

INFORMATION PAGE OF DOCTORAL THESIS

Name of thesis: Developing the management staffs of high schools in the southern provinces of the Lao People's Democratic Republic
Major: Educational Management
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Abstract

This dissertation examines the development of high school management staff in the southern provinces of the Lao People's Democratic Republic in the context of educational reform and the demand to improve the quality of human resources. The aim of the study is to establish a theoretical foundation for the development of high school management staff, to investigate and evaluate the current situation of the management staff and its development, and thereby to propose scientifically grounded and feasible solutions to improve the quality of school management personnel.

The research focuses on principals and vice principals of high schools in four southern provinces of Laos, namely Sekong, Champasak, Saravan, and Attapeu. The survey was conducted in 24 schools with 488 participants, including provincial education administrators, principals/vice principals, heads of subject departments, and teachers. Based on the human resource development approach and the competency-based approach, the dissertation systematizes the basic concepts, identifies the requirements in terms of quantity, structure, and quality of the management staff, and develops a competency framework as a basis for planning, selection, appointment, training, professional development, and evaluation of high school managers.

The findings show that the management staff of high schools in the southern provinces of Laos has experienced certain improvements; however, there remain many limitations in planning, selection, appointment, inspection, evaluation, training, and professional development. A proportion of school managers have not yet fully met the requirements of school governance reform, while the conditions for professional development and the working environment still face many difficulties.

Based on both theoretical and practical findings, the dissertation proposes five major groups of solutions: improving staff development planning; standardizing selection and appointment; developing and refining a competency framework as a basis for evaluation; enhancing managerial capacity through training and professional development; and creating a favorable environment for the competency development of school managers. The results of the validation indicate that all proposed solutions are both necessary and feasible. The dissertation also conducted an experimental implementation of the solution on enhancing managerial capacity in Attapeu province, and the results show that the knowledge and management skills of the participants improved significantly after the experiment.

Overall, the dissertation is significant in both theoretical and practical terms. It contributes to strengthening the scientific basis for developing high school management staff in southern Lao PDR and also provides a useful reference for policy making and the organization of professional development for school managers in the current period.

Key words: development of managerial staff; high school managers; educational management; competency framework; training and professional development; southern Lao PDR.