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TITLE: Proposals to enhance the Performance of Teachers in the Four Secondary Schools in Laoag City.
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Abstract: This study determined the factors associated with the performance of teachers teaching English, Mathematics and Science in the four secondary schools in Laoag City.

Specifically, it determined the personal and professional profile of the teacher-respondents as well as their teaching conditions. Findings of the study revealed that majority of the teachers are female, matured, married and possess the personal and social qualities of educators. The teachers perceived themselves highly competent, BS degree holders and have established themselves in the school and are performing very satisfactorily. Moreover, teaching materials are adequate. Average class size is significantly related to the teacher’s educational attainment and instructional competencies. Age of the Science teachers is significantly related to their performance level.

Findings of the study also showed that highest educational attainment and length of teaching experience of the English and Science teachers are significantly related to their performance. Moreover, average class size affects the performance of the English and Science teachers while the number of subject preparation is significantly related to the performance of the Science teachers. Teacher’s instructional competencies are not significantly related to their performance.