

## **EXPERIENCES AND LEARNING OF ON-BOARDING ELEMENTARY SCHOOL TEACHERS IN JRU**

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The study was conducted to find out the experiences and learning of on-boarding elementary school teachers in JRU. The results showed that all respondents believed that JRU is a great place for professional growth and that it cares about good education and its employees. The new teachers expressed their gratitude for being part of the elementary family, and promised to serve JRU and its students to the best of their abilities. They were also thankful to their superiors who are very supportive and patient towards them.

However, all respondents expressed difficulty in terms of complying with paper work. They never expected the kind of paper work they experienced at JRU. They even mentioned that public schools have less paper work, aside from higher salary and better benefits. They learned that pupils need love, guidance, and motivation in life and studies. Some of the respondents suggested that there be action regarding management of schedules, loads and activities of teachers.