

The Exquisite Life of a Dominant Eagle

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Abstract: *This study featured how Violeta A. Gonzaga, with her consent to divulge her name, succeeded as Public Schools District Supervisor. It aimed to: establish a portrait of her leadership aspects on how she climbed up the academic ladder, describe her routine in managing the public schools of Consolacion Municipality, deduce her qualities on dealing with different challenges in supervising her subordinates and expose her plans that are intended to solve these problems, and introduce her pleasant vision of Educational Leadership. Through a biographical research design, with purposive sampling, Violeta A. Gonzaga was chosen for this study because she is a recipient of an award for Outstanding Public School District Supervisor for School Year 2016-2017 for the first time in Department of Education Province of Cebu, Consolacion District and because of her tenure in Educational Leadership. Interview guides were utilized in gathering her biographic information about her leadership. Violeta A. Gonzaga's educational laurels and triumph destined her to have a successful academic career enrich with passion to serve the public and passion in loving God. With the help of TRIPOD, she was able to execute her different roles effectively and efficiently. She abided the rules and regulations in accordance to the Code of Ethics for Professional Teachers and the Code of Conduct and Ethical Standards for Public Officials and Employees in alleviating the issues of her people. And, her pleasant vision for the different Schools of Consolacion as well as its Administrators is for them to be the champion in executing the Quality Education. A Quality Education that includes harmonious relationship among others.*

Keywords: *Leadership, Educational Leadership, biography*

I. INTRODUCTION

"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a Leader, but becomes one by the equality of his actions and the integrity of his intent."

- Douglas McArthur

Leaders have existed from time immemorial. History can tell how influential they were during ancient civilizations and how important they are in today's evolving public. Questions as to what best qualities a leader must have to become successful, what leadership styles are the most effective approach in managing people, and what strategies to use in resolving conflicts are broadly discussed.

Eagles have enticed us with their striking leadership character for hundreds of years. They have excessive powerful vision that enables them to see reality over their idealistic views [1]. Leaders who have the personality of an eagle tend to show great administrative skills and work impressively on their own. They require maximum independence in managing themselves and others, and use their leadership skills to become champions [2].

Our complex world demands stalwart leaders who have a sound mind and have the heart to serve. Leadership is not a position but a profession to live by. Leaders are one third born and two thirds made according to Dr. Ronald E. Riggio (2009) [3]. Leadership skills are mostly developed first, in the family second, in the school and lastly, his personal experiences. Proverbs 22:6 states that, "train up a child in the way he should go, and when he is old he will not depart from it." In a family, parents serve as leaders to their children, when leadership is not properly executed then the children will not grow as what the parents want them to be. Similarly in the school, teachers serve as leaders to their students, when leadership is inappropriately administered, then students will not contribute significantly in creating a strong nation.

Good leadership is the missing piece to complete the political and economic puzzle. Leaders play a vital function in a company, an institution, and in the society. Their job is critical, when exercise right they will become a megahit but when not, it can be their downfall.

Mark Zuckerberg, a Chief Executive Officer, is known by his leadership character as a creative innovator and his love for codes. He invents Facebook.com, the famous social networking website across the globe today [4]. On the other hand, poor leadership may result to bankruptcy just like what happens to Yahoo! when the Chief Executive Officer, Marissa Mayer, takes the lead. She lacks the execution of the basic fundamental skills in running a business; listening, learning, and understanding, thus it results to failure [5].

Ferdinand Marcos, the 10th President of the Philippine Republic, is known to be a decisive and a bold leader. His leadership contributes mostly to Public Infrastructure and Economic Development [6]. On the contrary, during Estrada's regime, his dishonesty leads to poor governance that evicted him from his position as the 13th President of the Philippines [7].

Understanding one's leadership may result to an explosion of knowledge beneficial to individuals who are practicing the same role and for aspiring leaders of our future generation. The consequence of learning the skills of leading is for personal development. Replicating the best practices of good administration is necessary in promoting the welfare of the people.

The researcher chooses Violeta A. Gonzaga, with her consent to divulge her name, as the subject of this research because she is a recipient of an award for Outstanding Public School District Supervisor for School Year 2016-2017 for the first time in Department of Education Province of Cebu, Consolacion District. Also, she is known by her activeness in school, in the Catholic Church, and in the community. This research will reveal the secret recipe of her success in climbing the academic ladder through her leadership skills and her inner character.

REVIEW OF RELATED LITERATURE

Leader's Behavioral Style

Some renowned Companies have applied behavioral assessment to improve communication on their daily activities. Leaders need to understand one self's and other's patterned behavior because it influences what they want, need, and expect. Knowing someone's preference on how they want to be treated will reduce tension, increases cooperation and trust, and is the success factor in attaining harmonious relationship in the organization.

Although behavioral style is only a one-sided description of our personality, it is quite useful in describing how a person is perceived. The (Dove Owl Peacock Eagle) DOPE Test by Tony Alessandra, An American Speaker who received Ph.D. in Marketing from Georgia State University, will be used to know the Behavioral Style, also known as the Bird Style, of an individual. This assessment will also be the basis in determining the behavioral style of the research respondent. Based from his book, *The Platinum Rule*, "The key objective of this whole concept is for leaders to understand their own style, be able to quickly and accurately identify the style of others, and adapting so he can treat others the way they wish to be treated." This serves as leader's guiding principle in managing his people so he can adjust on how to handle complex personalities in a group. Tony Alessandra (1998) enumerated four behavioral styles or bird styles, namely; The Relater or The Diplomatic Dove, The Entertainer or The Social Peacock, The Thinker or The Wise Owl, and The Director or The Dominant Eagle.

The Relaters or The Diplomatic Doves are people who prioritize relationships. They are people pleaser. They are the best person to ask to know how others would feel towards a new project. They are incredible listeners and a team player. When in a group, they always follow all instructions for as long as it will harm no one and will only share their thoughts when called. They hate conflicts. They easily get irritated to insensitive and impatient people. They become indecisive and submissive when stress. In addition, Doves are oversensitive, slow to begin action, and lacks global perspective. Doves prefer to interact to people who are friendly, relaxed and accommodating.

The Entertainers or The Social Peacocks are people who prioritize people. They always seek recognition. They are the best person to tap to come up with fun and unique ideas about almost anything. Peacocks are very good at persuasion and entertainment. Because of their creativity, they are inattentive to detail. They are very energetic which causes them to get easily distracted and have a short attention span. They hate work routines and step by step instructions, they prefer to make their own process in doing things instead. They tend to be sarcastic and superficial when stress. Peacocks like to interact to people who are complimentary and animated.

The Thinkers or The Wise Owls are people who prioritize task. They are very systematic and highly organize. Owls are very good at planning and always anticipate the pros and cons when implementing a new project. They are in demand to get something done perfectly. They are detail oriented, accurate, and precise which tends to slow their pace when given a task. Owls are perfectionist they do not like their output to be criticized. They are withdrawn and headstrong when stress. Owls like to converse to people who are very informative.

The Directors or The Dominant Eagles are people who prioritize goals. They're fast, decisive, and results oriented. When in a group, they volunteer themselves to be the leader and immediately identify what needs to be done to reach the goal and designate the task among all members accordingly. They like controlling people but hates being taken advantage of. They do not like incompetent and inefficient people. When stress they are very critical and become dictators. They want the job done in a snap. Eagles only accommodate people who are competent and assertive.

Leader's Methodology

One factor that improves employee's productivity is through his leader's relationship. "People work best and produce valuable results to others when they feel good about themselves." says Kenneth Blanchard Ph.D. and Spencer Johnson M.D (2013) [8]. Leaders who know the strengths, weaknesses, coaching preferences, and career goals of his subordinates; Leaders who sets right expectations and realistic goals; Leaders who provide positive, constructive, and corrective feedback; Leaders who ask commitments and is consistent in follow through; are the true champions. Gaining Trust plus Gaining Respect equals Winning Culture.

Gaining Trust

Getting to know a person breaks the wall of anxiety. It is the leader's responsibility to know his people. Knowing employees well leads to a healthy work culture. This is the first step to make them feel good. "Once a leader is able to build a foundation of trust with employees it is the start of honest and open communication and creates a work environment in which everyone feels supported and believes that they have something important to offer." says Helen Attridge (2014), President of Academy of Leadership Coaching & NLP [9].

Gaining Respect

Without proper instructions as to how a certain task should be done, we may end up with a self-standard output. Giving an employee a blueprint of his duties and responsibilities is one way for him to know what is expected from him. People behave based on their worldview. The lack of clear expectations could lead to weltanschauung. According to Kevin Eikenberry (2012), "to create great performance, improve employee satisfaction and engagement, and reduce the incidences of workplace conflict, spend more time on setting clear expectations." [10].

"It's tough for employees to meet performance goals when they do not exactly know what's expected from them." says Marco Nink (2013). Setting expectation is necessary before even setting realistic goals which is also one of the leader's duties. Employees know where they are going when they know what they need to achieve [10]. This is the first step in making employees accountable. This opens the leader's critical duty; to follow through and track employee's progress and to provide feedback. Follow through and feedback should always go together.

No one likes unrecognized effort especially when an employee has given all his hard work for a particular project. Everyone seeks appreciation for anything that they do [12]. The Toolkit for Managers states that, "being praised makes the person feels good and can help boosting their performance." Catching someone doing right will encourage them to multiply the things they have done right [13]. That is the magic of positive feedback.

Leaders prefer to have an employee who is trainable rather than an opposer. No one knows everything and everyone knows nothing when it comes to skilled task, which is why neophytes in a company, in an institution, and in an organization must undergo training [14]. If they fail, then it's not their fault, it is the leader's fault for not giving constructive feedback and for not doing follow through. If leaders want their employees to do the right thing then they have to show them how it is done the right way. Leaders are role models based from what they project. People do not like repetitive mistakes especially when they know that there is someone checking their progress.

“Accountability improved performance and increased employee’s commitment to work.” says The U.S. Office of Personnel Management [15]. The crucial part of every leader in gaining trust is when he failed to correct and always giving second chances to misbehaviors. Every Leader must set aside his emotions while giving real time corrective feedback it is the success factor of driving his employees’ accountability. These feedbacks allow the Leader to hate the wrong doings, not the person. Corrective feedback also reminds the employee of his commitment and expected outcome during the goal setting.

Leader’s Indispensable Qualities

John C. Maxwell’s (1999) book entitled, *The 21 Indispensable Qualities of a Leader*, enumerates leaders’ qualities as a tool in becoming the type of leader that people want to follow. People are everywhere, whatever status and position they have and whoever they are, they will be reporting to a leader. Apparently, employees always have complaints to their leaders [16]. These are just setbacks that leaders must overcome. Defeating setbacks can lead to far better results. “The ear of the leader must ring with the voices of the people.” says former U.S.A. President Woodrow Wilson (1905).

Being an effective communicator is a primary quality that a leader must have. Simplicity is the key to effective communication. Gilbert Amelio, President and CEO of National Semiconductor Corp., quoted, “Developing Excellent Communication Skill is absolutely essential to effective leadership. The leader must be able to share knowledge and ideas to transmit a sense of urgency and enthusiasm to others. If a leader cannot get a message across clearly and motivate others to act on it, then having a message does not even matter.” Communication is about how it is being said. Another quality a leader must possess is initiative. The only way a leader recognizes an opportunity is when he knows what he wants. There’s an old saying: “If there is a will, there is a way.” Leaders who have the initiative motivate themselves. They persevere tenaciously because they know their role and they hate themselves being complacent. Problem Solving is also a quality that requires every leader to have. Leaders must anticipate problems because it is sure to happen. Opposer rejects problems and Problem Solvers accept it and do his best to make things better. Albert Einstein (1879 – 1955) quoted, “Insanity: doing the same thing over and over again and expecting different result.” Success is not measured through how tough a problem is but through sanity; uses fresh ideas in dealing with problems because it is new and difficult. These qualities of a leader are the answers to eliminate complaints and the reason why followers inclined to comply [17].

Leader’s Success Factor

There are several researches about knowing the secrets of success. One of them is Richard St. John (2010), author of the book entitled; *The 8 Traits Successful People have in Common: 8 to be Great*. With his research, he found out that; People are successful because they are passionate of what they do, They are hardworking, They do not focus on everything but one thing at a time, They always push themselves to move forward, They are initiative, They keep on improving not just their work but as well as themselves, They serve and value others, In times of failure and adversity, they persist [18].

Another research was conducted by Catherine Clifford (2017). She enumerated the success factor of the following self-made billionaires: a) Steve Jobs, Chief Executive Officer and Co-Founder of Apple Inc. b) William Henry Gates, commonly known as Bill Gates the Co-Founder of Microsoft c) Mark Zuckerberg, Chief Executive Officer and Founder of Facebook.com d) Richard Charles Nicholas Branson, Founder of Virgin Group and e) John Paul DeJoria, Co-Founder of the Paul Mitchell line of hair products and The Patron Spirits Company. First, they set high but realistic goals. They believe that their dreams will take them to where they want to be. Second, they enjoy the journey of their life. They are fierce enough to face problems, as what the Japanese proverb shared, “*Nana korobiyaoki*.” This means, they may have been fall seven times but they have risen up eight times [19]. Third, they do not chase two rabbits at the same time because both will escape. They exert 70% focus on their strength, 25 % on new ideas, and 5% on areas for improvement. Lastly, their characters are unique and bring lasting success with people. They inspire others to become like them [18].

Leader’s Gender

There are several studies about who leads better, men or women? This could lead to an endless debate however, depending on the nature of work and the culture of environment, men or women may excel one way or another. Sebastian Bailey (2014) states that, “...different individuals are differently suited in different situations.” Male leaders were more effective in government or in the military while Females succeed in social services and education [20].

There is no need to compare the two because what matters most are their Leadership style, methodology, and character. Men or Women, no one sets out to be a better leader because “leadership knows no gender” according to Adriaan Groenewald (2015).

Leadership is a mixture of character and skills which can be learned and a combination of strengths and traits which can be performed by both sexes.

OBJECTIVES OF THE STUDY

This study aims to establish a portrait of leadership aspects of Violeta A. Gonzaga and how she climbed up the academic ladder. This seeks to answer these objectives: describe her routine in managing the public schools of Consolacion Municipality, deduce her qualities on dealing with different challenges in supervising her subordinates and expose her plans that are intended to solve these problems, and introduce her pleasant vision of Educational Leadership.

RESEARCH METHODOLOGY

This study is a Biographical type of Qualitative Research Design. The research respondent was chosen for this study because of the following criteria: Tenure in Educational Leadership and Outstanding Public Schools District Supervisor Awardee. Violeta A. Gonzaga was the sole solid candidate. The research respondent gave permission to the researcher to conduct the study by signing the consent letter. Both party agreed that personal information would be divulge. The interview questions were created by the researcher and was approved by his Research Mentor, who is currently his Master's Professor in Philo-Socio Psycho (Foundations of Education) and an expert in the field of research. The interview questions were used as guide during the interview proper. All conversations were recorded using a Tablet Phone.

RESULTS AND DISCUSSION

Stairway to Excellence

Violeta A. Gonzaga is a daughter of a female merchant in Carbon Market, one of the oldest markets in Cebu City Philippines. Her Father is a Government Official that works for twenty years as Barangay Captain in Casili Consolacion, Cebu where she inherited her prowess. Violeta A. Gonzaga started as an educator at St. Joseph Academy, one of the private schools in Mandaue City Cebu where she rendered 15 years of service which paves her way to become where she is right now. She graduated as *Cum Laude* in Elementary Education major in General Education at Cebu Normal University. She graduated with laurel, Fourth Honorable Mention, on her Secondary Education at Mandaue Gullas Academy, Mandaue City Cebu. She became a public teacher in Consolacion Central School, where she finished her Primary Education. After a year as Public Teacher, she was then promoted to Master Teacher I, three steps higher than a Teacher I (an entry level of a Public Teacher). Her Academic attainment in Educational Management at Manto Memorial Foundation College advanced her to attain Master Teacher II. She managed to climb the academic ladder by the sweat of her brow. After seven years, she was appointed as Principal. At age 60, she served as Public Schools District Supervisor of Department of Education Province of Cebu Consolacion District.

Traits to replicate

Commitment separates the doers from the dreamers [17]. Violeta A. Gonzaga focuses sharply. The sharper she focuses, the sharper she becomes. Without any leader icon, her experiences light up her path in acquiring her wisdom in managing her people naturally because she is committed and focused of what she is doing. She said that Commitment and Focus are vital for a leader to persevere. Once a leader is determined and has a strong will, most likely she would succeed in his undertaking.

The most desirable title a leader wanted to possess is being GREAT. When she leads using her brain alone, she only gains respect. When she leads using her heart alone, she only gains trust. But when she leads using both her brain and her heart, she gains great leadership. She said that a great leader must not only have the intellect but also be considerate to the feelings of others. She quoted, "I am a decisive leader but with a heart".

TRIPOD Execution

Her efficient and effective way in managing the three Departmentalize Schools of Department of Education Province of Cebu Consolacion District namely; The Department of Public Elementary Schools; The Department of Public Secondary Schools, and The Department of Private Schools, is through TRIPOD; Transparency, Recognition, Integrity, Problem Solving, Organization, and Delegation.

Transparency yields better relationship, better alignment, better solutions, and better engagement [22]. Violeta A. Gonzaga wants all information accessible for all through constant communication. She initiates symposium across all levels; School Heads to Master Teachers to Subject Coordinators, and ensure that each position are align with her goals. More likely she gains her employee's trust by giving them updates. "Transparent Leadership is the key to fostering a culture of trust between leaders and their employees." supplemented by Andre Lavoie (2017). **Recognition** is extremely powerful in driving employees' productivity, engagement, and loyalty [13]. Violeta A. Gonzaga profiles her people. She knows their strengths. She's strategic to whom she would tap specially when assigning a specific task. She encourages and supports her people to maximize their potentials. Kristen Delphos (2015) added, "True Leaders see recognition as a skill to hone to improve relationship among employees and bring out the best in them." **Integrity** is doing the right thing for the right purpose [24]. Violeta A. Gonzaga projects honesty so that people under her management reflects honesty. For her, to end dishonesty, one must have dignity and must be true with his feelings. "Honesty destroys dishonesty. Integrity is important to everyone, once it's broken, everything else will be broken", she quoted. This is supplemented by Michael Ray Hopkin (2012), "Choosing what is right, regardless of the consequences, is the hallmark of integrity."

One thing that separates winners from whiners is that effective leaders rise to a challenge. Leaders who have better **Problem Solving** skills demonstrates different qualities; they anticipate problems, they accept the truth, they see the bigger picture, they handle one thing at a time, and they do not give up a major goal when they are down [17]. Violeta A. Gonzaga does not tolerate petty problems, regardless how small, she addresses it immediately. As what John C. Maxwell (1999) says, "Every problem introduces you to yourself. It shows you how you think and what you are made of." TDK Technologies (2017) defines Organizational Leadership as a dual focused management approach that work towards what is best for individual and what is best for a group as a whole simultaneously. It is also an attitude and a work ethic that empowers an individual in any role to lead from the top to bottom of an **Organization** [25]. Violeta A. Gonzaga treats every school very special, with unique needs that can't be compared with others. She lays out her plans for each school levels and guarantees that all schedules must be followed efficiently. One of the most crucial for leaders to succeed is **Delegation** [26]. Violeta A. Gonzaga makes sure that everyone knows their duties and responsibilities. As much as possible she does not want anyone to be left out. She always empower her people by delegating them a task, and for every task given, she follows through and evaluates. Brett and Kate McKay (2010) added that, "A leader is an executive, a man who manages time, resources, and people. A leader does do everything himself rather he marshals all of these elements on the pathway to success."

Test of Time

On Morality of Teachers

When asked about her biggest problem that she encountered in her term as educational leader, she narrated,

"One of the biggest problems I had, though it can be fixed but is still rampant as time passes by, is the Morality and Professionalism of Teachers. I address this by holding them accountable by reviewing the professional code of ethics for teachers and make them feel guilty without intruding into their private life."

The Preamble of the Code of Ethics for Professional Teachers quoted, "Teachers are duly licensed professionals who possess dignity and reputation with high moral values as well as technical and professional competence in the practice of their noble profession, and they strictly adhere to, observe, and practice this set of ethical and moral principles, standards, and values." Morality is a belief between distinguishing what's right or wrong [27]. Surbhi S (2015) defines Moral as customs established by group of individuals while ethics defines as the character of an individual. What is moral to people may not be ethical to others. Violeta A. Gonzaga does not condone any misconduct under her management, because for her it is like a virus that would spread rapidly if untreated. She wants to destroy this kind of wrongdoing by reminding the teachers of their oath and give proper sanctions in accordance to the Republic Act No. 6713 (February 20, 1989), an act establishing a code of conduct and ethical standards for public officials and employees, to uphold the time-honored principle of public office being a public trust, granting incentives and rewards for exemplary service, enumerating prohibited acts and transactions and providing penalties for violations thereof and for other purposes.

Futuristic Views

The Reality of Quality Education

Three years more in public service prior to retirement, Violeta A. Gonzaga sees the Schools of Consolacion as well as its Administrators as the champion of executing the Quality Education. She is certain to achieve this vision thru the help of her School

Heads where they serve as the front-line of educational success, may they be in a private school or in a public school. She wants the School Heads to orient their Teachers thoroughly on the usability of the Curriculum Map and the Daily Lesson Plan, observe classes regularly using Situation Task Action Result (STAR) Observation to ensure quality teaching, and mentor them religiously through Post Conference especially those who badly needs technical assistance. Once the School Head is executing this plan properly and wholeheartedly, Quality Education will become reality. A Quality Education that includes harmonious relationship among others with no more factions. To ensure the effectiveness on the delivery of this so called Quality Education, she will conduct a district achievement test and/or district oral verification test per semester as part of her interventions.

“A good quality education is one that provides all learners with capabilities they require to become economically productive, develop sustainable livelihoods, contribute to peaceful and democratic societies and enhance individual well-being. The learning outcome that are required vary according to context but at the end of the basic education cycle must include threshold levels of literacy and numeracy, basic scientific knowledge and life skills including awareness and prevention of disease. Capacity development to improve the quality of teachers and other education stakeholders is crucial throughout the process.” says VVOB, their own definition on Quality Education [29]. School Heads are the most important and active position in the academe who are responsible in monitoring, evaluating, assessing, and coaching Teachers. Teachers serve as model in rendering the quality instruction to students. Students are the determining factor for Quality Education. Quality Education is attained through a collaborative effort where everyone’s distinct functions play a vital role. Violeta A. Gonzaga wants her people to understand that our noble job requires someone who passionately transform the lives of others without expecting a price in return.

The Secret Recipe to Success

Love of God

There is a mathematical computation explaining Violeta A. Gonzaga’s secret recipe to success and that is through Cryptology. It is the science of encoding or decoding hidden messages [28]. She is well-known by devoting herself to serving God, despite of her hectic schedules she never misses going to church daily to attend mass and pray the rosary may it be in San Narciso Parish, a Catholic Church in Consolacion Cebu Philippines, or in Fatima Chapel, a chapel in Casili Consolacion Cebu where she currently lives. If she is passionate being a public servant, she is also a martyr acolyte of God. She did not marry a man, rather she united with God. In Cryptography, the English alphabet can be represented by the natural numbers; 1 to 26, A as 1, B as 2, and so on and so forth respectively. Decoding her character using addition, the computation of each character below will show how much percentage it impacts her life and which one is the most significant.

K	N	O	W	L	E	D	G	E	
11	14	15	23	12	5	4	7	5	= 96%
H	A	R	D	W	O	R	K		
8	1	18	4	23	15	18	11		= 98%
A	T	T	I	T	U	D	E		
1	20	20	9	20	21	4	5		= 100%
L	O	V	E	O	F	G	O	D	
12	15	22	5	15	6	7	15	4	= 101%

We always strive for perfection. Knowledge and Hard Work bring us close to it while Attitude brings us there but, with Love of God, it brings us beyond greatness. Love is a unique human trait that cannot be comprehended. Just like the human mind that cannot comprehend God [28]. Garry J. Williams (2016) supports that, “No human mind can comprehend God. If God is incomprehensible, then so is his love. While we may and must speak truthfully about his love, we can never fathom it, because it is divine love, as different from our love as his being is different from our being.”

CONCLUSION

Violeta A. Gonzaga aced herself a position in the public service proficiently. Her educational laurels and triumph destined her to have a successful academic career enrich with passion to serve the public and passion in loving God. With the help of TRIPOD, she was able to execute her different roles effectively and efficiently. She abided the rules and regulations in accordance to the Code of Ethics for Professional Teachers and the Code of Conduct and Ethical Standards for Public Officials and Employees in alleviating the wrongdoings of her subordinates. And, her pleasant vision for the different Schools of Consolacion as well as its Administrators is for them to become the champion in executing the Quality Education. A Quality Education that includes harmonious relationship among others.

RECOMMENDATION

Further research may be conducted to each Educational Leaders in other Districts, Provinces, and Cities of Cebu or in the Philippines to get best practices in managing schools, come up a standardize strategy on how to lead school educators, and implement the result to all districts, divisions, regions, and/or schools in the Philippines. The next researcher may check the efficiency and effectiveness of the TRIPOD Execution.

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