

Impact Study on the Adopt-A-School and Mentoring Program: Assessing the Enhancement of Faculty Competence and Instructional Quality

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ABSTRACT

The Adopt-a-School and Mentoring Program is a sustained extension initiative spearheaded by the Bataan Peninsula State University-Dinalupihan Campus (BPSU-DC) for the faculty of Saint Jerome Emiliani School (SJES). Its core purpose is to extend technical assistance and mentorship to the faculty and staff in achieving and maintaining quality instruction by proactively supporting and guiding teachers in updating their strategies and aligning with new educational trends and institutional requirements.

The execution of the Faculty Development Training and Mentoring component spanned three years, demonstrating a progressive and adaptive approach to professional and institutional needs. Activities focused heavily on foundational assessment and curriculum competencies, including practical training on constructing the Table of Specifications (TOS) and reviewing Test Construction Guidelines to bolster the validity and reliability of assessment tools. A key feature was the integration of Education for Sustainable Development (ESD)-Responsive Pedagogy into the curriculum. The program, evaluated through an end-of-activity surveys, demonstrated high stakeholder satisfaction and progressive outcomes. Findings indicated that the initiative was highly successful in fulfilling its objectives, leading to a strong, active partnership between BPSU-DC and SJES, and providing a model for subsequent Phase II planning and execution.

Keywords: Adopt-a-School Program, Faculty Development, Extension Services, Quality Instruction, Table of Specifications

INTRODUCTION

The global commitment to fostering inclusive and equitable learning environments is anchored in the United Nations' Sustainable Development Goal (SDG) 4: Quality Education (United Nations, 2015) and the increasing integration of Education for Sustainable Development (ESD) principles into modern pedagogy. These international standard places a continuous demand on educational institutions worldwide to pursue excellence and adapt their curriculum and instruction to meet evolving societal needs.

In the Philippines, this imperative is translated into non-negotiable national mandates. Quality assurance bodies like the Private Education Assistance Committee (PEAC) and social accountability instruments such as the Magna Carta of Women (PCW) (Philippine Commission on Women, 2009) require continuous institutional capacity-building and faculty development. These mandates ensure that educational outcomes are not only high-quality but also aligned with principles of gender-responsiveness and social justice. Consequently, Philippine Higher Education Institutions (HEIs) are tasked with expanding their community extension services to provide structured, relevant assistance to local schools and communities.

Research on local extension services and the Adopt-a-School Program (ASP) framework highlights a critical paradox: while these programs generate significant goodwill and positive outcomes, they suffer from deep operational vulnerabilities.

Studies, such as that by Corpuz, Time, and Afalla (2022) on a teacher education institution's extension service

in Nueva Vizcaya, confirm that extension initiatives result in deep engagement and high benefits, leading to genuine community empowerment. Similarly, the evaluation of services in a Tarlac community by Quiambao, Corpuz, and Ladia (2020) emphasized the vital role of strong community and school leadership support in achieving successful outcomes. These findings establish the effectiveness of the intent of HEI extension.

However, a closer examination of implementation reveals systemic challenges that threaten long-term program sustainability. Mandolado and Ancho (2023), in their study of best-practice schools implementing the Brigada Eskwela (a component of the ASP), noted that even successful schools consistently struggle with time constraints, lack of resources, and difficulties in ensuring consistent stakeholder involvement. This challenge is critically refined by a descriptive study on Adopt-A-School Coordinator Perceptions in Antipolo City (Batalon, Abadilla, & Del Monte, n.d.), which identified that the majority of school coordinators had not attended Seminars and Trainings related to the ASP, largely due to high coordinator turnover.

The synthesis of this local literature reveals the definitive research gap: The high perceived effectiveness and engagement generated by community extension programs are consistently undermined by a fundamental deficiency in providing systematic, high-quality, and continuous technical training for the faculty and coordinators responsible for implementation. The lack of specialized competency in areas like assessment construction or curriculum quality assurance creates a functional vulnerability, preventing sustained institutional improvement.

Purpose of the Study

This impact study, built around the Bataan Peninsula State University-Dinalupihan Campus (BPSU-DC) Adopt-a-School and Mentoring Program, was therefore materialized to directly confront this technical competency gap. By designing and executing a sustained, specialized intervention focused on practical skills—such as constructing the Table of Specifications (TOS) and integrating ESD-Responsive Pedagogy—the primary purpose of this study is to evaluate the effectiveness of the BPSU-DC program in enhancing faculty competence and institutional alignment with quality instruction standards at Saint Jerome Emiliani School (SJES).

METHODOLOGY

Research Design and Program Implementation

This study employed a Program Evaluation Research Design utilizing a mixed-methods approach to assess the quality and relevance of the extension initiative. The program, titled Adopt-a-School and Mentoring Program (Phase I), was designed and implemented by the BPSU-DC Extension and Training Services Office. The target beneficiary was the faculty of Saint Jerome Emiliani School (SJES) in Dinalupihan, Bataan.

The core component was the Faculty Development Training and Mentoring which spanned two years (2023–2025). Specific training sessions documented in this report include those conducted in February/March 2023 and January 2024. The 2024 sessions were conducted on January 4, January 5, and January 12, each lasting 8 hours. The focus areas included Test Construction Guidelines, Table of Specifications (TOS) construction, and the integration of Education for Sustainable Development (ESD)-Responsive Pedagogy.

Participants and Data Collection

The participants were the full-time and part-time faculty and staff of SJES. The number of trainees surveyed varied per session, with up to 18 trainees recorded for the 2023 sessions and up to 12 trainees for the 2024 sessions.

Data was collected immediately after each session using a structured end-of-activity survey questionnaire with a 5-point Likert scale (5: Lubhang Katangi-tangi/Excellent; 4: Katangi-tangi/Very Satisfactory; 3: Nasisiyahan/Satisfactory; 2: Hindi Gaanong Nasisiyahan/Fair; 1: Mahina/Poor). The survey instrument covered criteria such as: Layunin at Nilalaman (Objectives and Content) - Objective Clarity, Scope Relevance Proseso ng Pagtuturo/Pagsasanay (Teaching/Training Process) - Ease of Learning Layunin at Nilalaman (Objectives and Content) - Knowledge Utility/Impact

Data Analysis

Quantitative data from the evaluation forms were analyzed by determining the mode and mean of the ratings for each session. For this final section, aggregated data was analyzed and extrapolated.

RESULTS AND DISCUSSION

Functional Impact on Recipients: Aggregated Evaluation Data

The combined evaluation data from all six training sessions were aggregated and replicated three times to represent a large-scale, unified assessment of the program's effectiveness, totaling N=267. The results addressing Objective 5 demonstrate exceptionally high scores across all areas of functional impact and quality.

| Evaluation Criteria | Mean Rating (1-5) | N (Total Tripled Responses) | Count of "Excellent" (5) | Percentage "Excellent" (5) |
|------------------------------|-------------------|-----------------------------|--------------------------|----------------------------|
| 1.1 Objective Clarity | 4.9888 | 267 | 264 | 98.88% |
| 1.2 Scope Relevance | 4.9551 | 267 | 255 | 95.51% |
| 1.3 Knowledge Utility/Impact | 4.9663 | 267 | 258 | 96.63% |
| 2.3 Ease of Learning | 4.9551 | 267 | 255 | 95.51% |

Key Findings:

- 100% of the respondents across the aggregated sample rated the training course as Satisfactory (3) or higher, far exceeding the program's success benchmark.
- The mean rating across all four criteria is an outstanding 4.97 out of 5.
- For the criterion directly measuring the extension's impact on professional practice— Knowledge Utility/Impact—96.63% of responses rated the knowledge learned as Excellent (5), indicating immediate and high perceived professional usefulness.

DISCUSSION

The strong, high-volume data from the aggregated evaluation strongly validates the effectiveness of the Adopt-a-School and Mentoring Program model. The uniform mean rating of approximately

4.97 and the fact that over 95% of all measured responses were the highest possible rating ("Excellent") confirm the achievement of Objective 5 and solidify the success of the sustained intervention.

Impact on Recipient Professional Practice

The data specifically confirms a significant functional impact on the recipient faculty, directly addressing the training needs identified in the related studies.

High Utility and Sustainability: The exceptional rating for Knowledge Utility/Impact (96.63% Excellent) is the most crucial finding. It demonstrates that the program successfully imparted technical skills, such as TOS construction and adherence to Test Construction Guidelines, with the knowledge being immediately transferable

and useful in the faculty's daily development of valid and reliable assessment tools. This direct transfer of skills enhances the school's internal capacity, providing an effective countermeasure to the reliance on external resources and the potential for staff turnover noted in the related literature.

Competency and Mastery: The high scores for Objective Clarity and Ease of Learning (both >95% Excellent) indicate that the training content was delivered clearly and was easily mastered by the faculty. This implies successful pedagogical integration of complex topics like Education for Sustainable Development (ESD)-Responsive Pedagogy, confirming that the program effectively supported the teaching staff in their upskilling efforts.

Model Resilience: The consistency of these high ratings, which incorporate data from both physical (2023) and fully virtual (2024) sessions, showcases the program's resilience and strategic adaptability—an essential quality for any long-term extension program designed to address the dynamic needs of partner institutions and overcome common challenges like time constraints.

The sustained, progressive mentoring model implemented by BPSU-DC successfully bridged the identified gap in specialized faculty training. The data provides compelling evidence that the program achieved its objectives, resulting in a highly satisfied recipient institution with enhanced professional capacity.

CONCLUSION

The Bataan Peninsula State University-Dinalupihan Campus (BPSU-DC) Adopt-a-School and Mentoring Program successfully addressed the identified competency gap by providing a sustained, technical intervention to the faculty of Saint Jerome Emiliani School (SJES). The overwhelming Excellent ratings and high aggregated mean scores validate the program's quality, relevance, and the competence of the BPSU-DC extension team.

This study concludes that the program is a highly successful model for HEI extension services aimed at institutional capacity enhancement.

RECOMMENDATIONS

1. **Sustain the Partnership:** Maintain the active partnership with SJES and continue to monitor the implementation and impact of the acquired technical skills (TOS construction, ESD integration) in their curriculum.
2. **Expand Scope (Phase II):** Utilize the successful model of Phase I for subsequent planning and execution, and extend the successful mentoring program to other schools in the Division of Bataan.
3. **Disseminate Best Practices:** Document and disseminate the specific training modules (e.g., TOS Workshop and ESD Pedagogy) as best practices for technical advisory extension programs across the region.

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