Implementation of School Improvement Plan (SIP) Towards an Enhanced School Performance Model

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Abstract

This study investigated the enhancement of the School Improvement Plan (SIP) and its contributing factors to success in a public elementary school with the aim of proposing an enhanced school performance model. The research systematically assessed the current status of SIP implementation, including its development and the execution of planned activities. Furthermore, it analyzed the extent of teachers' involvement across critical phases: SIP crafting, decision-making, program implementation, and monitoring and evaluation. The study also identified prevailing challenges and opportunities encountered during SIP implementation and examined its impact on learning outcomes, teaching practices, school governance, and the overall school environment. Findings indicated that while the school exhibited strong capacity for participatory planning and evaluation, it encountered difficulties translating this engagement into effective collaborative decision-making and consistent program fidelity. Persistent financial resource shortages emerged as a significant impediment to full SIP realization. Despite promoting instructional autonomy and involving stakeholders in program design, there were notable deficits in systematically integrating digital tools into teaching and in comprehensively sharing insights on program effectiveness. The SIP positively influenced physical safety and fostered professional learning, yet struggled to achieve widespread mastery in core academic competencies and maintain a consistently clean and healthy school environment. Based on these insights, an enhanced school performance model was proposed. This model is meticulously designed to address identified limitations and strategically leverage existing strengths. Key recommendations include formalizing collaborative decision-making processes, optimizing budget allocation to mitigate resource challenges, implementing targeted professional development for effective digital tool integration and knowledge sharing, launching initiatives to improve the school environment and student mastery in core subjects, and systematically operationalizing the proposed model's integrated approach to governance, program implementation, and student-centric development.

Keywords: School Improvement Plan, school governance, digital tool integration, program implementation