

Thesis Title Personnel Development in Educational Opportunity
Expansion Schools under the Office of San Pa Tong
District Primary Education, Chiang Mai Province

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Abstract

The purposes of this research were to study the current issues and to search guidelines for personnel development in educational opportunity expansion schools under the office of San Pa Tong district primary education, Chiang Mai province. The rating scale and open – ended questionnaires which contained items relating to five steps of personnel development process : personnel needs survey, objectives setting, procedure design, implementation, and evaluation were administered to all 91 administrators and teachers. Subsequently, collected data were analyzed using percentage, mean, and standard deviation for rating – scale responses and analytical description for open – ended ones. Some interviewings were concluded. The findings were as follows:

Most personnel performed all five steps of personnel development process activities at moderate level. Most performances in these steps : personnel needs survey, objective setting, and procedure design were not relevant to the needs of personnel. Identified problems included the lack of policy, plan/project in developing personnel of their own schools, the lack of budget, and implementation follow-up process. Furthermore, personnel were not seriously co-operated, and not well informed.

The operational time was not appropriate.

Schools should have their own plans or projects about personnel development. Personnel should participate in every step and be informed. Personnel needs should be seriously surveyed and implemented. Higher units should support more budget. Operational time should be set during school break. Guest lecturers should be professional. Community participation should be promoted. Evaluation and follow-up process should be clear and consistent.