



PROJECT IMPACT (INSPIRE, MODEL, PERFORM, APPRECIATE, COLLABORATE AND TRANSFORM): FROM FEEDBACK TO IMPACT IN ENRICHING TEACHING PRACTICE

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ABSTRACT

Purpose

Project IMPACT (Inspire, Model, Perform, Appreciate, Collaborate And Transform) was proposed, implemented, evaluated and analyzed to assess the relationship of the effectiveness of the project which applied the six (6) identified common strategies the school head manifests as her leadership practices such as Inspire, Model, Perform, Appreciate, Collaborate and Transform to the level of teachers' motivation and commitment.

The results and findings of this paper will be used as basis for benchmarking and recommendation for policy makers for adoption.

Design / Methodology / Approach

The 2024 LDNA was analyzed by the proponent to assess the priority development needs of the teachers. Then, Project IMPACT was conceptualized and proposed. Then, validated survey questionnaire was given to teachers through electronic data platform / Google Form to obtain their reflective feedbacks on the implementation of Project IMPACT.

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To assess the effectiveness of Project IMPACT, quantitative method of research was used where frequency and percentage was applied in the analysis of the data.

Findings

In terms of teachers' motivation, the data revealed that the teachers are **highly motivated (90.60%)** and **motivated (8.40%)** this **School Year 2024-2025** than the previous one where **82.40%** were **highly motivated**, **16.40%** were **motivated** and **0.20%** were **moderately motivated**.

Moreover, in terms of teachers' commitment, it revealed that **89.00%** were **highly committed**, **9.80%** were **committed** and **0.20%** were **moderately committed** in School Year 2024-2025 which is higher than the previous school year. In SY 2023-2024, **85.20%** were **highly committed**, **13.60%** were **committed** and **0.20%** were **moderately committed**.

On the other hand, in terms of the level of effectiveness of Project IMPACT, the respondents believe that the project is **highly effective (89.18%)** and **effective (9.82%)** in increasing the teachers' motivation and commitment.

Implications

The findings revealed that teachers believe that Project IMPACT is an impressive way with **89.18%** effectiveness level to increase the level of teachers' motivation and commitment. This implies that the transformational leadership style of the School Head

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through inspiring, modeling, performing, appreciation, collaboration and transforming has significantly helped increase the motivation and commitment of teachers in Dita Elementary School in School Year 2024-2025 with **8.2%** highly motivated increase and **3.8%** highly committed increase than the previous school year.

Value

Through the intensive implementation and monitoring of Project IMPACT, positive result was gained. Teachers believe that the project is effective in increasing the teachers level of motivation and commitment. Therefore, this is viewed to be helpful when benchmarked by other schools and considered by policy makers for possible adoption in the future.

Keywords: *motivation, commitment, feedback, transformational leader*

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