PROFICIENCY LEVEL OF SELECTED EARLY CHILDHOOD TEACHER-EDUCATION GRADUATES OF HARRIS MEMORIAL COLLEGE: IMPLICATIONS TO CURRICULUM ENRICHMENT

BY

PONELYN D. KARUMATHY

A Dissertation Presented to

The Faculty of Asia-Pacific Nazarene Theological Seminary

In Partnership with Asia Graduate School of Theology

In Partial Fulfillment of the Requirements for the Degree

PhD in Holistic Child Development

ASIA-PACIFIC NAZARENE THEOLOGICAL SEMINARY IN PARTNERSHIP WTH THE ASIA GRADUATE SCHOOL OF THEOLOGY

WE HEREBY APPROVE THE DISSERTATION SUBMITTED BY

PONELYN D. KARUMATHY

ENTITLED

PROFICIENCY LEVEL OF SELECTED EARLY CHILDHOOD TEACHER-EDUCATION GRADUATES OF HARRIS MEMORIAL COLLEGE: IMPLICATIONS TO CURRICULUM ENRICHMENT

AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE DOCTOR OF PHILOSOPHY IN HOLISTIC CHILD DEVELOPMENT

		Abustamante	
Dr. Nativity Petallar Advisor/Prog. Dir.	Date:	Dr. Julie Bustamante External Reader	June 18, 2020 Date
C. Stonehouse		In	
Dr. Catherine Stonehouse	June 18, 2020	Dr. Irene Yang	June 18, 2020
Faculty Reader	Date	Faculty Reader	Date
Dr. Dick Eugenio		Dr. Romer Macalinao	June 18, 2020
APNTS Academic Dean	Date	AGST Phil. Dean	Date
Dr. La	rry Bollinger		
APNT	S President	Date	

ABSTRACT

The present research entitled, "Proficiency Levels of Selected Early Childhood Teacher-Education Graduates of Harris Memorial College: Implications to Curriculum Enrichment," had been undertaken against the backdrop of the declared efforts of CHED to improve the quality of education in the Philippines by setting the highest standards as regards the objectives, components, and processes of the pre-service teacher education curriculum. The investigation had put forward the following questions: Are graduates of HMC adequately equipped to serve as early childhood educators? How proficient are they in the four domains of: (1) content knowledge and pedagogy; (2) learning environment; (3) diversity of learners; and (4) spiritual maturity and Christian witness?

A trifocal theoretical and scientific framework comprising the social constructivist theory of Lev Semenovich Vygotsky, the Philippine Professional Standards for Teachers (PPST) of DepEd, and Harold Burgess's Model for Analyzing Religious Education Curriculum has served as the foundation for this research. Vygotsky's idea that highly proficient teachers are essential in the educational venture of children undergirds the theoretical framework of this work, whereas PPST and Burgess's model through the discussion of Catherine Stonehouse provided the bases of the four domains that have been employed.

This investigation has a descriptive-survey design that employs a combination of quantitative and qualitative methodology in gathering data through the self-evaluation of alumni, the evaluation by alumni's peers, and alumni's supervisors. There are 90 respondents taken as sample through sequential nested nonprobability-probability sampling method. Quantitative data were subjected to frequency distribution, weighted

mean computation, Chi-square Test of Independence, and one-way ANOVA or Analysis of Variance. Qualitative data were processed through MAXQDA software for coding, clustering, and thematic analysis and interpretation. Results on the demographic characteristics of respondents revealed that majority of the alumni has less than three years of teaching while majority of the peers and supervisors have four years or more of teaching and administration service. Majority of the alumni and the peer respondents are serving as preschool teachers while exactly half of the supervisors are functioning as principal and the remaining half has the title as school administrator. Findings through the Chi-square Test of Independence established that there is no significant relationship between the number of years in the institution nor the position of the respondents when tested against the proficiency ratings they conferred. The evaluation of the alumni, peers, and supervisors constantly indicated that the HMC graduates have high proficiency levels in the domains of content knowledge and pedagogy, learning environment, diversity of learners, and spiritual maturity and Christian witness which means that the alumni are adequately equipped to serve as early childhood educators. The overall ranking of results showed that the HMC graduates were rated highest in spiritual maturity and Christian witness, second in the domain of learning environment, third in content knowledge and pedagogy, and fourth in diversity of learners. The one-way Analysis of Variance confirmed that there is not any notable statistical variation between and among the evaluation of the alumni, the peer, and the supervisor respondents.

COPYRIGHT STATEMENT

- (1) The author of this dissertation (including any appendices) owns any copyright in it (the "Copyright") and she has given Asia-Pacific Nazarene Theological Seminary the right to use such Copyright for any administrative, promotional, educational and/or teaching purposes.
- (2) Copies of this dissertation, either in full or in extracts, may be made only in accordance with the regulations of the Sue Fox Library and Asia-Pacific Nazarene Theological Seminary. Details of these regulations may be obtained from the Librarian. This page must form part of any such copies made.
- (3) The ownership of any patents, designs, trademarks and other intellectual property rights except for the Copyright ("the Intellectual Property Rights"), which may be described in this dissertation, may not be owned by the author and may be owned by third parties. Such Intellectual Property Rights and Reproductions cannot and must not be made available for use without the prior permission of the owner(s) of the relevant Intellectual Property Rights and/or Reproductions.
- (4) Further information on the conditions under which disclosure, publication and exploitation of this dissertation, the Copyright and any Intellectual Property Rights and/or Reproductions described in it may take place is available from the Research Department of Asia-Pacific Nazarene Theological Seminary.

DECLARATION

No portion of the work referred to in the dissertation has been submitted in support of an application for another degree or qualification of this or any other university or other institute of learning.

PONELYN D. KARUMATHY	
(author)	Date

ACADEMIC INTEGRITY COMMITMENT

As a child of God and a servant of Christ's church, I recognize the importance of academic honesty and integrity in all of the work I undertake as part of my studies. I pledge myself to uphold the highest standards of integrity in my work. As part of this pledge, I will submit only those papers that I myself have written and that give clear and appropriate citations for all the sources I have used in their preparation. I also understand that allowing another student to copy my work constitutes academic dishonesty on my own part as well as that of the other student.

I have read the description of plagiarism contained in the PhD Catalog. I understand the consequences of engaging in plagiarism or other forms of academic dishonesty and I agree to be bound by these descriptions and understandings.

PONELYN D. KARUMATHY
Print Name
Signature
Date

DEDICATION

This study is whole-heartedly and humbly dedicated to God, and to Harris Memorial College, pioneer of Kindergarten Education in the Philippines, on its forthcoming centennial celebrations of the Kindergarten Program in 2022, and of the training of teachers in 2024.

ACKNOWLEDGMENTS

As this research project, after having taken quite a bit of twists and turns along its route and also experiencing some initially unforeseen wandering in the endless oceans, at times even accompanied by sighs and sobs touching upon anxiety and anguish of the unknown, is finally in sight of the joyful port of final destination, my heart is literally bursting with an immense sense of gratitude and relief. I recognize fully well that these profound feelings have their final source in Jesus Christ, my Lord and Savior, who has never left me alone! I humbly acknowledge innumerable ways of His love and guidance along the rather arduous voyage with this project. At this juncture of the completion of my PhD studies, I can loudly proclaim along with the Psalmist, "For great is the Lord, and greatly to be praised" (Ps 96:4).

The company of the most unforgettable and dedicated human agents whom the Lord has made use of in the completion of this study is very vast. As the first among them stands my most enthusiastic and deeply caring advisor, Dr. Nativity Petallar, who is also the HCD Program Director. Her continued encouragement, pertinent observations, very prudent counsels and precise suggestions have been so immense that I find myself at a loss of words due to my own language proficiency concerns and due to the poverty of language to express my most sincere and deepest indebtedness to her. I can never forget the amount of time that she devoted to me so that this work is finished successfully. Dr. Nativity Petallar was always available in whatever circumstance I needed help. The depth of her dedication, the pursuit of excellence, and the love in all what she does have made her a great model for me.

My deep appreciation to the defense panel, Dr. Catherine Stonehouse, Dr. Irene Yang, Dr. Julie Bustamante, Dr. Dick Eugenio (APNTS Academic Dean), and Dr. Romer Macalinao (AGST Dean), for the expert opinions and significant corrections, comments, and suggestions. To the faculty members who taught me different courses in Holistic Child Development, to all the present and former professors and all the faculty members, I say from my heart "Thank you so much!" Not to be forgotten are the librarians, Dorys Arbes, Ruth Almario, and Noreen del Rosario (APNTS); Cristin Adriano and Angelica Guido (HMC); and the librarians of the Philippine National Library for their very selfless and friendly help. I also want to express my gratitude towards my very hard working and supportive statisticians, Carla Garcia and Isaiah Evangelista. To Mary Ann Quebral and Jocelyn Panotes for accompanying me through the travels and interviews in the different provinces, I am indebted. To the administration and staff of APNTS, especially to Marie Joy Pring, Judy Pabilando, Michelle Cainglet, and Wobeni Lotha, I will be always grateful. Entering the gates of APNTS to do my research was every time a kind of coming home for me. I was so blessed to have Dorys Arbes who was most willing to grab snacks with me and to run for short coffee breaks amidst the mind-boggling writing ordeal. I am in the same manner appreciative of Hildegarde Lumabi for finding time to do likewise. You cannot imagine how those short minutes of eating, laughter and prayer the three of us had together really helped me to maintain my sanity. I always enjoyed all the friendships and beautiful experiences in the campus with my HCD program classmates and other friends who always stood by me. Roxanne dela Peña (my former college student), who happens to do her Master's thesis while I have been busy with the

dissertation, was a God-sent boost. Her presence was an added motivation and reminder that I should not slack on my studies as younger generations are looking up towards me.

I owe a deep sense of gratitude to Harris Memorial College, to the President, Dr. Cristina Mañabat, Academic Dean, Dr. Elvira Mercado, Department Head, Dr. Ruby Leah Lising, and HMC National Alumni President, Teacher Jocelyn Baluyut for their constant encouragement. To all my co-professors, faculty, administrators, and staff members of HMC I am thankful for their support. Worth mentioning are also my own beloved students who kept on inspiring me along the way and my Harris batch-mates for cheering me up. I am forever grateful to all respondents (even if I cannot name them for ethical reasons) who selflessly partnered with me to realize the objectives of this investigation. Your participation meant a lot to me. I also want to thank my best friend Medylyn Galanza for forgiving my answers to her forbearing question, "What time did you sleep last night?" Your concern made my days lighter.

Among the people I feel especially indebted to is my most beloved mother, Nemecia Domingo, for her long and continued prayers and supplications for the success of my studies. To my siblings, aunts, cousins, relatives, d-group sisters (up-lines and down-lines), and friends who accompanied me with all kinds of encouragement and prayers, I say "I am deeply appreciative of your love."

Most of all, I would like to sincerely thank my husband, Dr. Gervasis Karumathy, for the unconditional love and support. Thank you for tolerating the overnight lights, the wild flipping pages, and the wee-hour kitchen noise that kept you half asleep for countless nights, especially when critical dates of paper submissions were fast approaching. I highly regard the way you support me in rightful ways, and for letting me struggle so that I can learn on my own. Thank you for lovingly understanding my tears and wails when I have been at times disappointed with myself. Above all, thank you for believing in me. Thanks for being my cheerer, encourager, and best of all for being my school sponsor too. I love you so much!

I find myself unable to hold back the tears as I once again kneel and bow my head in immense joy and gratefulness before Jesus Christ, my Lord and Savior, who alone makes everything beautiful at the end! SOLI DEO GLORIA!!! To God alone be the glory.

TABLE OF CONTENTS

TITLE PAGE	i
SIGNATURE PAGE	ii
ABSTRACT	iii
COPYRIGHT PAGE	v
ACADEMIC INTEGRITY COMMITMENT	vi
DEDICATION	vii
ACKNOWLEDGMENTS	. viii
TABLE OF CONTENTS	x
LIST OF FIGURES	. xvi
LIST OF TABLES	xviii
ACRONYMS	. xxi
CHAPTER I: THE PROBLEM AND ITS BACKGROUND	1
Introduction	1
Background of the Problem	3
Statement of Purpose	5
Statement of the Problem	6
Research Questions	6
Theoretical Framework	8
Statement of Null Hypotheses	17
Brief Description of the Research Design	18
Significance of the Study	19
Assumptions of the Study	20

Definition of Terms	21
Scope and Delimitations of the Study	23
Outline of the Dissertation	24
CHAPTER II: REVIEW OF RELATED LITERATURE AND STUDIES	28
Overview	28
Historical Background of Educational Reforms Significant to Early Childhood Education	
Trifocal Theoretical and Legal Bases of the Study	31
Social Constructivist Theory of Lev Semenovich Vygotsky	31
Philippine Professional Standards for Teachers	33
Harold Burgess's Model for Analyzing Religious Education	35
Early Childhood Teacher-Education Curriculum	36
Teacher-Proficiency Domains	43
Content Knowledge and Pedagogy	45
Learning Environment	54
Diversity of Learners	60
Spiritual Maturity and Christian Witness	72
Learning Theories as a Premise for Teaching	82
Behaviorism	83
Humanistic Learning Theory	85
Theory of Andragogy	88
Social Cognitive Learning Theory	91
Information Processing Learning Theory	94

Theories of Child Development: Implications to Early Childhood Education	. 95
Cognitive Development	. 95
Psychosocial Development	102
Moral Development	108
Physical Development	111
Faith Development	112
Summary of Literature Reviewed	116
CHAPTER III: RESEARCH METHODOLOGY AND PROCEDURES	119
Overview	119
Description of the Research Methodology	119
Research Design	122
Selection of Subjects: Dealing with Sample and Population	124
Research Instruments	127
Pilot Studies	132
Data Collection and Recording	133
Data Processing and Analysis	135
Summary	137
CHAPTER IV: PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA	139
Overview	139
Demographic Characteristics of Respondents	139
Demographic Characteristics of Alumni Respondents	141
Demographic Characteristics of Peer Respondents	143

Demographic Characteristics of Supervisor Respondents 145
Relationship of Demographic Characteristics on Respondents' Evaluation
Alumni Respondents' Self-evaluation on the Four Domains
Alumni Evaluation on the Domain of Content Knowledge and Pedagogy
Alumni Evaluation on the Domain of Learning Environment 157
Alumni Evaluation on the Domain of Diversity of Learners 163
Alumni Evaluation on the Domain of Spiritual Maturity and Christian Witness
Peer Respondents' Evaluation on the Four Domains
Peer Evaluation on the Domain of Content Knowledge and Pedagogy
Peer Evaluation on the Domain of Learning Environment 182
Peer Evaluation on the Domain of Diversity of Learners 188
Peer Evaluation on the Domain of Spiritual Maturity and Christian Witness
Supervisor Respondents' Evaluation on the Four Domains
Supervisor Evaluation on the Domain of Content Knowledge and Pedagogy
Supervisor Evaluation on the Domain of Learning Environment
Supervisor Evaluation on the Domain of Diversity of Learners
Supervisor Evaluation on the Spiritual Maturity and Christian Witness
Significant Differences of the Three Evaluations
Summary of the Chapter

	TER V: SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	237
	Summary of Findings	237
	Conclusions	246
	Recommendations	249
	Recommendations to Harris Memorial College for Early Childhood Teacher-Education Curriculum Enrichment	249
	Recommendations for Early Childhood Institutions, Teacher and Supervisors	256
	Recommendations for Further Studies	257
APPEN	NDICES	
	A. HMC Early Childhood Teacher-Education Curriculum	259
	B. Endorsement of the Study	263
	C. Notification of Review Approval	264
	D. Letter of Request for Pilot Testing	265
	E. Letter to Respondents (Alumni)	266
	F. Letter to Respondents (Alumni's Peer)	267
	G. Letter to Respondents (Alumni's Supervisor)	268
	H. Survey Questionnaire for the Alumni	269
	I. Survey Questionnaire for the Alumni's Peer	272
	J. Survey Questionnaire for the Alumni's Supervisor	275
	K. Interview Protocol for Key Informants	278
	L. Interview Guide for the Alumni	279
	M. Interview Guide for the Alumni's Peer	280
	N. Interview Guide for the Alumni's Supervisor	281

O. Research Team's Confidentiality Agreement	282
P. Consent Form for the Interviewee	283
Q. Transcribed Interview Sample	284
BIBLIOGRAPHY	289
CURRICULUM VITAE	305

LIST OF FIGURES

Figure 1: Illustration of Vygotsky's Concept of MKO and ZPD	11
Figure 2: PPST-Based Domains	13
Figure 3: Harold Burgess's Model for Analyzing Religious Education	15
Figure 4: Teacher Proficiency Domains in the Study	16
Figure 5: Distribution of Respondents According to Evaluation Groups	. 140
Figure 6: Distribution of Alumni Respondents According to the Number of Years in Teaching	. 142
Figure 7: Distribution of Alumni Respondents According to Position in the Institution	. 143
Figure 8: Distribution of Peer Respondents According to Number of Years in the Teaching Institution	. 144
Figure 9: Distribution of Peer Respondents According to Their Position in the Institution	. 145
Figure 10: Distribution of Supervisor Respondents According to Number of Years in the Institution	. 146
Figure 11: Distribution of Supervisor Respondents According to their Position in the Institution	. 147
Figure 12: Generated Codes from Alumni Interview on Content Knowledge and Pedagogy	. 155
Figure 13: Generated Interview Responses of Alumni on Learning Environment	. 159
Figure 14: Generated Interview Responses of Alumni on Diversity of Learners	. 165
Figure 15: Generated Interview Responses of Alumni on Spiritual Maturity and Christian Witness	. 169
Figure 16: Interview Statement from Peer Respondents on Content Knowledge and Pedagogy	. 178
Figure 17: Interview Statement from Peer Respondents on Learning Environment	. 183

Figure 18: Interview Statement from Peer Respondents on Diversity of Learners	190
Figure 19: Interview Statement from Peer Respondents on Spiritual Maturity and Christian Witness	194
Figure 20: Interview Statement from Supervisor Respondents on Content Knowledge and Pedagogy	203
Figure 21: Interview Statement from Supervisor Respondents on Learning Environment	207
Figure 22: Interview Statement from Supervisor Respondents on Diversity of Learners	212
Figure 23: Interview Statement from Supervisor Respondents on Spiritual Maturity and Christian Witness	215
Figure 24: Mean Variations Based on the Alumni, Peer, and Supervisor's Evaluation	221

LIST OF TABLES

Table 1: Teacher Proficiency Domains and Strands
Table 2: Rating Scale for the Survey Questionnaire
Table 3: Main Variable and Sub-variables of Research Question 1
Table 4: Variables Subjected to Chi-Square for Hypothesis Testing
Table 5: Relationship of Demographic Characteristics and Proficiency Ratings 149
Table 6: Main Variable and Dependent Variables of Research Question 2
Table 7: Mean Brackets with Descriptive Interpretation
Table 8: Alumni's Evaluation of their Proficiency in Content Knowledge and Pedagogy
Table 9: Frequency Distribution and Percentage Count of Alumni's Coded Interview Responses in Content Knowledge and Pedagogy
Table 10: Alumni's Evaluation of their Proficiency in the Domain on Learning Environment
Table 11: Frequency Distribution and Percentage Count of Alumni's Coded Interview Responses in Learning Environment
Table 12: Alumni's Evaluation of their Proficiency in the Domain on Diversity of Learners
Table 13: Frequency Distribution and Percentage Count of Alumni's Coded Interview Responses in Diversity of Learners
Table 14: Alumni's Evaluation of their Proficiency in Spiritual Maturity and Christian Witness
Table 15: Frequency Distribution and Percentage Count of Alumni's Coded Interview Responses in Spiritual Maturity and Christian Witness
Table 16: Alumni's Self-evaluation Rating on Four Domains
Table 17: Main Variable and Dependent Variables of Research Question 3 176
Table 18: Peer Evaluation of Alumni Proficiency in Content Knowledge and Pedagogy

Table 19: Frequency Distribution and Percentage Count of Peers' Coded Interview Responses in Content Knowledge and Pedagogy	. 181
Table 20: Peer Evaluation of Alumni Proficiency in the Domain on Learning Environment	. 182
Table 21: Frequency Distribution and Percentage Count of Peers' Coded Interview Responses in Learning Environment	. 187
Table 22: Peer Evaluation of Alumni Proficiency in the Domain on Diversity of Learners	. 188
Table 23: Frequency Distribution and Percentage Count of Peers' Coded Interview Responses in Diversity of Learners	. 189
Table 24: Peer Evaluation of Alumni Proficiency in Spiritual Maturity and Christian Witness	. 193
Table 25: Frequency Distribution and Percentage Count of Peers' Coded Interview Responses in Spiritual Maturity and Christian Witness	. 196
Table 26: Peer Evaluation Rating on Four Domains	. 198
Table 27: Main Variable and Dependent Variables of Research Question 4	. 199
Table 28: Supervisor Evaluation of Alumni Proficiency in Content Knowledge and Pedagogy	. 200
Table 29: Frequency Distribution and Percentage Count of Supervisors' Coded Interview Responses in Content Knowledge and Pedagogy	. 201
Table 30: Supervisor Evaluation of Alumni Proficiency in the Domain on Learning Environment	. 205
Table 31: Frequency Distribution and Percentage Count of Supervisors' Coded Interview Responses in Learning Environment	. 206
Table 32: Supervisor Evaluation of Alumni Proficiency in the Domain on Diversity of Learners	. 210
Table 33: Frequency Distribution and Percentage Count of Supervisors' Coded Interview Responses in Diversity of Learners	. 211
Table 34: Supervisor Evaluation of Alumni Proficiency in Spiritual Maturity and Christian Witness	. 214

Table 35: Frequency Distribution and Percentage Count of Supervisors' Coded Interview Responses in Spiritual Maturity and Christian Witness
Table 36: Supervisor Evaluation Rating on Four Domains
Table 37: Main Variable and Dependent Variables of Research Question 4 220
Table 38: Overall Survey Results on Content Knowledge and Pedagogy 222
Table 39: Overall Frequency of Coded Interview Responses in Content Knowledge and Pedagogy
Table 40: Overall Survey Results on Learning Environment
Table 41: Overall Frequency of Coded Interview Responses in Learning Environment
Table 42: Overall Survey Results on Diversity of Learners
Table 43: Overall Frequency of Coded Interview Responses in Diversity of Learners
Table 44: Overall Survey Results on Spiritual Maturity and Christian Witness 229
Table 45: Overall Frequency of Coded Interview Responses in Spiritual Maturity and Christian Witness
Table 46: Domain Ratings on the Alumni, Peer, and Supervisor Evaluation 233
Table 47: Significant Differences on the Alumni, Peer, and Supervisor Evaluation

ACRONYMS

BEEd - ECE Bachelor of Elementary Education,

Major in Early Childhood Education

CHED Commission on Higher Education

CMO CHED Memorandum Order

DepEd Department of Education

ECE Early Childhood Education

HEI Higher Education Institution

HMC Harris Memorial College

MAXQDA Max Qualitative Data Analysis

MKO More Knowledgeable Other

OBE Outcomes-Based Education

SEAMEO INNOTECH Southeast Asian Ministers of Education Organization

Regional Center for Educational Innovation and

Technology

PPST Philippine Professional Standards for Teachers

PSG Policies, Standards and Guidelines

QA Quality Assurance

ZPD Zone of Proximal Development