

importantly to structure and appraise their own behaviors and instruments for curriculum and instructional improvement.

PhDEM 302 Managing Employees and Professionals 3 units

This course focuses on the supervision, evaluations, and professional development of personnel and administrators. The topics for study will include preparation, certification, selection, assignment, and promotion of teachers' performance appraisal and professional growth, tenure, academic freedom, membership in professional organizations, and the Code of Ethics for Professional Teachers including their rights and responsibilities.

PhDEM 303 Leadership and Management in Educational Institutions 3 units

The course is designed to provide educational leaders with a solid foundation grounded on research, theory, and interdisciplinary approaches, allowing them to develop their own principles and theories that can serve as consistent guidelines for their management actions. The course focuses on strategic planning and management concepts, as well as their educational applications. Students are expected to have acquired the knowledge and skills required to develop strategic plans for educational institutions.

PhDEM 304 Contemporary and Emerging Theories, Models and Practices in Educational Leadership 3 units

This course exposes the students to new, emerging, and research-based theories and models that may find a significant place and use in leading and managing educational institutions. It provides students the opportunity to get involved in an in-depth and reflective study and analysis of both the theoretical and conceptual bases of these theories and models, and determine their possible application to the management and leadership of educational institutions and other related organizations. In this course, the students are expected to come up with output relative to leadership and management practices with reference to certain theories and models. Students will also gain a thorough understanding of the various issues and concerns concerning the organization, management, and administration of educational technology in a learning environment, as well as be exposed to various types of information and communication technologies and their instructional applications.

PhDEM 305 Organizational Transformation in Global Educational Institutions 3 units

This integrating course allows students to examine global trends and their implications for educational development. Students are expected to create a plan for the organizational transformation of an educational institution or educational system.

ELECTIVE COURSES

PhDMANCOM Management Communication 3 units

This course is designed to introduce students to the theories, principles, and practices of public relations as the management of communication between an organization and the public. It also intends to

help students think strategically about communication and aid them in improving their writing, presentation, and interpersonal communication skills as future managers.

PhDRESCOLL Research Colloquium and Seminar in Research Publication 3 units

This course shall enable the graduate students to make structured and periodic progress on their research papers and comply with PhD in Educational Management program requirements. It enables them as well to complete and finish the research paper in time for formal research presentation and even in journal publication.

INSTITUTIONAL COURSE REQUIREMENT

PhDJANSSEN Janssen's Spirituality II (3 units)

The course is a CHED-approved institutional course provided particularly for students doing graduate courses at the Divine Word College of Calapan. The Janssen Spirituality course for PhD students, which covers the second and final of two parts, will explain innovative themes related to the life and mission of St. Arnold Janssen and the Society of the Divine Word (SVD) today. This innovation will expand and deepen the themes to develop the spiritual leadership skills of the student within the wider context of the complexities of his/her profession and advocacy.

DISSERTATION WRITING

PhDDW1 Dissertation Writing Proposal 6 units

This course is designed for advanced doctoral students who want to improve their research skills beyond what they learned in methods classes. This course's goal is to get advanced doctoral students started on their dissertation proposal writing and to become competent in basic research designs, which includes making decisions about matching research designs to specific research problems. Furthermore, students will gain a better understanding of the issues to consider when deciding on the overall evaluation of their research. Students will learn how to develop literature for their research topic as well as potential methodological approaches. The emphasis during doctoral training will be on how to construct a research question that can be empirically addressed. While the primary focus of this course is on dissertation proposal writing, it also refreshes doctoral students on basic research concepts such as conducting literature reviews, understanding theory, defining research problems and methods, collecting and analyzing data, communicating findings, and applying research to solve educational problems. Students should also be able to understand the goals, assumptions, and logic underlying research methodologies.

PhDDW2 Dissertation Writing Oral Defense 6 units

The final and most important requirement for receiving a PhD is the completion of a substantial and original independent research project. The creation of a dissertation document describing the research project and its results, as well as the defense of the project against challenges posed by the student's faculty Dissertation Committee members, demonstrate successful completion of this requirement. The Dissertation Committee assesses the quality of the dissertation and the dissertation defense to determine whether the student has successfully completed this final requirement for the Ph.D. in Educational Management.