

Fostering Professional Growth: Empowering Teachers at Lala National High School

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As the head of Lala National High School, I have always held the view that a school's real power is found in the caliber, skill, and enthusiasm of its faculty. It has been my goal to support and promote our educators' professional development to guarantee ongoing progress and maintain quality.

Professional development is a perpetual process of learning, reflection, and transformation, rather than a singular event. At Lala National High School, we foster an environment that motivates educators to learn, lead, and innovate. We are of the opinion that the growth of instructors leads to the growth of students, and the entire school community experiences prosperity.

Promoting professional learning communities (PLCs) within the school is one of our main goals. Teachers share ideas, tackle classroom difficulties, and share best practices through peer mentoring programs, learning action cells (LACs), and collaborative planning sessions. In addition to improving teaching methods, these exercises foster teamwork and friendship.

We also support our teachers' pursuit of training, scholarships, and further education. For participants in graduate programs or professional development seminars, the administration offers flexible scheduling, moral support, and recognition. Numerous of our educators have earned advanced degrees, participated in national conferences, and even given resource talks. They have returned with insightful knowledge that enhances the teaching-learning process.

Furthermore, we celebrate excellence through recognition and motivation programs. Commending teachers for their accomplishments, whether in academic performance, research, or community involvement, fosters a culture of appreciation and professional pride. This motivates others to excel and to see growth as both a personal and collective responsibility.

As a leader, I also make it a point to provide coaching and mentoring to both new and seasoned teachers. By giving constructive feedback, acknowledging their efforts, and providing opportunities for leadership roles, we help teachers discover their potential and build confidence in their craft.

In conclusion, fostering professional growth among teachers is more than a leadership duty—it is a commitment to the future of education. At Lala National High School, we continue to nurture a culture of lifelong learning where teachers feel valued, empowered, and inspired to give their best for every learner they serve.

**My Journey as School Head of an Implementing Unit Institution:
The Lala National High School Story
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It has been a demanding and rewarding experience to lead Lala National High School, one of the Implementing Unit (IU) institutions in the Division of Lanao del Norte. As the principal of one of the biggest secondary schools in the province, I have seen firsthand how a school community can be transformed through strong leadership, teamwork, and financial discipline.

When Lala National High School was granted Implementing Unit status, it marked a significant milestone in the school's history. The shift to IU operations meant that the school could manage its own financial resources directly, an opportunity that came with greater responsibility, accountability, and transparency. From that moment, I knew that leading an IU institution required not just administrative competence but also a clear vision and strong governance.

Creating a shared accountability culture among school staff was one of the first issues I encountered. From planning and budgeting to implementation and reporting, managing funds and resources locally required teamwork. The teaching and non-teaching personnel started to recognize their responsibilities as partners in maintaining the IU system through appropriate orientation, openness, and participatory management.

Building stronger relationships with stakeholders, particularly the Local Government Unit (LGU), the Parent-Teacher Association (PTA), and the larger community, has been another important part of my journey. Lala National High School has effectively completed infrastructure projects, upgraded facilities, and encouraged student participation in regional and national contests thanks to their assistance. These collaborations serve as a reminder that school leadership is a collective mission rather than a solo pursuit.

As a school head, I have also learned that being part of an IU institution means balancing financial management with instructional leadership. Beyond overseeing budgets, my primary focus remains on improving learning outcomes and ensuring that every decision, whether financial or administrative, ultimately benefits our learners.

My journey continues to be one of growth, service, and commitment. Leading Lala National High School as an Implementing Unit school has taught me that true leadership is about empowering others, building trust, and ensuring that every peso and every effort are dedicated to one purpose: delivering quality, inclusive, and transformative education for all.

Lala National High School: A Model of Strong School Leadership and PTA Collaboration

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Lala National High School continues to stand out not only for its growing student and Teacher population, but also for its exceptional partnership between school leaders and the Parent-Teacher Association (PTA). This collaboration has significantly contributed to the school's development, serving as a powerful example of shared leadership in action.

At the forefront of this partnership is Hon. Ceasar Yap Jr., the current Federated PTA President and former Vice Mayor of the Municipality of Lala. Under his leadership, the PTA has provided unwavering support to LNHS through years of active involvement in academic development and student empowerment programs.

The PTA, in close coordination with the school administration, has initiated and funded numerous project such as procuring 18 sets of 50 inches Television for the classrooms, Assessment Centers for Bookkeeping and Bread and Pastry Production, covered walk repair, expansion of Open Gym stage and other essential structures that enhance the safety and learning environment for students. These efforts are not just contributions, but investments in the future of the school and the wider community.

Equally remarkable is the PTA's role in financing student participation in academic, cultural, and athletic events, from the school level all the way to regional and national competitions. Their consistent financial and moral support has made it possible for students to represent LNHS with pride and excellence without being burdened by economic limitations. Whether it's campus journalism, sports meets, scouting, or academic fairs, the PTA ensures that no deserving student is left behind.

This strong collaboration is founded on mutual trust, transparency, and shared accountability. School leaders value the PTA as active stakeholders, involving them in planning, decision-making, and implementation of school programs. In turn, the PTA, under the leadership of Hon. Yap, recognizes the importance of responsive and visionary school management.

In conclusion, the partnership between Lala National High School's administration and the PTA, anchored by Hon. Ceasar Yap Jr.'s leadership, demonstrates how community involvement and school leadership can work hand in hand to overcome challenges and promote excellence. LNHS stands today not only as the biggest secondary school in the province, but also as a beacon of collaborative success, an inspiring model for other schools in the district and beyond.

**Steering Through the Complexities of School Leadership at LNHS:
The Largest Secondary School in Lanao del Norte**
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Lala National High School (LNHS), located in the heart of Lanao del Norte, is recognized as the largest secondary school in the province. With an enrollment of over 5,000 students and a workforce of more than 200 teaching and non-teaching personnel, the school stands as a beacon of educational access and opportunity. However, leading such a massive and diverse institution comes with a unique set of challenges that require strong, culturally sensitive, and strategic leadership.

One of the most pressing challenges is managing scale. Coordinating class schedules, supervising multiple departments, and ensuring the effective delivery of the curriculum across all grade levels can be logistically complex. Maintaining quality teaching and learning while addressing large class sizes and limited resources demands constant innovation and adaptability.

Another significant challenge lies in managing the diverse human resource pool. With over 200 personnel from different backgrounds and areas of expertise, school leaders must foster teamwork, encourage professional development, and maintain open lines of communication. Ensuring that every teacher feels valued and supported is vital in sustaining a positive and productive school environment.

LNHS also serves as a microcosm of cultural and religious diversity, accommodating students and staff from various faiths, particularly Christians and Muslims. Promoting mutual respect and inclusivity while honoring religious practices and traditions requires thoughtful policies and culturally responsive leadership. Celebrations, learning materials, and even schedules must reflect this diversity to build a strong, respectful, and united school community.

Additionally, student discipline and engagement become more challenging in such a large and mixed-population setting. The school must implement clear, consistent behavior policies while also providing ample opportunities for student involvement in leadership, values formation, and extracurricular programs. Guidance services, peer mentoring, and values education play a critical role in supporting student development.

Lastly, infrastructure limitations and resource gaps are constant hurdles. The school leadership must work closely with the Department of Education, local government units, and community stakeholders to secure funding, improve facilities, and ensure a safe and conducive learning environment.

Despite these challenges, Lala National High School continues to thrive under committed leadership and a shared vision of providing quality, inclusive, and equitable education for all. It remains a proud model of resilience and innovation in the face of complexity, truly worthy of recognition in the educational landscape of Lanao del Norte.

Leadership Management at Lala National High School: Navigating Excellence in a Large Institution

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It takes visionary leadership and extraordinary organizational abilities to run a huge educational institution like Lala National High School. The school serves over 5,000 students and employs more than 200 teaching and non-teaching personnel. The sheer scale of the school presents unique challenges that demand a strategic and collaborative approach to leadership management.

At the helm of Lala National High School, effective communication is paramount. With thousands of students and a large faculty, clear and transparent communication channels are essential to ensure everyone, from teachers and students to parents and community stakeholders, are aligned with the school's goals. The school leadership team fosters a culture of openness by regularly holding meetings, conducting surveys, and utilizing digital platforms to share updates and gather feedback.

Organizational management in such a vast setting involves meticulous planning and delegation. I work closely with my two assistant principals, department heads, and administrative officers to oversee various aspects like curriculum implementation, student discipline, infrastructure maintenance, and extracurricular activities. This distributed leadership structure empowers different units within the school to function efficiently, allowing us to focus on strategic decision-making and long-term vision.

Fostering a strong and inclusive school culture is a priority at Lala National High School. With a diverse student body, we promote values of respect, inclusivity, and collaboration. Programs that celebrate cultural diversity and encourage student participation help build a sense of belonging despite the school's large size. Similarly, recognizing teacher achievements and providing opportunities for professional development motivate staff to perform at their best.

Academic excellence is the cornerstone of leadership at Lala National High School. We use data analytics to monitor student performance, identify gaps, and implement targeted interventions. Continuous teacher training ensures the adoption of innovative teaching methods aligned with national standards. By setting clear expectations and supporting both students and teachers, the school maintains a high level of academic achievement.

Finally, adaptability is essential. I remain responsive to educational reforms, technological advancements, and community needs, guiding Lala National High School with resilience and foresight.

In summary, my leadership management at Lala National High School is defined by strategic communication, efficient delegation, a strong community culture, and a relentless pursuit of academic excellence, ensuring the success and growth of one of the region's largest educational institutions.