



**MARIKINA POLYTECHNIC COLLEGE**  
Shoe Ave. cor. Mayor Chanyungco St., Sta. Elena, Marikina City – 1800  
Graduate School



## APPROVAL SHEET

In partial fulfillment of the requirements for the degree of Master of Education (M.Ed.), major in Educational Management, this thesis entitled **SCHOOL HEADS' TRANSFORMATIONAL LEADERSHIP AND THEIR SCHOOLS' PERFORMANCE: INPUTS TO THEIR DEVELOPMENT PROGRAM** has been prepared and submitted by **GERALDINE B. AGCAOILI**, who is hereby recommended for the corresponding Oral Examination.

March , 2019  
Date

**JOSELITO B. GUTIERREZ, Ed.D.**  
Adviser

Approved in partial fulfillment of the requirements for the Degree of Master of Education (M.Ed.) major in Educational Management by the Panel of Oral Examination Committee.

**TERESITA A. SANTOS, Ed.D.**  
Chairperson

**VIRGINIA D. BACAY, Ph.D.**  
Critic / Member

**MA. LOUELLA O.RUFA, Ed.D.**  
Member

Accepted in partial fulfillment for the requirements for the degree of Master of Education (M.Ed.) major in Educational Management.

**ROWENA C. MANDE, Ed.D.**  
Dean, Graduate School



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## DEDICATION

To the Lord Almighty  
who is the genuine source of wisdom and love,  
To my ever supportive and dearest husband,

Emerson

To my ever dearest sons,

Jorge and Lorenz

All these are for you.

G.B.A.



## **ABSTRACT**

The purpose of the study is to determine the extent of transformational leadership of the school heads in the public elementary schools in the District of Taytay 1-A and its relationship to the performance of the schools during the School Year 2018-2019.

Specifically, the study sought answers to the following questions:

1. What is the extent of transformational leadership of the school heads in terms of:

- a. idealized influence,
- b. inspirational motivation,
- c. intellectual stimulation, and
- d. individualized consideration

2. What is the performance of the public elementary schools for the last three years in terms of the following indicators:

- a. enrolment rate,
- b. drop-out rate,
- c. cohort survival rate,
- d. completion rate,
- e. promotion rate, and
- f. graduation rate



3. Is there a significant relationship between the extent of transformational leadership of the school heads and the performance in schools with respect to the aforementioned variables?

4. What development program for school heads may be proposed based on the results/findings of the study?

Descriptive-evaluative method of research was employed in the conduct of this study. This type of research explores facts about the topic that lead to valuable generalizations. The study utilized a questionnaire-checklist adapted from Multifactor Leadership Questionnaire (MLQ) to assess the extent of leadership of the school heads in the public elementary schools in the District of Taytay I-A.

The respondents of the study were the teachers from the District of Taytay I-A. The said district consists of four (4) public elementary schools during School Year 2018-2019. Using Slovin's Formula, 121 or 70 percent of the teachers served as the respondents of the study. Further, stratified random sampling and fishbowl technique were used to evenly distribute the frequency of the respondents from the concerned schools.

The statistical treatments used to analyse and interpret the data gathered in the course of the study were Ranking, Weighted Mean, and Pearson-R.



Findings of the study are as follows:

1. Results revealed that the teacher-respondents perceive the school heads of the public elementary schools in the District of Taytay I-A to be inconsistent in their practice of transformational leadership with respect to addressing various situations or scenarios in the school.
2. Results revealed a decline in the performance of the schools in the District of Taytay I-A in the span of three years. Furthermore, results implied that there were priority areas in the school which needed emphasis and plan of action to mitigate the decline and improve school performance.
3. Results revealed that the four aspects of transformational leadership have significant relationship with the school performance of the public elementary schools in the District of Taytay I-A. Moreover, results conveyed that the leadership style of the school head affected the performance of the school. This implied that school head's manner of administration could influence the image of school. Hence, transformational leadership if consistently portrayed by the school heads might increase the performance of the schools.



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