

Abstract

In recent years, the teachers' professionalism has been improving in Macau. Teachers training have also been developed. University of Macau and South China Normal University provide many programs for the on-the-job training. At the same time, educational improvement for the principle officers also cannot be neglected from the point of view of the educational society. Therefore, there are training programs from Shanghai East China Normal University commissioned by Macau China educational society for the principles and officers in December 2001 and March 2002. Continuously, there are also training programs from University of Beijing commissioned by Macau Education and Youth Affairs Department for the primary school principles in October 2002. As a result, the programs can provide new on-the-job training opportunity and promote professionalism for the principle officers in Macau. Nevertheless, some research questions are raised for the study. How effective is the training program? How to evaluate the effectiveness? And what needs to be improved?

This research was conducted by investigation research methodology. This used to analysis the effect of the professionalism of school principle officers with the on-the-job training in Macau. The research showed that:

1. Lack of implementation for the school principle officers due to the on-the-job training is narrow.
2. Examine the qualifications of the administrative officers after the training so as to evaluate the effectiveness.
3. The training program can satisfy most of the participants. However, improvements are still needed.
4. The content of the training programs should include those topics, which are concerned by the educational society.
5. Follow the measurements of the other countries so as to protect the on-the-job training for the principle officers.

According to the result, there are the followings recommendations:

1. With the existing network, provide more training to the principle officers of the Macau school and more concern to the functions of the higher education institutions in Macau.
2. In order to let the trainers understand the effectiveness of the trainings, it should establish professionalism evaluation criteria for the principle officers. Training department can also investigate the training process so as to avoid waste of resources.
3. Reform the program as well as the whole on-the job training system. Attention to the features of the on-the-job and professionalism so as to consider double-gain principle.
4. Enhance the content of the training program. The contents should have the followings features: popular, consideration, arrangement of ideas, unique and diversification.
5. With the well-established policy, reduce the difficulty from the implementation and encourage on-the-job training.