

Compliance and Awareness: A Study on Teachers' Understanding of the Data Privacy Act of 2012 a Basis for Policy Implementation

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Abstract

This study refers to compliance and awareness: a study on teachers' understanding of the Data Privacy Act of 2012. In our generation today, the online world provides many positive opportunities for learners and teachers alike, but however, there is a tendency for the learners' information can be exploited and overlooked.

The main purpose of this study is to determine the Study on Teachers' Understanding of the Data Privacy Act of 2012 which was measured through compliance and awareness. Compliance was measured using data access restriction, consent, and notification, data security measures, data retention and disposal, and data breach response. The awareness was measured with the use of basic knowledge, policy familiarity, and compliance awareness. Teachers' Understanding was measured using conceptual understanding, procedural understanding, contextual understanding, deep understanding, and empathetic understanding.

A self-made questionnaire was used as a research instrument in data gathering. It aimed for the researcher to gather information on the significant difference between the responses of Laguna teachers.

Weighted mean, standard deviation, and ANOVA or Analysis of Variance were used to determine the level and mean of the Study on Teachers' Understanding of the Data Privacy Act of 2012.

The evaluation was accomplished by 100 respondents who are teachers of public schools in the Santa Cruz District of Laguna. After the evaluation, the questionnaire was collected, and the data were tallied and statistically treated using weighted mean and T-test. After which results were tabulated analyzed and interpreted.

Based on the results drawn from the study, the following conclusions were made: "The level of Teachers' Understanding of the Compliance of Data Privacy Act of 2012 is very high. On the other hand, the Level of Teachers' Understanding of the Awareness of Data Privacy Act of 2012 is also very high.

After completing the research, and considering the facts and statistical data presented, the researcher hereby concludes that. The researcher concluded that the level of teachers' understanding of the Data Privacy Act of 2012 has a significant relationship based on the results of the questions in the survey questionnaire rated by respondents.

Based on the aforementioned findings and conclusions, the following recommendations were set forth. The researcher recommended that teacher may have knowledge and understanding the data sensitivity content of Data Privacy Act of 2012. The school heads may provide literacy awareness on having basic knowledge to improve the level of teachers' understanding on the Data Privacy Act of 2012. The school may conduct seminars and trainings to effectively implement the provisions of the Data Privacy Act of 2012.

Keywords: Data Privacy Act; literacy awareness; Teachers' Understanding

1. Introduction

Confidentiality is the principle of not passing on personal information about the families, children, or colleagues the staff work with. It is also a set of rules or a promise that restricts access or puts limits on some kinds of information. Confidentiality is not sharing people's information without letting them know and agree to it, and ensuring that written and electronic information cannot be read or get accessed by people who have no business to it.

The National Privacy Commission was tasked with overseeing the administration and implementation of the Data Privacy Act of 2012, as well as monitoring and ensuring that the nation complies with international data protection standards.

According to Winthrop Yu (2023), privacy has become a serious concern as businesses gather and use people's data, sometimes without the explicit, informed consent of the individual in question. This data is frequently used in ways that the original source could not have predicted. Spam is not the only issue. One's financial security and professional opportunities may be adversely impacted by the pervasive gathering, utilization, and exchange of personal data amongst enterprises. The widespread collection, use, and sharing of personal data among businesses can harm an individual's financial stability.

Social media and the media are essential for safeguarding personal data since improperly posted personal information on them can harm data subjects permanently. The harm that improper posts can do to one's reputation can have a serious impact on data subjects' private lives.

In this generation today, numerous fields have undergone radical change thanks to the Internet. In our daily lives, it has evolved into a universal form of communication. Online world provides many positive opportunities for learners and teachers alike, but however there is a tendency that the learners information can be exploited and overlooked.

For these, the researcher determined the Teachers' Understanding of The Data Privacy Act Of 2012. The researcher also knew the level of compliance and level of awareness of teachers understanding of the Data Privacy Act of 2012.

1.1 Statement of the Problem

This study sought to answer the following questions:

1. What is the level of teachers' understanding on the Data Privacy Act of 2012 in terms of compliance with regards to:
 - 1.1 Familiarity;
 - 1.2 Implementation;
 - 1.3 Adherence to data privacy policies and guidelines;
 - 1.4 Frequency of Training and Workshop;
 - 1.5 Handling of Students' Records;
 - 1.6 Consent and Notification; and
 - 1.7 Sanction or Consequences?
2. What is the level of teachers' understanding on the Data Privacy Act of 2012 in terms of awareness with regards to:
 - 2.1 Basic Knowledge;
 - 2.2 Rights; and
 - 2.3 Responsibilities?
3. What is the level of teachers' Basis for Policy Implementation in terms of the following:
 - 3.1 Personal Data;
 - 3.2 Sensitive Information;

- 3.3 Principles of Rights;
- 3.4 Legal Requirements; and
- 3.4 Data Subject?
- 4. Is there a significant relationship between the Teachers' Understanding of the Data Privacy Act of 2012 and Teachers Basis for Policy Implementation?
- 5. Is there a significant relationship between the Teachers' Understanding of the Data Privacy Act of 2012 and Teachers Basis for Policy Implementation?

2. Methodology

The researcher used the descriptive method of research to determine the understanding of Teachers on Data Privacy Act of 2012 with regards to compliance and awareness as evaluated by the selected Elementary Teachers in Laguna.

According to Hancock, Stapleton, and Mueller (2019), quantitative research design is a strategy that lays the foundation for integrating all elements of quantitative research so that results are reliable, bias-free, and generalized as much as possible. Moreover, Bloomfield and Fisher (2019) define descriptive research design as a method of investigating current phenomena with extreme precision and explaining precisely what researchers have observed.

3. Results and Discussion

This chapter present, analyzes and interprets the data gathered that showed significant relationship between teachers understanding on the data privacy act of 2012.

Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012

Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 include familiarity, implementation, adherence to data privacy policies and guidelines, frequency of training and workshop, handling of students' records, consent and notification; and Sanction or Consequences and was determine by mean and standard deviation.

Table 1. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms Familiarity

Indicators	Mean	SD	Remarks
I know about Republic Act 10173 or also knowns as the Data Privacy Act of 2012 together with its...			
Chapter I, General Provisions and its contain.	4.19	0.49	Agree
Chapter II, The National Privacy Commission and its contain.	4.22	0.52	Strongly Agree
Chapter III, Processing of Personal Information and it contain.	4.21	0.52	Strongly Agree
Chapter IV, Rights of The Data Subject and its contain.	4.25	0.50	Strongly Agree
1. Chapter V, Security of Personal Information and its contain.	4.24	0.55	Strongly Agree
Chapter VI, Accountability for Transfer of Personal Information and its contain.	4.26	0.54	Strongly Agree
Chapter VII, Security of Sensitive Personal Information in Government and its contain.	4.11	0.55	Agree

Chapter VIII, Penalties containing the Unauthorized Processing of Personal Information and Sensitive Personal Information and its contain.	4.22	0.50	Strongly Agree
Chapter IX, Miscellaneous Provisions and its contain.	4.22	0.54	Strongly Agree

Overall Mean = 4.21

Standard Deviation = 0.53

Verbal Interpretation = Very High

Table1 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of familiarity. The majority of indicators received scores in the Strongly Agree range, emphasizing a strong consensus among teachers on their familiarity with the different chapters and provisions of the Data Privacy Act. Even the indicators with scores in the Agree range such as Indicator 7 and Indicator 10, still reflect a reasonable level of understanding.

The average mean score across all indicators is 4.21, suggesting a very high level of familiarity among teachers regarding the Data Privacy Act of 2012. The verbal interpretation Very High supports the conclusion that teachers, as a group, have a robust understanding of the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of familiarity with the Data Privacy Act of 2012, suggesting a strong awareness and comprehension of the legislation's various aspects. This bodes well for ensuring data privacy compliance within educational settings.

Table 2. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms Implementation

Indicators	Mean	SD	Remarks
I administer the provisions of the Data Privacy Act of 2012.	4.22	0.48	Strongly Agree
I implement the provisions of the Data Privacy Act of 2012.	4.33	0.53	Strongly Agree
I monitor and ensure compliance of the country with international standards set for data protection.	4.25	0.58	Strongly Agree
I follow the rules promulgated to effectively implement the provisions of the Act.	4.25	0.50	Strongly Agree
I follow the regulations promulgated to effectively implement the provisions of the Act.	4.20	0.59	Agree

Overall Mean = 4.25

Standard Deviation = 0.54

Verbal Interpretation = Very High

Table 2 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of implementation. The majority of indicators received scores in the Strongly Agree range, emphasizing a strong consensus among teachers' implementation of the Data Privacy Act. Even the indicator with score in the Agree range which is Indicator 5, still reflect a reasonable level of understanding.

The average mean score across all indicators is 4.25, suggesting a very high level of implementation among teachers regarding the Data Privacy Act of 2012. The verbal interpretation Very High supports the conclusion that teachers, as a group, have a robust understanding of the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of implementation with the Data Privacy Act of 2012, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers are implementing the Data Privacy Act of 2012.

Table 3. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms Adherence to Data Privacy Policies and Guidelines

Indicators	Mean	SD	Remarks
I put into action the policies and guidelines of data Privacy Act of 2012.	4.32	0.55	Strongly Agree
I follow the policies and guidelines of data Privacy Act of 2012.	4.25	0.54	Strongly Agree
I fully administer the policies and guidelines of data Privacy Act of 2012 to avoid confusion and sanctions.	4.15	0.54	Agree
I read more about policies and guidelines of data Privacy Act of 2012 to be fully aware on it.	4.18	0.52	Agree
I give extra time and effort to understand the policies and guidelines of data Privacy Act of 2012.	4.16	0.55	Agree

Overall Mean = 4.21**Standard Deviation = 0.54****Verbal Interpretation = Very High**

Table 3 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of Adherence to Data Privacy Policies and Guidelines. The majority of indicators received scores in the Agree range, still reflect a reasonable level of understanding among teacher's adherence to Data Privacy Policies and Guideline. And the Indicator 1 and Indicator 2 emphasize a strong consensus among teachers' adherence to Data Privacy Policies and Guidelines of the Data Privacy Act.

The average mean score across all indicators is 4.21, suggesting a very high level of adherence to Data Privacy Policies and Guidelines among teachers regarding the Data Privacy Act of 2012. The verbal interpretation Very High supports the conclusion that teachers, as a group, have a robust understanding of the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of Adherence to Data Privacy Policies and Guidelines with the Data Privacy Act of 2012, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers are adhering the Data Privacy Act of 2012.

Table 4. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms of Frequency of Training and Workshop

Indicators	Mean	SD	Remarks
The school and stakeholders always provide trainings and workshops each year.	4.24	0.53	Strongly Agree
The school and stakeholders manage to provide trainings and workshops each year.	4.13	0.54	Agree
The school and stakeholders sometimes provide trainings and workshops each year.	4.19	0.54	Agree
The school and stakeholders try to provide trainings and workshops each year.	4.31	0.53	Strongly Agree
The school and stakeholders do not provide trainings and workshops each year.	4.17	0.55	Agree

Overall Mean = 4.21 Standard**Deviation = 0.54****Verbal Interpretation = Very High**

Table 4 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of

2012, measured in terms of frequency of training and workshop. The majority of indicators received scores in the Agree range, still reflect a reasonable level of understanding among teacher's frequency of training and workshop. And the Indicator 1 and Indicator 4 emphasize a strong consensus among teachers' frequency of training and workshop of the Data Privacy Act.

The average mean score across all indicators is 4.21, suggesting a very high level of frequency of training and workshop among teachers regarding the Data Privacy Act of 2012. The verbal interpretation Very High supports the conclusion that teachers, as a group, have a robust training and workshop about the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of attending to Training and Workshop related to Data Privacy Act of 2012, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers are attending to the training and workshop related to the Data Privacy Act of 2012.

Table 5. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms Handling of Students' Records

Indicators	Mean	SD	Remarks
I process personal information subject to compliance with the requirements of this Act and other laws allowing disclosure of information to the public and adherence to the principles of transparency, legitimate purpose and proportionality.	4.19	0.51	Agree
I collect for specified and legitimate purposes determined and declared before, or as soon as reasonably practicable after collection, and later processed in a way compatible with such declared, specified and legitimate purposes only.	4.17	0.55	Agree
I processed fairly and lawfully.	4.26	0.58	Strongly Agree
I use accurate and relevant information in processing personal information	4.20	0.57	Agree
I keep the personal data of my students and not exploit it to others in any means and ways.	4.16	0.56	Agree
Overall Mean = 4.20			
Standard Deviation = 0.55			
Verbal Interpretation = High			

Table 5 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of handling of students' records. The majority of indicators received scores in the Agree range, still reflect a reasonable level of understanding among teacher's handling of students' records. And the Indicator 3 emphasize a strong consensus among teachers' handling of students' records

The average mean score across all indicators is 4.20, suggesting a high level of handling of students' records among teachers regarding the Data Privacy Act of 2012. The verbal interpretation High supports the conclusion that teachers, as a group, have a robust knowledge on handling of students' records about the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of handling of students' records, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers have a lot of knowledge in handling of students' records.

Table 6. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms of Consent and Notification

Indicators	Mean	SD	Remarks
I must implement reasonable and appropriate organizational, physical and technical measures intended for the protection of personal information	4.20	0.53	Agree
I shall implement reasonable and appropriate measures to protect personal information against natural dangers	4.21	0.52	Strongly Agree
I safeguard to protect computer network against accidental, unlawful or unauthorized usage	4.31	0.56	Strongly Agree
I do regular monitoring for security breaches and a process for taking preventive, corrective and mitigating action	4.14	0.60	Agree
I ensure that third parties processing personal information on its behalf	4.21	0.52	Strongly Agree

Overall Mean = 4.21 Standard

Deviation = 0.55

Verbal Interpretation = Very High

Table 6 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of consent and notification. The majority of indicators received scores in the Strongly Agree range, emphasizing a strong consensus among teachers' consent and notification in the Data Privacy Act. Even the indicator with score in the Agree range which is Indicator 1 and Indicator 4, still reflect a reasonable level of understanding.

The average mean score across all indicators is 4.21, suggesting a high level of consent and notification among teachers regarding the Data Privacy Act of 2012. The verbal interpretation Very High supports the conclusion that teachers, as a group, have a robust knowledge in consent and notification about the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of consent and notification, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers have a lot of knowledge in consent and notification.

Table 7. Level of Teachers' Understanding on the Compliance of Data Privacy Act of 2012 in terms of Sanction or Consequences

Indicators	Mean	SD	Remarks
If I process personal information without the consent of the data subject, or without being authorized under this Act or any existing law.	4.20	0.57	Agree
If I imposed personal information without being authorized under this Act or any existing law. on persons who due to negligence.	4.30	0.52	Strongly Agree
If I negligently dispose, discard or abandon the personal information of an individual in an area accessible to the public.	4.16	0.55	Agree

If I process personal information and Sensitive Personal Information for Unauthorized Purposes.	4.14	0.49	Agree
If I unlawfully, or violate data confidentiality and security data systems where personal and sensitive personal information is stored.	4.18	0.50	Agree
If I expose the data without notifying the commission.	4.17	0.59	Agree
If I put malice or in bad faith, discloses unwarranted or false information relative to any personal information.	4.15	0.63	Agree
If I discloses to a third party personal information not covered by the immediately preceding section without the consent of the data subject.	4.18	0.61	Agree
If I do any Any combination or series of acts as defined in Sections 25 to 32.	4.10	0.52	Agree
Overall Mean = 4.18 Standard Deviation = 0.55 Verbal Interpretation = High			

Table 7 presents the level of teachers' understanding regarding the compliance of the Data Privacy Act of 2012, measured in terms of sanction or consequences. The majority of indicators received scores in the Agree range, still reflect a reasonable level of understanding of sanction or consequences among teachers. And the Indicator 2 emphasize a strong consensus among teachers' understanding of sanction or consequences.

The average mean score across all indicators is 4.18, suggesting a high level of understanding of sanction or consequences among teachers regarding the Data Privacy Act of 2012. The verbal interpretation High supports the conclusion that teachers, as a group, have a robust knowledge on sanction or consequences of the Data Privacy Act of 2012. Teachers exhibit a high and consistent level of sanction or consequences, suggesting a strong execution and implementation of the legislation's various aspects. This signifies that teachers have a lot of knowledge in sanction or consequences of the Data Privacy Act of 2012.

Level of Teachers' Understanding on the Awareness of Data Privacy Act of 2012

Level of Teachers' Understanding on the Awareness of Data Privacy Act of 2012 compromises basic knowledge, rights and responsibilities and was determine by mean and standard deviation.

Table 8. Level of Teachers' Understanding on the Awareness of Data Privacy Act of 2012 in terms of Basic Knowledge

Indicators	Mean	SD	Remarks
I know that there is an existing law about Data Privacy Act.	4.35	0.58	Strongly Agree
I implement the Data Privacy Act as a teacher.	4.20	0.55	Agree

I agree on the sanctions or consequences that may happen to me if I violate the Data Privacy Act.	4.17	0.57	Agree
I hereby attend to workshop and trainings about Data Privacy Act to broaden my knowledge about the law.	4.24	0.53	Strongly Agree
I will research and read more about Data Privacy Act to expand my horizon.	4.25	0.59	Strongly Agree

Overall Mean = 4.24

Standard Deviation = 0.57

Verbal Interpretation = Very High

Table 8 assesses the level of teachers' understanding regarding the awareness of the Data Privacy Act of 2012, specifically focusing on basic knowledge. All indicators received scores in the range to Strongly Agree, emphasizing a positive attitude and acceptance of the importance of the Data Privacy Act among teachers. Teachers strongly agree (Mean = 4.35) that they are aware of the existence of the Data Privacy Act, likewise they express agreement (Mean = 4.17) with the sanctions or consequences that may occur if they violate the Data Privacy Act.

The average mean score across all indicators is 4.24, indicating a very high level of basic knowledge among teachers regarding the Data Privacy Act of 2012. The verbal interpretation "Very High" reinforces the conclusion that teachers, as a group, possess a robust basic knowledge of the Data Privacy Act of 2012. Teachers exhibit a very high level of basic knowledge and awareness of the Data Privacy Act of 2012. The positive attitude towards attending workshops, implementing the act, and seeking additional information through research suggests a proactive approach to ensuring compliance with data privacy regulations in educational settings.

Table 9. Level of Teachers' Understanding on the Awareness of Data Privacy Act of 2012 in terms of Rights

Indicators	Mean	SD	Remarks
I have the right to know when his or her personal data shall be, are being, or have been processed	4.28	0.53	Strongly Agree
I have the right to access which involves being able to compel any entity possessing any personal data	4.23	0.55	Strongly Agree
I have the right to object which requires consent of the data subject be secured in the collecting and processing of data.	4.25	0.59	Strongly Agree
I have the right to suspend, withdraw or order the blocking, removal, destruction of his or her personal information.	4.26	0.56	Strongly Agree
I have the right to dispute any inaccuracy or error in the personal information processed, and to have the personal information controller correct it immediately.	4.29	0.59	Strongly Agree

I have the right to obtain and electronically move, copy, or transfer personal data for further use	4.22	0.58	Strongly Agree
I have the right to file a complaint with the National Privacy Commission affords a remedy to any data subject who maliciously disclosed, or improperly disposed or in case of any violation of his or her data privacy rights.	4.28	0.51	Strongly Agree
I have the right to o damages entitles the aggrieved data subject to be indemnified for any damages sustained due to inaccurate, incomplete, outdated, false, unlawfully obtained or unauthorized use of his or her personal information.	4.27	0.55	Strongly Agree
Overall Mean = 4.26			
Standard Deviation = 0.56			
Verbal Interpretation = Very High			

Table 9 assesses the level of teachers' understanding regarding the awareness of the Data Privacy Act of 2012, specifically focusing on rights. All indicators received scores in the range to Strongly Agree, emphasizing a positive attitude and acceptance of the importance of the Data Privacy Act among teachers.

The average mean score across all indicators is 4.26, indicating a very high level of rights among teachers regarding the Data Privacy Act of 2012. The verbal interpretation "Very High" reinforces the conclusion that teachers, as a group, possess a right of the Data Privacy Act of 2012. Instructors demonstrate a very high degree of 2012 Data Privacy Act rights. Rights have always played a significant role in all societies. There has been a united effort by the nations of the world to decide what rights belong to all people and how they can best be promoted and protected.

Table 10. Level of Teachers' Understanding on the Awareness of Data Privacy Act of 2012 in terms of Responsibilities

Indicators	Mean	SD	Remarks
I should remember that all student personal information belongs to the student.	4.17	0.59	Agree
I ensure students' privacy by empowering them to share only the information they want and helping them understand how sharing their personal information can impact them.	4.24	0.61	Strongly Agree
I should remember that all student personal information should be kept private	4.32	0.60	Strongly Agree
I am responsible for holding every student's data in confidence and sharing it only with necessary parties such as parents, other teachers, and administrators.	4.29	0.56	Strongly Agree

I am establishing clear security practices in our classrooms where students should guide how and where they share their data and how this is accessed.

4.19

0.61

Agree

Overall Mean = 4.24
Standard Deviation = 0.59**Verbal Interpretation = Very High**

Table 10 assesses the level of teachers' understanding regarding the awareness of the Data Privacy Act of 2012, specifically focusing on responsibilities. All indicators received scores in the range to Strongly Agree, emphasizing a positive attitude and acceptance of the importance of the Data Privacy Act among teachers. Teachers strongly agree (Mean = 4.32) that they are responsible in the existence of the Data Privacy Act, likewise they express agreement (Mean = 4.17) with the responsibilities that teachers may do in following the Data Privacy Act.

The average mean score across all indicators is 4.24, indicating a very high level of responsibilities among teachers regarding the Data Privacy Act of 2012. The verbal interpretation "Very High" reinforces the conclusion that teachers, as a group, possess a robust knowledge on responsibilities on the Data Privacy Act of 2012. Teachers exhibit a very high level of knowledge on responsibilities corresponds in implementing of the Data Privacy Act of 2012.

Table 11. Level of Teachers 'Policy Implementation on the Data Privacy Act of 2012 in Terms of Personal Data

Indicators	Mean	SD	Remarks
I understand what personal data is.	4.24	0.49	Strongly Agree
I understand how important the personal data of my students.	3.98	0.47	Agree
I understand that I should keep the personal data of my students confidential.	4.63	0.49	Strongly Agree
I understand that only me, the student, the parents and the school personnel's will be allowed to see the personal data of my students.	4.56	0.50	Strongly Agree
I understand that I should follow restrictions and regulations in keeping the personal data of my students.	4.03	0.48	Agree

Overall Mean = 4.29
Standard Deviation = 0.55**Verbal Interpretation = Very High**

Table 11 evaluates the level of teachers' policy implementation on the Data Privacy Act of 2012, specifically focusing on personal data. Teachers demonstrate a generally high level of understanding and agreement regarding the policy implementation on personal data, with mean scores ranging from 3.98 to 4.63. The standard deviations are relatively moderate, indicating some variability in teachers' responses, but it is not substantial. Indicators 1, 2, 3, 4 and 5 received scores that ranged from Strongly Agree to Agree, indicating a positive attitude towards understanding and implementing policies related to personal data.

The average mean score across all indicators is 4.29, indicating a very high level of policy implementation and understanding among teachers regarding the handling of personal data in accordance with the Data Privacy Act of 2012. Teachers demonstrate a very high level of understanding and implementation of policies related to personal data under the Data Privacy Act of 2012. While there may be some variability in individual perceptions, the overall trend is towards a strong commitment to keeping personal data confidential and adhering to regulations and restrictions

Table 12. Level of Teachers ‘Policy Implementation on the Data Privacy Act of 2012 in terms of Sensitive Information

Indicators	Mean	SD	Remarks
I should keep my students Sensitive Information like individual’s race, ethnic origin, marital status, age, color, religious, philosophical or political affiliations, health, education, genes or sexual life, or offences.	4.21	0.50	Strongly Agree
I should keep my students Sensitive Information like health records.	4.18	0.48	Agree
Rules for processing information about criminal offences are the same as for Sensitive Personal Information.	4.20	0.51	Agree
The processing of Personal Information involving criminal offences is considered likely to pose a risk to a data subject’s rights and freedoms	4.04	0.45	Agree
Consent must be specific to the purpose and given by the data subject prior to the processing of the Sensitive Personal Information.	3.91	0.45	Agree

Overall Mean = 4.11 Standard

Deviation = 0.49 Verbal

Interpretation = High

Table 12 evaluates the level of teachers' policy implementation on the Data Privacy Act of 2012, specifically focusing on sensitive information. Teachers demonstrate a generally high level of understanding and agreement regarding the policy implementation on sensitive information, with mean scores ranging from 3.91 to 4.21. The standard deviations are relatively moderate, indicating some variability in teachers' responses, but it is not substantial. Indicators 1, 2, 3, 4 and 5 received scores that ranged from Strongly Agree to Agree, indicating a positive attitude towards understanding and implementing policies related to sensitive information.

The average mean score across all indicators is 4.11, indicating a high level of policy implementation and understanding among teachers regarding the handling of sensitive information in accordance with the Data Privacy Act of 2012. Teachers demonstrate a high level of understanding and implementation of policies related to sensitive information under the Data Privacy Act of 2012.

Table 13. Level of Teachers ‘Policy Implementation on the Data Privacy Act of 2012 in terms of Principles of Rights

Indicators	Mean	SD	Remarks
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that there are four general principles with respect to the collection and processing of personal data: transparency, legitimate purpose, proportionality, and data quality.	4.35	0.56	Strongly Agree
the principle of transparency requires that the purpose for processing a person's data should be determined and disclosed before its collection or as soon as practicable	4.35	0.54	Strongly Agree
principle of legitimate purpose requires that the collection and processing of information must also be compatible with a declared and specified purpose, which must not be contrary to law, morals, or public policy.	4.32	0.53	Strongly Agree
the principle of proportionality requires that the processing of personal information must be relevant to, and must not exceed, the declared purpose.	4.22	0.50	Strongly Agree
the data quality principle requires that personal data should be accurate and kept up to date. It also requires that inaccurate or incomplete data be rectified, supplemented, destroyed, or restricted.	4.18	0.52	Agree

Overall Mean = 4.28

Standard Deviation = 0.53

Verbal Interpretation = Very High

Table 13 evaluates the level of teachers' policy implementation on the Data Privacy Act of 2012, specifically focusing on principles of rights. Teachers demonstrate a generally high level of understanding and agreement regarding the policy implementation on principles of rights, with mean scores ranging from 4.18 to 4.35. The standard deviations are relatively moderate, indicating some variability in teachers' responses, but it is not substantial. Indicators 1, 2, 3, 4 and 5 received scores that ranged from Strongly Agree to Agree, indicating a positive attitude towards understanding and implementing policies related to principles of rights.

The average mean score across all indicators is 4.28, indicating a high level of policy implementation and understanding among teachers regarding the handling of principles of rights in accordance with the Data Privacy Act of 2012. Teachers demonstrate a high level of understanding and implementation of policies related to principles of rights under the Data Privacy Act of 2012.

Table 14. Level of Teachers 'Policy Implementation on the Data Privacy Act of 2012 in terms of Legal Requirements

Indicators	Mean	SD	Remarks
In following the Data Privacy Act of 2012, I understand that as a teacher I...			
protect the privacy of individuals by ensuring free flow of information to promote innovation and growth.	4.12	0.50	Agree

regulates the collection, recording, organization, storage, updating or modification, retrieval, consultation, use, consolidation, blocking, erasure or destruction of personal data	4.07	0.48	Agree
ensures that the Philippines complies with international standards set for data protection through National Privacy Commission	4.24	0.49	Strongly Agree
can be penalized and imprisoned.	4.15	0.54	Agree
knowingly or negligently disposes, discards, or abandons the data of my students I can be penalized and imprisoned	4.15	0.54	Agree

Overall Mean = 4.15

Standard Deviation = 0.51

Verbal Interpretation = Very High

Table 14 evaluates the level of teachers' policy implementation on the Data Privacy Act of 2012, specifically focusing on legal requirements. Teachers demonstrate a generally high level of understanding and agreement regarding the policy implementation on legal requirements, with mean scores ranging from 4.07 to 4.24. The standard deviations are relatively moderate, indicating some variability in teachers' responses, but it is not substantial. Indicators 1, 2, 3, 4 and 5 received scores that ranged from Strongly Agree to Agree, indicating a positive attitude towards understanding and implementing policies related to legal requirements.

The average mean score across all indicators is 4.15, indicating a high level of policy implementation and understanding among teachers regarding the handling of legal requirements in accordance with the Data Privacy Act of 2012. Teachers demonstrate a high level of understanding and implementation of policies related to legal requirements under the Data Privacy Act of 2012.

Table 15. Level of Teachers 'Policy Implementation on the Data Privacy Act of 2012 in terms of Data Subject

Indicators	Mean	SD	Remarks
I understand that as a teacher I let my students know that they...			
Should be notified and furnished with the information before their personal data is processed, or at the next practical opportunity.	4.32	0.53	Strongly Agree
Have the right to be indemnified for any damages sustained due to inaccurate, incomplete, outdated, false, unlawfully obtained, or unauthorized use of their personal data, taking into account any violation of their right and freedoms as data subject.	4.26	0.52	Strongly Agree
Have the right to obtain confirmation on whether or not data relating to them being processed.	4.20	0.53	Agree
Have the right to file a complaint if they feel that their personal information has been misused, maliciously disclosed, or improperly disposed, or that any of their data privacy rights have been violated, they have a right to file a complaint with the NPC.	4.06	0.47	Agree
have the right to object if processing of their personal data where such processing is based on consent or legitimate interest.	4.21	0.54	Strongly Agree
have the right to dispute the inaccuracy or error in their personal data and have the correct and the same within a reasonable period of time.	4.30	0.52	Strongly Agree

I understand that as a teacher I let my students know that they have the right to request for the suspension, withdrawal, blocking, removal, or destruction of their personal data from the filing system, in both live and backup systems.	4.17	0.51	Agree
I understand that as a teacher I let my students know that they have the right to obtain from the copy of their personal data and/or have the same transmitted from one PIC to another, in an electronic or structured format that is commonly used.	4.11	0.57	Agree

Overall Mean = 4.20

Standard Deviation = 0.53

Verbal Interpretation = High

Table 15 evaluates the level of teachers' policy implementation on the Data Privacy Act of 2012, specifically focusing on data subject. Teachers demonstrate a generally high level of understanding and agreement regarding the policy implementation on data subject., with mean scores ranging from 4.11 to 4.32. The standard deviations are relatively moderate, indicating some variability in teachers' responses, but it is not substantial. Indicators 1, 2, 3, 4 and 5 received scores that ranged from Strongly Agree to Agree, indicating a positive attitude towards understanding and implementing policies related to data subject.

The average mean score across all indicators is 4.20, indicating a high level of policy implementation and understanding among teachers regarding the handling of data subject in accordance with the Data Privacy Act of 2012. Teachers demonstrate a high level of understanding and implementation of policies related to data subject under the Data Privacy Act of 2012.

Table 16. Significant Relationship Between the level Teachers' Understanding on the Compliance of Data Privacy Act of 2012 and Policy Implementation

<i>Compliance</i>	<i>Policy Implementation</i>	<i>r- value</i>	<i>Degree of Correlation</i>	<i>P-value</i>
Familiarity	Personal Data	.665**	Strong Correlation	0.000
	Sensitive Information	.501**	Moderate Correlation	0.000
	Principles of Rights	.592**	Moderate Correlation	0.000
	Legal Requirements	.665**	Strong Correlation	0.000
	Data Subject	.501**	Moderate Correlation	0.000
Implementation	Personal Data	.606**	Strong Correlation	0.000
	Sensitive Information	.519**	Moderate Correlation	0.000
	Principles of Rights	.611**	Strong Correlation	0.000
	Legal Requirements	.606**	Strong Correlation	0.000
	Data Subject	.519**	Moderate Correlation	0.000
Adherence to data privacy policies and guidelines	Personal Data	.665**	Strong Correlation	0.000
	Sensitive Information	.501**	Moderate Correlation	0.000
	Principles of Rights	.592**	Moderate Correlation	0.000
	Legal Requirements	.592**	Moderate Correlation	0.000
	Data Subject	.501**	Moderate Correlation	0.000
Frequency of Training and Workshop	Personal Data	.606**	Strong Correlation	0.000
	Sensitive Information	.519**	Moderate Correlation	0.000
	Principles of Rights	.611**	Strong Correlation	0.000
	Legal Requirements	.611**	Strong Correlation	0.000
	Data Subject	.519**	Moderate Correlation	0.000
	Personal Data	.601**	Strong Correlation	0.000

Handling of Students' Records	Sensitive Information	.712**	Strong Correlation	0.000
	Principles of Rights	.657**	Strong Correlation	0.000
	Legal Requirements	.592**	Moderate Correlation	0.000
	Data Subject	.611**	Strong Correlation	0.000
	Personal Data	.665**	Strong Correlation	0.000
Consent and Notification	Sensitive Information	.501**	Moderate Correlation	0.000
	Principles of Rights	.447**	Moderate Correlation	0.000
	Legal Requirements	.854**	Very Strong Correlation	0.000
	Data Subject	.666**	Strong Correlation	0.000
	Personal Data	.606**	Strong Correlation	0.000
Sanction or Consequences	Sensitive Information	.519**	Moderate Correlation	0.000
	Principles of Rights	.476**	Moderate Correlation	0.000
	Legal Requirements	.494**	Moderate Correlation	0.000
	Data Subject	.771**	Strong Correlation	0.000

Table 16 show significant relationship between the level Teachers' understanding on the compliance of Data Privacy Act of 2012 and policy implementation. It is interesting to note the significant relationship, exist between the teacher level of understanding on the compliance of data privacy act of 2012 in terms of familiarity and policy implementation in terms personal data ($r = .665$, $p = 0.000$), sensitive information ($r = .501$, $p = 0.000$), principle of rights ($p = .592$, $r = 0.000$), legal requirements ($r = .665$, $p = 0.000$), and data subject ($r = .501$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This bodes well for ensuring data privacy compliance within educational settings towards a strong commitment to keeping personal data confidential and adhering to regulations and restrictions.

It is interesting to observe the strong correlation between teachers' comprehension of the Data Privacy Act of 2012 compliance and their implementation and application of the policy in terms of personal data ($r = .606$, $p = 0.000$), sensitive information ($r = .519$, $p = 0.000$), principle of rights ($p = .611$, $r = 0.000$), legal requirements ($r = .606$, $p = 0.000$), and data subject ($r = .519$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for guaranteeing data privacy compliance in educational environments and demonstrates a strong commitment to maintaining the privacy of personal data and abiding by rules and limitations.

It is intriguing to observe the strong correlation that exists between teachers' adherence to data privacy policies and guidelines with and application of the Data Privacy Act of 2012 and their level of understanding of its compliance in terms personal data ($r = .665$, $p = 0.000$), sensitive information ($r = .501$, $p = 0.000$), principle of rights ($p = .592$, $r = 0.000$), legal requirements ($r = .592$, $p = 0.000$), and data subject ($r = .501$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging in that it shows a strong commitment to maintaining the privacy of personal information and abiding by rules and limitations when it comes to data privacy compliance in educational settings.

It's interesting to see how closely teachers' comprehension of the Data Privacy Act of 2012 relates to their frequency of training and workshop with and application of the policy in terms personal data ($r = .606$, $p = 0.000$), sensitive information ($r = .519$, $p = 0.000$), principle of rights ($p = .611$, $r = 0.000$), legal requirements ($r = .611$, $p = 0.000$), and data subject ($r = .519$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for maintaining compliance with data privacy laws in educational environments and demonstrates a strong commitment to protecting the privacy of personal information and abiding by rules

and guidelines.

It is noteworthy that there is a substantial correlation between teachers' comprehension of the Data Privacy Act of 2012 and their handling of students' records with and application of the policy in terms personal data ($r = .601$, $p = 0.000$), sensitive information ($r = .712$, $p = 0.000$), principle of rights ($p = .657$, $r = 0.000$), legal requirements ($r = .592$, $p = 0.000$), and data subject ($r = .611$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for maintaining data privacy compliance in educational environments and demonstrates a strong commitment to protecting the privacy of personal information and abiding by rules and limitations.

It is interesting to note the significant relationship, exist between the teacher level of understanding on the compliance of data privacy act of 2012 in terms of consent and notification and policy implementation in terms personal data ($r = .665$, $p = 0.000$), sensitive information ($r = .501$, $p = 0.000$), principle of rights ($p = .447$, $r = 0.000$), legal requirements ($r = .854$, $p = 0.000$), and data subject ($r = .666$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for guaranteeing data privacy compliance in educational environments and demonstrates a strong commitment to maintaining the privacy of personal information and abiding by rules and limitations.

It is interesting to observe the strong correlation between teachers' comprehension of the Data Privacy Act of 2012 compliance and their sanction or consequences with and application of the policy in terms of familiarity and policy implementation in terms personal data ($r = .606$, $p = 0.000$), sensitive information ($r = .519$, $p = 0.000$), principle of rights ($p = .476$, $r = 0.000$), legal requirements ($r = .494$, $p = 0.000$), and data subject ($r = .771$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging in that it shows a strong commitment to maintaining the privacy of personal information and abiding by rules and limitations when it comes to data privacy compliance in educational settings.

Table 17. Significant Relationship Between the level Teachers' Understanding on the Awareness of Data Privacy Act of 2012 and Policy Implementation

<i>Compliance</i>	<i>Policy Implementation</i>	<i>r-value</i>	<i>Degree of Correlation</i>	<i>P-value</i>
Basic Knowledge	Personal Data	.601**	Strong Correlation	0.000
	Sensitive Information	.712**	Strong Correlation	0.000
	Principles of Rights	.657**	Strong Correlation	0.000
	Legal Requirements	.456**	Moderate Correlation	0.000
	Data Subject	.514**	Moderate Correlation	0.000
Rights	Personal Data	.548**	Moderate Correlation	0.000
	Sensitive Information	.822**	Very Strong Correlation	0.000
	Principles of Rights	.971**	Very Strong Correlation	0.000
	Legal Requirements	.400**	Moderate Correlation	0.000
	Data Subject	.371**	Weak Correlation	0.000
Responsibilities	Personal Data	.601**	Strong Correlation	0.000

Sensitive Information	.533**	Moderate Correlation	0.000
Principles of Rights	.657**	Strong Correlation	0.000
Legal Requirements	.456**	Moderate Correlation	0.000
Data Subject	.514**	Moderate Correlation	0.000

Table 17 show significant relationship between the level Teachers' understanding on the awareness of Data Privacy Act of 2012 and policy implementation. It is interesting to note the significant relationship, exist between the teacher level of understanding on the compliance of data privacy act of 2012 in terms of basic knowledge and policy implementation in terms personal data ($r = .601$, $p = 0.000$), sensitive information ($r = .712$, $p = 0.000$), principle of rights ($p = .657$, $r = 0.000$), legal requirements ($r = .456$, $p = 0.000$), and data subject ($r = .514$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This bodes well for ensuring data privacy compliance within educational settings towards a strong commitment to keeping personal data confidential and adhering to regulations and restrictions.

It is interesting to note the significant relationship, exist between the teacher level of understanding on the compliance of data privacy act of 2012 in terms of rights and policy implementation in terms personal data ($r = .548$, $p = 0.000$), sensitive information ($r = .822$, $p = 0.000$), principle of rights ($p = .971$, $r = 0.000$), legal requirements ($r = .400$, $p = 0.000$), and data subject ($r = .371$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for maintaining compliance with data privacy laws in educational environments and demonstrates a strong commitment to protecting the privacy of personal information and abiding by rules and guidelines.

It is interesting to note the significant relationship, exist between the teacher level of understanding on the compliance of data privacy act of 2012 in terms of responsibilities and policy implementation in terms personal data ($r = .601$, $p = 0.000$), sensitive information ($r = .533$, $p = 0.000$), principle of rights ($p = .657$, $r = 0.000$), legal requirements ($r = .456$, $p = 0.000$), and data subject ($r = .514$, $p = 0.000$). The correlation is positive that ranged from moderate to strong. This means that teachers exhibit strong awareness and comprehension of the legislation's various aspects. This is encouraging for maintaining data privacy compliance in educational environments and demonstrates a strong commitment to protecting the privacy of personal information and abiding by rules and limitations.

4. Conclusion and Recommendations

Based on the results of this study, the researcher posited the following conclusions:

After completing the research, and considering the facts and statistical data presented, the researcher hereby concludes that. The researcher concluded that the level of teachers' understanding on the Data Privacy Act of 2012 as perceived by the respondents in with regards to familiarity, implementation, adherence to data privacy policies and guidelines, frequency of training and workshop, handling of students' records, consent and notification and sanction or consequences has significant relationship based on the result to the questions in the survey questionnaire rated by the respondents. The researchers concluded that the level of teachers' understanding on the Data Privacy Act of 2012 in terms of awareness with regards to basic knowledge, rights and responsibilities has significant relationship based on the result to the questions in the survey questionnaire rated by respondents. The researchers concluded that the level of teachers' understanding on the Data Privacy

Act of 2012 in terms of personal data, sensitive information, principles of rights, legal requirements and data subject has significant relationship based on the result to the questions in the survey questionnaire rated by respondents. There a significant relationship between the Teachers' Understanding of the Data Privacy Act of 2012 in terms of compliance. There a significant relationship between the Teachers' Understanding of the Data Privacy Act of 2012 in terms of awareness.

On the basis of the aforementioned findings and conclusions, the following recommendations were set forth.

1. The researcher recommended that teacher may attend to seminars, trainings and workshops to expand the knowledge and understanding of the data sensitivity content of Data Privacy Act of 2012;
2. The researcher recommended that the school heads may continuously provide learning materials and essential seminars, trainings and workshops to teachers to fully understand and implement the Data Privacy Act of 2012; and
3. Future researchers may make use of this study to enhance their readings of corresponding work, which could support the current research initiative's conclusions even more.

Reference:

Compliance | Compliant Lending | Mount Fuji Lending. <https://www.mountfujilending.com/compliance/>
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