

# The Development of Schools and the Quality of the Teachers' Lives under Municipalities in Thailand

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**Abstract** - The purpose of this research was to study and analyze factors affecting the development of schools and how this development is reflected in the Quality of the teachers' lives under municipalities in Thailand. The sample consisted of 400 teachers from 16 schools located in district areas that were controlled and supported by Municipalities in Thailand. General data were analyzed with descriptive statistics in terms of percentage, mean, standard deviation, minimum score, and maximum score. Analytical statistics were used to analyze factors in order to study about the development of school and multiple regression analysis was used for testing relationship between each factor to the development of schools and also in regard to how each factor is related to the Quality of the teachers' lives. The qualitative data was then used to supplement the quantitative data collected.

The research results were as follows: 1) The 'Job motivation' factor affected positively the development of school in the area of teaching and learning process, 2) The 'School Management' and 'Working according to the good governance' factors affected positively the development of school in the area of decentralization. The 'Commitment to the school' factor affected negatively the development of school in the area of decentralization, 3) The 'Commitment to the school' factor affected positively the development of school in the area of personnel, 4) The 'Expectation of suitable leadership for the school' affected positively the development of school in the

area of activities, and 5) Only one factor, the development of school in the area of teaching and learning process, had a statistically significant effect on the quality of the teachers' lives under municipalities in Thailand.

**Keywords** - Development of School, Quality of the Teachers' Lives, Municipalities

## I. INTRODUCTION

Statement of the Research Problem:

- What type of organization nature which schools have?
- Directions focus on how to moving forward?
- How classrooms manage learning atmosphere?
- What instruction media and classroom layout will support children's thinking process?

Teachers should be able to analyze learner's homework, manage continues learning, and improve learner. Learners must have the good thinking behavior following the philosophy of the Sufficiency Economy, improvement in thinking assessment, and be able to apply the thinking behavior in daily basic.

From the subject and problem, office of the basic education has continually improvements. To solve lack of thinking and analytical method of children's problem, office of the basic education department has arranged the

workshop for brainstorming with experts from internal and external. Main target was schools, classrooms, teachers, and learners. The brainstorming was used to find a standard to solve lack of thinking and analytical method of children's problem base on fundamental of sustainable development in Thai context following the Sufficiency Economy, and moral with knowledge in community normal life condition. Due to schools are the producer and chooser following community need to be central of development in every side.

The municipalities are importance government service which work to supervise and support basic education for both quantitative and qualitative. The main objective is the thorough and good quality of education service to people in basic education level in municipality area with free of charge according to the Thai constitutional provisions, and the Determining Plans and Process of Decentralization to Local Government Organization Act.

Thailand seriously focuses on quality of education and quality of life. From the Tenth national economic and social development plan, the strategies and development guidelines lead to the balanced development, good quality, and sustainable by strengthen the Economic and social foundation for improve quality of life of most people in Thailand. The school development concepts of management people in municipalities, teachers, parents, and societies need to be conducted with quality of life of teachers. There are 30,359 of municipality teachers in Thailand in 923 schools. Societies and Local Government Organization have purposes for teachers, who will be responsible to change the behavior of

students, to enable school as the suitable place, and especially to develop knowledge, attitude and skills. These will be indicated in the positive behaviors.

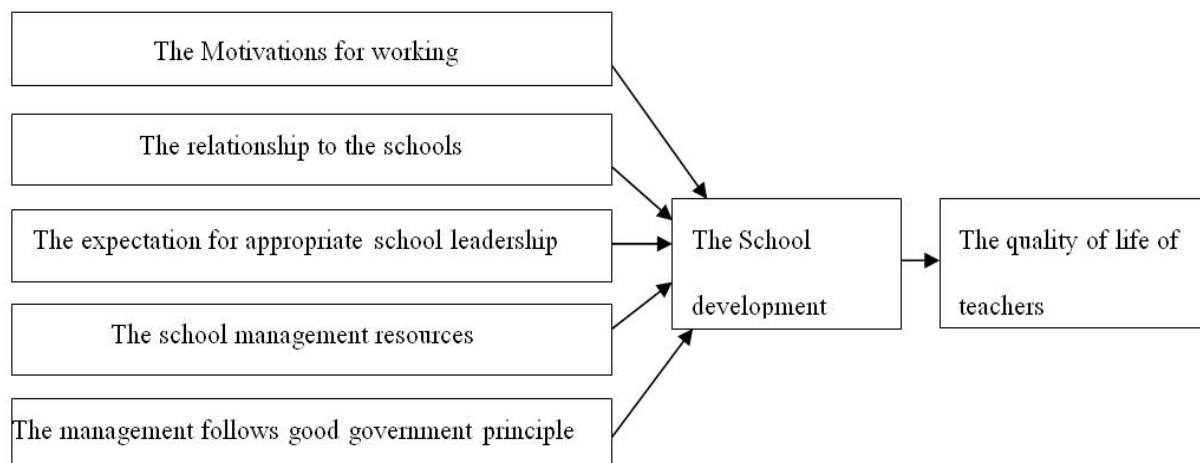
## **II. OBJECTIVES**

1. To analyzing study internal organization nature factors including motivation for working, relationship to the schools, expectation for appropriate school leadership, school management resources, and working follow the good government principle which have effects to developing of the schools in municipalities.

2. To analyzing study on the school developments which would have an influence on teachers in municipalities.

## **III. CONCEPTUAL FRAMEWORK**

For the development of schools and the quality of the teachers lives under municipalities in Thailand, the researcher occupied the concept of internal public organization nature which concluded that nature of education place include: 1) the personal in education place must have motivation for working the relationship to education places the expectation for appropriate school leadership, 2) the school management resources, 3) The strategy of managers currently is working follow the good government principle, and 4) The 3 natures will effect to the direction of organization is the school development. For the quality of life of teachers, factors were studied include the satisfaction factor which effect to quality of life in term of personality, family, and social.



#### IV. RESEARCH METHODOLOGY

1. The population was used in the study was the municipality teachers, directly responsible or concerning with municipality schools persons.

2. The sample was used in the study was 400 teachers from 16 schools in the Municipalities control and support in Thailand, and directly responsible or concerning with municipality schools person was 7 of the director of education.

3. The tooling was used in the study was a questionnaire and interview. The questionnaire had 3 parts. The 1<sup>st</sup> part was general information of teachers in multiple choices (Checklist), the 2<sup>nd</sup>-8<sup>th</sup> were organization natures, school developments, and quality of life of teachers in Ratio scales.

4. For the data analysis, researcher used qualitative researcher from interview to classification for structure studying and main idea of the result to be used for additional quantitative data for quantitative research analysis as following.

- The descriptive analysis was description to the detail of any factor to be used for analysis, any general information of the data, and general information of the population which were used for study by using percentage, mean, maximum, and minimum.

- The inferential analysis has 2 choices to be used:

(1) The Factor analysis was used to study school developments which are working process in the schools to be an effective organization both concrete and abstract following 38 factors.

(2) The Multiple regression analysis was used to test relation of each factor which have an effect to the school development and relation of factor with the quality of life of teachers including ability about independent variation explanation effect to dependent variation.

#### V. RESULT

1. The most of teachers had an opinion that the school development was in very high level (50.3 percent), the following seem that it was in high level (44.6 percent).

2. The school developments have 38 sub variables which can be used for classification to the main variable. The analytical result was showed that there were 5 same variables as the school development in teaching and learning, decentralization, personal, activity, and optional education.

3. When the influence of the motivation for working variable increasing, the school development in teaching and learning will be increased also.

4. When the influence of the relationship to the schools variable increasing, the decentralization will be decreased. When the influence of the schools management resource and the management following good government principle variable increasing, the decentralization will be increased.

5. When the influence of the relationship to the schools variable increasing, the school development in personal will be increased.

6. When the influence of the expectation for appropriate school leadership variable increasing, the school development in activity will be increased.

7. There are no variable which have a significant statistically influence to the school development in optional education.

8. When the influence of the school development in teaching and learning factor increasing, the quality of life of the teachers will be increased.

## **VI. DISCUSSION**

1. For the motivation for working, the analytical result showed when the influence of the motivation for working increased, the school development in teaching and learning will increased significant statistically. There are no other factors had the influence to the teaching and learning. It means that if we would like to develop the schools in teaching and learning concerning academic, and routine of teachers, we must support about the motivation for working only.

2. For the relationship to schools, the analytical result shows when the influence of the relationship to schools increased, the school development in decentralization will be decreased, but the school development in personal will be increased significant statistically.

When the influence of the relationship to schools increased, the school development in decentralization will be decreased. The result shows that because the development in the

decentralization is the new experience for the teachers, and the schools current situation changing. About the high relationship and royalty to the schools, it is normally hard to accept the decentralization.

When the influence of the relationship to schools increased, the school development in personal will be increased. It means that the main organization relationship factors are the pleasure in the value of the job, the success of the job, and benefits which are the same result as the school development in personal.

3. For the expectation for appropriate school leadership, the analytical result shows when the influence of the expectation for appropriate school leadership increased, the school development in activity will be increased significant statistically. There are no other factors have the influence to the school development in activity. It means that if we would like to develop the new activities which need a lot of effort such a music band, a scout. It needs to have appropriate school leadership only.

4. For the school management, the analytical result shows when the influence of the school management increased, the school development in the decentralization will be increased significant statistically. It means that the school management has the influence to the decentralization, changing management, development management, and quality guaranty.

5. For the good government principle, the analytical result shows when the influence of the management follows the good government principle increased, the school development in the decentralization will be increased significant statistically. The management follows the good government principle has the influence to the school natures which have the management system based on the schools to be foundation of education management, the education development participation, and working follow direction from management team.

6. For the school developments, the analytical result shows when the influence of the teaching and learning system increased, the quality of life of the teachers will be increased significant statistically. There are no other factors have the influence to the quality of life of the teachers. This result conforms to Buddhist norms. When we practice according to Buddhist principle such a five precepts, five dharma, and also intent to perseverance for career, the society will be smooth, and the practitioner will be happy.

## VII. SUGGESTIONS

From the result of the research, researcher has suggestions about formats and developments method for schools and teachers.

### A. *The Suggestion for Practicing*

- The municipalities and schools should arrange meeting or workshop to have a conclusion together about strange and weakness. Then, prioritize each school developments, and any support needed for the school efficiency improvement.

- The schools should create the performing plan. The plan may be 1 year or 3 years plan about what kind of the school development will be applied.

- According to the school development in teaching and learning is the main mission, the needed result for the schools, and also be the only one factor which has the influence to the quality of life of the teachers, it cause of the most efficiency in teaching and learning system. The municipalities, schools, and society should have the plan to increase the motivation for working of the teachers in every side.

- The school development in decentralization is the new challenging mission to develop the schools to align with the world changing. About the decentralization, the schools should have some of the new generation of teachers, and also should have a support budgets for management

resources reinforcement. To prepare the schools and municipalities, should have closely followed up and evaluation for the schools to working the good government principle.

- To support the personal in every side such a qualification promotion, position promotion, or expansion the schools area. It will strength to the schools loyalty. The teachers will have a good relationship to the schools which solve the transferring and resigning problem.

- In case of the school development in special activities such music bands, scouts, the school management teams must consider the appropriate school leadership in special case.

### B. *Suggestion for Next Research*

- Should study the knowledge and understanding about school developments of teachers in each school to find the working efficiency improvement direction.

- Should study factors which have an effect to school management efficiency to find the school management efficiency improvement direction.

- Should comparative study the primary school development and high school development, and also compare the influence to quality of life of primary school teachers and quality of life of high school teachers. It can be used to find the direction or option for efficiency improvement or support the schools in the next future.

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(Arranged in the order of citation in the same fashion as the case of Footnotes.)

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