INTERNAL ENVIRONMENT: A MUST TO KNOW IN EDUCATIONAL PLANNING

by:

MA. FE TERESA T. PEÑAFLOR
School Principal II, Dinalupihan Elementary School

DepEd is globally recognized to develop functionally literate and God-loving Filipinos. For us to produce well-rounded learners, we need to have well rounded teachers. How can we produce well-rounded teachers? One way is through evaluating or assessing the kind of workers or people that we have in our organization. Before identifying the SPAT, you must determine what kind of workers you have, whether they belong in the Talent Group, Potential Group, Solid Group and Dead Woods.

After determining the kind of people that you have, you can now formulate your SPAT (Strategies, Programs, Activities and Tasks) that would match the capabilities, competencies, values and attitudes of the people in the organization.

In addition to this, school heads must ensure that all the resources whether financial or human, must be utilized well. Examples of financial resources are the funds coming from the MOOE, SEF, PTA Donations, etc. While human resources refer to our manpower or the people in our organization who are vital in the attainment of our goals and objectives, these resources must be assessed properly to see to it if they are efficiently, economically and effectively utilized.

As school heads, we must identify these processes in planning to ensure a disciplined and consistent approach to analysis and decision making. These processes include planning, programming, budgeting, organizing, staffing, implementing, evaluating, controlling, coordinating, monitoring, leading, directing, relating compensating and rewarding. These elements are all needed in the realization of the objectives and see to it
that these are all practiced. The school head must gauge whether or not they are crafted, carried out, coordinated, monitored and conducted well as to their effectiveness.

An organization’s strength lies not just within itself but the network of organizations it is linked with. An organization that remains an island to itself is not likely to win out in the long run. The school head must know how to mingle with the stakeholders because these people contribute in the attainment of the school’s objectives.

References:
