

School Climate and Its Effect on the Work Performance of Senior High School Teachers in Pangasinan, Philippines

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ABSTRACT

This study aimed to determine the school climate in public high schools in a selected district of Pangasinan, Philippines and measure the extent that affecting variables influence the school climate. Using descriptive-method of research, twohundred-forty respondents were administered with a pilot-tested survey questionnaire. Results showed generally the work performance of the respondents were very highly affected by the variables affecting school climate to a very high extent. Among the top-ranked solutions given to resolve this issue include the administrator's need to specify the precise level of support that is needed during the term of the mentoring relationship. Top rank among the effects that school climate variables have on work performance among the participants is job satisfaction. An action plan to cascade resolutions to the problem was prepared by the researcher and is recommended for implementation

Keywords: *Pangasinan, School Climate, Senior High Schools, Effect*