

Impact of Good Working Relationship among School Leaders to Teachers Work Efficacy: Basis for An Action Plan

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Abstract

Humans are social creatures by nature. Moreover, given that we spend one-third of our lives at work, it is evident that having good relationships with our coworkers will make our jobs more enjoyable. School leaders must possess a wide range of skills, knowledge, and attitudes that were unimaginable just a few years ago. Teachers and parents often view test scores as the primary concern of principals because of increased accountability for principals to achieve and maintain adequate year-to-year progress. When it comes to priorities, relationships are viewed as less important than other things. It is our belief that if principals devote more time to building relationships with students and their families, test scores will improve and discipline referrals will decrease. This research aims to improve teachers' and school leaders' impact in influencing students to be more productive at all times and at all cost; to maintain good atmosphere within the school premises; lastly, to develop good rapport inside and outside the classrooms and school. This research will use a sampling method. The participants in this study are 20 randomly selected regular secondary teachers from the selected school, whose work efficacy indicators are visible and observable, and ten school heads across the province. The researchers advocate using the purposive sampling technique to obtain the appropriate number of participants while maintaining statistical power. The average score in the level of work efficacy of teachers is 4.6. The conclusion was there is more female respondent than male; the majority of the respondents are already full-fledged Masters' degree holders.; the majority of the respondents are serving longer at 6-10 years in service; the majority of the respondents are Teacher 1 aged 20-29; the level of work efficacy of teachers is outstanding; the level of agreement on the manifestation of school head-teacher harmonious working relationship is high; there is a significant relationship between the school head teacher's harmonious working relationship and the level of teachers' work efficacy

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