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Performance Evaluation of the School Health Personnel: Its Implications to Public Health Management

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Abstract: The study evaluated the performance of the school health personnel in the Department Education - of Tarlac Province during the 2013-2014, 2014-2015 and 2015-2016.

The evaluation study used input-output evaluation model. It further utilized the evaluation scale, interview and observation to facilitate the data gathering. Records and data from the School Health Section of DepEd-Tarlac Province and Basic Education Information System (BEIS), DepED memoranda and orders were used as sources of data. Tables were utilized to analyze the data.

The study found out that a significant majority of the school health personnel have very satisfactory rating for three school years. 2013-2016 while the ratio of nurses to the pupils being served was 1,000 - 10,000 while for dentists and dental aides are 16,000-30,000 learners. There were problems encountered by the school health personnel which could be addressed will facilitate the improvement of delivery of the health and nutrition services, implementation of the health and nutrition programs and public health management as well.

Key Words: Performance Evaluation, School Health Personnel, Public Health Management, School Health and Nutrition Programs

1. Introduction

The school health personnel are non-teaching personnel of the Department of Education responsible for the health and nutrition of the learners, therefore, the performance of the school health personnel is very vital in the promotion and maintenance of the health and nutrition of the learners through the implementation of the health and nutrition programs and provision of the school health and nutrition services to the education populace.

According to American Nurses Association & National Association of School Nurses, (2011), the role and the importance of the school health personnel have been recognized in the school setting.

According to the American Nurses Association & the National Association of School Nurses, the registered professional school nurse is the leader in the school community to oversee school health policies and programs.

In the Philippines, the Department of Education particularly the school health unit was composed of the school health personnel, their role in the promotion of health to pupils facilitates learning. The school health personnel are responsible for the delivery of the medical, dental and nursing services to the learners. These personnel conduct school visitation to perform the medical and nursing services and implement health and nutrition programs to the learners.



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According to DepED Order No. 65, s. 2009, education and health are interrelated. Academic performance of the pupils and instructional outcomes are determined by the quality of health of the school children. Unhealthy children cannot develop their full potential which may result in high drop-out rates and low academic performance.

With the current rationalization program of the government as per DepED Order No. 53, s. 2013 – the approval and implementation of the 2013 DepED Rationalization Program, which affected the staffing pattern of the school health personnel, individual performance review and commitment form (IPCRF) particularly its objectives and among others.

According to DepED Order No. 12, s. 2013 - Performance- Based Bonus (PBB) based on the performance of an employees, the school health personnel as one of the government employees, their performance is being evaluated regularly for performance enhancement and incentives and subject for PBB.

Due to lack of research in this area indicates a high likelihood that this study may contribute significantly to the body of knowledge in the area of performance evaluation of the school health personnel. This study sought to develop corrective measures to reinforce good work performance and eventually eradicate inefficiency in performing their duties and responsibilities.

1.1 Statement of the Problem

This study aimed to evaluate the performance of school health personnel in the Department of Education – Tarlac Province: Implications to Public Health Management.

It specifically sought to answer the following questions:

1. What is the performance of the school health personnel?
2. How are the schools being served evaluated as to:
 - 2.1.1 ratio of school health and nutrition personnel to the pupils being served.
 - 2.1.2 accomplishments:

- 2.2.1 dental health program
- 2.2.2 school health nursing program

3. What are the problems encountered by the school health and personnel in the delivery of health and nutrition services?
4. What are the implications of the study to public health management?

1.2 Significance of the Study

This study aimed to evaluate the performance of the School Health Personnel in the education populace so that better health and nutrition services would be rendered to the pupils, the future leaders of the country. Furthermore, this study would be very significant in providing updated data needed in laying out better plans, valuable suggestions and recommendations that could pave the way for the enhancement of the performance of the school health and nutrition personnel in the department for the succeeding years.

To the Department of Education. The findings of this study may provide feedback and updated data needed in the formation of programs and policies that will support the school health and nutrition personnel in the performance of their duties and responsibilities.

To the School Administrators. The output of the study would provide the basis for their support to the school health and nutrition personnel in the performance of their duties and responsibilities.

To the Community. This study could provide information, deeper understanding, appreciation and recognition of the value of the performance of the school health and nutrition personnel in the promotion of health and nutrition to the education populace particularly, the pupils.

To the Pupils. since the goal of the study is to evaluate the performance of the school health and nutrition personnel; the pupils are the beneficiaries



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of such performance, better quality of school health and nutrition services would be rendered to them.

Generally, the result of this study would serve as a basis and guide for the government planners and policy makers in formulating better policies to cope with the needs of the society in terms of human resources management and development especially for School Health and Nutrition Personnel to make them better instruments in achieving healthy and competitive pupils, the future nation builders.

2. Methodology

2.1 Type of Study

This study used the Input-Output evaluation model. The researcher utilized the four types of research tools, namely; Evaluation Scale, Documentary Analysis, Interview and Observation.

The study was delimited to School Years 2013 - 2016.

2.2. Participants

The respondents were composed of 7 dentists, 13 nurses 2 dental aides who were employed as permanent in the Department of Education in Tarlac Province for the last 3 years. Total enumeration was done in the study.

2.3 Paradigm of the Study

The study focused on the Evaluation of the Performance of the School Health and Nutrition Personnel of the Department of Education – Tarlac Province. The Input-Output Evaluation model was used in the study.

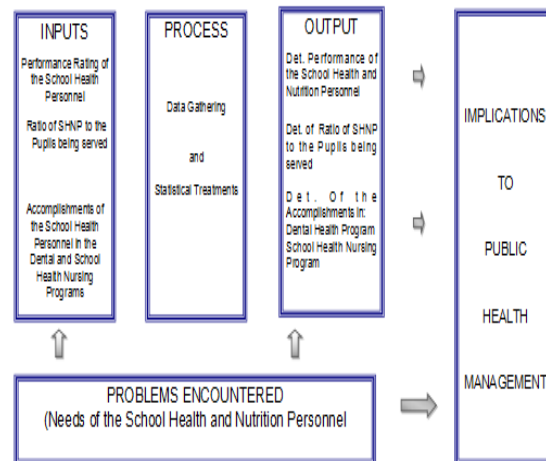
It is believed that the performance of the School Health and Nutrition Personnel may relate to their ratio of school health personnel to the learners being served and the problems encountered that needs to be addressed.

From the results of the study, a proposed plan of action was developed to improve and enhance

further their performance which could serve as inputs to human resources and management and development. Implications to Public Health Management were also drawn.

2.4 Conceptual Framework

The study used the Input-Output evaluation model.



2.5. Data Analysis

Frequency counts and percentage were used during data analysis.

3. Results and Discussion

3.1 Performance Rating of the School Health Personnel

The performance of the school health personnel was regularly evaluated using the Performance Appraisal System (PAS). The Performance Appraisal System for the Administrative Group (PASAG-OFFICERS 1 or Equivalent Positions) The PASAG was used till SY 2013-2014 while the Results - Based Performance Management System (RPMS) using the Individual Performance Commitment and Review Form (IPCRF) was used for SY 2014-2016.



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Table 1. Performance Rating of the School Health Personnel

Performance Rating	SY 2013-2014 (PASAG)		SY 2014-2015 (RPMS)		SY 2015-2016 (RPMS)	
	F	%	F	%	F	%
Outstanding	1	4.55	3	13.64	1	4.55
Very Satisfactory	21	95.45	19	86.36	21	95.45
Total	22	100.00	22	100.00	22	100.00

The table revealed that a significant majority of the school health personnel have very satisfactory rating for school years 2013-2016. This could be attributed to the support of the division office personnel, program administrators (school heads) program implementers (teachers) and program beneficiaries (learners) in the delivery of the health and nutrition services and implementation of the health and nutrition programs to the learners in the division.

3.2 Ratio of the School Health Personnel to the Pupils Being Served

According to the Health and Nutrition Center 2008 Annual Accomplishment Report, the standard ratio of the School Health and Nutrition Personnel is 1:5,000 pupils. At present, the ratio of the School Health Personnel depends on the total enrollment of the division and it is being divided to each personnel.

Ratio of Dentists and Dental Aides to Pupils Being Served

The ratio of the dentist and dental aides to the pupils being served were 16,000- 30,000 pupils. This is due to the effect of streamlining or rationalization in which only 8 items for the dentist in big division and items for dental aides became co-terminus.

Ratio of Nurses to the Pupils Being Served

The ratio of nurses to the pupils being served was 1,000 - 10,000, quite smaller than the dentists and dental aides because of more permanent items for nurses in the division and the hiring of additional nurses.

3.3 Accomplishments

Dental Health Program

The dental health program aims to promote and maintain good oral health of the school population through the prevention and control of dental diseases. The program must provide sound methods for improving dental health and a total commitment of school dentist for the total development of the child's oral health.

The dentists roles and responsibilities in the program implementation were the following: to conduct school visitation to monitor the implementation of the dental health programs such as school visitation, oral examination, tooth extraction, dental health education, oral propylaxis, assisted in toothbrush drills, annual physical examination of teaching and non-teaching personnel and record and report of all dental health activities

There was 61-80% or highly attainment of the components of the dental health program in terms of health and nutrition education, health and nutrition services, healthful school living and school-community coordination for health and nutrition due to untiring support of the teaching force at the school despite the insufficiency of dental supplies, anesthesia, oral prophylaxis instruments and apparatus and health and nutrition facilities. The teaching force were able to provide improvised health and nutrition facilities such as health and treatment corner in every rooms, tippy tap handwashing and toothbrushing facility or utilization of the lavatory in every room and reviving the herbal plant garden for use in dental treatment.

School Health Nursing Program

The school health nursing program aims to provide quality nursing service and education to develop the child physically, mentally, socially and spiritually healthy to become a productive, self-reliant and responsible member of society.



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The nurse roles and responsibilities in the implementation of the school health nursing program are the following: conduct health lectures/talks to classes, health inspection, assists in the conduct of nutritional status assessment and eye screening of learners, facilitator and judge in health and nutrition activities, inspect the cleanliness and functionality of the school facilities such as water, toilet and handwashing and toothbrushing facilities, inspect the cleanliness of the school environment, monitoring of feeding and attend in the school-community health related activities.

There was 81-100% or full attainment in the implementation of the components of the school health program in terms of health and nutrition education, health and nutrition services, healthful school living and school-community coordination for health and nutrition due to the untiring support of the teachers and district supervisors to promote health and nutrition education in the schools on health promotion and disease prevention through lectures, talks to classes and conduct of handwashing drill, support and collaboration with the parents teachers association (PTA's) non-government organization (NGOs) and other private individuals, the teachers were able to augment the resources needed to provide a healthful school living and a conducive learning environment to pupils and students, support and dedication of the teachers, the principals and the district supervisors to promote and maintain the healthful school living of pupils and students and maintain the school community coordination for health and nutrition. In addition, it was due to the community assemblies and seminar in the school level which could be a very good venue for the dissemination of the information of the health and nutrition programs and projects to parents, non-government organizations and other agencies.

3.4 Problems Encountered by the School Health Personnel

The school health personnel in the delivery of the health and nutrition services and implementation of the health and nutrition programs encountered problems such as inadequate

medicines and vitamins and inadequate number of functional clinics were considered always a problem while inadequate number of detecto weighing scale; inadequate equipment, apparatus and instructional materials to be used in health and nutrition education & services and inadequate traveling allowance were considered almost always a problem.

3.5 Implications to Public Health Management

The results of the study particularly the school health personnel's ratio to the pupils being served and problems encountered were some of the factors that need to be addressed in the Department of Education particularly in the division offices. On the other hand, these factors could be used as inputs for better planning and development especially in improving governance within the department and within other health institutions. Furthermore, well-developed human resources, better policies for good governance of the health institutions can facilitate a successful delivery and implementation of health and nutrition services and programs. The success could help the government on its fiscal administration particularly on the budget allotment in public health management.

4. Conclusions

The following conclusions were drawn from the summary of findings of the study.

1. A significant majority of the school health personnel have very satisfactory rating for school years 2013-2016.
2. The ratio of nurses to the pupils being served was 1,000 - 10,000 while for dentists and dental aides are 16,000-30,000 learners.
3. There were problems encountered by the school health personnel such as inadequate medicines and vitamins and inadequate number of functional clinic were considered always a problem while inadequate number of detecto weighing scale; inadequate equipment, apparatus and instructional materials to be used in health and nutrition education &



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4. services and inadequate traveling allowance were considered almost always a problem.

5. Recommendations

Based on the findings and conclusions, the following recommendations are given:

1. The school health personnel in the Department of Education should be retained to promote and maintain the health and nutritional status of the pupils and teachers through the delivery of health and nutrition services and implementation of the health and nutrition programs..
2. The current rationalization plan of Department of Education has trimmed down the number of nurses, dentists and dental aides. In this regard, the Department of Education at the division level could increase the number of dentist and dental aides through hiring as job order to cover up the needs for the said personnel. However, the district supervisors and school principals can maximize the availability of nurses serving in the schools through proper coordination in the health and nutrition section and request for an additional nurse. They can do this by submitting a Project Proposal to the Local Government Units (LGU's) through Local School Board (LSB).
3. The school health personnel in DepED-Tarlac Province should continue to enhance and improve their performance from very satisfactory to outstanding for higher Performance Based Bonus and for promotion for other items in the division.
4. The school health and nutrition personnel should conduct a periodic evaluation on the attainment of accomplishment of the dental and school health nursing program quarterly at the division level.
5. The schools division superintendent, accountants and the school health and nutrition personnel should schedule a meeting or dialogue to address the problems on travelling allowance, magna carta and release

of hazard pay in the division level, taking into account the importance of these benefits as motivators and to augment the needs of the personnel in the delivery of health and nutrition services and implementation of the health and nutrition programs

6. The nurse-in charge of the districts should assists the principals in the procurement of the most used medicine and vitamins of pupils in the school.
7. The schools division superintendent should continue to propose the construction of classroom in the schools so that the decreasing number of functional clinics could be addressed.
8. The schools division superintendents, district supervisors and principals should ask assistance from the Local Government Units (LGU's) for congressional funds for the construction of functional clinics in the schools of the division.
9. The school division superintendent should ask assistance from the Provincial School Board (PSB) while the district supervisors and school principals will request assistance from the Local School Board (LSB), Parents Teachers Association (PTA) and non-government organizations for detecto weighing scale for each school in the division.
10. The head of the school health and nutrition personnel should facilitate the equal distribution of the areas of assignment taking into account the zoning of the areas according to the residence.

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