Teacher Training Using e-Learning for Professional Competency Development: Case of Korea

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I. Current Status of Teachers in Korea
## 1. Number of Teachers

### Classification of Teachers

<table>
<thead>
<tr>
<th>Classification</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>487,440</td>
<td>151,249</td>
<td>336,191</td>
</tr>
<tr>
<td>Kindergarten</td>
<td>48,530</td>
<td>931</td>
<td>47,599</td>
</tr>
<tr>
<td>Elementary school</td>
<td>182,672</td>
<td>42,496</td>
<td>140,176</td>
</tr>
<tr>
<td>Middle school</td>
<td>113,360</td>
<td>36,349</td>
<td>77,011</td>
</tr>
<tr>
<td>High school</td>
<td>134,581</td>
<td>68,808</td>
<td>65,773</td>
</tr>
<tr>
<td>Special School</td>
<td>8,297</td>
<td>2,665</td>
<td>5,632</td>
</tr>
</tbody>
</table>

(Unit: Persons)
2. Proportion of Male and Female Teachers

[Diagram showing the proportion of male and female teachers in Kindergarten, Elementary school, Middle School, and High school.]
3. Ratio of Students to Teachers

![Graph showing the ratio of students to teachers over years for Kindergarten, Elementary School, Middle School, and High School. The graph indicates a decrease in the ratio over time.]
4. Promotion Process

- Principal
  - Principal Certificate
  - Vice Principal
  - Vice Principal Certificate
    - 1st Grade Teacher
      - 1st Grade Teacher Certificate
      - 2nd Grade Teacher
        - 2nd Grade Teacher Certificate
5. Legal Status of Teachers

- Public school teachers have the legal status of government officials. Their rights and status are protected by education laws.
  - Private school teachers have similar treatment to public teachers.
- Teachers have a guaranteed tenure up to the mandatory retirement age of 62.
- Public school teachers are relocated every 5 years in general.
6. Participation in Teacher Training

<table>
<thead>
<tr>
<th>Training mode</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Face-to-face training</td>
<td>231,564</td>
<td>346,933</td>
<td>341,766</td>
</tr>
<tr>
<td>E-learning training</td>
<td>1,071,390</td>
<td>1,064,983</td>
<td>1,072,681</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,303,954</strong></td>
<td><strong>1,411,916</strong></td>
<td><strong>1,414,447</strong></td>
</tr>
</tbody>
</table>

(Unit: Persons)

- Annual training participation per teacher: 2.8 times
- Annual training participation time per teacher: approx. 80 hrs
II. Policies to Promote e-Learning Teacher Training
1. Provision of Customized Training Programs

Reflect Teacher’s Life Cycle

- Customized training by lifecycle (from appointment to retirement)
- Provide training for newly appointed teachers
- Provide empowerment training for intermediate teachers
- Provide leadership and management training for vice principal/principal

<table>
<thead>
<tr>
<th>1. Teacher training for novice/short-term career teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Teacher training for intermediate (lead) teachers</td>
</tr>
<tr>
<td>3. Teacher training for school managers</td>
</tr>
<tr>
<td>(vice principal, principal, school supervisor)</td>
</tr>
</tbody>
</table>
2. Enhancement of Training Content Quality

- For high quality content development
  - **e-Learning Content Quality Certification**
    - Prescribe mandatory content quality certification by law to operate e-learning teacher training courses
    - Establish standards for content elements
    - Deliberate on content accuracy, recentness, errors in functions, ethics, and copyrights issues
  - **Strengthen autonomous content quality management by training institutes**
    - Replace more than 15% of the entire courses with new content
    - Provide education and training for professional skill development twice or more per year at the national level
3. Qualitative Upgrading of Training Operation Service

☐ For high quality training service

- **Assess e-learning teacher training institutes (annual)**
  - Assess training operation performance, effort to improve service levels and customer complaints, excellent innovation cases
  - Provide opportunities to expand trainee recruitment for excellent institutes through public relations; recommend closing institutes with continuously poor performance

- **Give private businesses opportunities to operate teacher training institutes**
  - Approve operation of teacher training institutes through screening of private businesses (Ministry of Education)
  - Encourage competition between public and private training institutes
4. National Reward Policies

- To maximize training participation
  - Support training expenses
    - $200 per teacher annually with funds from provincial and municipal offices of education
    - $40 per e-Learning teacher training course
  - Reflect training records (score) in promotion screening to vice principal or principal
  - Reflect teacher training participation in school assessment
III. Analysis of Policy Features and Implications
1. Strengths & Weaknesses

□ Strengths

- Reflect training scores in promotion screening (reflect 15% of the scores)
- Provide expenses for teacher training participation
- Apply excellent HRD experiences of the private sector to teacher training
- Korea’s advanced IT environment
- Establish a system to manage the quality of e-Learning teacher training
1. Strengths & Weaknesses

☐ Weaknesses

- Difficult to motivate teachers who give up promotion or who are reluctant to develop their abilities

- Training courses led by the state and provincial offices of education have difficulty facilitating voluntary participation of teachers

- Difficult to overcome the limitation of simply learning knowledge rather than creative or experience activities of training participants.
2. Policy Implications

- Introduce e-Learning teacher training considering economic conditions
  - Applying the latest IT is not essential element for training performance.
  - Download data with such simple function as bulletin board, and sufficiently raise training effect with such interaction as Q&A and discussion.
  - Text-centered digital content can be good learning materials.
2. Policy Implications

□ Strong training policy drive at the state level
  ● Make training participation mandatory and prepare ways to give incentives
  ● Prepare an assessment system to encourage private participation in e-Learning teacher training
  ● Establish a training support center that supports the establishment of e-Learning teacher training institutes and performs monitoring of training operation
2. Policy Implications

- Develop and apply training operation models considering teachers’ working conditions and cultural environment
  - Conditions for using computers and the Internet, teachers securing time for training
  - Passion and motivation for self-development
  - Cost and livelihood issues arising from training participation
Thank you.