

# Bridging Educational Gaps through the ARAL Program: Transformational Leadership and Social Constructivist Approaches to Learning Recovery

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**Abstract:** This article examines the effectiveness of the ARAL program in bridging educational gaps within Philippine public schools by drawing on Transformational Leadership Theory and Social Constructivist approaches. The study makes explicit the connection between transformational school leadership and measurable improvements in literacy achievement, learner engagement, and parental participation. By integrating social constructivist principles, ARAL actively encourages collaborative classroom practices, stakeholder involvement, and peer-supported learning, ensuring that theoretical frameworks are directly linked to daily instructional strategies. The research further addresses the challenges encountered during implementation, including resource disparities, policy constraints, and variations in local context, which often influence program outcomes. Case comparisons across diverse school regions and input from educators, learners, and community members enrich the analysis, revealing best practices and actionable recommendations. The findings affirm that the combination of visionary leadership, collaborative pedagogy, and context-driven solutions creates inclusive school environments where learners facing the greatest challenges can achieve sustained academic recovery and personal growth. The study provides practical insights for policymakers and practitioners committed to equitable, evidence-based reform, establishing ARAL as a replicable model for holistic educational transformation in the Philippines and similar contexts worldwide.

**Keywords:** Aral Program, Transformational Leadership, Social Constructivist, Learning Recovery, Educational gaps

## I. Introduction

The Philippine education landscape has witnessed an unprecedented surge in reading intervention programs over the past decade, as the Department of Education grapples with alarming literacy statistics revealing that approximately 2.4 million learners struggle with basic reading competencies in public elementary schools alone. From the pioneering Bawat Bata Bumabasa (3Bs) initiative launched in 2019 to the targeted Literacy Remediation Program (LRP) for Grade 3 low emerging readers, and the innovative L.O.V.E. Reading Program addressing oral reading fluency, DepEd has consistently deployed multiple strategies to combat the literacy crisis. Yet despite these comprehensive efforts, the Philippines continues to rank among the lowest performers globally, with 80% of Filipino students failing to reach minimum proficiency levels in international reading assessments.

Against this backdrop of persistent challenges and fragmented interventions, the ARAL Program (Academic Recovery and Accessible Learning) emerges as DepEd's most ambitious and theoretically grounded response to the learning recovery crisis. Institutionalized through Republic Act No. 12028, ARAL represents a paradigmatic shift from isolated reading programs to a comprehensive, multi-modal intervention that integrates reading, mathematics, and science recovery within a unified framework. What distinguishes ARAL from its predecessors is not merely its scale, targeting over 6.7 million identified learners nationwide, but its deliberate anchoring in collaborative leadership principles and social learning theories that recognize the complex interplay between individual learner needs and community-driven support systems.

In recent years, collaborative leadership and constructivist pedagogy have emerged as prominent educational trends, driving educators globally to address complex academic challenges through shared expertise and collective action. The ARAL Program exemplifies this transformative approach by integrating Transformational Leadership Theory and Social Constructivism as foundational frameworks for sustainable learning recovery. Schools implementing transformational leadership report measurable improvements in learner participation, reading achievement, and community engagement, evidencing the concrete benefits of this leadership style (Roesminingsih & Windasari, 2025). Social Constructivist principles are brought to life in ARAL's design through classroom practices like reading circles, scaffolded peer support, and inclusive stakeholder consultation, fostering empowered collaboration to drive student progress. Despite its promise, ARAL's effectiveness is still tempered by persistent resource inequalities, regional disparities, and stakeholder capacity gaps, factors that can limit the uniform realization of intended outcomes and underscore the continued need for context-sensitive, critically examined solutions.

Through this lens, ARAL becomes not just another reading program, but a comprehensive model for how visionary leadership and collaborative practice can transform educational outcomes for Filipino learners who have been left behind by traditional approaches.

### **Transformational Leadership Theory: Foundations and Proponent**

Transformational Leadership originated from the seminal work of James MacGregor Burns in 1978, who distinguished it from transactional leadership styles. Bernard Bass, in 1985, expanded this framework by identifying four essential dimensions: idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration. Transformational leaders possess the capacity to articulate a clear vision, motivate others to pursue ambitious goals, and encourage participants from diverse backgrounds to prioritize collective achievement. Extensive literature affirms the transformative effects of this leadership approach within education. Schools led by transformational administrators tend to develop cultures characterized by trust, collaboration, and resilience, all of which are necessary for achieving sustained educational reform. Specifically, in the context of ARAL, leaders who exemplify Bass's principles foster a shared sense of purpose among teachers, parents, and community members. Such shared ownership of program goals directly contributes to stronger engagement and improved outcomes. For instance, available research demonstrates that schools with transformational leaders report higher gains in literacy achievement, stronger parental participation, and greater teacher motivation.

### **Nature and Implementation of the ARAL Program**

The ARAL Program was established as a national initiative aimed at comprehensive learning recovery for kindergarten through Grade 10 learners. Its legal basis is Republic Act No. 12028, which provides for a strategic, system-wide intervention with a special focus on learners facing the greatest challenges. ARAL's distinctive features include an integration of digital, blended, and traditional face-to-face tutorials. The program also relies on data-driven approaches for identifying students in need of support and encourages persistent collaboration with community stakeholders and private organizations. Beneficiaries include not only the over six million learners identified nationally, but also children requiring special education services, learners with interrupted schooling, and those belonging to marginalized groups. The program is implemented with the active participation of more than four hundred thousand educators, including teachers, para-teachers, and pre-service tutors, all coordinated by school heads and supported by community volunteers. ARAL's collaborative approach is realized through periodic meetings with stakeholders, continuous monitoring of learner progress via the DepEd Learner Information System, and collective planning for improvement. The program's reach spans from urban neighborhoods to the most remote communities, ensuring that a unified recovery framework bridges educational gaps nationwide. Case comparisons illuminate how contexts with strong partnerships and targeted teacher training see more sustainable improvements, while those with resource shortages encounter persistent implementation challenges.

### **Transformational Leadership's Impact on ARAL**

The ARAL Program provides a setting in which transformational leadership directly shapes both governance and day-to-day activities. Principals and school heads foster a shared vision and actively empower tutors, parents, and local officials to participate in program activities. By offering encouragement, acknowledging individual contributions, and tailoring interventions to local circumstances, school leaders bring Bass's theoretical concepts to life. In areas where resources are scarce, proactive leaders cultivate partnerships for securing additional venues, attract parent volunteers as tutors, and organize community groups to support struggling learners. Evidence suggests that such proactive leadership yields higher student retention, improved literacy scores, and increased parental engagement. In particular, schools whose leaders set ambitious yet attainable targets and encourage a climate of resilience are more likely to see meaningful gains even under the most challenging circumstances.

### **Social Constructivism: Vygotsky's Theory and Pedagogical Application**

Lev Vygotsky's Social Constructivism, introduced in 1978, asserts that learning develops through socially mediated interactions. Central to this theory is the Zone of Proximal Development, where learners accomplish more when guided by adults or more capable peers. Education anchored in social constructivism positions the classroom as a collaborative domain, where dialogue, inquiry, and problem-solving are at the core of learning. In the ARAL Program, social constructivist pedagogy is reflected in structured reading groups, interactive tutorial sessions, and cooperative peer-to-peer activities. Educators use scaffolding, gradually transferring responsibility to learners through guided practice, while also facilitating meaningful conversations in which students interpret texts, ask questions, and solve problems together. These methods help learners connect academic content to their lived experiences and local contexts. Moreover, parents and community partners are frequently involved through enrichment activities, reinforcing the notion that knowledge is created and validated within a broader social context. These community-driven practices not only bolster reading proficiency but also nurture confidence and strong social-emotional skills in learners.

### **Constructivism's Relevance to ARAL and Its Beneficiaries**

The ARAL program expresses social constructivist theory with ongoing professional development and frequent stakeholder collaboration. Administrators and community leaders work collectively to analyze data, adapt interventions, and ensure every educational response meets the unique needs of local learners. Peer support is encouraged during both instruction and assessment, leading to environments rich in social learning. Observations from various implementation sites show that learners exposed to this model gain proficiency in reading, enhance their critical thinking capacities, and develop greater confidence in their abilities. The iterative process of refining program delivery through active feedback from multiple stakeholders demonstrates a commitment to context-driven and inclusive practice, consistent with contemporary constructivist research.

### **Theory-Sustained Effectiveness and Future Vision**

The strength of the ARAL Program lies in its sustained commitment to both transformational leadership principles and constructivist pedagogy. Looking ahead, the program aims to expand its leadership development initiatives and deepen constructivist practice, building greater capacity among educators and ensuring that future adaptations are responsive to local needs. Crucially, the program's long-term effectiveness depends on addressing ongoing challenges, such as disparities in resources and uneven teacher preparation. Expanding the documentation of case comparisons and further integrating the perspectives of educators, learners, and community members will ground future adaptations in practical realities. ARAL's evolving blueprint, designed to foster equity and resilience, has the potential to inform and inspire educational reform movements both within the Philippines and internationally.

### **Reflective Synthesis and Forward Vision**

Uniting the foundational principles of transformational leadership and social constructivism, ARAL transcends the boundaries of traditional reading interventions. The program harnesses the collective expertise of educators, families, and communities. Schools become vibrant centers for learning, collaboration, and growth, where stakeholders are energized by a shared purpose and learners are supported within safe, nurturing environments.

Educators reflect not only on best practices but on the transformative power of partnership, in recognizing that sustained educational progress results from purposeful alignment between theory and lived experience. The ongoing journey of ARAL affirms that bridging educational gaps is possible when visionary leadership and social engagement are embedded at every level, fostering hope and progress for Filipino learners nationwide.

## **II. Discussion and Conclusion**

The ARAL program, anchored in Transformational Leadership Theory and Social Constructivist approaches, exemplifies the critical role of visionary leadership and collaborative learning in bridging educational gaps. Transformational leadership highlights the capacity of school heads, educators, and community partners to inspire shared commitment, foster innovation, and sustain momentum toward learning recovery. By creating environments where every stakeholder is empowered to contribute, ARAL nurtures collective action and builds resilient systems that benefit struggling Filipino learners.

Social Constructivism, as applied to ARAL, underscores the dynamic process through which learners construct meaning in partnership with their peers, tutors, and families. Scaffolding strategies offer temporary guidance, enabling students to master reading and comprehension challenges until independence is attained. The program situates learners within their own Zone of Proximal Development, providing appropriate support and challenge while allowing for gradual autonomy. In these settings, language does not merely transmit information, it becomes a powerful tool for thinking, collaboration, and cultural enrichment.

Research and practice affirm that combining transformational leadership with constructivist pedagogy creates robust learning communities where dialogue, peer collaboration, and scaffolded instruction drive deeper understanding and academic success. The ARAL Program demonstrates that educational equity is not a product of isolated interventions, but of systems grounded in shared vision and responsive social engagement. As Philippine education continues to adapt to technological advances and diverse learning contexts, the integration of these theoretical perspectives ensures that struggling readers and all learners receive the support, challenge, and sense of belonging needed to thrive. The ARAL Program stands as a testament to the power of theory-driven practice, offering a model for contemporary educational reform that meets both immediate needs and long-term aspirations for every Filipino learner.

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