

## STRENGTHENING DEPED'S SUPPORT FOR PUBLIC SCHOOL TEACHERS

*by:*

**Carl Jones B. Dela Cruz**

*Teacher II, Pablo Roman National High School*

Because they educate millions of children, public school teachers in the Philippines are vital to the future of the country. They do, however, confront several difficulties, such as excessive workloads, poor pay, and little chances for career advancement. The Department of Education (DepEd) must put in place efficient policies that promote teachers' professional development and well-being in order to maintain high standards of instruction and retain qualified teachers. In addition to helping teachers, addressing these issues can enhance student learning results.

Teachers' excessive workload is one of their main problems. They frequently have to handle extracurricular activities, attend a lot of trainings, and carry out administrative duties in addition to teaching (Bernardo & Mendoza, 2021). Student participation and class planning are hampered by these extra responsibilities. By employing additional non-teaching staff to manage administrative duties, DepEd can lessen this load and free up teachers to concentrate on teaching. Reducing paperwork can also be achieved by streamlining documentation needs and using technology into educational procedures.

The pay and perks of teachers are another urgent issue. Due to their low pay as compared to their counterparts in private institutions and other professions, many public school teachers find it difficult to satisfy their daily demands (Javier, 2020). Despite recent wage gains, they frequently fall short of keeping up with the growing cost of living. For teachers to maintain a respectable quality of life, DepEd should push for greater pay, more perks, and improved healthcare. Retaining teachers in underprivileged

communities can also be achieved by offering extra incentives to those allocated to remote locations.

In order to improve teachers' abilities and motivation, professional development is equally crucial. Nowadays, a lot of training courses emphasize theoretical understanding over real-world classroom applications (Dizon, 2019). DepEd ought to provide more up-to-date, skill-based training that is in line with contemporary teaching methods and technology developments. Teachers can also advance in their professions with the support of mentorship programs, graduate school grants, and foreign exposure opportunities. Putting money into ongoing education will empower teachers and raise the standard of instruction in public schools.

For DepEd to improve support for public school teachers, a comprehensive strategy is needed. The government may establish a more sustainable and efficient educational system by resolving workload concerns, raising wages, and improving professional development initiatives. Teachers are more driven to deliver high-quality instruction when they feel appreciated and encouraged, which eventually benefits the students and the country as a whole.

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