

BY THEIR OWN VOLITION: UNDERSTANDING THE PERSONA OF DECENNIUM SEASONED EDUCATORS

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ABSTRACT

In the Philippines, promotions for veteran teachers are included in the section 1 of Magna Carta for Public School Teachers or Republic Act 4670. Nonetheless, roadblocks are still present, somehow gluing seasoned educators in the entry-level position for their whole career. This study in the qualitative tradition aimed to describe and understand the lived experiences of public-school teachers in one school division in Laguna, Philippines who have rendered more than twenty years and above in the service, yet remain in a Teacher I entry-level position. Framed with transcendental phenomenology, the study covered 10 purposively sampled educators through field notes and in-depth interviews. After intensive analysis of data, five textural themes surfaced. Specifically, theme 1 encompassed the impediments on seeking work progressions, theme 2 covered passion over promotion while the downfall of stagnation was the emerging idea in theme 3. Meanwhile, theme 4 dwelt on capacitating seasoned educators whereas retirement plans was the focus of theme 5. Digging deeper in the context of the phenomenon, five structural themes transpired. Theme 6 specified how work advancement is viewed as a personal decision. Theme 7 included a student-focused mindset while theme 8 covered hurdling through challenges. Implementing guiding tools cored in theme 9 while theme 10 highlighted move towards actualization. As a whole, the results implicate that the participants cling to their personal compass of choice, still giving their best despite staying in a position which seems to be stagnant from an outsider's perspectives, yet full of meanings and experiences worth treasuring.

Keywords: Public School Teachers, Seasoned Educators, Career Development.