

Abstract

Background Information: Mr. Edmond Ho, the chief executive of Macao Special Administrative Region, has pointed out that improving the teachers' qualities is one of the first priorities in the educational reform. An evaluation for teachers should encourage their self-motivation; improve their teaching skills and quality. Moreover, there are close to one hundred students graduated from the college of education every year. The number of the teachers is more and more. They are hardly absorbed by the school system. Therefore, a suitable teacher evaluation system is necessary to improve the quality of teachers as well as for the betterment of education effectiveness.

Objective: The purpose of this research is to study the Macau secondary school teachers' opinions about the evaluation system for them. Through the result of the research, we can understand better about the reality of the present evaluation system in the Macau secondary schools.

Research Target: The targets of this research are the teachers of the Chinese secondary school in Macau.

Research Method: Through studying the literature, mainly the fundamental theories and methods of teacher evaluation, an instrument to study the evaluation system for Macao secondary teachers was developed. It was modified to a better version after a pilot study. Descriptive statistic data were compiled to analyze teachers' opinions and suggestions on the purposes, categories, practices and difficulties of the evaluation system. Also, updated data and relevant information of the teacher evaluation systems in the present secondary schools in Macao were collected.

Research Results: Teachers agreed that there is a need of a teacher evaluation system. Most of them felt positive about teacher evaluation. However, there was no comprehensive evaluation system for the teachers in Macao. There were not enough experts who could perform the job of evaluation. Furthermore, some teachers were not willing to be evaluated in the first place. As a result, it was not easy to carry out the appraisal of teachers in Macao.

Conclusions: Based on the research results, it is necessary to have a comprehensive appraisal scheme to improve teachers' performance and education effectiveness. However, the appraisal scheme should be set up by a group of experts to enhance its suitability for the whole education system in Macao. The input of teachers' opinions

and recognition is also important. Besides, it should be pointed out that teacher appraisal is mainly for improving teachers' performance and the education system. It should not be used as a system for teachers' promotion and appointment. Therefore, teachers would not be under stress and evaluation could be carried out smoothly