

CHANGING MINDSET IN BUILDING STRONG LEADERSHIP IN DEPED BATAAN

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“Maybe I can’t harvest the leaves myself, but if I don’t plant the seeds now, there won’t be any chance to harvest leaves in the future. It’s not the trees but my dream that I am planting” (Yokoishi, 2007). This phrase speaks to the idea that even if we are not able to achieve our goals in the present, we can still take steps now to ensure that our dreams have a chance to come true in the future. Planting the metaphorical trees of our dreams now will eventually lead to the harvest of our hopes and dreams in the future.

As Education Program Supervisor in Science of the Schools Division Office (SDO) Bataan, Changing Mindsets in building strong institution involves the need to have open, transparent and accountable systems, to think differently and to be willing to innovate and embrace change. It also entails the need to build a working environment that nurtures collaboration, encourages creativity and fosters a culture of respect. This means embracing and developing a culture of integrity, trust, and ethical behavior in order to ensure a safe and supportive environment for all stakeholders, including learners, teachers, administrators and the community.

Further, changing mindsets is important for promoting effective leadership for sustainable development of the organization because the underlying attitudes and values of the organization determine how institutions are designed and function. When mindsets shift, the way people think and act changes, leading to changes in institutions. DepEd Bataan in particular designs with sustainability in mind that can help and support communities and other organizations to prioritize long-term goals, and encourage better

decision-making that will have positive impacts on the school, environment, economy, and society.

To achieve these goals, the SDO Bataan must equip teachers, administrators, and other stakeholders with the knowledge and skills to effectively teach, manage, and lead in sustainable development. This includes developing new capacities and competencies in areas such as climate change, environmental protection, and social awareness. The DepEd Bataan must also foster a mindset of collaboration, open communication, and shared responsibility to ensure that everyone is working towards the same goals.

The key strategies to foster a change in public servants' mindsets especially in the SDO Bataan are essential for creating a culture of excellence and innovation within the organization. These strategies include fostering collaboration and communication, promoting problem-solving and critical thinking, and recognizing and rewarding employees for exemplary performance. Additionally, as an educational organization, SDO Bataan should create an environment that encourages employees to take initiative and adopt new ideas and technologies to ensure that its public servants are engaged and motivated to strive for excellence and innovation.

Moreover, mindsets can be changed by providing targeted training and education, engaging in meaningful dialogue and providing feedback and support. Additionally, providing incentives for public servants to adopt new ways of thinking and behaving can help to shift mindsets. This could include rewarding positive behavior, such as embracing sustainable development initiatives, as well as penalizing negative behavior, such as accepting bribes. Also, increasing access to data and providing resources to help public servants make informed decisions can help to change their attitudes and beliefs.

On the other hand, changing mindsets can shape the Philippine Administrative System by encouraging more open dialogue among stakeholders, embracing a culture of collaboration and innovation, and promoting good governance. This can lead to more

efficient and effective public services, improved transparency and accountability, and better access to resources for all citizens. Additionally, changing mindsets can help the public sector become more responsive to the needs of citizens and more proactive in tackling challenges. This can lead to better management of public funds and resources, increased effectiveness in decision-making, and improved services for all citizens.

Likewise, changing mindsets can shape the Philippine Administrative System in the Department of Education in several ways. Firstly, it can provide a greater focus on students' needs, rather than the needs of the bureaucracy. This could result in greater use of evidence-based decision-making, more emphasis on developing the skills of teachers and school leaders, and a greater focus on improving the quality of instruction and learning outcomes. Lastly, it could lead to greater transparency and accountability in the system, with clearer goals, better data collection and analysis, and improved evaluation and reporting systems.

More so, changing mindsets can have a dramatic effect on the Department of Education. It can encourage the department to be more innovative and open-minded in its approach to education. It can also help the department to make decisions that better suit the needs of students, parents, and teachers. It can lead to the development of new curricula, the introduction of new technology, and the adoption of new teaching methods. Finally, it can also help to create a more positive atmosphere in the classroom and create an environment where all students feel welcome and respected.

Further, Futures Thinking is a way of understanding the world and how it is changing. By changing mindsets, the Department of Education can better understand the needs of students and the challenges they face. This understanding can help shape the department's policies and initiatives to better serve the current and future generations, and to identify emerging trends and potential risks and opportunities for the future, enabling them to better prepare for and respond to changing circumstances. In this way, Futures Thinking can help the Department of Education stay at the forefront of

educational trends and best practices, and continue to provide high-quality education for students.

In conclusion, DepEd Bataan adopts Futures Thinking approach as a way of looking at the educational system from a long-term perspective, considering the changes and trends that will likely affect the system in the future. It involves looking at current and future trends in technology, demographics, the economy, politics, and other areas, and using this information to inform decisions about the structure and delivery of educational services. This approach allows for greater agility in adapting educational systems to meet future needs.

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