Trinity College of Quezon City
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ENHANCING THEOLOGICAL EDUCATION'S VIABILITY THROUGH CLERGY GRADUATES' WORK PERFORMANCE : INPUT REFERENCE FOR A FIVE-YEAR DEVELOPMENT PLAN

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ABSTRACT

A. Title: **ENHANCING THEOLOGICAL EDUCATION'S VIABILITY THROUGH CLERGY GRADUATES WORK PERFROMANCE: INPUT REFERENCE FOR A FIVE-YEAR DEVELOPMENT PLAN.**

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F. **Rationale:**

Cognizant of the effects wrought by change, this study aims to determine the viability of the theological education programs of St. Andrew's Theological Seminary and Aglipay Central Theological Seminary as institutions of theological education, training, and ministerial formation through the work performance of their clergy graduates serving the Iglesia Filipina Independiente, with the hope that the results of this study will serve as an initial step in

reshaping and improving the orientation and direction of the theological education programs of the IFI seminaries.

B. Statement of the Problem:

1. What is the assessment of the three groups of respondents in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness as to the level of work performance of SATS and ACTS clergy graduates, when their demographic profile, such as age, civil status, number of children, and economic status, are considered?
2. Is there a significant relationship between the assessment of the three respondent groups in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness as to the level of work performance of clergy graduates, and their demographic profile, such as age, civil status, number of children, and economic status?
3. What is the extent of the level of work performance of SATS and ACTS clergy graduates in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, when assessed by the

three groups of respondents, categorized as laymen, women, and youth, of their parish congregations?

4. What is the assessment of the three groups of respondents in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, as to the level of work performances when clergy graduates of SATS and ACTS are grouped based on the academic year they graduated?
5. Is there a significant difference in the assessment of the three groups of respondents in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, as to the level of work performance when clergy graduates of SATS and ACTS are grouped based on the academic year they graduated?
6. What is the assessment of the three groups of respondents in the fourfold criterion requirements, namely that of effectiveness, responsiveness, adequacy, and appropriateness, as to the level of work performance of SATS and ACTS clergy graduates?
7. Is there a significant difference in the assessment of the three groups of respondents in the fourfold criterion requirements, namely effectiveness,

responsiveness, adequacy, and appropriateness, between SATS and ACTS clergy graduates in terms of the level of their work performance?

8. Which of the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness, stands out as the strength(s) of SATS and ACTS theological education programs?
9. In the light of the results of this study, what are the objectives of the five-year development plan for SATS and ACTS and the means of attaining them in terms of curriculum, method of teaching, faculty, library, and physical plant and facilities development?

C. Null Hypotheses:

1. There is no significant relationship between the assessment of the three respondent groups in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness as to the level of work performance of clergy graduates, and their demographic profile, such as age, civil status, number of children, and economic status, are considered.

2. There is no significant difference in the assessment of the three groups of respondents in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, as to the level of work performance, when clergy graduates of SATS and ACTS are grouped based on the academic year they graduated.
3. There is no significant difference between SATS and ACTS clergy graduates work performance when assessed by the three groups of respondents in the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness.
4. None of the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness stands out as strength of SATS and ACTS theological education programs.

D. Methodology:

This study utilized the normative analytic type of research. The cluster sampling of laymen, women, and youth of the parish congregations of the selected clergy graduates of SATS and ACTS serving the Iglesia Filipina Independiente constituted the subjects, or units, of analysis of this study.

The participant clergy graduates, and or their spouses answered the demographic profile, and were counter checked through documentary analysis. The laymen, women, and youth of the clergy graduates congregations assessed the work performance of the selected clergy graduates.

The items of the questionnaire centered on the clergy graduates work performance in the areas of effectiveness, responsiveness, adequacy, and appropriateness. A panel of experts validated the questionnaire.

E. Statistical Treatment:

The descriptive data were analyzed through the descriptive statistic of percentages, standard deviation, and mean. The weighted mean was used to measure the level of work performance of the clergy graduates.

The ***Pearson R*** was used to determine the relationships between the demographic profile of clergy graduates and the fourfold criterion requirements, such as effectiveness, responsiveness, adequacy, and appropriateness. To ascertain whether or not, there is a significant difference in the respondents' assessment in terms of the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, as to the level of work performance when clergy graduates of SATS and

ACTS are grouped based on the academic year they graduated, the ***Random Block ANOVA*** was used. In determining further whether there is a significant difference between the work performance of SATS and ACTS clergy graduates in the areas of effectiveness, responsiveness, adequacy, and appropriateness, the ***t-test*** was utilized. Moreover, in knowing whether any of the fourfold criterion requirements stands out as strengths of SATS and ACTS, the ***highest weighted average mean*** was used.

F. Findings:

1.a. Data revealed that when SATS clergy graduates' demographic profiles are considered, their level of work performance in terms of age is "to a great extent"; in terms of civil status, "to a great extent"; in terms of the number of children, "to a great extent"; and in terms of economic status, still "to a great extent," when the total weighted mean scores of the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, are taken together.

1.b. For ACTS, data also revealed that when clergy graduates demographic profile are considered, their level of work performance in terms of age is "to a great extent"; in terms of civil status, "to a great extent"; in terms of the number of

children, "to a great extent"; and in terms of economic status, still "to a great extent," when the total weighted mean scores of the fourfold criterion requirements, namely effectiveness, responsiveness, adequacy, and appropriateness, are taken together.

2. Data revealed that in the combined SATS and ACTS clergy graduates demographic profiles there was a significant relationship between age and the criterion requirements of effectiveness; however the correlation was low and positive. Between age and the criterion requirements of responsiveness, adequacy, and appropriateness, the correlations were negligible and positive.

Between civil status and the criterion requirements of effectiveness, adequacy, and appropriateness, the correlations were negligible and positive. Between civil status and the criterion requirement of responsiveness, correlation was negligible and negative.

Between the number of children and the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness, correlations were all negligible and negative.

3. The level of effectiveness, responsiveness, adequacy, and appropriateness of the work performance of SATS clergy

graduates when assessed by the three groups of respondents, categorized as laymen, women, and youth, were all consistent "to a great extent," while the level of effectiveness, responsiveness, adequacy, and appropriateness of the work performance of ACTS clergy graduates in the assessment of the three groups of respondents, were also consistent "to a great extent."

However, some detailed findings suggest that there were still big room for improvements for both SATS and ACTS theological education programs, specifically on the development of competencies in addressing the problems posed by change (contextualization).

4. The respondents' assessment showed that the level of work performance of SATS clergy graduates of 1984 in terms of the fourfold criterion requirements was consistent "to a great extent"; the 1987 clergy graduates was also consistent "to a great extent"; the 1990 clergy graduates was "to a moderate extent"; and the 1993 clergy graduates was "to a great extent." For 1996 there were no selected clergy graduates. Overall when the total weighted mean scores of all the clergy graduates are taken together, the level of work performance was "to a great extent," while for ACTS clergy graduates the respondents'

assessment as to the level of work performance of the 1984 clergy graduates in terms of the fourfold criterion requirements was consistent "to a great extent"; the 1987 clergy graduates was "to a great extent"; the 1990 clergy graduates was "to a great extent"; and the 1996 clergy graduates was also consistent "to a great extent." For the 1993, there was no clergy graduate, hence, no entry. Overall when the total weighted mean scores of all the clergy graduates are taken together, the level of work performance was "to a great extent."

5. Data showed that the computed value of F is > than the tabular both at .05 level of significance and at .01 level of significance; thus there was no significant difference in the respondents' assessment in terms of the fourfold criterion requirements as to the level of work performance of SATS and ACTS when they are grouped based on the academic year they graduated.

6. The respondents' assessment revealed that the level of work performance of SATS clergy graduates in terms of the fourfold criterion requirements was "to a great extent," while that of ACTS the respondents' assessment also showed that the level of their work performance in terms of the fourfold criterion requirements was "to a great extent."

7. Results of the t-test on each of the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness showed that the computed value of P were all > .05; thus there were no significant difference between SATS and ACTS clergy graduates level of work performance in terms of each of the criterion requirements.

8. Result of the study showed that the criterion requirement of appropriateness slightly stands out among the other criterion requirements as the strength of SATS, while the criterion requirements of effectiveness and appropriateness stand out as ACTS strengths by registering an identical weighted average mean.

9. The results of the study points to several identified areas by which it will help contribute to the five year development plans of SATS and ACTS.

a. In terms of ***curriculum***, the result suggests that there's a need for a re-designing of the curriculum, giving more emphasis on contextualization. Moreover, results of the study can further help by suggesting the need to offer a post graduate course, or a continuing education, for clergy graduates, particularly in the area of addressing the problem posed by change.

b. In terms of ***faculty***, which is also corollary to curriculum, the result of the study suggests the need for a continuing faculty development program. New trends in development and the variegated novelties of change, or globalization, had espouse the need for continuing study, discovery, and exploration, thus the burden and the greater challenge that lies on the shoulder of faculties who are tasked to equip future ministers with new knowledge, skills, and abilities.

c. In terms of ***library***, the result of the study also suggests the procurement and acquisition of reading materials, such as books, journals, articles, more specifically interdisciplinary studies made in the fields of religion and society, science and technology and religion, which are more helpful in the field of contextualization.

d. In terms of ***physical plant development***, or facilities results also suggest the need to set aside a place for research center, if not putting up a research center purportedly for the discovery and production of new knowledge.

G. Conclusions:

1. Since data on the demographic profile of both SATS and ACTS clergy graduates reveal that their level of work performance are all "to a great extent," therefore it is concluded that SATS and

ACTS theological education programs are indeed effective, responsive, adequate, and appropriate.

2. Since there was no definite and uniform correlation proven by the present study between SATS and ACTS clergy graduates demographic profiles and their level of work performance in terms of the fourfold criterion requirements, then there is a need to further explore the relationships of the fourfold criterion requirements with other variables more closely identified with viability.

3. In as much as the assessment result of the three groups of respondents showed that both SATS and ACTS clergy graduates have received a "to a great extent," level of work performance in the fourfold criterion requirements, therefore it suggests that SATS and ACTS theological education program were "to a great extent" effective, responsive, adequate, and appropriate, thus viable.

4. Data showed that in the respondents' assessment on the level of work performances of the 1984, 1987, and 1993 SATS clergy graduates were all "to a great extent," and the 1990 clergy graduates was "to a moderate extent," and since the total weighted average mean scores of all the groups of SATS clergy graduates when taken together yielded a "to a great extent" over-

all level of work performance, it therefore suggests that SATS theological education program was "to a great extent" effective, responsive, adequate, and appropriate, hence, viable. Also, in as much as the respondents' assessment showed that the level of work performances of the 1984, 1987, 1990, and 1996 clergy graduates of ACTS were all "to a great extent," therefore it also suggest that ACTS theological education programs is indeed "to a great extent" effective, responsive, adequate, and appropriate, hence viable. However, some detailed findings in both SATS and ACTS clergy graduates further revealed that there were clergy graduates who received a "to a moderate extent" level of assessment, hence, it suggest that there were still wide room for improvement for both SATS and ACTS theological education programs.

5. Since the computed value of F is > than the tabular both at .05 level of significance and at .01 level of significance, therefore the null hypothesis was affirmed.

6. In as much as the respondents' assessment reveal that the level of work performance of SATS and ACTS clergy graduates in terms of the fourfold criterion requirements were both "to a great extent," therefore it implies that both SATS and ACTS theological

education programs were "to a great extent" effective, responsive, adequate, and appropriate, thus viable.

7. Since result of the t-test showed that the computed value of P in each of the criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness were all > .05; therefore the null hypothesis was affirmed.

8. Since the criterion requirement of effectiveness stands out among the other criterion requirements in the respondents' assessment for SATS, and the criterion requirements of effectiveness and appropriateness for ACTS, therefore the null hypothesis was rejected.

9. In light of the results of this study, the objectives of the five-year development plan for SATS and ACTS therefore include the following: curriculum revision or modification, holistic method of teaching, continuous faculty development, and the setting-up of a research center.

H. Recommendations:

1. Seminaries and schools of theology are important resources in shaping and improving the moral quality of the citizens of the nation through their clergy graduates. It is recommended that a curriculum for a post-graduate course, or a continuing theological education, be designed and subsequently be offered

by the seminaries to their graduates. Further, curriculums for the undergraduate degrees should also be revised giving more focus on contextualization.

2. In as much that the proven correlation between SATS and ACTS clergy graduates work performance and their demographic profiles was negligible, positively and negatively, the recommendation is hereby made to further explore other demographic profiles, or variables, such as education and occupation of parents of clergy graduates, Intelligence Quotient, Emotional Quotient, and level of self concept, that are more closely associated with viability.

3. Seminaries need a re-examination of their theological education programs' viability. In their re-examination, it is recommended that clergy graduates performance be considered. In their consideration, they may discover whether the inculcated, knowledge, skills, and abilities are well imbibed by their graduates. Thus, they may serve better the need of the churches as well as society. This can be made possible through: a) a continuous upgrading of curriculum, b) continuous faculty development through study and research, and post graduate work in order to keep abreast with the times, c) a continuing procurement of new reading materials, and d) the setting up of

research or study centers, thus enhancing the achievement of the seminaries' goals, mission, and objectives.

4. In spite of the "to a great extent" respondents' assessment on SATS and ACTS clergy graduates work performance when they are grouped according to the year they graduated, still findings revealed that some clergy graduates in a specific academic year of graduation suffer some weakness, particularly in terms of the criterion requirement of adequacy. The recommendation therefore follows that of recommendations 1 and 3.

5. Since this study was limited to the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness as indicators of viability, it nevertheless in no way includes work ethics, such as commitment and dedication, of clergy graduates which may be related to the viability of the programs. Further, since factors responsible for the difference in the respondents' assessment as to the level of work performances of SATS and ACTS clergy graduates when grouped according to the year they graduated did not yield any significant result, there is a need to explore and identify more variables that may spell out a significant difference in the respondents' assessment. Hence, a further study may be conducted to include such variables.

6. The study should be replicated in other institutions offering theological education programs, for instance, St. Andrew's Theological Seminary, which has graduates serving the Episcopal Church in the Philippines.

7. Since factors responsible for the difference between SATS and ACTS clergy graduates level of work performances were not clearly identified, the more specific explanation factors need to be ascertained in order to determine the root causes of their weakness.

8. Following recommendations 5 and 7, other criterion requirements may be further explored so as to find more strengths of the theological education programs of SATS and ACTS. Thus, a study ought to be conducted on:

a. the **interrelationships among the criterion requirements** for assessing programs in general and theological education programs in particular pursued in this study viz, effectiveness, responsiveness, adequacy, and appropriateness. It is posited that they are significantly intercorrelated.

b. **Case Studies** on the "to a great extent" and "to a moderate extent" work performance of SATS and

ACTS clergy graduates focusing on the fourfold criterion requirements of effectiveness, responsiveness, adequacy, and appropriateness.

c. The **other criterion requirements** for assessing programs including theological education programs focusing on their implementations which are: social acceptability, understanding the program objectives, capability, commitment, efficiency, feasible solutions to implementing problems encountered, and administrative support, financial and otherwise, to the program (Villamayor-Mendoza, 1998: 246).

9. The results of this study may be disseminated to both SATS and ACTS for their information and reference.

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