

Title Educational Administration and Management under the Concept of
Decentralization: The Comparative Study of the Local Administration
Organizations between Thailand and South Korea

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Abstract

The objectives of this second phase research program are to comparatively study the schools administration under the Local Administrative Organizations (LAOs) in Thailand and South Korea under the notion of School Based Management (SBM), and to study the best practices in administrating the educational institutions of Thailand and South Korea. Then, the appropriate application to the context of local schools in Thailand will be proposed. The data is gathered from documentary research, field work, and interviews with technique of sample determination and purposive sampling. Sample groups come from four selective schools for the comparative study in Thailand and South Korea, and another three pilot educational institutions under the LAOs of Thailand. The tools employed in this study are the structured interview and field note. The result is further carried out by content analysis and triangulation, and is presented by descriptive analysis. The result suggests that

(1) Schools under LAOs of Thailand and South Korea have some crucial features and differences in their educational administration as follows,

- In general administration aspect, the School Management Committee (SMC) of South Korea has a crucial role in determining direction's schools, while the Educational Institution Committee of Thailand has a minor role and participate superficially in educational administration. However, Thailand has a strong school network to support its academic administration and other related mission as requested.

- In academic affair aspect, schools in South Korea gain power to adjust the learning class in some courses. Schools also can add more practical subjects in their curriculum and arrange learning activities to achieve individual needs. Besides, modern technology is utilized to support their learning process. South Korean schools make an educational evaluation from practicing. In addition, the government emphasizes on research and development for learning.

For Thailand, it gives an importance to the life skills based learning, especially, in fields of vocation and sport. However, it implements the criteria reference evaluation.

- In human resource management aspect, schools in South Korea has power to make a decision under SMC. The country also implements the career path advanced program, which can promote the educational personnel to higher levels such as becoming the master teacher or promoting to administrator position. Meanwhile, in Thailand a major role in human resource management is played by the personnel division the district office. Schools only have an obligation to follow requirement, regulation, and policy from the central agency.

- In budget management aspect, South Korea has a school-based account system that guarantee its budget autonomy to support educational activities. And, schools are able to spend it fundraising money. On the contrary, in Thailand, power of budget related management is under its original affiliation. Therefore, schools can focus on its academic practice.

(2) Lessons learned from the pilot schools under LAOs, shows that the sampling groups is decentralized from LAOs in both direct and indirect ways to make them independent and flexible for implementing School Based Management for Local Development (SBMLD). It finds that the main characteristics of pilot schools are to respond to students' need, to make flexible framework, and to become a center for cooperation between local network members. This network focuses on the expansion of network and the integrative administration with other organizations in various levels: provincial administrative organizations, municipalities, sub-district administrative organizations and higher educational institutions. The expansion of network is greatly broadened. The executives have leadership role and able to administrate and make decisions in accordance with Self-Managing School policy.

(3) This research recommends to encourage the educational institutions to be more independent and flexible in educational management in all aspects. Also, it should be an increase in practical learning to respond to student's interest, needs, and attitude. The LAOs should decentralize human resource management by enabling schools to recruit their own personnel and to develop their teachers for achieving both personal and the educational institution needs. The schools should additionally be freer in financial administration by setting up school accounting system to afford the activities without the permission from their original affiliation. Importantly, schools should be more independent to use their non-government fund. The LAOs should make general administration database of the affiliated schools for decrease

teachers' tasks in terms of general administration yet focus on Research & Development (R&D) to increase the efficiency in teaching and support the role of the teachers as Educational Institution Committee in order that they formulate policies and affairs of the educational institutions.