

REVISITING MANAGEMENT STYLE OF PUBLIC EDUCATORS: AN ETHNOGRAPHY OF THE TEACHERS

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Abstract

Teaching, which is often regarded as a noble profession, is not without sacrifices and time is among these sacrifices. Thus, a better understanding of the life of the teachers is worth knowing more especially in the advent of the fact that Philippine education is far behind the education of other countries. This study helps to formulate new policies, if needed, or retain the existing policies that meet what life of a teacher should be in accordance with the standard of living. The study utilized an ethnographic method and data analysis research method. With this method, the researcher will be able to obtain a comprehensive and extensive investigation of the lives of the teachers. Respondents are teachers in elementary and secondary in both rural and urban. Being a teacher takes courage and effort to do our duty. It's not easy to be a teacher but it's fulfilling and a worthy profession. Their general daily routine are: making a lesson plan, checking of daily attendance, making sure that there is classroom management at all times, supervision of students, recording the student's daily performances. There should be hierarchy in the benefits and privileges of teachers. Ranking should also include the years that they faithfully serve as teacher. The institution should be headed by an educator who rose from the rank because he/she knows and understand the intricacies and problems where he/she dedicated her life to that service. Thus they have the prognosis and therefore can eventually make concrete innovations. Choosing or appointing a party-mate who lost in the previous election is an out of the blue which cannot address perennial problem in the institution. Living a simple life should also be life of the educators.

Keywords: Public, Management, Management Style, Educators, Ethnography, Teacher

INTRODUCTION

It is a fact that students' future depends on the teachers. If the teacher is incapable, it will surely reflect the students. Thus, a better understanding of the life of the teachers is worth knowing more especially in the advent of the fact that Philippine education is far behind the education of other countries. This study helps to formulate new policies, if needed, or retain the existing policies that meet what life of a teacher should be in accordance with the standard of living. The research wants to know what these causes of the dissatisfaction of the teachers are. The research will reveal the level of satisfaction with their job as educators. The research is helping to address the problem of education in the Philippines. This study helps to know the life of the teachers. This sheds light on why Philippine education is behind compared to the neighbouring countries in Asia.

The researcher observes that faculty members are dissatisfied with their jobs which led some to leave the country. The State recognizes this educational deficiency by forecasting that by the Third Millennium, every Filipino youth shall further enjoy a better quality of life due to access to quality secondary education, good spiritual and moral life, economic stability, relevant cultural

values, comprehensive work skills, a strong sense of national identity and successful adjustment to his rapidly changing environment. This study is a research work focusing on the understanding of the lives of the elementary teachers in Cebu.

REVIEW OF RELATED LITERATURE AND STUDIES

There are many studies on the lives of the teachers. Most of which are only on assessment or levels of performance on job-related activities. Interestingly, what may be more important in recent times is to know deeper the probable reason for the result of the assessment rather than judging immediately from the outcome of the assessment. Teaching, which is often regarded as a noble profession, is not without sacrifices and time is among these sacrifices (Ancho and Bongco, 2019). Visual observation is not the only way to gather data in ethnographic studies. For an in-depth understanding of the user culture, the researcher should watch, participate in, and inquire about the users' normal activities. Like in sociological studies, the researchers should be immersed in the culture to better understand what is going on around them. From a design perspective, it's necessary to think like a user (or at least understand how the users think) to create a better interface. The researcher then goes about gaining entrance, which in turn sets the stage for cultural immersion of the researcher in the culture. It is not unusual for researchers to live in the culture for months or even years. The middle stages of the ethnographic method involve gaining informants, using them to gain yet more informants in a chaining process, and gathering of data in the form of observational transcripts and interview recordings. The researcher uses the interview method by asking the respondents verbally the questions of the problem. Data analysis and theory development come at the end, though theories may emerge from cultural immersion and theory-articulation by members of the culture. However, the researcher strives to avoid theoretical preconceptions and instead to induce theory from the perspectives of the members of the culture and from observation. The researcher seeks validation of induced theories by going back to members of the culture for their reaction. To date, remote schools in the Philippines still faces scarcity of teaching resources and teachers are continuously challenged in delivering quality basic education in the countryside. The conditions of far-flung schools require passionate, committed teachers to provide the much needed services (Quejada and Orale, 2018).

RESEARCH METHODOLOGY

The study utilized an ethnographic method. Ethnographic practice requires the analysis of data on social life by contextualizing these data. The focus of this study is on its approach to the study of the social life of the teachers. Rather than segmenting data, this method works always to restore integuments of the data both to the natural settings of social life. The method in this research relates parts to wholes and to social institutions and processes outside those settings. This connects systems of relationships. Both observation and analysis, therefore, look closely at what people say to each other and at what they remain silent about.

Both what people say and what they don't say produce value and meaning in social life. People's talking also constitutes their lives together by specifying, creating, questioning, changing the terms and frames of their activities, and their very being. Two key analytical tools by which ethnographic practice gains entry into social life include (1) the idea of exchange and (2) the idea of social classification. With exchange, we examine the social relations that produce value in everyday life. With classification, we analyze cultural meanings that shape and are shaped by the

exchanges.

RESEARCH ENVIRONMENT

Cebu is the regional capital of Central Visayas. It lies in the centre of the Philippine archipelago about 365 miles South of Manila, the capital of the Philippines. Cebu City is located in the middle of the Cebu province. To represent the population of the teachers assigned in both the rural and urban areas, ten teachers were interviewed: five from the urban and five from the rural area. The teachers interviewed were chosen based on the preference of the researcher.

RESEARCH RESPONDENTS

Respondents are teachers in elementary and secondary in both rural and urban. The respondents will be selected from the primary and secondary levels in Cebu. There will be two respondents at each level: one from the private and one from the public school. Most of the respondents are teachers of the Department of Education assigned in Cebu City. This is so, considering the easy accessibility of teachers. This method, however, still represents the voice and sentiments of the teachers in rural and urban areas. Teachers assigned in the mountainous area of Cebu City were also interviewed so that the lifestyle of the teachers in rural and urban will be compared. The researcher also took note of the cost of living of the teachers assigned in the rural area as well as in the urban area.

RESEARCH INSTRUMENTS

A self-made questionnaire was orally asked by the researcher to all respondents. The questions would describe the life of the teachers particularly those who are assigned in Cebu City. The researcher will use textbooks about cooperatives and surf the internet to gather essential information in order to come up with a specific solution to the problems.

RESEARCH PROCEDURE

The study will also utilize the data analysis research method. With this method, the researcher will be able to obtain a comprehensive and extensive investigation of the lives of the teachers. Furthermore, the researcher will be able to extract ideas, make observations, and gain values and insights essential to the study.

The steps which will be used in this study will be the following:

1. Permission to conduct this study was sought from the management head of the school where the teachers to be interviewed belong. When permission is given, the researcher approached the teachers and administered the interview questionnaires.
2. The researcher translated the questions and asks the teachers orally. The researcher guided the respondents throughout the process answering each item while at the same time explaining the meaning of the statement in each item.
3. When they had accomplished answering the instruments, the researcher tabulated the responses and conducted the analysis.

RESULTS AND DISCUSSIONS

What do you like most about being a teacher?

The participant like about my profession is that she is to teach different kinds of people to provide for the necessary skills and knowledge in shaping the society. "When the pupils cannot cope up with the topic and as a result, we are stuck to the same topic for a long time." Another

participant said that “Disciplining my students and making grades of my students who have a lot of absences.”

ARE YOU PROUD OF BEING AN EDUCATOR? WHY OR WHY NOT?

Being a teacher takes courage and effort to do our duty. It's not easy to be a teacher but it's fulfilling and a worthy profession. According to her, she is proud of seeing her students grow intellectually and it gives her a sense of fulfilment after teaching them the right way. She said “Motivating my students becomes the productive person they ought to be.” She added, “I like it when I knew that some of my pupils are now professionals and successful in their lives. I am proud because I want to serve my community by sharing my knowledge and skills with the students. I am proud of being a teacher because teaching is a noble profession.” Another participant added, “What I hate as a teacher is that sometimes I have too much paper works to do that it robs precious time for teaching the children, but paper works are part of our profession so I have to use my time for it.”

The mediocre teacher TELLS. The good teacher EXPLAINS. The superior teacher DEMONSTRATES. The great teacher INSPIRES.” A 58-year-old elementary teacher said that being a teacher is both worth it and tiring. Worth it because there are a lot of privileges and benefits to be given, especially to those who are working in the public sector. Among these are 1) increase in salary, 2) allowances (e.g. Chalk allowance worth P2,000.00/income, uniform allowance worth P4,000.00/year); 3) 13th month pay; 4) the additional P10,000.00 every January. The downsides to being a teacher are: 1) coping up with the changing educational system; 2) daily reports to make; 3) constructing lesson plans every night, and 4) the diversity of the learner's attitudes. In all, the interviewee is very proud to be a teacher because of the fact that there are a lot of parents who have trusted her when it comes to teaching their kids about the basics in school. As she quoted, “Teaching is a very noble profession.”, and if she were to be given a chance to enroll in college again, she would still choose the degree program Education. A Teacher III high-school teacher when interviewed is very particular on the learning of her students which is, basically, the goal of every teacher. Of her teaching experience, she hates it when there is overcrowding of students, the classrooms are not conducive for learning, the facilities and resources are lacking and, most of all, the students are not learning. But the best part, for her, in being a teacher is when she sees learning in her students. With this, she is inspired knowing that, someday, her students will be successful and she is part of their success. This teacher is taking pride in her profession. She confirms it by telling the researcher that teaching is a noble profession and that she is happy being part of every student's life. And so, when asked what course she'll take up if given the chance to enrol in college again, without thinking twice, she replied, “Education. I am proud of being a teacher”.

All successful humans in the world are the product of a teacher. Being a teacher is not a job but rather a talent. A is a high school teacher from Carcar, taught Geometry, Trigonometry, and Statistics. He said that he is absolutely proud of being a teacher. For him, it is not a profession but rather a vocation. He also said if one is a true teacher, then he knows how to sacrifice himself to others. For him, he can be a bridge towards the success of other people is what he liked most as a teacher. He wants to extend his help to young minds and moulding them to become productive in the future. The teacher is also human, and as a human, we have something to hate. What he hated

most is when he is unprepared to instruct his students. If he was given a chance to enroll in college again, he would like to take up the law so that he can expand his awareness and share it with others. He had advice for future educators. He said, “study hard, think of your parents, always do good, and put God always in your heart”.

A 62 years old from Labangon elementary school and will be retired at the age of 65. For her, teaching is her passion. She has a small rented house business. She wants to enroll in any course in commerce if given the opportunity. According to her, no one is contented so she is not contented with her salary so she’s planning to put up a piggery.

A teacher in teaching for nine years in Grade 1 said she is proud to be a teacher because it was the job that let her one and only son to finish in college. She also told me that being a teacher is a very nice job because you can find a family in the school faculty, find new friends with the parents, and enjoy the company of the students. It’s like you received a complete package when you are a teacher. What she likes about being a teacher is that every time there will be an occasion she receives a lot of gifts from her students, she joked. The major thing that she really likes in being a teacher is that she is not the only one that makes the students learn but she also learned from them as well. What she hates being a teacher is that her patience is always tested and sometimes she can’t control it that’s why at the end of the day she questions herself if she is a good teacher, then, later on, apologizes to her students. When asked if given a chance to enroll in college again, what course will you take, she said, IT WILL ALWAYS BE EDUCATION (teacher). She is satisfied with her salary of 10,000 every 15th of the month because she told me that “No amount of salary can help if my students don’t learn in my teaching”.

A teacher in Cebu City Don Carlos A. Gothong Memorial National High School is a proud and dedicated educator. She enjoys being a second parent to all her students and at the same time, being an adviser and a friend to them. She likes being around with children because teaching, according to her, is her real passion. Although she has a busy and hectic schedule at school, she never forgets to keep her family a company. She says that after having landed in her career as a teacher, their lifestyle became relatively easier. By now, she can afford to buy her daily necessities. She’s able to pay all the expenses she had at home like the electricity and water bills on time. With her hard-earned money, she was able to send her children to private institutions and look after their needs. Everything she has, she earned it by teaching. The thing that makes teaching more likable for her is simply the thought of sharing the knowledge she has with children. The only thing she hates a little about being a teacher is the low salary she gains. But the feeling she gets when she sees her students get involved and interested in every lesson she has is indescribable, and every single day of teaching makes her feel that she has accomplished something not just for herself, but in service for others. When asked hypothetically on which course she will take if she is given the chance to enrol in college again, she said that she will either take Business Administration or continue with a master’s degree in Education. But she stressed it out clearly that she has no regrets in choosing Education because she feels proud of being one and she is thankful to God for the blessings she has received as a teacher.

A teacher of Cebu City Don Carlos A. Gothong Memorial National High School is a member of a Cooperative for almost 7 (seven) years. Since then, she got the benefits of being able to loan every time she needed money and has her share every year. She says that being a member of a

cooperative is really helpful for anyone who thinks of starting up a small range of business because you can loan with a higher amount that you will need. She said that her parents' small yet successful mart business was made possible because of her being a member of the cooperative. A part of the first earning that their store has kept was made to pay for her loan. And at times when her money can't suffice the needs of her children at school like paying for the tuition fees, she can loan in the cooperative or get a share in their family business.

Another participant said that what she hates as a teacher is when my students show malicious actions as well as in their verbal expression against their classmates, teachers, and superiors in spite of the school rules and regulations for them to follow and adhere to. Students usually violate in a number of instances that will also trigger the teacher to get angry. An example, to show disrespect to classmates, teachers, not following simple instructions and orders in spite they tend to make their own rules, in short when she loses her temper with my students because of such violation that they constantly made. She added, "Despite this, what I like most about being a teacher is that when I influence learning, promoting the right attitudes and values, and most of all touch students' lives for the betterment. Absolutely, I am very proud of being an educator because it's a great challenge to change people's lives." Even how good a teacher may be towards her students, she also has some of the things which she hates the most, I asked her "What do you hate as a teacher?", she answered me straight and bluntly, "well, when my students do not treasure what the teacher is doing for their own good." Of course, I agreed, who would want to teach without retention, nor to teach without participation and application? No one, so as a teacher, we need to be patient so as to understand our learners. I've got to ask her about "What do you like most as a teacher?", in short words she said, "transforming people for their future". Indeed, one of the most important roles of a teacher is to transform people for their future, prepare them for their soon to be life, and to know the realities in life as early as education is taking place. "Are you proud of being a teacher?" With no partiality, she answered, "of course, I am very proud to be a teacher, I love learning from them too." Teaching is not a matter only of the profession but of course a passion. It is important for a teacher to love what she is doing and luckily, the teacher I had interviewed is just doing the same. I have also the chance of asking her about "How do you manage your school-works and your life at home?" Balance, that's the only word that she could answer, "to do the school-work at school, and to do prioritize the home chores when at home." A good strategy indeed. I also followed it up with, "What are your daily chores?". She said, "when I am at school, of course, I do the classroom teaching, when I am at home, I clean the house and follow-up the menu for the day". I also asked her about "How are you as a mother?" she said, "Dedicated to my husband and kids. Give time to the family amidst school-works and heavy schedules". A very dedicated and loving mother I should say.

CONCLUSION AND RECOMMENDATIONS

Being a teacher is never an easy task, it is believed that instruction ends in the school-room, but education ends only with life, it is not also a matter of filling the pail with water, or information into the mind of the learners but a matter of lighting a fire, and with this, the teacher plays a great role in transforming the lives of the learners as the center of the whole educative process. Teachers also believed that Education is not a preparation for life, but Education is Life itself, thus the proper transfer of learning is imperative.

As a teacher, you must be emotionally upright to handle complicated situations especially when your students tend to always cause trouble oftentimes. Sometimes, they fail to remember my classroom rules and whenever I am not standing in front of the class, they become too noisy, which I think was just natural considering that I was once an elementary student like them. When it comes to classroom management or classroom duties, some don't want to participate especially when cleaning the classroom. This duty doesn't serve as a punishment or a consequence for them but instead, a practice of what they must do at home. However, the teaching profession is not just about complaining about the students' attitudes and behaviours but also about the best things about what may the teacher contribute to the students' lives. In my own part, what I like most is helping my students' carry out all the challenges as a student and be able to teach them what is right from wrong. With this, I am certainly proud of being an educator most especially when I can see my students finish their studies and finish the degree that they wanted. If I will be given the chance to enroll in college again, I think I will pursue my unfinished degree in Bachelor of Science in Computer Engineering because this course is what I really intended to finish but due to financial crisis, I wasn't able to finish it. Being a homeroom and an elementary teacher there are a lot of responsibilities to carry out in order to ensure for learning to occur and this is the following:

1. Making a lesson plan.
2. Checking of daily attendance.
3. Making sure that there is classroom management at all times.
4. Supervision of students.
5. Recording the student's daily performances.

It would still be an educator because as an educator it can make a difference and touches the lives of the students. Educators are agents of change and development.

"Teachers are the moulders of the great mind of the student to improve and facilitate their life in the future." Being a teacher is not easy, for you have to manage the misbehaviour of your students, you have to make a lesson plan and prepare your teaching for the next days. In order to accomplish these things, the teacher must persevere and responsible for whatever things to do. To be an effective and efficient teacher, a teacher must have a sense of responsibility, determination, passion, and hard work. Spending much time in computing grades and making reports are just part of life in being a teacher.

In the other side, teachers are proud of being a teacher for they are considered to be the foundation of the learning of the students. Teachers are proud to share their ideas and point of view in life and also to influence a student's life by teaching them the moral things students must practice. Teachers are also proud when their students receive their diplomas at the end of the school year. After the students graduate, they already gained the knowledge and skills which can be used to face their life in the future.

Being a teacher is both worth it and tiring. Worth it because there are a lot of privileges and benefits to be given, especially to those who are working in the public sector. Among these are 1) increase in salary, 2) allowances (e.g. Chalk allowance worth P2,000.00/income, Uniform allowance worth P4,000.00/year); 3) 13th month pay; 4) the additional P10,000.00 every January. The downsides to being a teacher are: 1) coping up with the changing educational system; 2) daily reports to make; 3) constructing lesson plans every night, and 4) the diversity of

the learner's attitudes. In all, the interviewee is very proud to be a teacher because of the fact that there are a lot of parents who have trusted her when it comes to teaching their kids about the basics in school. As she quoted, "Teaching is a very noble profession.", and if she were to be given a chance to enroll in college again, she would still choose the degree program Education.

The teacher we interviewed is very particular about the learning of her students which is, basically, the goal of every teacher. Of her teaching experience, she hates it when there is overcrowding of students, the classrooms are not conducive for learning, the facilities and resources are lacking and, most of all, the students are not learning. But the best part, for her, in being a teacher is when she sees learning in her students. With this, she is inspired knowing that, someday, her students will be successful and she is part of their success. This teacher is taking pride in her profession. She confirms it by telling us that teaching is a noble profession and that she is happy being part of every student's life. And so, when asked what course she'll take up if given the chance to enroll in college again, without thinking twice, she replied, "Education. I am proud of being a teacher".

What he hates about being a teacher is that primarily, it is not his prior choice of profession because what he wanted is to be nautical. Being a teacher, there are things which have to be conceptualized like theories and he doesn't want that, he's more on application. As a private teacher, their salary is not as stable as the teachers in public schools. Aside from this, there are lots of paper works and observations during classes. In some situations also where there are outside school activities and programs, the teacher is held liable for every student. He already took the board examinations 5 times but he never passes and he's struggling on it, and in real life of teaching, there is competition.

On the other hand, what he likes most about being a teacher is the first, holiday. They could get double payments from it and rest all day long. Second, there is a regular schedule, unlike other companies and industries they still work on weekends, even holidays, and worst graveyard schedules. Third, on special events like Birthdays, Valentine's Day, Christmas Season, and Teachers Day, they can receive gifts, and lastly, summer vacation because they are paid without work.

He is proud of being an educator because it made him more confident and knowledgeable. He teaches students how to attain proper etiquette and high-status quo. He's invited as a speaker whenever there are special events in the community. Aside from this, he had made connections with persons who have big names in the Department of Education. If given a chance to enroll in college again, he would take a navigation course because that is his first choice of profession. He is also fond of traveling likewise he can uplift his family. He had classes from 7:30 am to 4:30 pm. He indulges himself in bodybuilding, ballgames (softball, football, volleyball, etc.), and mind games like chess and swimming.

There should be hierarchy in the benefits and privileges of teachers. Ranking should also include the years that they faithfully serve as teacher. The institution should be headed by an educator who rose from the rank because he/she knows and understand the intricacies and problems where he/she dedicated her life to that service. Thus they have the prognosis and therefore can eventually make concrete innovations. Choosing or appointing a party-mate who lost in the



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