

TRAINING OF FOREIGN TEACHERS TO QUALIFY THEM TO APPLY FOR TEACHER'S LICENSE TO TEACH IN THAI SCHOOLS

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Abstract

This study was R&D research with the purposes to (1) develop a training package on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand; (2) evaluate the learning progress of foreign teachers who were trained with the training package and (3) evaluate the satisfaction of trainees with the training package. The research sample consisted of 40 foreign teachers who were trained with the training package at the Faculty of Education, Suan Dusit University. The instruments employed for the evaluation of the experimental results comprised (1) an achievement on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand with .89 reliability coefficient; (2) a scale to assess satisfaction of trainees with the training package with .93 reliability coefficient. Quantitative data on experimental results were statistically analyzed with the use mean, standard deviation, t-test and satisfaction index; while qualitative data were descriptively analyzed with content analysis.

Research findings were as follows:

1. The developed training package was composed of the following components: Thai Society (3 hours), Thai Language and Thai Culture (8 hours), Thai Arts (3 hours), and Laws Concerning Professional Performance (6 hours). The total training time for the whole package was 20 hours.
2. Post-training learning achievement scores of trainees were significantly higher than their pre-training counterparts at the .01 level.
3. Trainees' overall satisfaction with the training package, as shown by the overall satisfaction index, was at 89.06 percent.

Keywords: training program, foreign teachers, teacher's license

Introduction

The Regulations of the Teachers Council of Thailand on Teacher's License, B.E. 2547, second revision, B.E. 2557, and third revision, B.E. 2558, No.5, second paragraph (8) stipulate that in order for foreign teachers to have qualification to apply for the teacher's

license, they must have successfully undergone a training program required by the Teachers Council of Thailand. In addition, the Teachers Council of Thailand, in the committee meeting of No.6/2558 on April 29, B.E. 2558 has determined the criteria for approving the training program to equip foreign teachers with required knowledge to apply for the teacher's license. The criteria details of the training program for approval have been declared in the Regulation of Teachers Council of Thailand dated July 15, 2558.

Suan Dusit University, as an institution for higher education, realized its roles and function on provision of educational services to society, therefore the training program to equip foreign teachers with required knowledge to apply for the teacher's license has been developed for training foreign teachers to meet the requirements set by the Teachers Council of Thailand. The Faculty of Education will offer this training program to foreign teachers who teach in education institutions below tertiary level in Thailand in order to develop their potential as well as make them meet the requirement for applying for the teacher's license. In addition, foreign teacher's potential will be developed to achieve high quality, which will contribute to upgrading the instructional quality in Thai schools.

In order to fulfill the policy of the Faculty of Education, Suan Dusit University, the research team has developed the 20-hour on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand. To ensure that the program is effective and feasible for implementation, the research team has decided to develop a training package on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand. The training package has been implemented to foreign teachers in this research project.

Objectives

1. To develop a training package on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand.
2. To evaluate the learning progress of foreign teachers who were trained with the training package.
3. To evaluate the satisfaction of trainees with the training package.

Concept theory framework

A brief description of the training program was as follows:

1. Training program structure The training program structure is composed of the following components:

- | | |
|---|---------|
| 1.1 Thai Society | 3 hours |
| 1.2 Thai Language and Thai Culture | 8 hours |
| 1.3 Thai Arts | 3 hours |
| 1.4 Law Concerning Professional Performance | 6 hours |

The topics of all components were determined by the Teachers Council of Thailand. Four booklets of above components, each of which provided details of full information were developed by the researcher team.

2. Training Duration The training program is offered on Saturday, Sunday and Monday for each batch within 3 days, 20 hours, details as shown in the table below.

| Time Day | Morning Session 9.00-12.00 a.m. | | Afternoon Session 13.00-17.00 p.m. | |
|-------------------------|--|--|---|--|
| | (8.00-9.00 a.m.) Pre-test (1 hour) | (9.00-12.00 a.m.) Thai Society (3 hours) | Thai Language and Thai Culture (4 hours) | |
| Saturday (First Day) | | | | |
| Sunday (Second Day) | Thai Language and Culture (Cont.) (4 hours) | | (13.00-16.00 p.m.) Thai Arts (3 hours) | |
| Monday (Last Day) | Laws Concerning Professional Performance (4 hours) | | (13.00-15.00 p.m.) Law Concerning Professional Performance (2 hours) | (15.00-16.00 p.m.) Post-Test (1 hour) |

3. Qualification of Prospective Trainees To be eligible for application to the training program, a trainee must:

- 3.1 Being at least 20 years of age;
- 3.2 Having a professional permission document issued by the Teachers Council of Thailand;
- 3.3 Having a degree in education or an equivalent or in other related fields accredited by the Teachers Council of Thailand or;
- 3.4 Having a degree in other fields with a teacher's license from foreign countries or having the diploma of Teacher Profession studying at least 1 year or;
- 3.5 Having a degree in other fields and successfully pass teacher profession courses from educational institutes that been proved by the Teachers Council of Thailand or from higher education institutes accredited by the government or professional organizations that have the legally authority of those coronaries, with credits hour not least than 24 credits

3.6 Having a copy of passport or any documents of legally immigration remained at least 6 months before expiration.

3.7 Having a copy of work permit, do not expire during joining the training program.

4. Training Activities In each component of contents, various methods of training will be integrated as follows:

- 4.1 Lecture
- 4.2 Discussion
- 4.3 Demonstration
- 4.4 Presentation in Class
- 4.5 Simulation
- 4.6 Learning form electric media
- 4.7 Real practice
- etc.....

Trainees will participated in activities according to various training methods which determined by the resource persons. Activities according to the schedule are as follows:

1. Pre-testing of trainees to evaluate their knowledge before receiving the knowledge from the training program
2. Training the trainees according to the schedule, in doing so the resource person will manage the training program of each component through various training methods.
3. Post-testing will be provided at the end of the training program.

Materials and Methods

The development of a training package on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand was a research and development study aiming at developing a training package to train foreign teachers who were teaching in Thai schools to improve their knowledge and skills on required knowledge that has been set by Teachers Council of Thailand. The developed training package was experimented with foreign teachers who attended the training program organized by the Faculty of Education, Suan Dusit University. The experimentation was conducted in order to find answers to the following research questions:

1. Are trainees' post-training achievement scores significantly different from their pre-training counterparts?
2. To what extent are trainees satisfied with the training package?

Details of research methodology of this study were as follows:

1. The Research Sample The research sample consisted of 40 foreign teachers who participated in the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand organized by the Faculty of Education, Suan Dusit University. They were serving as teachers in international schools and primary and secondary schools in Thailand. All of them were without the teacher's license as required by the Teachers Council of Thailand.

2. Research Instruments The research instruments employed in this study comprised two categories:

2.1 The treatment instrument The treatment instrument was a training package on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand. It comprised the training program, the training manual, the training media for each training component including the CD which contained power point presentation for each training component, namely, Thai Society (3 hours), Thai Language and Thai Culture (8 hours), Thai Arts (3 hours), and Law Concerning Professional Performance (6 hours). The total time required for training was 20 hours.

A brief description of the contents of each component was as follows:

Thai Society (3 hours)

Conditions of Thai society in the past and present; social structure, Thai way of life, Thai government and politics; social environment and Thai wisdom.

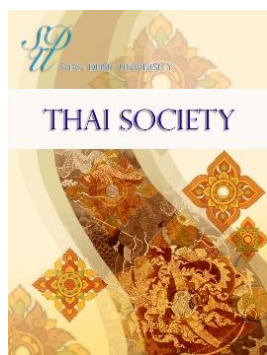


Fig. 1: A booklet on Thai Society

Thai Language and Culture (8 hours)

Thai language in daily life; Thai conversation, Thai tradition and Thai manners; Thai dressing; Thai sports and recreation; Thai folk arts in various regions.



Fig. 2: A booklet on Thai Language and Thai Culture

Thai Arts (3 hours)

Thai music, Thai dance and Thai architecture.

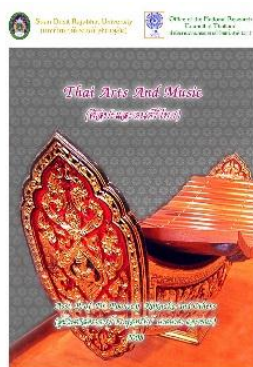


Fig. 3: A booklet on Thai Arts

Law Concerning Professional Performance (6 hours)

National education law, the Teacher and Educational Personnel Council Law, Child Protection Law, Professional Standards and Professional Code of Ethics.

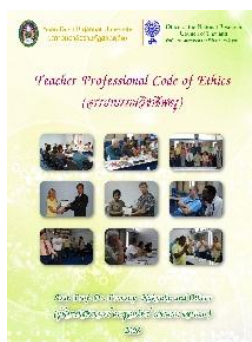


Fig. 4: A booklet on Law Concerning Professional Performance

Four booklets above each of which provided details of full information on each component were prepared and provided for trainees to read while undergoing the training.

2.2 The data collecting instruments The instruments employed in collecting data for evaluation of the experimental results included the following:

(1) An achievement test on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand. This was a 60-item multiple choice test to assess trainee's knowledge and understanding on the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand. Its reliability coefficient was .89.

(2) A scale to assess trainee's post-training satisfaction with the training package. This instrument was composed of three parts:

Part 1 was an 9-item questionnaire on trainee's personal background.

Part 2 was a Likert rating scale to assess trainee's satisfaction with the training package and training management.

Part 3 was an open-ended questionnaire to obtain information on problems faced by trainees and their recommendations for solving problems. Its reliability coefficient was .93.

(3) A form to record trainee's learning behaviors during the training. This was a form to record qualitative data on trainee's learning behaviors and their reaction and responses during the training.

3. The Research Procedure The research procedure of this study consisted of the following steps:

3.1 The research team developed the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand based on specifications set by the Teachers Council of Thailand.

3.2 The research team developed the training package for training program, including all required training media, documents, and data collecting instruments.

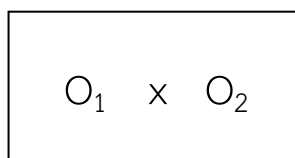
3.3 After that, the training program and training package were submitted to the Teachers Council of Thailand for approval.

3.4 After the training program and training package had been approved by the Teachers Council of Thailand, the research team announced the offering of the training program via the Internet for foreign teachers teaching in Thailand to apply for the training.

3.5 The research team conducted the training program for foreign teachers according to the announced training schedule. The first batch for trying out the training package comprised 30 trainees. Results of the first training program were analyzed to determine the efficiency of the training package and to identify points for subsequent improvement.

3.6 The training package was improved based upon the results of the first training program.

3.7 After subsequent improvement, the research team conducted field experiment by offering the training program for 40 foreign teachers. A total number of 40 foreign teachers underwent training with the training package. The research design for the field experiment was the One Group Pre-test Post-test Design as shown in the diagram below:



Whereas,

- O_1 Represents the pre-test
- X Represents the treatment
- O_2 Represents the post-test

3.8 Data on experimental results were analyzed with the use of following statistics:

(1) The dependent t-test for testing the hypothesis: Trainees' post-training achievement scores were significantly higher than their pre-training counterparts;

Table 1 Testing of pre-test and post-test on learning achievement scores

| Test \ Scores | N | Pre-test | | Post-test | | t-test |
|---------------------|----|-----------|------|-----------|------|--------|
| | | \bar{X} | SD | \bar{X} | SD | |
| An achievement test | 40 | 20.00 | 4.41 | 31.87 | 9.11 | 6.89** |

** $p < .01$

As shown in Table 1 above, post-training learning achievement scores were significantly different from their pre-training counterparts, with their post training mean learning achievement scores being significantly higher than their pre-training counterpart at the .01 level.

(2) The satisfaction index for analyzing trainees' level of satisfaction with the training management and the various components of training package.

Table 2 Satisfaction index with the training package

| Percentage of Index Components | Trainees Satisfaction Index | Ranking |
|---|-----------------------------|----------|
| Thai Society | 88.52% | 3 |
| Thai Language and Thai Culture | 91.00% | 1 |
| Thai Arts | 87.54% | 4 |
| Law Concerning Professional Performance | 89.20% | 2 |
| Total | 89.06% | - |

As shown in Table 2 above, trainees' overall satisfaction with the training package on each component was higher than the 80.00 percent level. Their satisfaction with various components of the training package was ranking as follows: Thai language and Thai Culture (91.00%), followed by Law Concerning Professional Performance (89.20%), followed by Thai Society (88.52%), and followed by Thai Arts, respectively. Overall satisfaction index was 89.06 percent.

Results

Research findings were as follows:

1. The developed training package was composed of the following components: Thai society (3 hours of training time); Thai language and Thai culture (8 hours of training time); Thai arts (3 hours of training time); and Law Concerning Professional Performance (6 hours of training time). The total training time for the whole package was 20 hours.

2. Trainees' post-training learning achievement score on the Training Program to Equip Foreign Teachers with Required Knowledge to apply for Teacher's license were significantly different from their pre-training counterparts, with their post-training mean learning achievement score being significantly higher than their pre-training counterpart at the .01 level.

3. Trainees' overall satisfaction with the training package, as shown by the overall satisfaction index, was higher than the 80.00 percent level. Their satisfaction with various

components of the training package were as follows: at 91.00 percent with the component of Thai Language and Thai Culture; at 89.20 percent with the component of Law Concerning Professional Performance; at 88.52 percent with the component of Thai Society; at 87.54 percent with the component of Thai Arts.

Conclusion and Discussion

The above-mentioned findings led to the following points for discussion:

1. The trainees' post-training learning achievement scores were significantly higher than their pre-training counterpart indicated that the training program was effective. This may be due to the following factors:

(1) Foreign teachers who were trainees were highly motivated because the Training Program to Equip Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand was one of the requirements for foreign teachers in order to be eligible for application for the teacher's license for teaching in Thai schools as set by the Teachers Council of Thailand.

(2) The training was effectively organized with qualified resource persons provided by the research team.

(3) The training package was effective for increasing knowledge and understanding of trainees on Thai language and Thai Culture, law concerning professional performance, Thai society including Thai arts.

2. That trainees were highly satisfied with all components of the training package indicated that the developed training package was enjoyable to study, easy to understand, and provided useful information for foreign teachers. Also, learning activities and exercises provided in the package were informative as well as appropriate.

Recommendations

Based on the above research findings and discussion, the research team offered the following recommendations:

1. The developed training package on Equipping Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand should be used as the training package for the 20-hour for foreign teachers teaching in Thai schools.

2. Higher education institution, under approval of the Teachers Council of Thailand, should make use of this training package to carry out the training program on Equipping Foreign Teachers with Required Knowledge to Apply for the Teacher's License in Thailand

3. Subsequent implementation of the training package may reveal some points for further improvement and revision in both the component contents and prescribed activities and exercises. Therefore, subsequent improvement and revision of the training package may be necessary in the future based upon results of continued usage.

4. Since this training package uses English as the media of instruction, it may not be fully comprehensible to foreign teachers whose mother tongue is not English. In the future, similar training packages in languages other than English should be developed for those foreign teachers.

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