

**SUPERVISORY, INSTRUCTIONAL SKILLS AND PROFESSIONAL  
PERFORMANCE OF TEACHERS IN VOCATIONAL COLLEGES  
IN NGHE AN PROVINCE: BASIS FOR DEVELOPING  
AN ENHANCEMENT PROGRAM**

**A Dissertation Presented to  
the Faculty of Graduate School  
Southern Luzon State University, the Philippines  
in Collaboration with  
Thai Nguyen University, Socialist Republic of Vietnam**

**in Partial Fulfillment of the  
Requirements for the Degree  
Doctor of Philosophy in Educational Management**

**by  
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April 2014**

**APPROVAL SHEET**

In partial fulfillment of the requirements for the degree Doctor of Philosophy in Educational Management, this research study entitled “**Supervisory, Instructional Skills and Professional Performance of Teachers in Vocational Colleges in Nghe An Province: Basis for Developing an Enhancement Program**” has been prepared and submitted by **Nguyen Truong Giang** and is hereby recommended for oral examination.

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**To my  
Beloved parents,  
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And  
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Loving Wife and Children  
For their endless support  
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## **ABSTRACT**

The study was conducted to assess the supervisory skills and instructional skills of the teachers of 3 vocational colleges in Nghe An Province. It specifically explored on what enhancement program could be developed to solve the problems encountered by teachers in terms of supervisory skills and instructional skills. The study was limited to determine the perception of the respondents on the supervisory skills of the teachers as to Technical skills, Human relation skills, and Conceptual skills and to ascertain the perception of the respondents on the instructional skills of the teachers as to Pedagogical skills, Counselling skills, Classroom management skills, and Assessment skills.

186 selected respondents (college teachers) answered the questionnaire. Weighted mean was utilized to describe the perception of the respondents on the supervisory skills and instructional skills of the teachers. Multiple linear regression was used to determine the significant relationship between the supervisory and instructional skills and professional performance of the teachers. The statistical analysis was done using EXCEL.

The level of the supervisory skills of teachers at the three selected vocational colleges in Nghe An province fall in the “satisfactory” category mainly. Few gained “very satisfactory” category. Meanwhile, that the level of the instructional skills of teachers at the three selected vocational colleges in Nghe An province is of “satisfactory” category mainly. Very few fall in “very satisfactory” category.

Moreover, there is low/negligible relationship between the instructional skills and supervisory skills of teachers with that of professional performance.