



การประชุมวิชาการนำเสนอผลงานวิจัยระดับชาติและนานาชาติ ครั้งที่ 16  
“Global Goals, Local Actions: Looking Back and Moving Forward 2024”  
วันที่ 20 มีนาคม พ.ศ. 2567

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## Research on the Construction of Homeroom Team in Sichuan Instrument Industry Schools

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### Abstract

This paper examines the head teacher team at Sichuan Instrument Industry School within secondary vocational education, amidst national economic changes. Using surveys and interviews, it reveals challenges like structural issues and low professional development. Based on theories like Maslow's and Herzberg's, it proposes improvements for talent attraction, career planning, and incentives, aiming to boost vocational education quality and management in China,

**Keywords:** Secondary Vocational School, Head Teacher, Team Construction

### Introduction

In the rapidly changing educational landscape, secondary vocational education plays a crucial role, especially against the backdrop of national economic structural transformation and industrial upgrading. As a secondary vocational school, the quality of the head teacher team construction at Sichuan Instrument Industry School directly impacts the overall effectiveness of the school's education. This study aims to explore the current state of the head teacher team at Sichuan Instrument Industry School, analyze the main problems it faces, and propose solutions. Through questionnaire surveys and individual interviews, this study comprehensively examines various aspects such as the composition, professional development, and working conditions of the head teacher team. The research results indicate that the team at the school faces multiple challenges and urgently needs effective measures for improvement. Based on relevant theories, this paper presents a series of targeted suggestions aimed at enhancing the construction level of head teacher teams at



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Sichuan Instrument Industry School and secondary vocational schools nationwide, thereby further advancing vocational education in China.

### Objectives

1. Elevate the status of head teachers and recognize their importance in schools.
2. Meet the growing demand for highly professional head teachers as emphasis on secondary vocational education increases.
3. Address the deficiency in professional development and the low level of professionalism among head teachers in secondary vocational schools.
4. Promote the reform of professional development for head teachers at Sichuan Instrument Industry School through research on team construction.
5. Enhance the various capabilities of the head teacher team, enabling it to timely self-update and adapt to changing times.

### Research scope

This study targets homeroom teachers and teachers with previous homeroom experience at Sichuan Instrument Industry School. It conducts qualitative research on five aspects closely related to "homeroom teacher professionalization," utilizing questionnaire surveys and interviews. A total of 50 questionnaires were distributed to collect relevant data.





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state of head teacher team construction in secondary vocational schools, and strategies for the construction of head teacher teams in secondary vocational schools.

## 2. Research on Head Teacher Team Construction Abroad

Nauman S. and Musawir A. U. (2022) noted that the construction of head teacher teams is a purposeful, planned, operational, and planned activity. Maria Liakopoulou (2017) *ติดพลาต! ไม่พบแหล่งการอ้างอิง* conducted comprehensive research on the quality of head teacher teams and suggested that the team's quality could be enhanced by requiring head teachers to hold relevant qualification certifications, emphasizing that obtaining such credentials is crucial for forming a high-level team and improving teaching standards. Deng P. and University Z. (2019) proposed that schools should evaluate head teachers based on students' achievements, suggesting that this criterion can be used to make effective judgments about the quality of head teacher teams. Basham A. and Appleton V.E. (2018) recommended improving the head teacher team and providing effective training for head teachers. They highlighted the significant correlation between promoting ethical education among head teachers and focusing on their virtues and emotions, which is critically important for the growth of head teachers.

From the analysis of international literature, it is found that the construction of head teacher teams abroad mainly manifests in the following aspects: Strict selection of head teachers, requiring professional capabilities and occupational qualifications, Clear definition of the responsibilities and work content of head teachers, Emphasis on in-service training for head teacher teams with a well-established training system, Focus on the development of personal professional capabilities of head teachers, Establishment of head teacher allowance management methods to improve their salary and treatment, Protection under the relevant legal system.

These measures and systems have significantly driven the construction of head teacher teams in other countries.

## 3. Research Review

Overall, research on the construction of head teacher teams in vocational colleges abroad is less prevalent, whereas in China, there is more research related to head teacher team construction in secondary vocational schools. However, most scholars focus their research on the construction of head teacher teams from the perspective of general



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high schools, with minimal exploration into the specifics of secondary vocational schools. This provides new avenues for this research. In terms of research outcomes, most strategies proposed by these studies are relatively general and lack specific operational designs, making implementation challenging. Additionally, there are disparities between secondary vocational schools and general high schools in terms of government support, social status, and the quality of head teachers. These differences have not been deeply explored in existing research, leaving room for further study in this area.

Domestic and international scholars have conducted extensive research, but most of these studies are theoretical and case analyses, lacking empirical analysis and scientific data to support their arguments, resulting in limited persuasive power in their findings. Moreover, the educational conditions in secondary vocational schools vary by region, leading to different states of head teacher team construction. Therefore, this research will focus on Sichuan Instrument Industry School as the point of investigation, utilizing interviews and questionnaires to analyze the issues in the construction of the head teacher team at this school. By studying the construction of the head teacher team in secondary vocational schools, as exemplified by Sichuan Instrument Industry School, it is hoped that this research can significantly impact the construction of head teacher teams in secondary vocational schools.

## Methodology

### 1. Literature Research Method

This method primarily involves the collection, identification, and organization of literature, as well as forming a scientific understanding of facts through the study of literature. This research mainly utilizes databases like CNKI (China National Knowledge Infrastructure) to review and read books, journals, and other materials. The research focuses on gathering relevant literature and materials related to keywords such as "head teacher," "secondary vocational school," and "head teacher team construction." It analyzes and summarizes the current state and existing issues of head teacher teams in secondary vocational schools, summarizing the research experiences and results of predecessors to provide theoretical guidance and support for this study.



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## 2. Questionnaire Survey Method

This method refers to understanding the psychological activities of respondents through written or oral responses to questions. In this study, tools such as "Head Teacher Team Construction Status Questionnaire" and "Head Teacher Job Satisfaction Survey" are used to investigate the current state of the head teachers' work and their job satisfaction at Sichuan Instrument Industry School. The aim is to collect relevant data and understand the problems existing in the head teacher team construction at the school.

## 3. Interview Method

In this research, interviews are conducted, combining the work experience of head teachers. The interviewees include the principal of Sichuan Instrument Industry School responsible for student affairs, the head of the student department, and some head teachers. Responses from the interviewees are collected to gather objective, real, and direct information. This method helps in understanding the problems and reasons behind them in the construction of the head teacher team at Sichuan Instrument Industry School more deeply, providing scientific and reasonable strategies for the construction of the head teacher team.

## Results

The investigation revealed several problems within the head teacher team at Sichuan Instrument Industry School, primarily including an unreasonable structure: imbalance in the male-female ratio and disparities in educational backgrounds among head teachers. Furthermore, the level of professional development among head teachers is relatively low, characterized by traditional classroom management methods, lack of flexibility, inadequate professional training, limited personal development space, and poor research capabilities. Additionally, the working conditions for head teachers are poor, including the lack of assessment and incentive mechanisms and low compensation. These issues stem from three main aspects: imperfect talent attraction mechanisms weakening the strength of team construction; restricted career development hindering the growth of head teachers; and outdated work assessment and incentive mechanisms for the head teacher team.

