



**PROFESSIONAL DEVELOPMENT AND CAREER ADVANCEMENT
OF ELEMENTARY TEACHERS OF LEMERY SUB-OFFICE**

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ABSTRACT

This study examined the professional development and career advancement of elementary teachers in the Lemery Sub-Office, focusing on the role of postgraduate education and other professional development activities. Specifically, it aimed to describe the teachers' profile in terms of age, gender, position, years of service, and educational attainment; assess the extent of professional development in terms of increased knowledge and skills, enhanced productivity and value, and return on investment; determine the relationship between teachers' profile and their career advancement; identify challenges encountered in pursuing professional growth; and propose a development plan based on the findings.

The study employed a descriptive-correlational research design and utilized a researcher-made questionnaire administered to 198 public elementary teachers. Data were analyzed using frequency, percentage, weighted mean, and inferential statistics such as correlation analysis.

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Findings revealed that teachers generally perceived professional development as highly beneficial, particularly in improving knowledge, skills, productivity, and professional value. Seminars, trainings, and collaborative learning activities were found to have immediate and practical impacts, while postgraduate education contributed more to long-term professional growth. However, the relationship between profile variables and career advancement showed varying degrees of significance. The study also identified key challenges, including financial constraints, heavy workload, limited institutional support, and time management issues.

Based on the results, the study concludes that while professional development significantly enhances teachers' competencies and career opportunities, systemic and personal barriers limit its full benefits. Therefore, a comprehensive professional development plan is recommended to support teachers through financial assistance, institutional support, and accessible training opportunities to promote continuous growth and career advancement.

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