

2005 KEDI/UNESCO Bangkok Joint Seminar on
Secondary School Teacher Development and management:
Challenges and Opportunities

Final Report

**United Nations Educational,
Scientific and Cultural Organization**

Implemented in cooperation with

Korean Educational Development Institute (KEDI)

Table of Contents

I. Executive summary of the report and its main findings	3
II. Background	4
III. Objectives	4
IV. Participants	5
V. Proceedings from the seminar	5
VI. Achievement and difficulties encountered	6
Annex I List of Participants	7
Annex II Agenda	13

I. Executive summary of the report and its main findings

1. Since 1997 the Korean Educational Development Institute (KEDI) and UNESCO Bangkok have organized annual seminars focusing on education planning and management issues that are high on the policy agenda in Asian-Pacific countries. Particularly, since 2002, the seminar has been devoted to themes related to the six Education for All (EFA) goals agreed upon by the international community at the World Education Forum.

2. The seminar focused on secondary education. While it is true that the general EFA proceedings tend to give priority to primary education, in many countries in Asia, especially for those that have successfully expanded universal primary education (UPE), development of good-quality secondary education accessible to all is high on policy agenda. In this context, in this context, it was decided that the 2005 topic concerns secondary education with focus on teacher policies.

3. The seminar brought together fourteen participants from six low- and middle-income countries in the region (Indonesia, Mongolia, Nepal, Thailand, the Philippines, and Vietnam), for an exchange of information, knowledge regarding secondary teacher development and management. Participants were represented by senior technical MoE officials working on secondary education and/or on teacher training and management, and experts from national research institutions and/or teacher training institutions.

4. The seminar reviewed and discussed trends and issues under each of the following sub-topics: (1) Teacher recruitment, posting, transfer; (2) Teacher development; (3) Status of secondary school teachers and working conditions; and (4) Teacher salaries and incentives. Four country expert papers (Nepal, Thailand, the Philippines, and Republic of Korea), prepared prior to the Seminar to have insights on specific country experiences, were presented and discussed, each focusing on different aspects of secondary teacher policies. In addition, Country Fact Sheets on Secondary Education were prepared and distributed by UNESCO Bangkok to provide overview of secondary education system in each participating country, based on quantitative data available from existing sources.

5. Overall, the seminar took place in an amiable ambiance and discussions in general proved to be very rich and useful. Each session, composed of one country case study and discussions, enriched the knowledge of both participants and the organizers, KEDI and UNESCO Bangkok, and the country representatives participated actively in the discussions in every session. Information on the recent national initiatives were shared and provoked active discussion from other countries faced with similar problems. Since most of these initiatives are quite recent, it was pointed out that assessment of their impact in longer term would offer interesting insights.

II. Background

6. Education for All is not only about achieving primary education, although the international community tends to give priority to this sub-sector in the EFA framework. In many countries in Asia, especially for those that have successfully expanded UPE, development of good-quality secondary education accessible to all is high on policy agendas. Even in low income countries, where achieving UPE still remains a challenge, the importance of secondary education is increasingly well recognized; in these countries, especially in East and Southeast Asia, secondary education, at least at the lower secondary level, is often part of basic compulsory education and expanding and improving secondary education is one of the major targets in EFA National Action Plans.

7. It should also be noted that the expansion and improvement of secondary education serves to motivate students to pursue their primary studies to a successful conclusion by opening up opportunities for further study and better employment. Increasingly, the non-monetary returns to secondary education are valued by parents and governments and are given attention.

8. Since 2002, the theme of the annual joint KEDI – UNESCO Bangkok seminar has been focusing on EFA. It was proposed that the theme of this year’s seminar should be secondary education with a focus on teacher policies.

9. Teacher related issues lay at heart of education reforms in many countries. If countries are to strengthen secondary education school systems, both in terms of quantity and quality, teacher development and management no doubt play a key role. While teachers are also crucial in primary education, policies related to secondary school teachers deserve special consideration as secondary education is more complex involving multiple functions, structures, programmes, and institutions. Yet teacher related issues in developing countries in Asia have not always been covered extensively and in depth in the available literature and there is a need to fill in the information gap for countries willing to learn from other countries’ experiences and various policy options.

III. Objectives

10. The main objective of this years’ KEDI – UNESCO Bangkok were set as follows:

1. Disseminate the research findings on teacher policies in the OECD countries, with a focus on the Korean experience.
2. Examine how such findings and conclusions apply to non-OECD countries.
3. Share reform experiences concerning development and management of teachers in selected non-OECD countries in the Region.
4. Identify and discuss the challenges countries face in managing teacher issues.
5. Clarify how issues and responses are different according to different levels of the education system structure (primary, lower secondary, upper secondary).
6. Contribute to defining future research priorities in this area.

IV. Participants

11. Fourteen participants from six low- and middle-income countries in the region (Indonesia, Mongolia, Nepal, Thailand, the Philippines, and Vietnam) attended the seminar, represented by senior technical MoE officials working on secondary education and/or on teacher training and management, and experts from national research institutions and/or teacher training institutions. The participants were identified by UNESCO Bangkok with support from UNESCO Hanoi, Jakarta, Katmandu and Beijing, and in some cases active involvement of the Nat Coms. Please see Annex I for the list of participants.

V. Proceedings from the seminar

12. As part of the seminar preparation, three country case studies (Nepal, Thailand, and the Philippines), each focusing on different aspects of secondary teachers, were commissioned by UNESCO Bangkok to national experts, based on which each of them made a presentation during the seminar. Additionally, UNESCO created Country Fact Sheets and collected country-specific information on secondary teachers, using a Questionnaire, to prepare for and facilitate discussions at the seminar. The Fact Sheets contained basic country information such as the organization of the educational system and selected basic statistical data related to secondary education and teachers from UIS and other international sources. The Questionnaire, designed to fill in the information gaps related to recent secondary education policy reforms as well as teacher development and management issues (e.g. training system, status of teachers), was sent to the participants and collected prior to the seminar.

13. Following the opening session, a keynote presentation was made by M. Nozawa, Programme Specialist, UNESCO Bangkok. The presentation provided a contextual overview of Asian experiences in secondary education and teachers management, and set common ground for the discussions to follow.

14. The first main part of the seminar identified major policy trends and issues. Findings from the recent OECD study on teacher development and management, *Teachers Matter: Attracting, developing and retaining effective teachers*, were presented by Dr. Ee-gyeong Kim, Director of the Teacher Policy Research Office, KEDI. The presentation aroused lively discussion from the participating countries. Although the context of the study was set in industrialized countries, participants found many of the issues applicable to their own country situation and expressed interest in learning from the study findings. Then each country team made a very brief presentation on the current status of secondary education and secondary teacher management. Finally, in concluding the first session, a methodology to identify and analyze teacher management policy issues was presented by D. Altner, Chief, EPR, UNESCO Bangkok. The methodology takes a close look at the operational procedures involved in teachers management, and can be used for the assessment of important aspects of secondary teacher policy. Participants were invited to participate in an application exercise, using teacher posting and transfer mechanism as an example, and exchanged experiences and ideas.

15. The second part of the seminar focused on a review and discussion of specific issues under each of the following sub-topics: (1) Teacher recruitment, posting, transfer; (2) Teacher development; (3) Status of secondary school teachers and working conditions; and (4) Teacher salaries and incentives. Each session opened with a brief presentation by the organizers to introduce the session topic, followed by a country case presentation. The country

presentations were based on the findings from case studies commissioned to country experts prior to the seminar. A considerable amount of time was allocated after each presentation to allow participants share their country experiences and strategies. See the programme agenda in Annex II for details of each session.

VI. Achievement and difficulties encountered

16. The seminar took place in an amiable ambiance and discussions in general proved to be very rich and useful. Each session, composed of one country case study and discussions, enriched the knowledge of both participants and UNESCO Bangkok, and the country representatives participated actively in the discussions in every session. Topics that solicited the participants' particular interest include issues such as out-of-field teaching, teacher licensing system, imbalances between teacher supply and demand related to some specific subjects, teacher transfer, duration and content of teacher training, correlations between the quality of teachers and the student performance, unattractiveness of the teaching profession. Information on the recent national initiatives were shared (e.g. introduction of a new salary scale and decentralization in Thailand, teacher transfer and efforts to upgrade teacher qualifications in Nepal, teacher supply and recruitment in the Philippines) and provoked active discussion from other countries faced with similar problems. Since most of these initiatives are quite recent, it was pointed out that assessment of their impact in longer term would offer interesting insights.

17. One factor contributing to the success was the composition of the country team (one personnel from the Ministry of Education and another from a national Teacher Training Institution). Soliciting opinions and experiences from two different perspectives of those producing teachers and those utilizing them added to the richness and complementarities of each discussion.

18. At the end of the seminar, opportunity was afforded to collect ideas from participants for future follow-up activities including research projects that they want to see UNESCO Bangkok and KEDI to engage in, in the future. The role UNESCO can play to coordinate a joint policy research project at the regional level was underlined by a number of participants, some suggested topics were discussed, and several participants expressed interest in contributing to the regional research in appropriate ways to be defined. In addition, suggestions were made regarding other possible research partners for the regional project.

19. Teacher training is visibly a domain in which big donors have been investing, but other important challenges related to teacher management and specifically secondary teachers have been given much less attention in spite of their importance in realizing quality secondary education. Secondary teacher management issues related to recruitment, assignment, compensation, promotion and career development have often been overlooked, and these are obviously areas where UNESCO can play a key role. Both DANIDA and ADB are promising potential partners to support UNESCO Bangkok's follow-up activities. The Seminar aroused interest of some donor agencies, notably DANIDA in Nepal and ADB in Vietnam. DANIDA Nepal funded one additional participant from Nepal, while ADB initially proposed to participate in the seminar and in addition fund a third participant from Vietnam, although this proposal was not concretized due to the Bank's other commitments to be fulfilled before the end of the year. The Japanese Government through JFIT support is already a partner in this endeavor.

Annex I List of Participants

INDONESIA	
Prof. Dr. Zamroni Director of Teacher Professional Ministry of National Education	Komp. Dikdasmen 6D, alt. 2. Cipete, Jak-Sel Jakarta Indonesia Tel: (62-21) 7694403 Fax: (62-21) 7657202 Email: zamroni_1010@yahoo.com
Dr. Satrio Soemantri Brojonegoro Director-General of Higher Education Ministry of National Education	Jalan Jenderal Sudirman-Senayan Jakarta 10270 Indonesia Tel: (62-21) 5731436 Fax: (62-21) 5731466 Email: satrio1@indo.net.id
MONGOLIA	
Prof. Jadambaa Badrakh President Mongolian State University of Education	Ub, Sukhbaatar District, Baga Toirru-14 Ulanbaatar Mongolia Tel: 976-11-322705 Fax: 976-11-322705 Email: rector@msue.edu.mn
Dr. Nerendoo Nergui Senior Officer Ministry of Education, Culture and Science	Baga toiruu 44, Zasgiin gazriin 111 bair, Sukhbaatar duureg8 Ulaanbaatar Mongolia Tel: 976-11 262480 Fax: 976-11 323158 Email: nergui@mecs.pmis.gov.mn

NEPAL

Dr. Kedar Nath Shrestha
Dean, School of Education
Kathmandu University

Kathmandu
Nepal
Tel: (977) 1-5544078
Fax: (977) 1-5-533543
Email: kusoed@wlink.com.np

Ms. Kamala Kumari Pokhrel
Deputy Director
National Center for Educational Development

Samothimi, Bhaktapure, Kathmandu
Nepal
Tel: (977) 1-66330180 / 6630457
Fax: (977) 1-6631486
Email: nced@ntc.net.np / ednced@mail.com.np

Dr. Arjun Bhandari
Executive Director
National Center for Educational Development

Samothimi, Bhaktapure, Madhyapur
Nepal
Tel: (977) 1-6630457 / 6638150
Fax: (977) 1-6631486
Email: nced@ntc.net.np / ednced@mail.com.np

PHILIPPINES

Dr Nilo L. Rosas
President, Philippine Normal University

Ayala Bld., Manila
Philippines
Tel: (632) 302 6763
Fax: (632) 536 6471
Email: president@pnu.edu.ph

Ms. Bella O. Mariñas
Supervising Education Program Specialist, Staff Development Division
Bureau of Secondary Education
Department of Education

3rd Floor Bonifacio Building,
DepEd Complex, Meralco Avenue
Pasig City 1600
Philippines
Tel: (632) 633 7267
Fax: (632) 632 7586
Email: bellamarinas@yahoo.com

THAILAND

Dr Pruet Siribanpitak
Dean, Faculty of Education
Chulalongkorn University

Phayathai Rd., Bangkok 10330
Thailand
Tel: (66)-2-218-2410
Fax: (66)-2-215-3568
Email: pruet.s@chula.ac.th

Ms. Koontolrat Ratanasing
Education Specialist, Office of Basic Education Commission
Ministry of Education

10th Floor, OBEC Building 5, Ministry of Education
Rachadumnern Nok Road, Dusit, Bangkok
Thailand
Tel: (66) 2 2805563
Fax: (66) 2 2810588
Email: koontolrat@yahoo.com

Mr. Sangob Intaramanee
Education Personnel Officer, Office of Teacher Civil Service Commission
Ministry of Education

Bangkok
Thailand
Tel: (66) 2 2802834
Fax: (66) 2 2801101
Email: mtsir@mahidol.ac.th

VIETNAM

Dr. Hai Chau Nguyen
Vice Director, Department of Secondary Education
Ministry of Education and Training

49 Dai Co Viet Street, Hanoi
Vietnam
Tel: +84 4 868 1852
Fax: +84 4 869 3243
Email: nhchau@moet.gov.vn

Ms. Vu Thi Loi
Senior Expert, Department of Secondary Education
Ministry of Education and Training

79 Dai Co Viet, Hanoi
Vietnam
Tel: +84 4 868 4271
Fax: +84 4 869 3243
Email: vthiloi@moet.edu.vn

ADVISORY MEMBERS**Dr. Hyung Yeel Koh**

President
Korean Educational Development Institute

92-6 Umyeon-dong, Seocho-gu, Seoul
Korea
Tel: 82 2 3460 0200
Email: henky@kedi.re.kr

Dr. Key Young Lee

Director, International Education Cooperation Division
Korean Ministry of Education & Human Resources Development

Tel: 82 2 2100 6570
Fax: 82 2 2100 6579
Email: muyoung@moe.go.kr

Ms. Hyunjin Kim

Deputy Director, International Education Cooperation Division
Korean Ministry of Education & Human Resources Development

Tel: 82 2 2100 6573
Fax: 82 2 2100 6579
Email: khyunjn@moe.go.kr

Dr. Jae-Woong Kim

Professor, Graduate School of Education
Sogang University

1 Shinsu-dong Mapo-gu, Seoul
Korea
Tel: 82 2 705 8941
Fax: 82 2 704 5997
Email: jngkim@sogang.ac.kr

Dr. Utak Chung

Head of Education Team
Korean National Commission for UNESCO

P.O. Box Central 64, Seoul
Korea
Tel: 82 2 755 9067
Fax: 82 2 755 6667
Email: utchung@unesco.or.kr

UNESCO Bangkok**Ms. Dominique Altner**

Chief, Education Policy and Reform Unit
UNESCO Bangkok

920 Sukhumvit Rd., Prakanong, Bangkok
Thailand
Tel: 66-2 391 0577
Fax: 66-2 391 0866
Email: d.altner@unesco.org

<p>Ms. Miki Nozawa Programme Specialist UNESCO Bangkok</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Tel: 66-2 391 0577 Fax: 66-2 391 0866 Email: m.nozawa@unescoykk.org</p>
<p>Dr. John Ryan Consultant UNESCO Bangkok</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Tel: 66-2 391 0577 Fax: 66-2 391 0866 Email: jwrhmrr@yahoo.com</p>
<p>Ms. Yoko Sato Research Assistant UNESCO Bangkok</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Tel: 66-2 391 0577 Fax: 66-2 391 0866 Email: y.sato@unescoykk.org</p>

Program Facilitators at KEDI	
<p>Dr. Jai Seok Kwak Director, International Cooperation Team Korean Educational Development Institute</p>	<p>96-2 Umyeon-dong, Seocho-gu, Seoul Korea Tel: 82-2 3460 0483 Email: kjs@kedi.re.kr</p>
<p>Dr. Ee-gyeong Kim Director, Office of Educational Administration and Finance Korean Educational Development Institute</p>	<p>96-2 Umyeon-dong, Seocho-gu, Seoul Korea Tel: 82-2 3460 0221 Email: ekim@kedi.re.kr</p>
<p>Ms. Kyunghee Kim Program Specialist, Office of International Cooperation Korean Educational Development Institute</p>	<p>96-2 Umyeon-dong, Seocho-gu, Seoul Korea Tel: 82-2 3460 0219 Fax: 82-2 3460 0156 Email: jolle@kedi.re.kr</p>

<p>Ms. Becca Jeong Program Specialist, Office of International Cooperation Korean Educational Development Institute</p>	<p>96-2 Umyeon-dong, Seocho-gu, Seoul Korea Tel: 82-2 3460 0217 Fax: 82-2 3460 0156 Email: becca@kedi.re.kr</p>
<p>Ms. Hye-young Park Program Specialist, Office of International Cooperation Korean Educational Development Institute</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Tel: 66-2 3460 0216 Fax: 66-2 3460 0156 Email: hypark@kedi.re.kr</p>
<p>Ms. Dae-Hyun Lee Program Specialist, Office of International Cooperation Korean Educational Development Institute</p>	<p>96-2 Umyeon-dong, Seocho-gu, Seoul Korea Tel: 82-2 3460 0493 Fax: 82-2 3460 0156 Email: unikorean@kedi.re.kr</p>
<p>Ms. HJun Hyuk Jin Staff, Office of International Cooperation Korean Educational Development Institute</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Tel: 66-2 3460 0241 Fax: 66-2 3460 0156 Email: jun@kedi.re.kr</p>
<p>Ms. Yu Seong Choi Staff, Office of International Cooperation Korean Educational Development Institute</p>	<p>920 Sukhumvit Rd., Prakanong, Bangkok Thailand Fax: 66-2 3460 0156 Email: cya1020@kedi.re.kr</p>

Annex II Agenda

Tuesday, December 13

TIME	ACTIVITIES
09.00-09.30	Registration
09.30-10.10	<p>Opening</p> <p style="text-align: right;"><i>Chairperson: Dr. Jai Seok Kwak, KEDI</i></p> <p>Welcome Remarks</p> <p style="text-align: right;"><i>Dr. Hyung Yeel Koh, President, KEDI</i> <i>Dr. Kye Young Lee, Korean Ministry of Education & Human Resources Development</i> <i>Ms. Dominique Altner, UNESCO Bangkok</i> <i>Dr. Utak Chung, Korean National Commission for UNESCO</i></p> <p>Remarks on behalf of Participants</p> <p style="text-align: right;"><i>Representative of Participants</i></p> <p>Introduction of Participants</p> <p style="text-align: right;"><i>Participants</i></p> <p>Introduction to the Seminar: Objectives and Programme</p> <p style="text-align: right;"><i>Dr. Ee-gyeong Kim, KEDI</i></p>
10.10-10.40	<p>Keynote Presentation</p> <p>Challenges in Secondary Education and Teacher Management: An Overview of Asian Experiences</p> <p style="text-align: right;"><i>(1) Miki Nozawa, UNESCO Bangkok</i></p>
10.40-11.00	Break
11.00-12.00	<p>Invited Speech</p> <p>Korean Experiences in Reforming Secondary Education and Teachers</p> <p style="text-align: right;"><i>Dr. Jae-Woong Kim, Professor Sogang University, ROK</i></p> <p>Q&A</p>
12.00-13.30	Lunch
<p>Session I</p> <p>Identifying Major Policy Trends and Issues</p> <p style="text-align: right;"><i>Chairperson: TBA</i></p>	
13.30-14.40	<p>Findings from the OECD Study “Teachers Matter”</p> <p style="text-align: right;"><i>Dr. Ee-gyeong Kim, KEDI</i></p> <p>Q&A</p>
14.40-15.40	<p>Sharing of Experiences by Participating Countries</p> <p style="text-align: right;"><i>Participants</i></p>
15.40-16.00	Break

TIME	ACTIVITIES
16.00-16:30	Sharing of Experiences (cont.)
16.30-17.30	Identifying and Analyzing Teacher Management Policy Issues in Developing Countries: Presentation of a Methodology <i>Ms. Dominique Altner, UNSECO Bangkok</i> Q&A
18.00-20.00	Welcoming Reception Hosted by the President of KEDI

Wednesday, December 14

TIME	ACTIVITIES
Session II Discussion on Issues and Policy Options (1): Teacher Recruitment, Posting, Transfer <i>Facilitator: Ms. Dominique Altner, UNESCO Bangkok</i>	
09.00-09.20	Introduction of the Session Topic <i>Ms. Dominique Altner, UNESCO Bangkok</i>
09.20-09.50	Country Case Study: Thailand <i>Dr. Siribanpitak Pruet, Dean of Faculty of Education, Chulalongkorn University, Thailand</i>
09.50-10.40	Discussion
10.40-11.00	Break
11.00-12.30	Discussion (cont.)
12.30-14.00	Lunch
Session III Discussion on Issues and Policy Options (2): Teacher Development <i>Facilitator: Ms. Miki Nozawa, UNESCO Bangkok</i>	
14.00-14.20	Introduction of the Session Topic <i>Ms. Miki Nozawa, UNESCO Bangkok</i>
14.20-14.50	Country Case Study: Philippines <i>Dr. Nilo L. Rosas, President, Philippines Normal University, Philippines</i>
14.50-16.00	Discussion
16.00-16.20	Break
16.20-17.20	Discussion (cont.)
17.20-17.30	Introduction to the Following Day's Study Tour

TIME	ACTIVITIES
18.00-	Dinner and City Tour (<i>Lotte World Folklore Center</i>)

Thursday, December 15

TIME	ACTIVITIES
09.30-11.30	Study Tour to Public Secondary School in Seoul (<i>Hansan Middle School</i>)
11.30-13.00	Lunch
13.00-16.00	Study Tour to Teacher Training Institution (<i>Korea University College of Education</i>)
16.00-17.30	City Tour (<i>Insa-dong Cultural Street</i>)
17.30-20.00	Dinner and City Tour (<i>Dongdaemun Market</i>)

Friday, December 16

TIME	ACTIVITIES
Session IV Discussion on Issues and Policy Options (3): Status of Secondary School Teachers and Working Conditions <i>Facilitator: Mr. John Ryan, UNESCO Bangkok</i>	
09.00-09.20	Introduction of the Session Topic <i>Mr. John Ryan, UNESCO Bangkok</i>
09.20-09.50	Country Case Study: Nepal <i>Dr. Kedar Nath Shrestha, Nepal</i>
09.50-10.20	Discussion
10.20-10.40	Break
10.40-12.00	Discussion (cont.)
12.00-13.30	Lunch
Session V Discussion on Issues and Policy Options (4): Teacher Salaries and Incentives <i>Facilitator: Dr. Ee-gyeong Kim, KEDI</i>	
13.50-14.20	Country Case Study: Republic of Korea <i>Dr. Ee-gyeong Kim, KEDI</i>

TIME	ACTIVITIES
14.20-15.40	Discussion
15.40-16.00	Break
16.00-17.30	<p>Wrap-up & Closing</p> <p style="text-align: right;"><i>Chairperson: Dr. Jai Seok Kwak, KEDI</i></p> <p>Overall Conclusions</p> <p style="text-align: right;"><i>KEDI & UNESCO Bangkok</i></p> <p>Final Remarks by Participants</p> <p style="text-align: right;"><i>Participants</i></p> <p>Closing</p> <p style="text-align: right;"><i>KEDI & UNESCO Bangkok</i></p>
18.00-	Farewell Dinner