



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 : June 20-22, 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	3.80	3.81	
Facilitators		3.73	3.80	3.81	
Regional Average* for Sessions-Facilitators	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.



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UAE/QMS/2019/1938

- Major Observations/Findings (include venue/s of training, and batch number):**
- The sessions were active and fruitful. We had fun exchanging ideas with our co-school heads (we stayed in the division office with my colleagues because our stations have NO internet signal).
 - Developing learning action plan so far can design new ways of designing improvement in the school.
 - To improved internet connection. Training should have been scheduled after the closing.

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		3.72	3.78	3.78	
Regional Average for Operations	3.76				

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):

- Thank you and Congratulations for a job well-done!
- Time management, updated info and sharing of links.

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	3.76	3.77	3.77	3.76	3.72	3.34
REGIONAL AVERAGE*	3.69					

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:

- Thankful of the new learning and opportunities to grow personally and develop professionally.
- It was a very interesting and fruitful activity.
- Excellent!

What is your most significant learning from the webinar?

- I was refresh with the role of a school leader. I know how to make an account in CPDAS.
- A school leader has roles and responsibilities to perform to bring transformation which basically affects both teaching-learning process.
- A school leader should be a model and should act with integrity
- A transformative leader brings an exciting accomplishment in the school.
- Facilitation is the art of leading people through processes towards agreed-upon. objectives in a manner that encourages participation, ownership, and creativity by all those involved.
- Action research is relevant to resolve issues in the school that would improve learning outcomes.
- Action research is vital to address and find solution to problems in the classrooms, school to improve teaching and professional practices.
- Addressing to a transformation leadership in a new normal including action research.
- All about facilitation skills, mentoring and coaching skills of a school head.
- All about how to improve my facilitation and presentation skills through the presentation given.
- As a catalyst of change transformative leadership can be a tool to be able to accomplish the mission.no matter how little change it may seem but if it for the benefit of the many its impact would still be big.
- As a facilitator one must always adjust and adapt to the present circumstances.

- As a mentor, there should be a reciprocal and collaborative learning relationship between two (or more) individuals who share mutual responsibility and accountability work helping the mentee work towards achievement of clear and mutually defined learning goals.
- As a school head role modelling is the best way in applying all the principles and concepts I learned from the topic and fairness with honesty in performing my duties and responsibilities by heart.
- As a school leader I must capacitate myself through attending seminars/workshops to become effective leader.
- As a school leader, I will focus on learning by starting early, monitoring learning, increasing accountability, and aligning teachers in school, and be a transformative leader.
- As a school leader, strengthened the facilitation and coordination skills.
- As school head during the conduct of Iac session, GPTA assembly school head have a facilitation skill. Presentation the of the agenda should be prepared ahead.
- As school head is the responsible all about school matters.
- As school head we should aware the rules and functions of a school leader in leading the school. We should be able our functions to make successful one.
- As school head, we need to be flexible at times, sensitive to individual differences, and not be judgmental but, if possible, know the reasons why those actions were committed.
- Being a facilitator and a newbie, there should always be a passion and compassion as facilitation is concerned.
- Being a leader is not easy. Aside from following the different PPA mandated to us we must work hand in hand with everybody and overcome all the personal differences of everybody within your scope of responsibility.
- Being a leader, it is our responsibility that we should engage ourselves in trainings so we can provide appropriate technical assistance to the community and personnel in our school.
- Being a school leader is very critical for you are the most important figure in the eyes of the school community. Everyone must be inspired to do more to achieve the vision, mission, and goal of the school and the department of education.
- Both coaching and mentoring are about helping people to get where they want to go by leveraging the experience of the coach or mentor.
- Characteristics of a good facilitator; habits of an effective teacher; presentation skills.
- Coaching is integral part of the organization to help colleagues and the organization improve.
- Do not stick to old-school leadership style for it is no longer effective in this changing world of workplace.
- Facilitation and presentation skills and mentoring and coaching.
- Facilitation skills very important in our district in charge of our duties and responsibilities as school leaders. Mentoring and coaching as an effective tool for workplace learning, performance improvement and culture enhancement.
- Good grasp, review on the concept of facilitation and mentoring and coaching.
- I gained a deeper understanding on facilitation skills and coaching and mentoring which is a vital role that a school head must play. Thus, an educational leader i must improve in the various indicators especially on the facilitative skills where I only rated myself 1 and 2.
- I had a grasp a good review on PPSSH specifically on the 5 domains.

- I have a lot of learning for this training thank you so much for sharing your expertise.
- I have learned a lot on transformational leadership and action research.
- I have learned that there are facilitation skills that I need to improve as a school head.
- I learned about different leadership style. Research was not very clear because of the internet interruptions.
- I learned about the important roles and functions of a school leader.
- I learned how to assess ourselves especially my needs as school head.
- I learned more about CPD units. Hence, we should conduct training with real sense, so that teachers can gain not only knowledge but also can access CPD units.
- I learned more about skills in facilitating activities, mentoring, and coaching.
- I like the idea of the speaker on the mentor-mentee guide and the template too on how to make an agreement between the mentee and the mentor.
- I realized that the outcome or the progress of the school reflects the quality of learners, the strategies of teachers and the leadership of school head.
- In all honesty, i stand corrected i focus on the physical aspect than the academic progress of the learners.
- Increasing levels of knowledge, practice, and professional engagement.
- Indeed, it is important to sharpen our saws, not just to earn CPD units, but of course for our professional growth and development as school leader.
- It helps me to learned and become equipped in facilitating and mentoring the teacher in the school i lead.
- It's a great impact for us to have the mentoring and coaching to our c teachers as part of the professional growth.
- It's all about on how to transform as school leaders and how to handle them with a flexible manner.
- I've learned a lot from our brilliant speakers the essence of being good leaders in the field of education.
- Leaders must join forces to renew commitment to transforming education.
- My most significant learning for the day is that effective coaching and mentoring requires necessary skills to effectively and efficiently coach or mentor.
- My most significant learning for the day is that school head plays a vital role in achieving the government's aim to produce quality basic education.
- My most significant learning for today is on the types of leadership especially on transformative leadership and about different types of research and its importance in finding solutions to certain problem.
- My significant learning was in facilitation skill and mentoring and coaching skills.
- My significant learnings in this session are on the roles and functions of a school head and continuing professional development in the new normal.
- On transformative leadership, that in these new normal innovations and transformation in schools should happen to cope to the demands of time.
- One is about action research. The kind of action research and how it helps the teachers in their field.
- Problems may be encountered in school, and this will be our bases for action research.
- Review roles and responsibilities of a school leader and the new rules on cpd.
- Revisiting the roles and functions of a school leader and continuing professional development in the new normal
- School heads are key leaders in providing quality education for our country.
- School leaders are taking both roles in the curriculum instruction and administrative management.

- Strategies and techniques on mentoring and coaching and the difference between the two.
- Strengthening facilitating skills through consistent implementation of the concepts learned which demands one to be portraying as good example to walk the talk and allow teachers to see and believe how effective these principles once applied in the teaching arena.
- Substantiated ideas of transformative leadership and conducting action research.
- The climate of the organization greatly depends on the kind of leader that the organization has.
- The concepts that being discussed today is substantial to our part as school leader.
- The different facilitation skills as well as on mentoring and coaching.
- The facilitation skills of a school head. Example is resolving conflict and many others.
- The importance of facilitation skills as school leader as mentor and mentee to our teachers.
- The most significant learning for the day both the two topics on transformative leadership and the action research.
- The roles and functions of a leader and the mechanics of monitoring the CPD units earned.
- The success and achievement of the school goals largely depend on the practice of the roles and functions of school leaders.
- There is a need to revisit the roles and functions of a school leader from time to time to re-educate/re learn things for the improvement of one's leadership skills and strategies.
- Thematic areas of action research which is a process under teaching and learning, child protection, human resource development and governance.
- This is so productive day with many learnings from our speakers, the most significant is on the facilitation skills shared.
- Thorough understanding on what a transformative leader is / or the qualities of a transformative leader.
- To develop quality teachers and holistic learners who are steeped in values.
- To not bring problems at home in school to have focus. Hard but must be done.
- Transforming leadership, leading by example, and challenging teachers to sharpen their skills and develop their talents.
- We all have different stories to tell about experiencing discrimination in the workplace. It is in our choice how to deal with it and how to deal others. It's a choice if we would be an oppressor or an oppressed.
- We are refreshed if our roles & functions which is significant in administering the school.

How will your learning impact your work as DepEd employee?

- Acceptance of an oppressive situation for an opportunity to improve for the better
- Acquire necessary skills of a good and excellent school leader, lea
- Action research can help our teacher grow professionally and can help the school resolve problems specially in reading
- Applies significant role as school head to use effective facilitation, coaching and mentoring
- Apply all those learning by heart in the school where i am assigned
- Apply and implement the roles in my work to be an effective leader. 2. Can help my teachers in also making their account to now.

- As a leader, i should portray confidence and strengthen my facilitation skill to be an exemplary to my colleagues.
- As a school leader i need to be equipped on mentoring skills especially that i am managing several teachers. There's also a need for me to be skilled on how to facilitate discussions during lac sessions meetings and cops
- As a school leader with these learnings from our speakers today it is evident that a transformative leader is needed now in school since programs and projects of deped really needs to be implemented for learner's concern in this new normal.
- As a school leader, being a facilitator at the same time a mentor and a coach drives my learnings today to apply in the station.
- As a school leader, having this learning i encourage myself to be a motivator of change in the station, assuring each member of the team can contribute for school's progress.
- As a school leader, i must work collaboratively with my teachers and other stakeholders to achieve our goal.
- As a transformative leader i can help my teachers and develop them into leaders.
- As a transformative leader i must work collaboratively with my teachers and stakeholders giving them the responsibility and accountability in all our learning outcomes and the success implementation of the programs and projects.
- As a transformative leaders can make action research to some issues and concerns met
- As an educational leaders play a pivotal role in affecting the climate, attitude, and reputation of our schools, implement the cornerstone on which learning communities' function and grow. In my leadership, schools become effective incubators of learning, places where learners are not only educated but challenged, nurtured, and encouraged to participate.
- As learning is a continuous process...the inputs that was share to us our role as leaders help improve and enhance our ability to serve and decided
- As new in the field, it is timely and i now understand fully my work as school leaders through this online enhance training for DepEd Caraga school leaders.
- As school administrator, the learnings i gained for this session/ day is very important for me to employ the type of leadership that will help me towards the improvement of teaching-learning processes in school. The topic about action research is also a very beneficial topic that will help teachers and school head to find an appropriate solution to any problem that may happen in school.
- As school head, the topics tackled for the day are very essential for me to be able to facilitate different topics vividly and systematically. In mentoring and coaching to my workmates, the topics are quite relevant
- Be a good role model to the people around me to make them feel and realize that i really walk the talk.
- Be reflective on the way i lead my team and make resolutions to transform using win solutions. Action research, review more and practice it in school situation.
- Being a school steward, you must find ways to be an effective and productive n our educational system.
- Change what i been used to and improve more my leadership based on the learnings i gained
- Conduct action research in the school with the collaboration of the teachers
- Constantly read and learn, emulate the good practices from fellow school head, district, division, and regional supervisors
- Develop a solution to a particular problem in school through action research
- During meetings we must use the facilitation skills that i learned in this training

- Exercise my roles and functions as a school leader and as to CPDAs i am going to share the link to the teachers so that they can update also their cpd units.
- Facilitating is like standing in the centre of a teeter-totter, where you constantly balance between “encouraging participation” and “controlling the process.” Tip too far toward encouraging and you get an animated free-for-all discussion that, while interesting, may run adrift and overtime. Control the process too much and participants will feel the discussion is constrained and may stop contributing (you will end on time, though).
- Give ta to my colleagues based on what i had learned from the session.
- Heartily embrace leanings for improvement of my leadership style and helping my co-teachers on CPDAS for us to be knowledgeable enough to continue our professional development growth.
- I encourage all my teachers to make action research completely since in my school out of 17 only 2 have action research.
- I guess, it is for me to re-evaluate if i was able to do the functions entrusted on me by the department as the head of a learning institution. Thus, i must realize what are the areas i need to improve to become a better public servant.
- I must improve my proposals for training and be able to learn how to improve training designs to earn CPD units.
- I must walk the talk of the speakers. So that our organization will be more productive and responsive to the pressing needs of our school community.
- I monitor and supervise the teaching-learning processes
- I must do my work diligently, honestly, truthfully to achieve the dream of the school guided by the DepEd's vision and mission.
- I need to continue to gain experience to be someday a better mentor to my teachers
- I should see to it that my decisions and processes are consultative and participated by all members of the organization.
- I will apply and even double my efforts in order become a more changed and a better school leader, more focused on these roles and responsibilities
- I will apply my learnings as a school head especially in transformative leadership and i am challenged to craft action research with my co-teachers especially that we have many concerns in the school that needs to be addressed,
- I will apply the things I've learned about facilitation, share it to my teachers as facilitators of learning.
- I will apply what i learned in this training most especially the facilitation skills assessment
- I will focused in applying what i have learned in this online seminar to harmonize my relationship with my teacher in a workplace
- I will gradually implement what I've learned to be more effective as a leader to my organization
- I will have the salient topics specially the action research topic to my teachers and guide them in making action research.
- I will practice what i have learned from the 2 sessions to become a better leader.
- I will share all my learnings to my teachers and fellow servants of DepEd.
- I will try my best to improve my leadership style and develop transformative leadership... With regards to research, i don't know if i will learn to love research, but i will support teachers who will conduct research.
- I would like to impart my learning to the field to apply them to grow professionally
- Impart the learnings i had to my co-teachers so that so that there's no reason that they could not write a research paper
- Implement transformation in the different stations to improve the society. Give our best services to the stakeholders as servant leaders.

- Improve ways of facilitation, mentoring coaching through practice of new and better learning
- Improving my own practice on communicating people. Which is very useful in conduct mentoring and coaching?
- In as much as i will do my best to be a good leader by being a good model to all the mentioned
- It's a must for me to stand with what needs to be discussed even if i have this difficulty in addressing confrontation situation, as soonest. This helps me to achieve fair and honest decision between feeling and raising the right decision
- It's an important role to have action research so that the problem within the school premises will resolved
- Learn from the season school heads and ask to share their best practices in facilitation skills to improve some of the skills.
- Mentor the newly hired teacher and top the master teachers to do the mentoring
- New learning will be incorporated from the past ones creating better ways, techniques, and strategies to improve in the delivery of service to school and community.
- Practice the facilitation skills and mentoring and coaching by conducting re-orientation first
- Promote quality teaching and learning. Equip with knowledge, skills, and attitudes.
- Reflecting from my current discharge of my role and from the insight and new learning that i can practice to better my service as a school leader.
- Review our school plans and activities in relation to my functions to ensure that everything is aligned to what is expected of me as a school head
- Shipped my way of dealing with my teachers; do action research for the school
- Show the difference between a transformative leadership and an old school leadership
- Sustain or even improve the skills learned for overall school performance.
- Teachers must come up with a good action research to address problems in their respective classrooms.
- The CPD is very important to us teachers, so when we make school seminar, we must apply cpd.
- The learning is very significant to all teachers, so as soon as possible i can share it to my co-teachers
- The opportunities are always there to engage with to enhance oneself in term of exercising the roles and functions of the school head
- The topics enlightens my views as a neo fights in the field of instructions and share to my colleagues.
- The two topics tackled in this session were so timely and of big help to me as school leader because a school leader should play his roles and functions in a very effective way like helping workmates to grow professionally in this time of new normal
- There are lots of skills that are recommended for someone to be an effective mentor.
- To always remind myself of my role & responsibilities as school leader & to always think the end in mind.
- To be sensitive to the needs and individual differences of teachers/subordinates
- To change my ways on how i will deal with the teachers especially at this time of pandemic
- To constantly communicate with my fellow teachers and to do the task efficiently as instructional leader and manager
- To define my job as school leader by being proactive and always has the end in mind.
- To entails the development of professional standards for standards for school heads.
- To improved leadership styles that will affect positive change in the organization

- To make a big difference in my workstation to become more equipped to perform the duties and responsibilities being a school head.
- To make a difference in discharging the duties and responsibilities
- To make it sure that all my learnings from this virtual training will be of use in my station
- To make sure to mentor my teachers to someday become a future school administrator
- Try to organize your work so that even if one has problems one can still work
- Use the leadership style that i learn in leading my school.
- Well as school it is necessary to be equipped these things because school will serve mentor and coach to the teachers in his assigned station
- Whatever issues arises it's a matter of listening, accepting, reflecting, and realizing and willingness to change no matter how it hurts on the part of the persons involve it's the relationships that matters most.
- What i am to my colleagues is a choice. I may not be able to control circumstances but i can control my reaction towards those.
- Yes, because school head will usually facilitate especially during faculty meeting

Comments and Suggestions:

- A quiz to check if the participants are truly listening.
- A video of a model facilitator using the skills as well as on mentoring and coaching.
- About the online platform blocks by poor signal and blackouts.
- Advance information of who to attend the webinar.
- Align practices on facilitation, coaching, and mentoring to meet the present needs.
- All the sessions were greatly done congratulations.
- Always abide the guidelines being implemented.
- Am satisfied with the presentation of the speaker.
- Completely satisfied and thank you so much for the knowledge you've shared.
- Conduct school lac and invite seasoned resource speakers on action research.
- Congratulations and thank you for the imparted lesson.
- Congratulations for a meaningful delivery of these topics.
- Deepen on the discussion on transformative leadership in this digital era and this pandemic time.
- Discuss action research face to face and longer period in a face-to-face modality.
- Dissemination of the schedule should be a day before the activity. If possible, this activity be done face to face.
- All school leaders need to update skill and knowledge to deals with your fellow teachers.
- F2f sessions to minimize distractions from the surrounding.
- Face to face modality be considered next time.

- Follow the transformative way of managing the organization.
- Giving suggestions and comments that are relevant and factual in the school.
- Have a face-to-face mode of the trainings if possible. Because it is more engaging than having virtual mode especially when we experience power interruption.
- I am just grateful to the discussant on his ideas and aspirations being a good leader.
- I do hope that we will have a face-to-face seminar on this topic so that our skills will be honed and for us to learn more.
- I hope next time it will be faced to face so there is really focus on our part.
- I hope that action research should have a separate day because it is a broad topic and needs longer time to process.
- I hope that we will have more trainings like this in a face-to-face modality with no overlapping schedules and activities. Virtual trainings invites so many distractions.
- I liked the discussion. It is very fruitful especially to the neophytes.
- I need more training and workshop to develop for being school head.
- I would suggest that this would be in a F2f modality.
- It an excellent but sometimes internet connection is a great challenge.
- It is normal but this afternoon's speaker has an internet connection problem.
- It was a very interesting and fruitful activity.
- It would be better if it was conducted face to face.
- Make sure to have good internet connection in conducting online seminar.
- More orientation especially on the implementation of the PPSSH.
- More orientation like this with teachers.
- More webinars and scheduled be sent to the emails so that participants can join on time.
- Much better if its race-to-race to more focus.
- Much better if this is done face to face so we can't experience power interruption, poor internet connectivity, etc.
- Must know on how to conduct some activities to have CPD.
- No interruption like blackout poor signal.
- None but the internet connectivity is not good.
- None so far coz satisfied by the presentation.
- None! Excellent and the speakers are brilliant.
- SDO must give technical assistance on training design formulation to obtain CPD units.
- See to it that the speaker's internet connection is more than very good.
- Self-reflection and exposure to related seminars, webinars, and workshops.
- Sharing of experiences by the school heads of their experiences in their diverse teachers and stakeholders.
- Should informed ahead, most of us joined mostly in the afternoon.

- So far no says at all about the speakers and the topic discussed, but the internet connectivity is a challenge.
- So far, so good, it is just inevitable to have technical glitches.
- Thank you and congratulations for a job well-done!
- Thank you for a very comprehensive discussion! Good job.
- Thank you for having the activity, it somehow reminds and guides us in doing our tasks as school leaders.
- Thank you for the shared knowledge. Congratulations for a very informative topic shared to us.
- Thankful of the new learning and opportunities to grow personally and develop professionally.
- The discussion was greatly done. Congratulations.
- The speaker exerted more efforts to deliver the topics, but the signal did not cooperate.
- The speaker should have stable connectivity so that in discussion it can be understood well.
- The topics tackled are quite substantial. To conduct more leadership enhancement and action research activities is highly suggested.
- The topics tackled are very relevant. More skills enhancing activities to enhance the needed skills be conducted
- The topics were so substantial and facilitated systematically.
- There will be alignment of the activities covered in the domains to meet the changes in the present times especially in the better normal.
- This activity should be in placed in a way that it will not disrupt equally important activities in our department.
- This activity should be in placed schedule should not fall on the preparation of the year end document.
- This is much better if conducted face to face or by division.
- Time management, updated info and sharing of links.
- To continuously attend related trainings, webinars, seminars for professional growth and development.
- Very interesting it help a lot specially I'm new in the job.
- Very interesting topic on PPSSH and hopefully with the link and can marry with the standards of PPSS.
- Videos for best practices of school heads in exercising the roles and functions.

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Noted by:


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