

## TEACHERS ON ADMIN TASKS EXEMPTION

*by:*

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As highlighted in the Second Congressional Commission on Education EDCOM Year One Report, "Miseducation: The Failed System of Philippine Education," teachers lament their inability to focus on teaching their students, given the burden of 50+ ancillary and administrative tasks, made up of serving as canteen manager, Gulayan sa Paaralan, 4Ps and school-based feeding coordinator, and the like. DepEd Officer-In-Charge for the Human Resource and Organizational in the transitory period of sixty days after the issuance of DO2, s. 2024 -The Immediate Removal of Administrative Tasks of Public School Teachers.

Schools Division Offices have been tasked to submit a proposed deployment of non-teaching personnel and clustering of schools to ensure its effective implementation, along with the filling up of 5,000 administrative personnel for 2023 and an additional 5,000 administrative staff for 2024. DepEd Officer-In-Charge for the Human Resource and Organizational Development Undersecretary Wilfredo E. Cabral declared that the agency is filling additional positions [Maintenance and Other Operating Expenses] to capacitate our schools to hire the required administrative support staff.

The DepEd Order takes action on the teacher's plea that administrative tasks lament their inability to focus on teaching their students, given the responsibility of more. Regarding burnout,

teachers have the highest level when they experience emotional exhaustion due to a lack of personal accomplishment and detachment. In the teacher workload survey 2016, the amount of time spent on non-teaching tasks was significant: an average of 33.2 hours for classroom teachers in elementary. About half of this time was spent on two activities: Individual planning or devising lessons at or out of school and marking/correcting pupils' work. Furthermore, most teachers said they spent too long on these activities, alongside general administrative work (Jomuad et al., 2021). Role expectation is what is anticipated of a teacher to whom some work or task is assigned. It is how others consider one to act in given positions. Numerous studies have identified role conflict and role ambiguity as essential contributors to examining organizational factors contributing to job stress. The study of role stress in educational organizations found that where high levels of role conflict and role ambiguity were present, teachers experienced high levels of emotional exhaustion, fatigue, and negative attitudes toward students (Matiang et al., 2016). Studies posited that the sources of torment an individual teacher faces are unique and rely upon the definite complex connection between a teacher's character, abilities, beliefs, and environments. Numerous reports exposed that teachers are exposed to different sources of stress, such as educating uninterested learners, poor prepared learners, poor learners' conduct, supporting discipline in the classroom, a demanding workload (curriculum demands), role overload, excellent prospects, lack of compensation and appreciation, being unprotected to common changes, time pressures, being accessed by others, experiencing problematic relations with coworkers and superiors, management styles, and poor working circumstances( Asaloei et al., 2020).

Such circular bureaucracy only bloats the number of tasks and takes up time that could be used for teaching tasks. Schools in the district of Limay digitize our administrative functions to administrative officers who are also in control of implementing effective and efficient administrative support functions, particularly in personnel administration and property custodianship. We teachers would like to give DepEd the benefit of good intentions. We continue to ask for excellent implementation.

The purpose is there, but the challenge – and its impact – is in the details that as one of the teachers of Luz Elementary School, must uphold professional development – keeping up-to-date with best practices can be challenging next to the everyday pressures and demands of the role of being a teacher, not as an administrative officer.

## *References:*

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