders can deal different situation in a different manners base on his/her ability following the standard norms.
- SH's as transformative leaders must solve problems based on context in consideration with the policy framework.
- Significant learning for today's topic is Transformative Leadership in the New Normal. The topic discussion is very clear and that make me learn more and most applicable nowadays. School Head should be transformative for a better change of the school he/she manage.
- The Banking Model - In this pandemic time, what we educators want is that education must continue. We give modules to our learners with bulk of exercises and activities without considering the learners capability. It is very significant for me because as School head I must take responsibility particularly the delivery of the curriculum.

- The most significant learning of the day is about the capacity building ways and enhancement of facilitation skills for school leaders.
- The school head plays a crucial role in creating a work environment among the all the personnel in the school
- The school head plays a vital role in the development of the school including its learners and personnel. Thus, he should have to possess the required skills to fully fulfill the school's mission-vision.
- The school head shall have the accountability and responsibility consistent with the national educational policies plans and standards
- The school head should be consistent with the national policies and standards as to authority, accountability, and responsibilities. The CPDAS Account creation.
- The significant learning for the day that I should want to embrace is the ability of a leader to listen, communicate, deal with conflict, and practice a sense of humour for an enjoyable learning environment.
- The significant learning of the day is all about transformative leadership and the preparation of Action Research
- The significant learning of the day is the effective facilitation and skills in dealing such facilitation to be most effective facilitator in dealing clientele specially teachers
- The significant learning of the day the roles and function of a leader that He or She is the captain of the boat to guide so that the school will be in a right direction. and another learning is the continuing Professional development of a government employee in which as Government servant should study more and more for their self-development and for the people that he serves.
- The significant learning that I learned of the day is more on Action research, formulation of questions and identifying and formulating of problems and gathering and analysing data.
- The significant of Transformative leadership in the New Normal and the importance of Action Research.
- THE SKILLS OF BEING A GOOD FACILITATOR OR GOOD FACILITATION SKILLS
- The sole responsibility of the school head reflected on RA. 9155.
- The stages of group dev't. forming, storming, norming, performing and adjourning
- The strategies, characteristics of a good facilitator, coach, and mentor.
- The task of an SH is very crucial for educational system to be effective and efficient
- The topic helps me build a positive and concrete change in doing mentoring and coaching activity.
- The topic was about leadership and action research. My knowledge on this topic is refresh. As a school leader you must be a transformative leader especially in these changing times.
- The topic was very important since it added my knowledge on how to more effective as a leader.
- The use of power of Principals as states in RA 9155
- The very important role of being a school leader/manager in our respective school handled.
- There are facilitation and mentoring areas that I need to improve.
- There are so many functions of school leaders; and how to access our CPDAS account.
- There are tips and ways how to be a good facilitator. Communication is very important in a group. Clear objectives and clear duties and responsibilities of school heads and teachers must be embraced by everyone.

How will your learning impact your work as DepEd employee?

- SUSTAIN THE STRENGTHS AND IMPROVED MY WEAKNESSES TRYING TO BECOME A TRANSFORMATIVE LEADERSHIP
- That I will implement the facilitation skills that I learned during my staff meeting
- That learning will be shared to my teachers or transfer of knowledge to them
- That there are lots of Action Research that I possibly wrote within the context of classroom or in school based on hints given by the discussants today
- The function and the roles of being a leader
- The implementation of the programs and projects of the school to have the good results when it comes to the academic learning performance with a safe and conducive learning environment.
- The learnings made me realized that the delivery of basic quality education is the main responsibility of a leader.
- The practices learned help me more productive doing my job as school leader
- The provision of technical assistance to teachers on matters pertaining to enhancement of classroom management, skills and instructional competence should be reinforced by sending teachers to free trainings and short-term courses based on their needs.
- The topic of using technology in the classroom can be intimidating in today's world.
- The training serves as guidelines and path as you go on your journey in the field of teaching.
- There are areas of responsibilities as a school head wherein I am not good at it. I am trying my best to improve myself and do good on it.
- There are some experiences that should be treasured, and some are to be a park for me to grow.
- This could help a lot of being a leader and transforming into an effective leader.
- This session helps me evaluate myself where I am now as a leader, I learned from this session that as a leader we need to consider every angle of the school-based management, good management of the school personnel, the proper utilization of the School Operating Expenses, professional development of the whole teaching force to equipping them in different teaching strategies for the betterment of the learners
- To be fully mature and understand fully the function of School Head as manifested in RA9155
- TO BE MORE SENSITIVE AND MORE EFFECTIVE AS SCHOOL LEADER
- To formulate my unique leadership, I will implement the PAPs of the DEPED with utmost creativity. By doing so, others can even benchmark on my outputs.
- Furthermore, I will try to balance the child-centered, Teacher-centered, and Curriculum-centered approaches.
- To help my colleagues trace their CPD units through creating an account in CPDAS.
- To keep in mind always the importance of attending seminars either face to face or online that would help improve the teaching and learning process.
- TO LEAD WHOLEHEARTEDLY IN THE IMPLEMENTATION OF DEPED THRUSTS AND PROGRAMS
- To stand firm of being a school leader that follows the job description to be a good leader.
- To strengthen community linkages and building a strong community partnership with a common purpose to provide quality education
- TO SUSTAIN THE 3 VALUES WHICH HAVE BEEN USED AND PRACTICED.
- To sustained and strengthen the aspect where I am doing well and to improved/develop those skills that I am not doing well.
- To work legibly with aiming betterment of the school personnel and to the learners, by leading them in a good path of educational instruction for learners' profit.

- Transformational leadership is when leader behaviours influence followers and inspire them to perform beyond their perceived capabilities. Transformational leadership inspires people to achieve unexpected or remarkable results. It gives workers autonomy over specific jobs, as well as the authority to make decisions once they have been trained.
- Trying to resolve conflicts and concerns of my students and teachers through seeking, brainstorming and implement the consensus solution and move on
- Uphold the standard set by the DepEd as instructional and administrative school leader that will give and cater the needs of the learners and personnel by equipping them with basic quality of a real and effective and efficient teacher.
- Urge or encourage teachers to do action research on individual or collaborative research.
- Using interactive multimedia to support information systems training: system design and learning issues Action Researchers
- Using the inputs in this training, I must make action research that help answer the problem especially in the performance of pupils.
- Utilize all my learnings in this training for the improvement of the disposition of my function
- Utilize teaching techniques and follow approaches that best suits to the different sets of learning.
- WE ALWAYS READ AND ATTENDED TRANSFORMATIONAL LEADERSHIP BUT SOMETIMES WE ALWAYS FOLLOW TRADITIONAL ONE
- We discover and they are on learning continuum and guide them to where they need
- We learned on how to manage our school through this seminar.
- WE MUST IDENTIFY SCHOOL UNDERLYING PROBLEMS AND MAKE AN ACTION RESEARCH IN ORDER TO FIND APPROPRIATE INTERVENTION
- We should always remember our good role in the school no matter how problematic we are but still we should manage ourselves professionally
- What I learned today will be surely apply in the school where I manage. I will also apply it to myself the transformational skills of a school head to adapt the new normal.
- What I would do otherwise if I was in the current position of education, do the right thing for the good and development not only of my own abilities but for the development of each other
- When things may happen that there will be opposing viewpoints in the school especially in meeting, I call everyone for a chance to talk into a particular topic to reach to the point that our view and opinions may be heard and come up with a better solution and endpoints.
- With all the learnings acquired, I will apply it and continuously strive to become a more effective facilitator.
- With the new learnings about mentoring and coaching I realized that I must respond to the needs of the teachers specially newly hired teachers. As a school head, I must address some difficulties of the teachers through effective mentoring and coaching skills.

Comments and Suggestions:

- IF POSSIBLE, THIS ACTIVITY CONDUCTED TWICE ANNUALLY.
- Implementation of doing action research is a must to resolve problems happen in school.
- Inquire and study about refine and enhance abilities
- Internet connection to improve to dodge delay of the discussion with the speakers.
- It is better if this kind of seminar be done in face to face especially if it involves workshop.

- It is better to have this kind of seminar in a face-to-face setting.
- It was a very good topic and I think it will help teachers in the field and so it must be similarly conducted to them most likely in face-to-face seminar.
- It would better if we were given activity I would serve as our pre action research
- Lets have it in face-to-face training scheme next time to make it productive and effective.
- Maybe it is much effective if this activity could be conducted in a face-to-face session in order to understand the topic.
- Monitoring and evaluation should be conducted to the classrooms and school premises to update the reports and make it sure the safe learning atmosphere of the learners.
- More engagement activities in the making of an action research.
- More research to read so that we can apply the things we learn in our school
- More studies and familiarize the basic principle of action research
- More time allotment. Because the topic is so heavy to digest, and half a day is not enough
- More training for deepened understanding of what action research importance.
- Motivate teacher to have action research for them to improve their professional growth and development
- My comment/ suggestion for improving a similar activity, is hopefully more activities like this to further increase our knowledge of developing or doing action research.
- My suggestions if it is okay? To have f2f training about this
- Need enough time to digest what was behind feed by our brilliant speakers.
- BECAUSE THE SESSION IS WELL DISCUSSED.
- Observant of time and technicality of application software should be observed to avoid delayed of time.
- Organizational strategies and take notes of the most important details.
- Participants must always follow standards of policies about online seminar. Everyone must have respect to his co participant avoid unnecessary noise .
- Prior to division screening, action research completed by teachers and school heads should be presented at the district level.
- Sample of action research will be provided to the participant.
- SO FAR NONE, VERY ENERGETIC AND SMART, KNOWLEDGEABLE RESOURCE SPEAKER DR. RENNIE C. SARANZA
- So far, I had no suggestion nor comments on the sessions nor the facilitators. The sessions nor topics has a clear goals / objective that able the participants lively participated the session.
- Stick to the time allotted for each speaker and hope in the next training it would be faced to face.
- That face-to-face training will be conducted for the next training.
- The resource person was very good, knowledgeable, and intelligent she lets the participants to understand the topic
- The session is presents useful information about action research which could be cascaded to teachers in the field.
- The session is too long for half day. Sana whole day and session nila para may time pa sa mga interaction.
- The topic of action research is heavy for me. It would be better if it was tackled in the morning.

- The topic was discussed comprehensively it is just that there were many interruptions, it is hard to digest with all those information in one setting.
- The training is more fruitful if this seminar conducted face to face.
- There should be presentation of action research conducted by the teachers and school heads in the district level prior to division screening.
- This webinar is so fruitful thus I gained more knowledge about action research. Thank you for the opportunity.
- Timely because school leaders need to be reminded of their role to become effective
- To have an intentional plan in making school action research
- Training like this should be compulsory to all newly hired school head to let them equip the new system of education in the new normal.

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