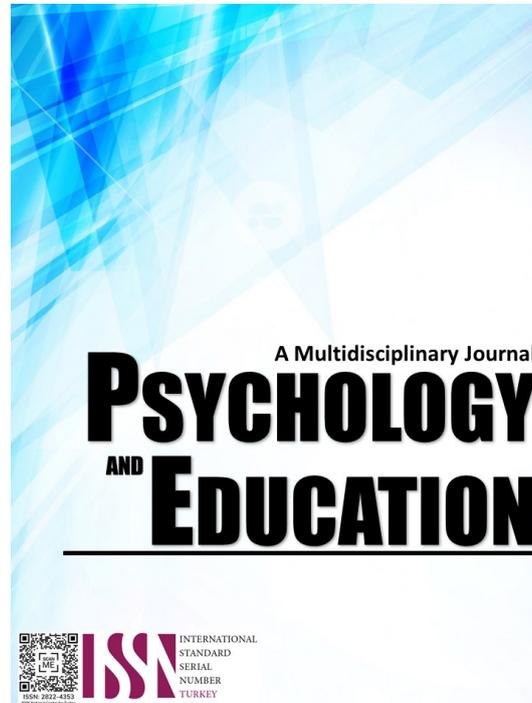


**EXPERIENCES OF TEACHERS WHO RESIGNED
FROM SERVICE IN THE DEPARTMENT OF
EDUCATION: A PHENOMENOLOGICAL STUDY**



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Experiences of Teachers Who Resigned from Service in the Department of Education: a Phenomenological Study

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Abstract

Teacher plays a vital role, from molding the student to a tons of paperwork. This qualitative study employed phenomenological approach to provide detailed description of lived experiences of teachers who resigned in service. It focused on their ways of coping with the challenges and difficulties encountered and discover the lesson and insight that drawn from the lived experiences of the participants. It was participated by four IDI and seven FGD who are DepEd teachers who resigned in service. The data were gathered through in-depth interview. Participants were selected through purposive sampling technique. The result was organized by the researcher to present fully the themes that emerged from the responses of the research questions. The study showed that the participants experiences significant experience, encountered difficulties and enjoying life after DepEd. To cope with the challenges they come with establishing the plans, managing the challenges and working with encounters. Thus, participants shared their lesson and insight drawn from the experiences such as: valuing self and career, valuing the chances and applying the valuable pieces of advice. The implication of this study was unlimited of paperwork and overlapping of workload can result in stressful work that led to resignation. To reduce the amount of teacher resignations, the DepEd may create plantilla for ancillary works, grievance committee, KPI evaluation and fair and just implementation of policies and orders.

Keywords: Education, Phenomenology, Philippines, Resigned From Service, Experiences Of Teachers

Introduction

The purpose of this phenomenological study was to explore the lived experiences of the DepEd Teachers who resigned from service and rendered 7-10 years in service in academic year 2021-2022. Specifically, this study sought to answer the following objectives:

- To describe the lived experiences of teachers who resigned from service in the Department of Education.
- To discover the coping mechanism of resigned teacher participants as they face the challenges brought by resigning from the department of education.
- To unearth the lessons and insights that can be drawn from the lived experiences of the participants.

Various readings from different books, thesis, dissertation and internet publications from different author which have bearings to the present study are presented in this section. I focuses on the issues behind the lived experiences of DepEd Teachers who resigned from the service.

According to according to Felipe (2013), It is the goal of the Department of Education that every teacher will become not only efficient but also effective. A lot of training's and seminars are being conducted to improve and develop the craft of each mentor in

school. The Department fully understand that everything rises and falls on the teacher's capability to bring learning at the heart of every pupil. Their attendance will help create an effective learning environment, improve teaching-learning situations, keep updated on modern instructional devices and inspire them to become better teachers in the modern world. Since the department is offering free training's and seminars, teachers must grab this opportunity for self- improvement.

In Addition, Kakumanu (2018), stated that training sessions are needed to help the teachers learn or create new teaching strategies which will bring back the interest of their students in the classrooms and encourage learning. Another aspect that must be taken into consideration is the application of the topics the students learn in their lessons. The teachers also need to figure out ways for applicable learning – which actually helps the students in real world because theoretical learning will help them in gaining marks, but practical learning will help them in life.

Relatively, Alsubaie (2016), in the curriculum implementation process the teacher is the most important. With their knowledge, experiences and competencies, teachers are central to any curriculum development effort. Better teachers support better learning because they are most knowledgeable about the practice of teaching and are responsible for



introducing the curriculum in the classroom. The teachers have to make an effort to know and understand it. So, teachers should be involved in curriculum development.

Moreover, Fukofoka (2011), the teacher's role is to connect students to society expectations, values, and traditions; to connect students with their inner selves; realize student's potentials; to connect students to each other as social beings; and to connect students with the possibilities and the future that could be theirs. It is the teacher's role to enable students not only to see the trees in their individuality but also to see them in their entirety the forest Perhaps that is why experience is a prerequisite to a graduate degree in most schools because of the dawning realization that students must connect the theory taught in the classroom to its practice in reality.

Furthermore, teachers play multiple roles. To be effective, they have to wear multiple hats for the school days to run smoothly and just to make sure that children could get quality education. Just as school children learn by attending school, they also constantly learn and develop strategies for delivering quality instruction through development sessions. They take into account the children's interest and individual needs. While they hold the power to instantly end or light the children's motivation in learning, they should concentrate on not breaking the child's self-esteem, giving them chances to perform better. They also function as coaches for different school undertakings like sports. Here, they need not only their expertise and skills in teaching-learning, but as well as developing aspect of teamwork and showing them the physical, moral and spiritual support necessary for their social growth (Capacio, 2021).

Thus, Fleischman (2011), implement student progress monitoring, the teacher determines a student's current performance level on skills that the student will be learning that school year, identifies achievement goals that the student needs to reach by the end of the year, and establishes the rate of progress the student must make to meet those goals. The teacher then measures the student's academic progress regularly (weekly, biweekly, or monthly) using probes—brief, easily administered measures.

Broadly speaking, the function of teachers is to help students learn by imparting knowledge to them and by setting up a situation in which students can and will learn effectively. But teachers fill a complex set of roles, which vary from one society to another and from one educational level to another. Some of these roles

are performed in the school, some in the community (Brooks, 2019).

This challenges of many teacher in the department is not rare not new but it is an ending problem of every school. Out-of-field teachers produce lower student achievement gains than in-field teachers, other studies are inconclusive. Out-of-field teachers can be concerned about the negative impact their teaching might have on student learning, such as lower achievement scores. They have also shown concern that they are unable to demonstrate content is relevant to everyday life (Hobbs, 2015).

Thus, Bayani and Guhao Jr. (2017), it is found out that these teachers experience compliance and submission, lack of aptitude for the language, lack of administrative and logistics support, inability to muster enthusiasm and establish rapport, and frustration and insecurity while they are teaching the subject outside their field of expertise.

Moreover, Multitasking of teachers must be given attention and interventions but rather switching focus from one task to another very quickly which can leads to be detrimental to education because this can lead teachers to cannot do their very best work if their attention is elsewhere and do not focus (Alquizar, 2018)

Further, Herman and Reinke (2014) stated that teachers are responsible for most of a child's education, but in many public school systems, administrators are so bogged down by paperwork and red tape that they aren't able to offer their teachers the support they need to be excellent educators. Additional challenges like curriculum requirements, state standards, and budget cuts make a teacher's job even more difficult.

Hence, and t is very common for the teacher that they need to look for another job that their effort can be paid-off the given effort to the department. For career-oriented teachers, the lack of promotional opportunities was given as the major reason for their resignation, while dissatisfaction with assessment procedures compounded this problem (Belock, 2012).

In addition, Teachers' career advancement is hindered by the sluggish processing of promotion in DepEd, the imposition of numerous requirements, and certain limitations such as the scarcity of plantilla items for higher positions and the setting of ratios between teaching items (Tinio, 2017).

On the other hand, teaching in large crowd of the



classroom become ineffective, since you cannot deliver the lesson well. They encounter over-crowded classrooms with mixed-age students who need both academic and social- emotional support. All too often, teachers, schools and students are also subject to violent attacks, particularly in armed conflict settings (Sherif et al., 2020).

Nevertheless, Gray and Taie (2015), emphasized that being a teacher is no easy task, especially in the public school system. With increasing classroom sizes and decreasing budgets, teachers are forced to do more with less. Many schools simply don't have the funding to provide every student with the books or supplies they need and, in some cases, those uncovered expenses fall upon the shoulders of teachers.

On the study of Hong in Hongkong (2018), many teachers feel guilty if they don't perform at their peak and beyond the whole time. But often the person we most fear letting down is ourselves, even though we may justify those extra hours as something our school, colleagues and students need, often it's a standard we set ourselves internally by that after resigning they find their true happiness being a person.

Further, teachers who had resigned were more concerned with the encroachment of teaching duties on their family and social lives, problems of classroom discipline and lack of administrative support and lack of effective school policies were cited by members of both sexes as contributing to their resignation, but to a greater extent with female teachers. One of the most significant findings was the perceived lack of competence of the principal in administrative skills such as decision making, staff support and general school management. For career- oriented teachers, the lack of promotional opportunities was given as the major reason for their resignation, while dissatisfaction with assessment procedures compounded this problem (Belock, 2012).

Likewise, teacher that find their way outside DepEd can see the light and feel less stress after all. Similarly, this is one of the key reasons why teachers are quitting their jobs halfway because of poor Work-Life Balance. Overlapping of administrative work and last minute information of reports, the feeling of being underpaid, undervalued and disrespected can take a toll on their mind and body. This will not help them in any way to leave work at school at the end of the day (Gabriel, 2013).

Moreover, Tropall (2016), humans are not like computers which can run multiple processes with all of the needed focus on each one. To do something well,

one, must be able to focus on the task given to them and delegates other inputs to appropriate, lesser levels of awareness.

In addition, Multitasking of teachers must be given attention and interventions but rather switching focus from one task to another very quickly which can lead to be detrimental to education because this can lead teachers to cannot do their very best work if their attention is elsewhere and do not focus (Alquizar 2018).

Further, Leither and Maslach (2011), identified several factors that can contribute to job burnout: the feeling of isolation, a lack of support from colleagues, the feeling of being overwhelmed by workload, lack of autonomy, lack of respect from administrators, few opportunities to be teacher leaders, classroom management/discipline problems, and high achievement goals that focus on high stakes testing.

As such, Gray and Taie (2015), emphasized that being a teacher is no easy task, especially in the public school system. With increasing classroom sizes and decreasing budgets, teachers are forced to do more with less. Many schools simply don't have the funding to provide every student with the books or supplies they need and, in some cases, those uncovered expenses fall upon the shoulders of teachers.

Knowing the pros and cons in preparation for future life. Though it is difficult to decide but it is the best way to examine self-ability. Weighing decisions before acting is underrated, but it must be done with great care because we make decisions regularly. These choices shape our lives and define who we are. However, not every one of our options comes with varying significance (Sheep, 2021).

Further, Landry (2020), highly engaged employees produce substantially better outcomes, are more likely to stay at their organization, and experience less burn-out. They can't reach that level, though, unless they feel invested in their work, are given opportunities to develop their strengths, and understand how their role contributes to the company's overall success. It implies that every decision you're asked to make is a moment for you to empower others on your team by leveraging their strengths, experiences, and expertise.

In addition, Gam (2017), Taking into consideration all the positives and negatives is a crucial step when making a decision. Once you've fully uncovered and prioritized your available options, you will have identified the best solution to your problem.



Thus, Krull (2020), when you ask a friend for advice, it comes through their personal filter. No matter how kind and respectful your friend is, their viewpoint isn't exactly like yours. Empathy and listening can be helpful, but your friend will tailor any advice they give to their perspective.

Hence, Showing that the resigned teachers needs also a valuable advise came from his colleagues so that he can have a lot if idea in dealing with decision making most especially in weighing things. If you're thinking about a career change or taking your next step, it can feel like a lot to handle on your own. Working out what you want to do and how you can make it happen can be a real challenge, especially if you're doubting yourself. But sharing this process with others can help you to work out a way forward. Friends or family can be a great source of information, advice and motivation when it comes to changing careers. In fact, they may have figured out you need a change in your career before you did (Seek, 2017).

Finally, by involving others in the decision-making process, you create an opportunity for colleagues to share ideas, learn from each other, and work toward a common goal. In turn, you foster collaboration and help break down organizational silos. You might even surface overlapping initiatives within the company, which could save the organization resources and employees from duplicating work (Landry, 2020).

According to Jerome (2019), Acceptance begins by first seeing everyone as humans, regardless of the color, shape, size, language or culture every human being bleeds the color red. When we accept someone, we acknowledge and welcome them into our environment, regardless of ethnicity, religion, beliefs, shared cultural values, characteristics or experiences. To be accepted we use understanding and empathy. We need to accept people in the wide array for viewpoints, ideas, traits, and backgrounds. Acceptance in the workplace means we have a greater tolerance for each other. It takes everyone from top management down to the entry-level worker to encourage acceptance in the workplace.

In connection, workplace environments are made up of various personality types, each of which may complement or conflict with others. One of the best ways to promote teamwork and a cohesive professional space is to encourage employees to accept one another for their differences. Encouraging acceptance of other people, however, is a more complex task that simply saying this is what should be done. Employers have to lead by example and educate

staff on why this is important (Waldman, 2015).

Thus, properly adjusting to a new responsibilities and more importantly to a new work environment and a new boss can take some time. It can be easy to feel overwhelmed but don't let that effect your performance. We've put together five easy steps to ensure the transition into your new role is as smooth as possible. Work culture is a work environment where employees work. It is about how you create the environment. It is about employees' and employers' attitudes, behavior, value, leadership. It is essential to provide a positive work culture for your employees. Positive work culture provides employees with work satisfaction and reduces employee turnover rate (Dahal, 2021).

Moreover, Michael (2019), while a new job is exciting, the adjustment process can be overwhelming. Even when you have just landed your dream job and everything is going as smoothly as possible, change can be challenging. You can make the transition more difficult if you go in with the wrong mindset. Here are five tips that will help you adapt to a new work environment.

Further, self-efficacy is also different to self-confidence; the latter is more about your ego, while the former is related to something you do. In business and your personal life, self-confidence is a prerequisite for taking massive action. You need to believe in yourself – in your abilities, skills and passions – to take the leap into entrepreneurship or any other aspiration. Believing in yourself is the lynchpin of exceptional leadership, because self-confidence lets you manage and inspire others with assurance and direction (Robbins, 2016).

Furthermore, the more you can put in yourself, the more autonomy you have, the more you can make your mark and the more you feel responsible for your success. Self-belief requires a holistic strategy. You must take control of your thoughts and feelings so you're able to reach your peak state. It also entails building up confidence in your abilities as well as falling in love with yourself – the parts of your personality, perspective and experience that make you uniquely you (Tonny, 2016).

Based on Gable (2017), every day we make hundreds of decisions, probably thousands. Many decisions we make we are not particularly aware of! But, some decisions are weighty. Let's talk about how to make tough decisions in the light of God's will. Let's talk about decisions that keep us up at night. Some are life-threatening, or life-changing and those kinds of



decisions are scary and hard. When we make decisions the one thing that is a must is to be in God's will for our lives! We want to be wise and discerning and above all keep in the center of His will.

In addition, Thomson (2020), if we're being honest, we don't do it nearly enough. Our first impulse may be to make a hasty decision without pausing to ask God what he wants us to do in a particular situation. I'll admit, it's not always the first thing that comes to mind. It takes time and practice to develop the habit of praying to God before acting, speaking, or making a decision.

Moreover, before moving ahead with a decision, it is imperative to consider possible adverse consequences of feasible alternatives. The negative consequences of any action are as tangible as its benefits, sometimes more so. Once a decision has been made and implemented, any of its negative effects will eventually become real problems. The effects of decisions—good or bad—always outlive the decision-making process that produced them (Aguilar, 2017).

According to Adams (2012), the consequences of these choices are fairly mild over the course of one day. However, if they start becoming a habit, my waist-line will probably feel the consequences of those choices much differently over the period of a year.

In a study of Blazek (2017), many employees wear several different hats, completing jobs outside the initial range of their job description. Unfortunately, this can lead to a great deal of confusion within the company, especially when leadership responsibilities are not properly assigned. Clearly defining roles and expectations can have a positive impact on the company as a whole, particularly as it relates to team projects.

As such, Responsibility is important in the workplace because it shows your professionalism, can advance your career, helps build professional bonds with coworkers, and shows company leadership that you are a valuable employee. Supervisors value employees who exhibit responsibility because they know they can trust you to complete tasks on time and submit high-caliber work. Responsible employees are professionals with a consistent work ethic who take actions daily toward their professional goals (Goldhaber & Cowan, 2014).

Based on the study of Capacio (2021), stated that, to be effective, they must wear many hats in order for school days to operate well and for children to receive great education. In the same way that students learn by

going to school, they also learn and build skills for delivering great instruction through development sessions. They take into mind the children's specific requirements and interests. They should focus on avoiding hurting the child's self-esteem, offering those chances to achieve better, while they have the power to instantly halt or light the children's motivation in learning.

In a review of Mendelhall (2020), teachers have a crucial role in the educational lives of children and teenagers. Teachers serve a variety of roles in their students' life, including supporting their learning, providing inclusive and safe environments for them to grow and develop, and assisting them in becoming more self-assured as they navigate the world.

In addition, Lewis (2014), emphasizes that the relatively high early job turnover is clearly related to general characteristics of young professionals, and that it is incorrect and misleading to single out teaching as a profession with a unique retention problem. Such misidentification is also likely to result in ineffective strategies to reduce turnover, which is a worthwhile goal because the impact of teacher turnover on malleable and vulnerable children, as well as the large impact each teacher has on literally hundreds of young lives, makes it a major concern.

Thus, this is one of the key reasons why teachers are quitting their jobs halfway because of poor Work-Life Balance. Overlapping of administrative work and last minute information of reports, the feeling of being underpaid, undervalued and disrespected can take a toll on their mind and body. This will not help them in any way to leave work at school at the end of the day (Gabriel, 2013).

In lieu, those that invest in their personal and professional growth generally reap the rewards of additional chances for advancement, higher wages, and greater overall job satisfaction. We describe professional growth, present development milestones, and address some frequently asked questions concerning professional growth in this post (France, 2017).

Congruently, professional development focuses on learning new experiences and abilities that will benefit your current position and any future roles you may pursue. You are preparing yourself to manage increased responsibility by increasing your talents and thinking forward. There is always more to learn, regardless of your position. Putting money into your professional development demonstrates ambition, self-awareness, humility, and determination (Menerva,

2021).

Valuing the Chances

Only opportunities are available in life. It is devoid of difficulties and challenges. The way we approach life's obstacles is determined by our attitude. You will always be provided with new possibilities, whether you are looking to advance in your business, personal, or professional life. Read on to learn how to prepare yourself to take a once-in-a-lifetime chance as soon as you notice it. After you've decided what you want out of life, the following step is to write out your objectives. Once you've set your goals, check over them again on a regular basis to make sure you're on track. Once you've set a goal, you'll begin looking for ways to make it become a reality. It looks for ideas and actions you can do to assist you attain your objective. So, if you don't already have a goal, get a piece of paper and write it down, along with what you want and why you want it (Frankl, 2018).

Further, Gowen (2017). stated that set goals that are related to your top priorities. You can wind up with far too many goals if you don't have this kind of focus, and you won't have the time to commit to each one. Goal achievement necessitates dedication, thus you must have a sense of urgency and an attitude of "I must do this" to increase your chances of success. You risk putting off what you need to do to make the goal a reality if you don't have this. As a result, you'll feel dissatisfied and upset with yourself, which will demotivate you. And you may find yourself in a self-destructive "I can't achieve anything or succeed at anything" mindset.

Furthermore, Tony (2018), people who have achieved some amount of success understand that the key to accomplishing goals is not what you do to obtain them, but what you do when you fail - you try again. If it doesn't work, you'll have to try something else. It goes on and on. You continue to push until you achieve a breakthrough. Winners aren't born understanding how to attain their objectives; they work hard until they do. Yet what about those areas of life when you've tried and tried, but still can't seem to solve your problem? We'll go over four aspects of how the brain works when it comes to reaching goals so you can take advantage of its inherent desire to grow and progress. Then we'll go through five tactics for dealing with those nagging challenges in your life and learning how to finally attain your goals.

Moreover, Richards et al. (2018), found that high burnout teachers in the Midwest had increased stress

when being evaluated. Their stress was due to feeling like they had no control. That stress led to feelings of decreased trust for competence in their abilities to do their job. Teachers also looked to retiring early to prevent having to partake in the new accountability measures. Stress is the sensation of being under a great deal of strain. This pressure might come from a variety of sources in your daily life. Increased workload, a transitional moment, a family feud, or new and existing financial concerns are just a few examples. It's possible that it has a compounding effect, with each stressor piling up on top of the others.

Lastly, as a teacher, you know that stress is inevitable. Papers will stack up, students will act out, and lessons will need to be planned. But while stress is inevitable, how you respond to it can spell the difference between a long, rewarding career, and one cut short by burn-out (Mumpford, 2016).

According to Alison (2020), finding a new job isn't always as simple or straightforward as you might believe. Even if you have a good skill set and work in a high-demand area, the interview process can take a long time, and you will need to supplement your income until you start a new job. Even in a solid employment market, you never know how long a job hunt will take. It could be a better idea to start looking for work before you hand in your resignation. If you obtain a job offer, you'll be able to go on to your next position without having to worry about paying your bills.

Doyle (2021), it can be frightening to quit without a strategy in place since there are so many unknowns. You have no idea how long it will take to get hired, you may deplete your financial account faster than you anticipated, and you have no idea where you will find your next work. It's best to research the job market ahead of time to determine which occupations you're qualified for, how much you can anticipate to make, and which companies are recruiting. A well-thought-out exit strategy will ensure a smooth transition to new job.

Thus, Hamara (2016), you can decide what you want, that can give true happiness. If teaching is not your passion then it is a time to look for another career. We must earn our health and wellness in the same way that we earn our money.

When our health is harmed as a result of our jobs, we rarely recognize the gradual decline of our health. As a result, we are oblivious to our risk of developing chronic diseases, mental illness, and disease morbidity.



Caprino (2020), they've put their health and well-being on hold in order to pursue a fantastic profession. Much of this has to do with the ever-complicated issue of work-life balance, as well as how to remain competitive and ahead of the competition. But it's much more to me. Sacrificing your health and well-being displays a lack of self-awareness, failing to recognize that you must first take care of yourself – and yes, put yourself first – before you can truly serve anybody else, your organization, your family, or your work. Rapid change is required if your body is shutting down, ill, or broken down as a result of the way you work.

Moreover, whatever your reason, leaving a position is never a bad decision if it makes you feel happier, healthier or more aligned with your goals or values. In a job hunt, you'll have to make a lot of decisions. A pros and cons list is a quick and easy approach to compare the advantages and drawbacks of your options. A well-crafted pro-con list can help you make the best selection for you while also illuminating the reasons for your decision. In this post, we'll show you how to make a pros and drawbacks chart, as well as how to make your own pro-con list to help you make better decisions in the future (Menerva, 2021).

Lastly, making judgments is an important skill at any age, but it is more important in today's society, which encourages independence throughout life. Seniors must make decisions that will have a significant impact on the rest of their lives. Their life conditions are frequently shifting. A decision to retire will almost certainly be followed by a slew of other decisions regarding how to organize one's daily life. Furthermore, numerous everyday decisions are vital throughout one's life in order to manage one's income, relationships, and household (Manther, 2016).

This study is gleaned through the Theory of Reasoned Action (TRA) by Fishbein (1975), that a person's behavior is determined by their intention to perform the behavior and that this intention is, in turn, a function of their attitude toward the behavior and subjective norms. The best predictor of behavior is intention or instrumentality (belief that the behavior will lead to the intended outcome). Instrumentality is determined by three things: their attitude toward the specific behavior, their subjective norms, and their perceived behavioral control. The more favorable the attitude and the subjective norms and the greater the perceived control, the stronger the person's intention to perform the behavior. This theory is best for my study because it aims to explain the relationship between teacher attitudes and behaviors within human

action of the teachers during their stay in service that can lead to an individual's decision to engage in a particular behavior based on the outcomes the individual expects will come as a result of performing the behavior.

This study was further anchored on the theory of planned behavior (TPB) by Iced Azjen (1991), is a psychological theory that links beliefs to behavior. The theory maintains that three core components, namely, attitude, subjective norms, and perceived behavioral control, together shape an individual's behavioral intentions. In turn, a tenet of TPB is that behavioral intention is the most proximal determinant of human social behavior. This theory is also best for my study because it emphasizes the attitude of the teachers and their perceived behavior to control their personal decision most especially in choosing what best for them.

Literature Review

Methodology

This study followed a qualitative research design specifically phenomenological approach where data collection consisted of individual in depth interviews. Qualitative study uses a method that is primarily exploratory in nature. Further, it was used to gain an understanding of underlying reasons, opinions and motivations. According to Burns and Grove (2017), qualitative research is descriptive in type, which stresses the importance of a context. This method of research also provided insights into the problem and helped to develop deeper ideas.

The participants of my study were four for in-depth interview and another seven for focus Group Discussion (FGD) who were in DepEd teachers who resigned from service within the Davao Region. Following the recommendation of Boyd (2011), with 2 to 10 participants in phenomenological study. The in-depth interview was used as supported by Lichtman (2016) that in qualitative research a small number of individuals are selected so that the information can be covered in- depth since the purpose of qualitative research was to describe rather than interpret. The criteria in selecting my participants both FGD and In-depth were: DepEd teachers who resigned from service and rendered in the Department of Education

7-10 years regardless of their age.

In gathering data for this study, I used a semi-structured interview Guide. According to Creswell (2012), an interview guide simply is a list of the high-level topics that the researcher plans on covering in the interview with the high-level questions. It is usually one page so that it is easy to refer to. The process of creating such a guide helped me focused and organized my line of thinking and therefore questioning. Creswell added that it is important to remember that the interview guide really is only a guide. As a researcher, I am the one who is responsible to ask the question as interviewer to my research participants, as well as to do the recordings. I do not have to follow the exact ordering and there is nothing wrong with going off script at times if a particular line of questioning that I had not anticipated seems worthwhile.

Prior to the conduct of interview, the research instrument was validated by three internal validator and one external validator for its content validity and reliability. Suggestion were incorporated in the finalization of the research question before the conduct of the interview. Append in appendix E is the validation sheets of four validators including the summary of it with 4.23 points.

I was conducted an informal semi-structured interview to collect data for this study. This process enabled the participants to discuss their experiences while I assumed the role of an interviewer. This approach also enabled me to gather information regarding their experiences, coping strategies and lessons and insights. These data collected was used to meet the objectives set for this study.

For my in-depth interview, prior to data collection, I went through proper protocol. I sent an endorsement letter to the graduate school asking permission to conduct my study. After the approval, I asked permission to my participants if they can to be my participants of my study, I explained to them the purpose of the interview and the study. I am going to conducted an interview through face to face. For face to face interview, we followed the health protocol set by the IATF, like wearing of face mask and observe social distancing. Ensuring that the meeting place is safe and free from hazard that they can feel comfortable on the site while conducting the interview without distraction and have a private place for privacy purposes.

When the consents was given, I prepared measures for the interview. Since phenomenological research is a

description of the human experiences about a concept or the phenomenon examined, the interview was performed through first in-depth interview. In this case, I was able to explore the meaning of the experiences of the participants and on how they describe their lived experiences as resigned DepEd teacher. After all queries are answered, I began my recorded data collection. After that, I prepared the data for data analysis.

Moreover, I conducted focused group discussion for triangulation. In order to validate the data that was gathered, triangulation strategy was utilized. According to Shank (2006), triangulation refers to the process of converging upon a particular finding by using different sorts of data and data gathering strategies. Through this, all the data gathered from the in-depth interview and focused group discussion was cross examined to direct and focus on the objective of the study. This was done by gathering and examining related literatures, studies and categorizing similarities and differences from the findings. Then, the implications of the study was presented.

The analysis of data represented the most important and difficult step in the qualitative research process. Therefore, the purpose of this entry was to document the history and development of qualitative analytical approaches (Collins, 2011). Before the data were analyzed, all interviews were transcribed into written form for a closer study also with regards to the confidentiality of the interviews done, I scrutinized the data gathered cleanly and with utmost privacy. Data analysis initially began after the data collection period.

I employed the following steps proposed by Creswell (2013). First, I organized the data and prepared for data analysis. This involved transcribing and translating interviews, optically scanning material, sorting and arranging the data into different types depending on the sources of information. Second, the data were read thoroughly. The researcher gained general sense from the information and reflected the overall meaning. Third, with the help of my research adviser, I made the thematic analysis to identify themes like patterns of the data that were important. This involved the coding or organizing related segments of data into categories. Fourth, I generated a description of the setting or people and identified themes from the coding and searched for theme connections. Lastly, I represented the data within a research report and interpreted the larger meaning of the data.

This was more than simply condensing the data; a

good thematic analysis interprets and makes sense of it. Through this strategy, I was able to capture the semantic and latent themes of the data gathered from the participants in order to effectively identify the explicit or surface meanings of the data and examined the underlying ideas, assumptions, and conceptualizations- and ideologies-that are theorized within it (Maguire & Delahunt, 2017).

Result

Lived Experiences of Teachers who Resigned from Service in the Department of Education

Through careful analysis of the responses of the participants pertaining to their experiences with regards to their lived experiences of the teachers who migrate from teaching, three (3) essential themes were extracted, namely: having significant teaching experience, encountering difficulties in teaching and enjoying life after departing from DepEd. To refer to the teachers' quoted answers to the interview, R is used with its corresponding number as seen in the appendices.

Having Significant Teaching Experience

The first category of challenges experienced by the teachers who migrated from teaching. Teacher in the school has a vital role in developing the learners not only in academic aspect but also in physical and mental aspect. It is quite difficult for a teacher to handle a lot of paper works, coordinatorship and other extra work that are not related in teaching learning process of the school. But all of the effort that vested in a teacher is very rewarding if you see that your student are achieving their goal in life.

Attending Seminar/training and Workshop. As of start teaching in the Department of Education, the life is anchored to a lot of seminar, training and different workshop. Before the beginning of the school year up to the end of the school year. From school-based, district-wide, division-wide, Regional training and National in-service training that sometimes those training are related to your subject handled and to coordinatorship that make the teaching career more developed and competent. This concept is linked to the response of IDI- Participants 2-R2 who recalled his experiences:

“Another is unlimited trainings and workshop regarding to my coordinatorship that given by the department for free.” IDI-Participants 2-R2

It can be inferred from the answer of Participants 2 that while he is in the Department of Education, he experienced the unlimited seminar, training and workshop that help develop his professional growth as teacher. Felipe (2013), stressed that the goal of the Department of Education to every teacher will become not only efficient but also effective. A lot of training's and seminars are being steered to improve and develop the expertise of each mentor in school. The Department fully understand that everything rises and falls on the teacher's capability to bring learning at the heart of student. Participant 6 from the FGD shared similar experiences that attending seminar is one of the best memorable experience she had:

“Another is attending training, seminar and workshop that will help you grow as professional.”—FGD-Participants 6-R2

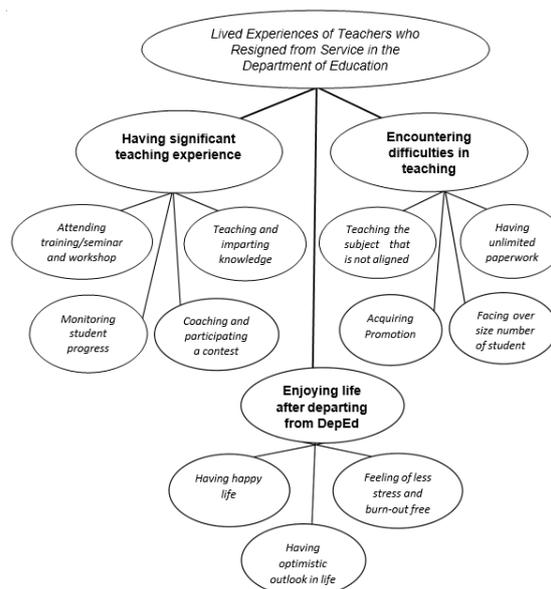


Figure 1.

Figure 1. Lived Experiences of Teachers who Resigned from Service in the Department of Education

The experience of Participants 6 that as a teacher must engage herself in participating and attending training in order to uplift her teaching pedagogy that also help catch the attention of the learners. Kakumanu (2018), stated that training sessions are needed to help the teachers learn or create new teaching strategies which will bring back the interest of their students in the classrooms and encourage learning. Another aspect that must be taken into consideration is the application of the topics the students learn in their lessons. The teachers also need to figure out ways for applicable

learning – which actually helps the students in real world because theoretical learning will help them in gaining marks, but practical learning will help them in life.

Teaching and imparting knowledge. The main job of the teacher in teaching- learning process is to impart and pouring knowledge to the student. However, teaching is very crucial role of the teacher mostly in molding their lives in to realistic world. Most of the interviewed participants shared that teaching and imparting knowledge is memorable. Participant 2 during the IDI shared:

“Memorable??... maybe imparting knowledge to my student with new learnings that can see to their faces that they learn something new and those student who remember you during teacher’s da..”- IDI- Participants 2-R1

The experience of Participant 2 is very common and main work of the teacher most especially in teaching the lesson. But unfortunately, not all the student can remember you as a teacher. Not all students who have been part of your teaching journey will come back and say thank. But it is not about how they pay you back but how you transform the student in to a better person. Alsubaie (2016), in the curriculum implementation process the teacher is the most important. With their knowledge, experiences and competencies, teachers are central to any curriculum development effort. Better teachers support better learning because they are most knowledgeable about the practice of teaching and are responsible for introducing the curriculum in the classroom. The teachers have to make an effort to know and understand it. So, teachers should be involved in curriculum development. Participant 3 of FGD shared alike experience:

“for me the most memorable or valuable experience during my stay for eight years in DepEd, I should say that being able to impart my knowledge and expertise in the field of teaching, seeing my students succeed and reach their dreams for me it is a most memorable and valuable memories in my teaching career.”- FGD- Participants 3-R1

It is one initiative of the teacher to help the students addressing their needs in teaching learning process. Fukofoka (2011), the teacher’s role is to connect students to society expectations, values, and traditions; to connect students with their inner selves; realize student’s potentials; to connect students to each other as social beings; and to connect students with the

possibilities and the future that could be theirs. It is the teacher’s role to enable students not only to see the trees in their individuality but also to see them in their entirety the forest. Perhaps that is why experience is a prerequisite to a graduate degree in most schools because of the dawning realization that students must connect the theory taught in the classroom to its practice in reality. It implies that the main role of the teacher in four corner of the classroom is to impart new learnings to the student. Achieving the goal of the education is the main concern which is uplifting the quality standard of the Department of Education, but unfortunately it is expectation versus reality of the actual teaching works of the teachers.

Monitoring student progress. Aside from teaching and pouring knowledge, another task of the teacher is to monitor how far they have learned in the content of the subject, how mastered they are in the lesson. However assessment for learning is sometimes additional burden of a teacher, because sometimes it is taken for granted of some student. Teachers play multiple roles. To be effective, they have to wear multiple hats for the school days to run smoothly and just to make sure that children could get quality education.

Just as school children learn by attending school, they also constantly learn and develop strategies for delivering quality instruction through development sessions. They take into account the children’s interest and individual needs. While they hold the power to instantly end or light the children’s motivation in learning, they should concentrate on not breaking the child’s self- esteem, giving them chances to perform better. They also function as coaches for different school undertakings like sports that can added to their job as a teacher. That is why Participant 2 of FGD shared his sentiments regarding on monitoring progress of his student:

“When, ako magpaconduct ko ug quiz then makakita ko na gagmay ilang grado sakit lang sa akong part, ana, im not yet satisfy during those years.” –FGD- Participant 2-R3

(Whenever I give quiz to my student, I get disappointed whenever I see low score. I’m not yet satisfy during those years.)-FGD- Participant 2-R3

In some point of being a teacher, monitoring the progress of the student is similarly to reward a teacher, when the student got a high marks and perform well in academic and non-academic activities. That is why some participants considered it as a valuable experience because they can say that their teaching strategy is effective. Participant 3 of IDI shared his

experienced:

“Teaching the student and monitoring their progress is also a valuable experience I have during my stay in DepEd.” –IDI- Participant 4-R3

It is a package and partner in teaching learning process is the monitoring the progress of the student. It is the judgment on how effective the teacher is in delivering the lesson and how they catch the attention of every learner. Fleischman (2011), implement student progress monitoring, the teacher determines a student's current performance level on skills that the student will be learning that school year, identifies achievement goals that the student needs to reach by the end of the year, and establishes the rate of progress the student must make to meet those goals. The teacher then measures the student's academic progress regularly (weekly, biweekly, or monthly) using probes—brief, easily administered measures.

Coaching and participating a contest. Teacher must not be good only in teaching inside the four corner of the classroom but also a good mentor and coach to some specific event that conducted by the DepEd both academic and sports. Another valuable and unforgotten memorable experience of resigned teacher, shared their valuable coaching and participating contest skill as an element for being a teacher mentor. Participant 3 of IDI shared:

“Maybe some activities conducted by DepEd where you able to participate as a coach, when you are a coach you are also a brother, a father even a mother to the students and then you get attached to the whole experience to the different activities all of the people as well most especially with the co-teachers. I guess those are the memorable and valuable experiences I had.” –IDI-Participant 3-R2

Coaching the student is a precious moment of every teacher. Participating an event in the department is another accomplishment of being a public school teacher, because you are able to train the student and start as a bonding with them. Also, you also help them grow in other aspect of their life as a student. Broadly speaking, the function of teachers is to help students learn by imparting knowledge to them and by setting up a situation in which students can and will learn effectively. But teachers fill a complex set of roles, which vary from one society to another and from one educational level to another. Some of these roles are performed in the school, some in the community (Brook 2019). Participant 5 of FGD shared coherent

experience:

“Attending competition both academic and sports. Coaching and mentoring the participants that lead to bonding of my students and me during my stay in DepEd.” –FGD-Participant 5-R3

The role of the teacher not only limited on the classroom but also in extra and co-curricular activities that lead to a bonding of the student and teacher in the event. However this job of a teacher is very hard, because it is just an ancillary work but need of time and effort to train a student. Thus, teachers are the future builders of our country, they are the providers of knowledge and wisdom most especially in coaching a specific event. They are the basic source of education for most of the people of the country and they are the ones who build the nation. It is our dear teachers who mold our character, our personality and show us the right (Fokufuda 2018).

Encountering Difficulties in Teaching

The second category of challenging experience by the DepEd teacher who resigned is difficulties encountered during their stay in the Department of Education. Some teacher or educator said that, there are a lot of hardship they faced and those contributes to them migrating to another profession.

Teaching the subject that is not aligned. Due to scarcity of teachers and teachers' item of a school, there is a possibility that a teacher can teach subject of expertise and other field or subject. It is burden some the part of a teacher because she /he need to study the topic or lesson so that she/he can deliver the lesson well. It happened mostly in some barangay or remote school. That is why when the resigned DepEd teacher werre interviewed, they brought out their side on teaching a subject that is not aligned to their major. Participant 4 during the IDI shared:

“When I started in DepEd the most challenging part is assigning a subject that not align to my major. Hello Filipino major ko patudluon ko ug TLE and AP mabuang ko.” –IDI-Participant 4-R7

(When I started in DepEd, the most challenging part is assigning a subject that not aligned to my major. I am Filipino major but I also teaching TLE and AP. I am going crazy.”) – IDI-participant 4-R7

It is implied to the answer of Participant 4 that other challenges as a teacher is teaching other subject that is not coherent to their major. This challenges many teachers in the department. Out-of-field teachers

produce lower student achievement gains than in-field teachers, other studies are inconclusive. Out-of-field teachers can be concerned about the negative impact their teaching might have on student learning, such as lower achievement scores. They have also shown concern that they are unable to demonstrate content relevant to everyday life (Hobbs 2015). Same experience shared by other participant regarding on it a challenging part of being a DepEd teacher. Participant 2 from IDI shared parallel experience:

“Handling subject that are not align to me, even coordinatorship. Even being a class adviser which you can be a father to them with different type of attitude.”—IDI-Participant 2-R8

The experience of Participant 2 is very common in DepEd environment mostly when are assigned in small school. It is an everyday struggle of teacher who consider as out-of-field teachers. Bayani et al. (2017), found out that these teachers experience compliance and submission, lack of aptitude for the language, lack of administrative and logistics support, inability to muster enthusiasm and establish rapport, and frustration and insecurity while they are teaching the subject outside their field of expertise. It shows that mismatch of teaching loads of the teacher can lead to burden and undeniable less quality in delivering the subject matter.

Having unlimited paper works. Being a teacher in public school here in the Philippines, it is anchored to your job the tons of works from recordings of student progress to doing variety of reports. It is burden for the part of the teacher to work eight hours per day aside from the actual teaching load. Participant 4 during the IDI shared:

“Another dissatisfying is that a lot of paperworks, urgent report that can cause me stress.”—IDI-Participant 4-R6

It implied the burden and dissatisfying part of being a teacher which is doing a lot of paper works that can cause stress and they cannot focus in teaching since some reports are given late and needed to be accomplished in a short period of time. Multitasking of teachers must be given attention and interventions but rather switching focus from one task to another very quickly may lead to be detrimental to education because this can lead teachers to not do their very best work if their attention is elsewhere and do not focus (Alquizar, 2018). It shows that additional burden and stress of the teacher is having a lot of paperwork that may compromise the teaching quality of the teachers.

Participant 3 from FGD narrated parallel experience:

“...meanwhile the dissatisfying is that in DepEd kasi masyadong maraming ginagawa si teacher so there are lot of paper works than actual teaching ahh kanang ahh actual ba teaching, DepEd requires lots, lot of responsibilities and paper works that sometimes ahh makalimot naku kung mao ba jud ni ang essence sa pagiging teacher so ayon..”—FGD-Participant 3-R2

(...meanwhile, the dissatisfying in the DepEd is that the teachers are a lot of paperworks than the actual teaching. DepEd requires lots of responsibilities and paperworks that sometimes, you can forget the essence of being a teacher.)—FGD-Participant 3-R2

The experience of participant 3 is a collective experience of the teacher in battling the tons of paperwork in which the allotted time for actual teaching is compromise because of the hundreds of works. It is one of the struggles faced by the teacher. Herman et al. (2014), stated that teachers are responsible for most of a child’s education, but in many public school systems, administrators are so bogged down by paperwork and red tape that they aren’t able to offer their teachers the support they need to be excellent educators. Additional challenges like curriculum requirements, state standards, and budget cuts make a teacher’s job even more difficult.

Acquiring Promotion. Another factor and problem in the Department of Education faced by many teachers is the promotion. It is hard for the teacher to get the promotion because of limited item and budget from the department. And you need to apply for that certain position to be promoted, unlike other agencies in which if you are already qualified you can fill in the next higher position. Participant 1 from IDI express his experience regarding on the matter:

“...the very reason that I went out from the teaching practice is promotion then later on there was opportunity for change of environment because from Teacher I to Attorney III, still in the Department of Education only then it was administrative function..”—IDI-Participant 1-R2

From the response of Participant 1 regarding promotion, it can be observed that it really is hard to get a promotion and it became a reason to move-out from teaching. And t is very common for the teacher that they needed to look for another job that their effort can be paid-off. For career-oriented teachers, the lack of promotional opportunities was given as the major reason for their resignation, while dissatisfaction with

assessment procedures compounded this problem (Belock 2012). It implied that another factor of attrition from service is the acquiring of promotion. Limited number of promotion to a lot of teachers to be promoted. Similar lived experience while I conducted the FGD, Participant 3 from FGD shared parallel experience:

"I agree with sir, for me siguro stress.. nakakastress ang trabaho sa DepEd aside from that ang hirap din makakuha ng promotion, you need to prove pa yourself kinakailangan mo pang basta... ang hirap-hirap ma promote sa DepEd, ang dami pang dapat patunayan."-FGD-Participant 3-R5

(I agree with you sir, for me i think stress... the work of being a DepEd teacher is very stressful aside from that it is very hard to get a promotion, you need to prove yourself. Very difficult to get a promotion in DepEd, there is a lot of things to be consider.)- FGD-Participant 3-R5)

In teaching career, it can be rewarding for a teacher to be promoted, but unfortunately, it is hard to get. We needed to prove to ourselves that we are worth to be promoted. Sometimes credentials are very useless if there is a lot of teachers in line for promotion especially if they are senior than you. Teachers' career advancement is hindered by the sluggish processing of promotion in DepEd, the imposition of numerous requirements, and certain limitations such as the scarcity of plantilla items for higher positions and the setting of ratios between teaching items (Tinio, 2017). These problems in the system of promotion have kept teachers at the entry level or Teacher I position for almost 15 or more years, with many of them retiring as Teacher I.

Facing over size number of student. It is a struggle for teacher encountering the over-populated classroom. Challenging part for a teacher to handle a big class size with different type of student and intelligences. Participant 1 of IDI shared:

"The objective point of view there is a dissatisfaction it has to be with inadequacy of the facility overcrowding of the student in one class size."-IDI-Participant 1-R3

As per experience by Participant 1, the overcrowded of classroom can lead to dissatisfaction. Hence teaching large crowd becomes ineffective, since you cannot deliver the lesson well. They encountered overcrowded classrooms with mixed-age students who needed both academic and social-emotional support. All too often, teachers, schools and students are also

subject to violent attacks, particularly in armed conflict settings (Sherif et al. 2020). It implied that overcrowded or having a ratio of 70:1 is another struggle faced by teacher from dealing with different personality to different intelligences. With an increase in students' count, comes an increase of risk factors such as tensions, conflicts and disruptive behavior. Participant 4 from FGD also shared a similar experienced:

"Satisfying pud if you had a teaching load na makaya pa sa imong power ug ang classroom dili crowded."-FGD-Participant 4-R4 (Satisfying in the part of being a teacher if you have a teaching load that enough to your capacity and the classroom are not crowded.)- FGD-Participant 4-R4

Very observed in the response of Participant 4 that teaching is satisfying if the classroom is not crowded, they can deliver the lesson well and apply specific teaching strategy because they can move in in the classroom. Gray et al. (2015), emphasized that being a teacher is no easy task, especially in the public school system. With increasing classroom sizes and decreasing budgets, teachers are forced to do more with less. Many schools simply don't have the funding to provide every student with the books or supplies they need and, in some cases, those uncovered expenses fall upon the shoulders of teachers.

Enjoying Life after Departing from DepEd

The third and last category of challenges experienced by DepEd teachers who chose to resign from DepEd is that many teacher shared their less stress environment.

Having happy life. There is a different life after resigning from DepEd as observed to the participants from IDI and FGD. They can create a smile to their faces after resigning showing that they are very much happy with their choice. Participant 2 shared their heartfelt experience during IDI:

"Like what I have said, there is a big different. I can create big smile in my face now. No need to hurry the ASAP reports, no more students, no ore plastic co workmates, no work at home."-IDI- Participant 2-R10

Participant 2 responded and shared his experience on how different life is after moving out from DepEd, evidently he is now happy and can smile because he never encounter those as soon as possible, no need to deal with different behavior of students and co-teachers. It is less burden some for his part that he don't need to bring his other stuffed in their house just

to finish those deliverables. On the study of Hong in Hongkong (2018), many teachers feel guilty if they don't perform at their peak and beyond the whole time. But often the person we most fear letting down is ourselves, even though we may justify those extra hours as something our school, colleagues and students need, often it's a standard we set ourselves internally, after resigning they find their true happiness being a person. Participant 5 of FGD shared same feelings after resigning:

"I have my whole time na. I can design and manage my time na. basta wala naku na burn-out ug na stress basta mas happy ko karon na I am not connected sa DepEd."-FGD-Participant 5-R10

(I have my whole time, I can design and manage my time, I cannot feel burn-out and stress. I am happy now since I am not connected in DepEd.)- FGD-Participant 5-R10

It is concluded from the answer of Participant 5 that the reason of her happiness is removing herself from the department. And he has all the time for herself unlike before. Teachers who had resigned were more concerned with the encroachment of teaching duties, family and social lives, problems of classroom discipline and lack of administrative support and lack of effective school policies as cited by members of both sexes as contributing factor to their resignation, but to a greater extent with female teachers. Furthermore, one of the most significant findings was the perceived lack of competence of the principal in administrative skills such as decision making, staff support and general school management. For career-oriented teachers, the lack of promotional opportunities was given as the major reason for their resignation, while dissatisfaction with assessment procedures compounded this problem (Belock, 2012).

Feeling of less Stress and burn-out free. While some are thinking that the teacher is the simplest job because they have long vacation during summer and Christmas break, but unfortunately that time is allotted for unlimited paper works given by central office or division office. While my participants shared their lives after DepEd felt less stress compared before. Participant 4 from IDI shared her life after decided after migrating from teaching.

"Uhm, also feel that uhhh.. wala na kaayo ko na stress as of this monment compare before na I feel older than my age, since I have a lot of things to do na nag-overlapping."- IDI-Participant 4-R12

("I also feel that I am less stress as of this moment compare before that I feel older than my age, since I

have a lot of overlapping things to do."- IDI-Participant 4-R-12)

The experience of Participant 4 is mutual throughout the journey of being a teacher. A lot of works and task in the department needed to be accomplished can cause stress. On other hand teacher where found their way outside DepEd can see the light and feel less stress. Similarly, this is one of the key reasons why teachers are quitting their jobs halfway because of poor Work-Life Balance. Overlapping of administrative work and last minute information of reports, the feeling of being underpaid, undervalued and disrespected can take a toll on their mind and body. This will not help them in any way to leave work at school at the end of the day (Gabriel, 2013). Participant 1 in FGD shared also his life after resigning:

"There is a very different, sama sa akong giingon ug sa among sharing ganina na dako jud ug kabag-uhan ang tanan. From stressful work to peaceful life."- FGD-Participant 1-R8

(There is a very different, like what I have said a while ago during our sharing, there is a big changes from stressful work to peaceful life.)-FGD-Participant 1-R8

Participant 1 emphasised that his life while in the department was very a stressful job in some point when she moved out, she can say that life is at peaceful state. Human beings cannot focus on more than one thing at a time, as argued by Tropall (2016), humans are not like computers which can run multiple processes with all of the needed focus on each one. To do something well, one, must be able to focus on the task given to them and delegate other inputs to appropriate, lesser levels of awareness. It shows that after she resigned from the service, the participant indicated that her stress and burn-out lessened. They tend to be more focused on the things that is relevant to their new job.

Having optimistic outlook in life. Life of the teacher is very routinary while some former teacher can venture their life. They have a big responsibility outside DepEd with lighter task which is a main reason why they feel a lighter and positive life after resigning. Participant 3 in IDI shared his life after deciding to migrate from teaching:

"Uhhmm yeahhh there is really a great different because right now, things are getting more serious. While you are a teacher you can just uhhh ano ba? You can just enjoy around you know. Chill but you can still right now but it's going to be really very different"

because uhmmm you have to handle people and you have to really consider as well uhmm considering the , you have to consider their feeling at the same time the respect to you as well, you have to project as you really fair and square you know things like that.”- IDI-Participant 3-R11

Implied in the experienced by the Participant 3 that his life is very different.

He said teaching is very routinary while this time his function become simpler but higher as in hierarchy of work from actual teaching to supervision. Multitasking of teachers must be given attention and interventions but rather switching focus from one task to another very quickly can lead to be detrimental to education because teachers tent not to do their very best work if their attention is elsewhere and not focused (Alquizar 2018). Comparable experience of Participant 6 during the FGD:

“As now with my new work, I think mas magaan ang feelings ko compare to my previous job. Though murag serious na karon pero nagaenjoy ko sa akong ginabuhat.”-FGD-Participant 1-R9

(As now, with my new work, I feel lighter with my new job. Though it is quite serious job but I am enjoying it.)-FGD-Participant 1-R9

Having a great life outside DepEd is more serious since then they found the true happiness with their new career. Unlike in DepEd they cannot find the essence of being a teacher though teaching is a vocation but if your heart and soul is far from teaching still it is a very useless devotion. Leither et al. (2011) Identified several factors that can contribute to job burnout: the feeling of isolation, a lack of support from colleagues, the feeling of being overwhelmed by workload, lack of autonomy, lack of respect from administrators, few opportunities to be teacher leaders, classroom management/discipline problems, and high achievement goals that focus on high stakes testing.

Coping mechanism of Resigned Teacher Participants as they face the challenges brought by resigning from the Department of Education.

My analysis of the data gathered me three categories of the Coping mechanism of migrated teacher participants as they face the challenges brought by resigning from the Department of Education. These are establishing the plans, managing the challenges and working with encounters. Under each category are the specific coping mechanism of participants. To refer to the teachers’ quoted answers to the interview, R is

used with its corresponding number as seen in the appendices.

Establishing the Plans

The first category of coping mechanism of the participants is to the plans. Despite of the challenges that occur during their stay in DepEd specifically in teaching career. They need to prepare their selves with the new chapter was to consider and evaluating things that are relevant to their choice.

Weighing things. Evaluating the decision of their life is very important most especially in choosing their new career path. They needed to consider the things that make their life more satisfying. Examining the advantages and disadvantages was very significant as part of decision making. That is why Participant 4 shared about coping during the IDI:

“Thinking about the positive and negative, weighing the things that can help me to decide the certain decision kay dili mani dula-dula lang, it is about serious plans for the future.”-IDI-Participant 4-R15 (Thinking about the positive and negative, weighing the things that can help me to decide the certain decision, since it is a serious matter, it is a serious plan for the future.)- IDI-Participant 4-R15

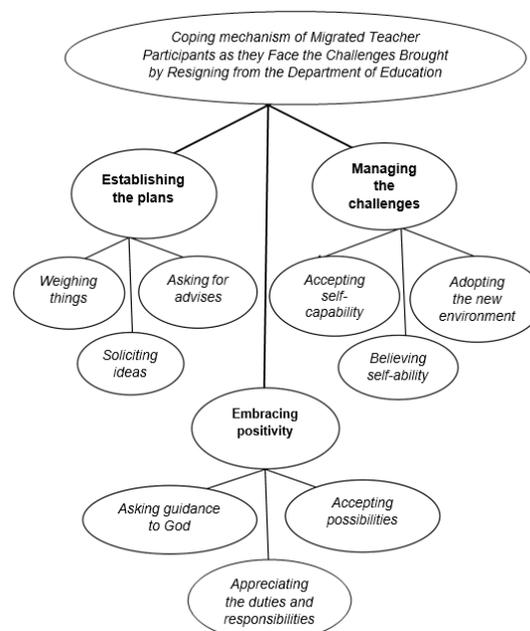


Figure 2 .

Figure 2. Coping mechanism of Resigned teacher participants as they face the challenges brought by

resigning from the Department of Education

It can be inferred from the answer of participant 4 that there is a need to balance the negative and positive the making a significant decision. Knowing the pros and cons in preparation for the future. Though it is difficult to decide but it is the best way to examine self-ability. Weighing decisions before acting is underrated, but it must be done with great care because we make decisions regularly. These choices shape our lives and define who we are. However, not every one of our options comes with varying significance (Sheep, 2021). Participant 4 from the FGD shared similar experience:

“Same with her that I need to weigh things if I done the right decision at the end. More on reflecting the important decision that I made, another is asking guidance sa mga tao na close naku.”-FGD- Participant 4-R11

The experience of participant 4 is the significant change that he had when make the decision to leave DepEd. The need to examine the changes that his doing. Gam (2017), Taking into consideration all the positives and negatives is a crucial step when making a decision. Once you’ve fully uncovered and prioritized your available options, you will have identified the best solution to your problem.

Asking for advice. The best plan is having a consensus by everybody, asking for piece of advice since it will help to weigh things in deciding to leave the department. Accepting advice from valuable friends, family are very important. Most interviewed participants shared the same experience about asking for advice. Participant 3 during the IDI shared:

“But one thing that I have done was to really ask my friends about I am going to transfer about leaving and transfer to another institution if would that be a greater opportunity, would that be a good decision after all even though I’ve decision in my mind would also be good you have confirmation from your friends, from people you closed with.”-IDI-Participant 3-R19

It can be understood from the answer of participant 3 that asking for a piece of advice and guidance to his friend in order to have some ideas on the negative and positive impact when leaving DepEd was good. At the end he emphasized that he needed a confirmation that if his decision is a good one. Krull (2020), when you ask a friend for advice, it comes through their personal filter. No matter how kind and respectful your friend

is, their viewpoint isn’t exactly like yours. Empathy and listening can be helpful, but your friend will tailor any advice they give to their perspective. Participant 2 from FGD 5 shared alike experience:

“Asking for help to my friends, workmates to give an advice if tama ba ako buhaton o dili kay lifetime na ni na decision.”- FGD-Participant 5-R14

(Asking for help to my friends, workmates to give an advice if my decision is right or not because it is a lifetime decision.)-FGD-5-R14

The experience of Participant 5 is parallel to other resigned DepEd teachers. Showing that the resigned teachers needs also valuable advise coming from his colleagues so that he can have a lot if idea in dealing with decision making most especially in weighing things. If you’re thinking about a career change or taking your next step, it can feel like a lot to handle on your own. Working out what you want to do and how you can make it happen can be a real challenge, especially if you’re doubting yourself. But sharing this process with others can help you work out a way forward. Friends or family can be great source of information, advice and motivation when it comes to changing careers. In fact, they may have figured out you need a change in your career before you did (Seek, 2017).

Soliciting Ideas. Another way to cope the situation is soliciting ideas to the people that are very significant in your life. Having their ideas can help to decide in moving or staying in the work. It is better to undergo self-decision making if we gather ideas from the significant people around us. Having the people around you can help you to decide and weigh things before leaving the position. Participant 4 shared his coping mechanism during IDI:

“Soliciting ideas and suggestion with my close friends and family it it is nice decision. But in the end I myself only to decide it I will leave or not.” IDI-Participant 4-R16

It implied that the response of participant 4 from soliciting and asking for advice, helped him decide. According to analytics and advisory firm Gallup by Landry (2020), highly engaged employees produce substantially better outcomes, are more likely to stay at their organization, and experience less burn-out. They can’t reach that level, though, unless they feel invested in their work, are given opportunities to develop their strengths, and understand how their role contributes to the company’s overall success. It implies that every decision you’re asked to make is a moment for you to

empower others on your team by leveraging their strengths, experiences, and expertise. Participant 1 from FGD shared almost the same experience:

“Another is soliciting advises to someone na close to me ug nay mahatag na advice.” FGD-Participant 1-R13

(Another is soliciting advises to someone that close to me and to those people that can give me valuable advices.)- FGD-Participant 1-R13

One of the coping mechanisms experienced by Participant 1 was a very common statement among the participants. Mostly, even if we are professional, we need other opinion and suggestion in making a decision, most especially during hard times. By involving others in the decision-making process, you create an opportunity for colleagues to share ideas, learn from each other, and work toward a common goal. In turn, you foster collaboration and help break down organizational silos. You might even surface overlapping initiatives within the company, which could save the organization resources and employees from duplicating work (Landry 2020).

Managing the challenges

Although job challenges can be hard to deal with, working through them can help you become stronger, more confident employee. You can learn to stand up for yourself or change a situation when someone or something at work is causing you stress or unhappiness. A job challenge may get worse over time and usually doesn't go away on its own. The sooner you begin to make changes in the situation or in how you respond to it, the easier it will be to handle.

Accepting self-capability. Taking the risk in every situation after resigning from DepEd is a key for successful career outside. By hook and by crook, there is a lot of challenges that you need to face. During IDI, Participant 3 shared how he manage the significant changes after resigning and he stated:

“It's more like acceptance that your situation is already with different now uhmmm much more like trying to set your mind that whatever experience in DepEd will not put into waste but all of those things serve now as lesson how to move life in next chapter. I guess that's the way I manage the significant changes because just like I've really mentioned from teaching to admin there is a different kind of situation, different kind of exposure, I have to accept and act according to what is expected for me to the particular

responsibility.”- IDI-Participant 3-R17

Evidently, in the response of Participant 3 that accepting the fact that his environment is different from teaching profession. And those changes serve a lesson to go on and continue the new path. It is not as easy as ABC the changes that you face. Jerome (2019), acceptance begins by first seeing everyone as humans, regardless of the color, shape, size, language or culture every human being bleeds the color red. When we accept someone, we acknowledge and welcome them into our environment, regardless of ethnicity, religion, beliefs, shared cultural values, characteristics or experiences. To be accepted we use understanding and empathy. We need to accept people in the wide array for viewpoints, ideas, traits, and backgrounds. Acceptance in the workplace means we have a greater tolerance for each other. It takes everyone from top management down to the entry-level worker to encourage acceptance in the workplace. And similar challenge is shared by Participant 4 during FGD:

“How to manage? uhm I think accepting the fact that there is really a very different life. Wala naman akong pinagsisishan na I resigned from DepEd where in fact happy ko.”- FGD-Participant 1-R10 (How to manage? Uhhh, I think accepting the fact that there is really a very different life. I never doubt about my resignation in DepEd, where in fact I am happy.)-FGD-Participant 1-R10

Changing life is anchored to accepting the new journey and work climate. Participant 1 emphasis on the big different after resigning DepEd, he feel so much happy and he never regreted his decision in leaving DepEd. Workplace environments are made up of various personality types, each of which may complement or conflict with others. One of the best ways to promote teamwork and a cohesive professional space is to encourage employees to accept one another for their differences. Encouraging acceptance of other people, however, is a more complex task that simply saying this is what should be done. Employers have to lead by example and educate staff on why this is important (Waldman, 2015).

Adopting the new environment. If you are new in to a certain job, you need to adopt the environment that you are working. Starting a new job is one of the most exciting challenges in a professional's career. It can however also be a very stressful and demanding time, even for the most seasoned professional. Participant 1 shared his coping mechanism as he resigned from DepEd:

“You missed what is you use to , you adopted to a new one it feels so relax, its feel so easy, the day to day accomplishment is high, lighter, you have all the time compare to when you are in teaching.”- IDI-Participant 1-R14

It is implied that Participant 1 needed to adopt to the new surroundings and the feeling is lighter and relax compare to previous job. Properly adjusting to new responsibilities and more importantly to a new work environment and a new boss can take some time. It can be easy to feel overwhelmed but don't let that affect your performance. Work culture is a work environment where employees work. It is about how you create the environment. It is about employees' and employers' attitudes, behavior, value, leadership. It is essential to provide a positive work culture. Positive work culture provides employees with work satisfaction and reduces employee turnover rate (Dahal 2021). Participant 7 in FGD also shared comparable experience:

“Accepting, reflecting and adopting the new environment. I think that is one thing that how I manage the significant changes of my life while I am in my new environment”- FGD-Participant 7-R7

As per response by participant 7 shows that she needed to adopt and admit starting over is tough. However, if you anticipate the changes and challenges ahead, your transition into the new organization can be much smoother. Let go of your expectations, no job will ever be exactly as expected. In order for transition to go well, you must be flexible, ready to take on new challenges and able to adjust to a new working environment. Michael (2019), said while a new job is exciting, the adjustment process can be overwhelming. Even when you have just landed your dream job and everything is going as smoothly as possible, change can be challenging. You can make the transition more difficult if you go in with the wrong mindset.

Believing self-ability. Self-efficacy means believing in your own ability. This makes it easier to deal with setbacks because you have confidence in your own strength. Participant 2 in IDI shared his significant changes:

“Just believing myself saying “kaya ko to!” “ginusto ko to!” therefore life must go on. Laban lang!”- IDI-Participant 2-R12

(Just believing myself saying “I can do this!” “This is what I want”, therefore life must go on. Fight!)- IDI-Participant 2-R12

It implies that Participant 1 is more involved in all the challenges because he is convinced that he can make a difference. Self-efficacy is also different to self-confidence; the latter is more about your ego, while the former is related to something you do. In business and your personal life, self-confidence is a prerequisite for taking massive action. You need to believe in yourself – in your abilities, skills and passions – to take the leap into entrepreneurship or any other aspiration. Believing in yourself is the lynchpin of exceptional leadership, because self-confidence lets you manage and inspire others with assurance and direction (Robbins 2016). Matching thought of Participant 5 during the conduct of FGD:

“I manage it by believing myself that I am capable to go on with my life. Wala man ko nagsucces sa teaching baxig diri diay ko Makita ang chance.”- FGD-Participant 5-R12

(I manage it by believing myself that I am capable to go on with my life. Though I did not succeed in teaching profession, I might find the opportunity to succeed here)-FGD-Participant 5-R12

Stated that in motivating you to do your job you must have a feeling of control over your environment, a feeling of connection with that environment and the feeling that you are good at what you do. For the latter you need enough leeway. Tonny (2016), the more you can put in yourself, the more autonomy you have, the more you can make your mark and the more you feel responsible for your success. Self-belief requires a holistic strategy. You must take control of your thoughts and feelings so you're able to reach your peak state. It also entails building up confidence in your abilities as well as falling in love with yourself – the parts of your personality, perspective and experience that make you uniquely you.

Embracing Positivity

You will likely face many challenges throughout your professional life. Each step on a career path can bring new expectations and obstacles to overcome. Preparing for these challenges and learning tips and strategies to overcome them can help you to be successful.

Ask guidance to God. The best weapon that commonly shared by the participants is having faith and prayer to Almighty God for guidance and help to keep going. Participant 2 during IDI shared his experience:

“And of course by the guidance of our Almighty savior, always naku ginapray na unta maovercome naku tanan... indeed naka survived.”- IDI-Participant

2-R19

(And of course by the guidance of our Almighty savior, I always pray and hope that I could overcome all the challenges... indeed I survived.)-IDI-Participant 2-R19

Implied that the answer of Participant 2 was that he offered all his worries to almighty God to overcome all his struggles and challenges. Despite of it he still believed on the power of the creator who give his strength. Gable (2017), every day we make hundreds of decisions, probably thousands. Many decisions we make we are not particularly aware of! But, some decisions are weighty. Let's talk about how to make tough decisions in the light of God's will. Let's talk about decisions that keep us up at night. Some are life-threatening, or life-changing and those kinds of decisions are scary and hard. When we make decisions the one thing that is a must is to be in God's will for our lives! We want to be wise and discerning and above all keep in the center of His will. Comparable to the response and experience of Participant 3 during the FGD:

"Parehas pud kay sir, prayer akong mga prostrations akong mga doubt, akong mga what if's so, gileft naku siya kay God then constant communication or kanang istorya-istorya sa mga ginikanan, sa akong mga friends ayon. Kanang positive lang ka."- FGD-Participant 3-R16

(Just like what sir said, I surrender all my worries, my if's and I left it up to God and constant communication to my parents, friends, and always think positive.)-FGD-Participant 3-R16

Participant 3, that he left all his worries and challenges in coping the challenges most especially in leaving the teaching career. Thomson (2020), if we're being honest, we don't do it nearly enough. Our first impulse may be to make a hasty decision without pausing to ask God what he wants us to do in a particular situation. I'll admit, it's not always the first thing that comes to mind. It takes time and practice to develop the habit of praying to God before acting, speaking, or making a decision.

Accepting possibilities. Every day we are faced with thousands of choices, make hundreds of decisions and either enjoy or suffer the consequences. Participant 4 during IDI shared her experience:

"Dawat-dawat ana lang. accept the consequences if meron man. Pero I always bear in my mind that maging mali lamang ang aking decision kung di ko to kayang panindigan. So I just compose myself that this

is it, this is really is it!"- IDI-Participant 4-R20

(Accept the consequences if ever there is. But I always bear in my mind that my decision become mistake if I cannot handle my decision. So I just compose myself that this is it, this is really is it.)- IDI-Participant 4-R20

Indicated in the response of Participant 4 that there were times when we forget to consider our choices and make decisions that put roadblocks on our path or cause us to take detours in making a significant decision to leave teaching. There were times when the choices all seem bad and any decision is difficult. Before moving ahead with a decision, it is imperative to consider possible adverse consequences of feasible alternatives. The negative consequences of any action are as tangible as its benefits, sometimes more so. Once a decision has been made and implemented, any of its negative effects will eventually become real problems. The effects of decisions—good or bad—always outlive the decision-making process that produced them (Aguilar, 2017). Similar response to Participant 7 during FGD:

"Accept the consequences of my action na nagresign naku sa DepEd. Kanang sa vernacular na dawat-dawat na lang jud. No turning back."- FGD-Participant 7-R10

(Accept the consequences of my action, I already resigned in DepEd therefore I need to accept and no turning back.)-FGD-Participant 7-R10

Participant 7 is response indicate that every consequences can be easier to live with the consequences if decision aligns with your values. If no impacted available opportunities, so be it. A yes do not guarantee a promotion opportunity, but it did guarantee a violation of my values. Using my values kept me from the potential consequence of having to explain why I wouldn't accept a promotion in another city despite saying yes to moving. Zaituni (2021), the consequences of these choices are fairly mild over the course of one day.

Appreciating the duties & Responsibilities. Every role has key responsibilities that fit with that position. It's important to understand the meaning of the terms when considering the importance of roles and responsibilities. This will ensure that everyone can perform their job efficiently. As shared experience by Participant 1:

"Just to accept the fact that you are in the new career. Reading all the things that need to be review most especially my job description. I need to encourage myself in doing something that will help me to grow

with this position.”- IDI-Participant 1-R21

Participant 1 emphasized clearly that defining roles and responsibilities can help your organization in more ways than one. From boosting operational efficiency to improving the newly found job in order to become effective and productive. Though difficult at times, never underestimate the importance of defining roles and responsibilities. Blazek (2017), positrd that many employees wear several different hats, completing jobs outside the initial range of their job description. Unfortunately, this can lead to a great deal of confusion within the company, especially when leadership responsibilities are not properly assigned. Clearly defining roles and expectations can have a positive impact on the company as a whole, particularly as it relates to team projects. Similar experience of Participant 4 during the FGD:

“Knowing my new duties and responsibilities. Trying to manage a new work sa house to be a good one and better one.”- FGD- Participant 4-R13

Knowing the duties and responsibilities is a key to face the challenges brought by resigning from teaching. Indicated that in order to manage the new work is knowing the duties and responsibilities. Responsibility is important in the workplace because it shows your professionalism, can advance your career, helps build professional bonds with coworkers, and shows company leadership that you are a valuable employee. Supervisors value employees who exhibit responsibility because they know they can trust you to complete tasks on time and submit high- caliber work. Responsible employees are professionals with a consistent work ethic who take actions daily toward their professional goals (Glassdoor, 2021).

Lessons and insights drawn from the lived experiences of the participants.

Through careful analysis of the responses of the participants pertaining to their lessons and insights drawn from the lived experiences of the participants, three (3) essentials themes were extracted, namely: valuing the career and self, valuing the chances and valuable advices. To refer to the teachers’ quoted answers to the interview, R is used with its corresponding number as seen in the appendices

Valuing Self and Career

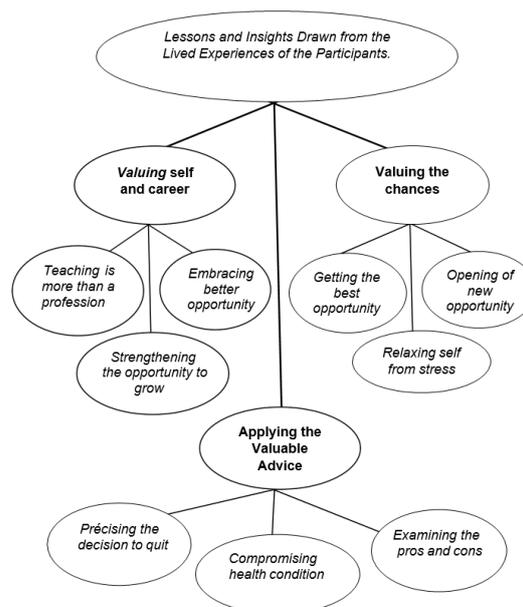


Figure 3.

Figure 3. Lessons and Insights drawn from the Lived Experiences of the Participants

Chances are, you’ve heard of the many, many “self-” words. There’s self- esteem, self-compassion, self-acceptance, self-respect, self-confidence, self-love and self-care. There are so many words to describe how we feel about ourselves, how we think about ourselves, and how we act toward ourselves. Understandable if they all start to blend together for you; however, they are indeed different concepts with unique meanings, findings, and purposes.

Teaching is more than a Profession. Teaching is a calling and vocation that needs a heart in shaping the student to become a productive individual. It is a calling to those people who has a big heart to dedicate their life in teaching profession. Despite of many challenges faced by the teachers, still teaching is a noblest profession. They play vital role in the school from molding the mind of the student to a tons of paper work. The role of the teachers in the school is neglected and over-used by the department. Participant 1 during the IDI shared:

“Teaching is a more than a profession it’s a devotion. Meaning to say na it’s a calling not all can get it. What I’m telling is that teacher it must be it something that it come from the heart, because teaching is not just conducting lecture , I realize how rewarding teacher is actually saving lives , informing children.”- IDI-Participant 1-R22

Participant 1 stresses the importance of teaching as a valuable role in the students, which emphasizes the main role of being a teacher in teaching the context and even in changing lives. Capacio (2021), to be effective, they must wear many hats in order for school days to operate well and for children to receive great education. In the same way that students learn by going to school, they also learn and build skills for delivering great instruction through development sessions. They take into mind the children's specific requirements and interests. They should focus on avoiding hurting the child's self-esteem, offering those chances to achieve better, while they have the power to instantly halt or light the children's motivation in learning. Same relevant experience to participant 5 during FGD:

"I also realized that teaching is not a job but a noblest profession that not only limit on classroom activities but also touching lives." - FGD-Participant 5-R15

The response of participant 5 can be observed that the reply of the teaching profession is beyond teaching but touching lives of the student. Teachers have a crucial role in the educational lives of children and teenagers. Teachers serve a variety of roles in their students' life, including supporting their learning, providing inclusive and safe environments for them to grow and develop, and assisting them in becoming more self-assured as they navigate the world (Mendelhall, 2020).

Embracing better opportunity. Even if teaching is the noblest profession but if your heart do not belong to that profession you can look and find another career that can give your true happiness. There is a lot of people trying to fit their self in teaching but in the end still it is not for them and they tried to escape into teaching and find another job. Participant 4 shared their insights during IDI:

"I thought, I don't have escape to my stressful teaching but oh I found a way to enjoy life outside DepEd. I can say that I can also do business even I dedicate my life for 8 years in teaching. Don't get me wrong ha, for me I am happy that im out in the department." - IDI-Participant 4-R21

Evidently, in the response of Participant 4 implies that teaching is stressful for him and he found his genuine happiness outside teaching. Lewis (2014), emphasizes that the relatively high early job turnover is clearly related to general characteristics of young professionals, and that it is incorrect and misleading to single out teaching as a profession with a unique retention problem. Such misidentification is also likely

to result in ineffective strategies to reduce turnover, which is a worthwhile goal because the impact of teacher turnover on malleable and vulnerable children, as well as the large impact each teacher has on literally hundreds of young lives, makes it a major concern. Identical insight shared by participant 7 during FGD:

"I can breathe more and I cannot feel any pressure na. I am happy na umalis ako sa DepEd kay nakita na naku ang work ug nakita na naku ang nagpapasaya sa akoo" - FGD-Participant 7R11

(I can breathe more and I cannot feel any pressure, I am happy that I resigned in DepEd because of this I found a work and I am happy of it.)-FGD- Participant 7 R11

The response and insight of participant 3 is very common to those teacher who resigned from DepEd and found new career. This is one of the key reasons why teachers are quitting their jobs halfway because of poor Work-Life Balance. Overlapping of administrative work and last minute information of reports, the feeling of being underpaid, undervalued and disrespected can take a toll on their mind and body. This will not help them in any way to leave work at school at the end of the day (Gabriel, 2013).

Strengthening the opportunity to Grow. Opportunities for growth are situations where you can advance in your career. The main way to grow as a professional is to find ways to improve your skills and applicable knowledge. Participant 1 shared her insight related to this during IDI:

"There was always opportunity for growth and development even you are a teacher but if you already contented that's the satisfaction comes in." - IDI-Participant 1R24

The response of participant 1 is a very mutual among the participant. It shows that there is a greater opportunity outside and grow as professional, it's critical to continuously be looking for methods to grow professionally in order to be competitive in today's employment market and achieve your career goals. Those that invest in their personal and professional growth generally reap the rewards of additional chances for advancement, higher wages, and greater overall job satisfaction. We describe professional growth, present development milestones, and address some frequently asked questions concerning professional growth in this post (France, 2017). Similar experience shared by Participant 5 during FGD:

“I more discover myself in other thing that I can feel comfortable and that things that I can grow more and develop as individual. Kana raman siguro, I think.”- FGD-Participant 5 R15

(I more discover myself in other thing that I can feel comfortable and that things. Which myself can grow more and develop as individual. That’s it, I think.)- FGD-Participant 5 R15

Participant 5 highlighted that leaving teaching most especially in DepEd, found self-growth as individual. It is more comfortable and less stressful. Personal and professional development are intertwined, and pursuing one typically stimulates the other. According to Oton (2021), professional development focuses on learning new experiences and abilities that will benefit your current position and any future roles you may pursue. You are preparing yourself to manage increased responsibility by increasing your talents and thinking forward. There is always more to learn, regardless of your position. Putting money into your professional development demonstrates ambition, self-awareness, humility, and determination.

Valuing the Chances

Your career values are one of the most essential criteria that will drive your decision when looking for a new job or career. They're also referred to as work values on occasion. Knowing what you value in a job and workplace will assist you in evaluating career possibilities and selecting a position that is a good fit for your values.

Getting the best Opportunity. Opportunity knock once. You need to grab every opportunity that comes along the way. Life only offers opportunities. It does not offer problems and challenges. It is our attitude which determines how we take over life’s challenges. Regardless of whether you are looking to get ahead in your business, personal or professional life, you will always be presented with fresh opportunities. Participant 3 shared some insight during IDI:

“Uhhh important lesson, I think seize the opportunity because I always believes opportunity knocks only one.”- IDI-Participant 3 R22

Participant 3 pointed the seizing opportunity before and after leaving the teaching profession. The lesson that he got after resigning is to grab every opportunity which is very common to all participants. Only opportunities are available in life. It is devoid of difficulties and challenges. The way we approach life's obstacles is determined by our attitude. You will

always be provided with new possibilities, whether you are looking to advance in your business, personal, or professional life.

After you've decided what you want out of life, the following step is to write out your objectives. Once you've set your goals, check over them again on a regular basis to make sure you're on track. Once you've set a goal, you'll begin looking for ways to make it become a reality. It looks for ideas and actions you can do to assist you attain your objective. So, if you don't already have a goal, get a piece of paper and write it down, along with what you want and why you want it (Frankl, 2018). Similar lesson that got by Participant 5 during FGD:

“Grabbing the opportunity and let my decision and prayer aligned together. Ampo, buhat ug salig then dapat ikaw mismo iwork out ang imo prayer.”- FGD-Participant 5 R16

(“Grabbing the opportunity and let my decision and prayer aligned together. Pray, work with faith and you need to work out all your prayer.”-FGD-Participant 5 R16)

The response of Participant 5 implies that in grabbing every opportunity it also aligned what you prayed for. You never know when opportunities will knock on your door, so you must be completely prepared. We've all had those big days when all we have to do is act. You always have the opportunity to make improvements in your life, no matter what you do. You can't understand how painful it is to realize that you are unable to make the most of a given opportunity. Here are a few pointers to ensure that you are completely prepared for your wedding day. You'll never have enough knowledge to make things happen on your own. Keep learning new things in life because time and our needs and ideals change swiftly. You don't truly waste whatever you learn along the way to realizing your goals. An eagerness to study provides you an advantage in life. When you learn new things, you always meet new individuals and form new connections (Brennen, 2019).

Stirring the new opportunity. In all aspect the main concern in working is to achieve our personal goal. It is a success indicator as individual to achieve our goal. Without goals you lack focus and direction. Goal setting not only allows you to take control of your life's direction; it also provides you a benchmark for determining whether you are actually succeeding. Participant 4 shared his valuable insight during IDI:

"I see myself as slowly achieving my goal and happy doing this things that make my life easier. The thorn is out in my heart."- IDI- Participant 4 R23

Participant 4 highlight his response that he is achieving his goal outside teaching and he cannot feel any pressure in new work. Common of the participant that feel happiness after deciding a very significant decision in leaving DepEd. When you set goals for yourself, it's critical that they drive you: this involves ensuring that they're meaningful to you and that reaching them is worthwhile. If the outcome is unimportant to you, or if it is meaningless in the grand scheme of things, the chances of you putting in the effort to make it happen are small. In order to achieve your objectives, you must be motivated. Gowen (2017), stated that set goals that are related to your top priorities. You can wind up with far too many goals if you don't have this kind of focus, and you won't have the time to commit to each one. Goal achievement necessitates dedication, thus you must have a sense of urgency and an attitude of "I must do this" to increase your chances of success. Coherent insight with Participant 1 during FGD:

"I see myself na successful well-being, kanang ma achieved na naku ang ultimate desire sa life na dili naku kaya maabot kung magstay ko sa DepEd."- FGD-Participant 1 R19

(I see myself being a successful well-being, I achieved my ultimate desire in life which I cannot achieve while I stay in DepEd.)-FGD- Participant 1 R19

Leaving DepEd is a venue for them to achieve their ultimate goal and they establish the meaning of their life as individual and professional as well. Tony (2018) people who have achieved some amount of success understand that the key to accomplishing goals is not what you do to obtain them, but what you do when you fail - you try again. If it doesn't work, you'll have to try something else. It goes on and on. You continue to push until you achieve a breakthrough. Winners aren't born understanding how to attain their objectives; they work hard until they do.

Relaxing self from stress. Even if you're responsible for your behavior and outlook, you're still left dealing with other people's stressful behavior and the overlapping of paper works in teaching profession especially in Department of Education. After resigning, they felt the less stress with their new job. Participant 2 shared her insight during IDI:

"I can see myself as happy person because I found the essence of being an individual, no more stress, no

more burn-out of papers works and other factor. Nakaginhawa naku ug tarung sukad lang nihawa ko."- IDI-Participant 2 R23

(I can see myself as happy person because I found the essence of being an individual, no more stress, no more burn-out of papers works and other factor. I can breathe more since I leaved DepEd.)- IDI-Participant 2 R23

Participant 2 stressed her leaving in DepEd is a venue of her less stress and less burn-out and emphasized that he found out the true essence of being a person working with boss. It is common to all participants. Richards et al. (2018), found that high burnout teachers in the Midwest had increased stress when being evaluated. Their stress was due to feeling like they had no control. That stress led to feelings of decreased trust for competence in their abilities to do their job. Teachers also looked to retiring early to prevent having to partake in the new accountability measures. Stress is the sensation of being under a great deal of strain. This pressure might come from a variety of sources in your daily life. Increased workload, a transitional moment, a family feud, or new and existing financial concerns are just a few examples. It's possible that it has a compounding effect, with each stressor piling up on top of the others. Same perception to participant 1 during FGD:

*"I decided the right decision and wala akong pinagsisihan. I grab the opportunity while I have a time ana lang kanang kaya nimong panindigan ang decision na imu gibuhay kay makahatag na sa imong kagawasan sa imong stress sa kinabuhi."*FGD-Participant 1 R18

(I decided the right decision and did not regret at all. I grab the opportunity while I have a time. I have to stand on my decision because it can give you freedom on your stress in life.)-FGD- Participant 1 R23

Participants 2 shared her thought that she makes a decision that can give peace of mind and can feel less stressed compare to her previous job which is the teaching. As a teacher, stress is inevitable. Papers will stack up, students will act out, and lessons will need to be planned. But while stress is inevitable, how to respond to it can spell the difference between a long, rewarding career, and one cut short by burn-out (Mumpford 2016).

Applying the Valuable Pieces of Advice

In workplace, as individual we need someone who give us valuable pieces of advice that can help us grow and develop as individual. In order to examine and

concretize our decision we need someone who can provide us relevant advices.

Precising the Decision to quit. Common advice that can have during interview is to not leave current work if there is no certain work to be in. Examining self-capacity and ability is the best. According to Doyle (2021), there are numerous compelling reasons to resign from current position. There are instances when it makes sense to keep something, even if it isn't for a long period. The move to new employment will be lot easier if one can leave existing job on his/her own terms when ready. Waiting also provides you time to consider your options and ensure that your decision to resign is the appropriate one. Similar advice with Participant 3 during IDI:

*“For me, never leave DepEd if you think if you don't have opportunity outside. Only leave DepEd when you know that you can grow more outside.”*IDI-Participant 3 R28

Participant 3 is advice to those teacher who wants to leave teaching career, stresses that leave only in DepEd if you think you can grow outside and you have a better opportunity. According to Alison (2020), finding a new job isn't always as simple or straightforward as you might believe. Even if you have a good skill set and work in a high-demand area, the interview process can take a long time, and you will need to supplement your income until you start a new job. Even in a solid employment market, you never know how long a job hunt will take. It could be a better idea to start looking for work before you hand in your resignation. If you obtain a job offer, you'll be able to go on to your next position without having to worry about paying your bills. Almost the same advice by participant 4 during FGD:

*“Sa mga teachers na naa sa 50 50 na pagdecide sa ilang career, think before you decide, huna hunaa sa makadaghan and if you are certain na then go for it. Always remember na iexamine sa ang self before deciding kay basig mawrong ang tanan. Always remember na walay mali na decision basta gikan sa imong kasinkasing.”*FGD-Participant 4 R18

(To all teachers that undecided in their career, think before you decide, think a hundred times and if you are certain then go for it. Always remember that you need to examine yourself before deciding. Always remember too that there is wrong in making a decision as long as it came from your heart.) FGD-Participant 4 R18

Participant 4 highlight her advice that thinking a

thousand times before leaving teaching. Looking for the pros and cons in making a decision. According to Doyle (2021), it can be frightening to quit without a strategy in place since there are so many unknowns. You have no idea how long it will take to get hired, you may deplete your financial account faster than you anticipated, and you have no idea where you will find your next work. It's best to research the job market ahead of time to determine which occupations you're qualified for, how much you can anticipate to make, and which companies are recruiting. A well-thought-out exit strategy will ensure a smooth transition to new job.

Compromising Health Condition. Staying in DepEd and in teaching can cause health problem and can compromise your health condition so better look for another job that can feel healthier. You've had a terrible day at work, you're mad at the boss, and nothing is going right. Quitting may seem like the best solution, but decisions made in haste aren't always the best ones. Participant 2 share his advice during IDI:

*“To all teachers, that they feel that teaching is not their life then leave. It is very difficult to work if teaching is not your passion. Ginasugal nimu imong kalag , imong mental health doing that career. Look for another job that you can feel happy and you feel you can grow as individual. Like one of the advertisement line “nasa kamay ang tunay na sarap.”*IDI-Participant 2 R26

(To all teachers that they feel that teaching is not their life then leave. It is very difficult to work if teaching is not your passion. You put yourself in hell and your mental health as well. Look for another job that you can feel happiness and you grow as individual.) IDI-Participant 2 R26

Another valuable advice given by participant 2 is that if teaching can affect the health, it is better to leave teaching than to compromise your health. Hamara (2016), said that one can decide what they want, that can give true happiness. If teaching is not your passion then it is a time to look for another career. We must earn our health and wellness in the same way that we earn our money. When our health is harmed as a result of our jobs, we rarely recognize the gradual decline of our health. As a result, we are oblivious to our risk of developing chronic diseases, mental illness, and disease morbidity. It shows that health is very important factor in selecting the right path. Since it is very useless having a high salary rate but it compromise your health and happiness. Similar advice given by Participant 6 during FGD:

*“Never leave DepEd if wala pa kay kapadulngan, ayaw pagdali-dali ug decide, think thousand or million times kay kanunay baya nasa huli ang pagsisi, always remember din sa pagdecide ang imong mental health, psychological nimu kay isa nan a factor sa tanan.”*FGD-Participant 6 R19

(Never leave DepEd if you are not certain. Take time to decide, think many times, and always consider your mental and psychological health in making a decision.) FGD-Participant 6 R19

Participant 6 stresses her advice on making the decision in leaving the teaching profession when mental and psychological health is at risk. Since health is very important in working to become productive. According to Caprino (2020), putting health and well-being on hold in order to pursue a fantastic profession. Has to do with the ever-complicated issue of work-life balance, as well as how to remain competitive and ahead of the competition. Sacrificing health and well-being displays a lack of self-awareness, failing to recognize that you must first take care of yourself – and yes, put yourself first – before you can truly serve anybody else, your organization, your family, or your work. Rapid change is required if your body is shutting down, ill, or broken down as a result of the way you work.

Examining pros and cons. Whatever your reasons, it can be helpful to weigh the pros and cons, identify what influences decision and how to leave on good terms. Look at common and acceptable reasons in quitting your job and the steps you should follow when submitting your resignation. Participant 3 give his valuable advice during IDI:

“DepEd will not also hold you forever and never also set to yourself that you will get old being a teacher. Being a DepEd teacher you have also to dream, to envision to what particular, what direction are you going but always think for the pro’s and con’s in making a very significant decision of your life”.IDI-Participant 3 R29

Participant 3 advice emphasize on weighing the pros and cons in leaving teaching. Examine the things that can make them happy in their field. Quitting your job is a personal and potentially difficult decision. Whatever your reason, leaving a position is never a bad decision if it makes you feel happier, healthier or more aligned with your goals or values. In a job hunt, you'll have to make a lot of decisions. A pros and cons list is a quick and easy approach to compare the advantages and drawbacks of your options. A well-

crafted pro-con list can help you make the best selection for you while also illuminating the reasons for your decision (Menerva 2020). Coherent advice given by Participant 5 during FGD:

*“Like what mam and sir said, you need to weigh things and see the pros and cons. mao na ang pinakaimportante sa tanan. Ayaw ug decide kung wala kay kapaingnan, you need to look another path na naa kay pakadulngan before ka magresign sa DepEd kay lisod na kaayo mubalik nasad sa DepEd, taas na pud na process.”*FGD-Participant 5 R19

(Like what mam and sir said, you need to weigh things and see the pros and cons. That is the very important things. Look for another path before leaving DepEd, because it is very difficult to return in DepEd.)-FGD-Participant 5 R19

Participant 5 highlight his advice on weighing things and the importance of pros and cons in making a decision. It is a very common advice given by all the participant during the FGD. According to Manther (2016), making judgments is an important skill at any age, but it is more important in today's society, which encourages independence throughout life. Seniors must make decisions that will have a significant impact on the rest of their lives. Their life conditions are frequently shifting. A decision to retire will almost certainly be followed by a slew of other decisions regarding how to organize one's daily life. Furthermore, numerous everyday decisions are vital throughout one's life in order to manage one's income, relationships, and household.

Although the resigned DepEd teachers were able to deal with the problems that come with being a DepEd teacher, the following considerations may be helpful in preventing and establishing a program to reduce the number of teachers who resign from the Department of Education.

The Department of Education Officials may propose the creation of new planitlla position that will focus on the ancillary work of teachers so that teachers can focus on teaching-learning process. Moreover, to ensure that the policies and orders cascaded are being implemented properly, the DepEd Officials should conduct rigid monitoring and evaluation on the governance and operations of the school to avoid deviation and ensure compliance. Too, grievance committee with high confidentiality per region can be created to collect direct feedback and complaints from the school operations and be able to assess, review and creation of possible resolution of grievances.



As Principal, they may make it more difficult for teachers to be directed by their work tasks at school. Synergy must be formed in order to avoid this. The Principal may reinforce the use of the key performance indicator (KPI) for teachers not limited to academic functions. The Principal can use this to see a snapshot of each teacher's performance, set goals and expectations, provide fair, effective, and consistent teacher evaluation, and assist teachers in reaching their full potential. Individual assessments should also be done on a regular basis, including in-person discussions. Grievances and disputes can be clarified and resolved through this approach, avoiding resignation. As a leader of the school, may develop an equal delegation of tasks to relieve the teachers' workload, so that it could not lead to resignation.

As a teacher, building growth mind set is very important in order to take academic and non-academic functions. A teacher may be encouraged to continue growing, experiment and innovate. However, in order for teacher to be efficient and effective, a clear guidelines on the implementation of policy cascaded to them is very important, clear career path is motivational and fair and just assessment for promotion is highly encouraging and creates loyalty among teacher and other school personnel.

As a students and a center of the learning process, they may have received the best education possible in the teaching and learning process. Through the use of effective instructional methodologies provided by the teachers. Finally, Future researchers may continue to extend studies similar to this research and explore other research methods in conducted the study. Better services for the DepEd can be given as a result of this.

Discussion

Although the resigned DepEd teachers were able to deal with the problems that come with being a DepEd teacher, the following considerations may be helpful in preventing and establishing a program to reduce the number of teachers who resign from the Department of Education.

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