

## TALENT DEVELOPMENT PROGRAM MODEL FOR PHILIPPINE SCHOOLS

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### ABSTRACT

This paper aimed to describe talent development program of selected schools in terms of their philosophy/framework, goals/objectives curriculums/programs, services/activities, and pedagogies; and to identify school practices in managing their talent development program, results of which served as basis in the development of a proposed talent development program model for Philippine schools. Following a multiple case study design of a qualitative method of research, the study utilized an intensive array of multiple instruments and information from the participating schools, with the data collected through qualitative interviews, qualitative documents, qualitative observation, and qualitative audio and visual materials. The study found that there were three core components of a talent development program, namely, Program Administration/Leadership, Program Management, and Program Process. The best practices in managing a talent development program were seen in their talent identification/assessment process and strategic planning, talent development, teaching, and training, talent performance management; and, quality assurance, monitoring, evaluation, and enhancement. Based on the result, a proposed talent development program (TDP) model for Philippine schools was developed. For further research, it is recommended that the model on talent development proposed in this study be validated by experts and stakeholders through Focus Group Discussion or Round Table Discussion. After initial validation, it is also recommended that the model be tested for its applicability by developing Talent Development Programs based on the model.

*Keywords:* Education and Teaching, Model, Talent Development, Qualitative method, Philippines