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THE DEVELOPMENT OF A LEARNING MANAGEMENT PROCESS BASED ON ACTIVE LEARNING CONCEPT TO PROMOTE TEACHER COMPETENCY IN TEAMWORK FOR PRE-SERVICE TEACHERS.

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ABSTRACT

Active learning management can be created both inside and outside the classroom, and can be used by learners of all levels such as both individual learning, small group learning, large group learning. Active learning has a variety of teaching methods and focus on practice. The objective of this research were to 1) develop learning management processes based on active learning concepts to promote teacher competency in teamwork for Pre-service teachers, and 2) study the effectiveness of the learning management process based on active learning concepts to promote teacher competency in teamwork for Pre-service teachers. The sample group consisted of 30 students who was selected by simple random sampling from Pre-service teachers in 3rd years at faculty of education in Suan Sunandha Rajabhat University, Bangkok, Thailand. The research instruments were the learning management plan, assessment form for learning management and the achievement test. The research steps were as follows: 1) Develop learning management processes based on active learning concepts to promote teacher competency in teamwork for Pre-service teachers. 2) Create research tools 3) Have the experts evaluate the learning management processes that have been planned in the learning management plan. 4) Apply the developed learning management processes to the sample, namely, the learning management according to the developed learning process. 5) Collect data, analyzing data and summarizing results. The results of the research are as follows: 1) The learning management process based on active learning concepts to promote teacher competency in teamwork for Pre-service teachers that was developed which there are 5 steps as follows: Step 1 motivating and questioning, Step 2 Stimulation and discovering, Step 3 Brainstorming and collaborating Step 4. Presentation and conclusion Step 5 Evaluation and feedback. The Experts evaluated at the most appropriate level ($\bar{X} = 4.60$, S.D. = 0.37). 2) The efficiency of the learning management process based on active learning concepts to promote teacher competency in teamwork for Pre-service teachers was 1.49 which higher than Meguigans's standard. Therefore, it can be applied to manage learning and teaching in other subjects properly.

Keywords: Active Learning, Competency of teacher, Teamwork

INTRODUCTION

Education is the most important tool in improving the quality of the population because education helps Promoting knowledge, ideas, and skills in living with quality and efficiency, bringing about the progress of society and the nation in the end. The most important national development is population development which can be done by providing both formal and informal education in order to be the basis for developing the country in all

areas. [1] In addition, education is important in order to help develop knowledge in various matters and develop individuals to have ideas, attitudes, values, morals and good behavior. It can be said that Education is the foundation and an important tool in the development of economy, society, culture and politics of the country. To use education as a tool for human development Develop the nation to achieve its goals. Need to develop an educational management system to have good quality, standard and have good performance, enough to develop the population and the nation to keep pace with the rapid changes of globalization. From the economic crisis of Thailand so the school need to adjust the strategic plan in organizing teaching and learning activities in accordance with the local conditions in each area in order to plan to achieve the goals. An important aspect of achieving quality education goals is the product of the education system that is satisfied by all involved which focuses on the quality of the learners and the teaching and learning as the main. [2]

The teachers are an important person in the educational reform process because they are group of frontline people and an important mechanism for improving the quality of learners and due to the changing social conditions. Teachers have to develop learners to be able to face various situations. Therefore, teacher development in order to increase professional competency are very important and necessary to create teachers become professional teachers. [3]

The teaching ability of each teacher is inevitable have different capabilities. If it was in the 20th century, the only one teacher able to teach all subjects and can do other administrative work in with both., But when the times and society changed more capable teachers coming into the school. From the original, the only one teacher had to teach solely all subjects. It turns out that the new teachers in the 21st century will have expertise in the areas that they have studied, for example some teachers are good at math, and some teachers are good at Thai language subjects. In which the abilities of different teachers therefore, need to adjust the working methods or methods of teaching to be most effective by collaborating together to teach and develop students, as well as transfer and understand students with various differences individually. [4] According to the Queensland government in Australia states that skills Teamwork is one of the 11 characteristics of a good teacher. [5]

Competencies can predict success at work better than traditional predictive methods that consider a person's ability based on their education level and exam scores. In addition, the Institute for Teacher Development the Faculty and Educational Personnel [6] discussed the concept Principles of competency on bureaucratic reform. The government has established measures to develop and manage manpower to support changes and to increase the efficiency of the bureaucratic system and has a new human resource management policy that is based on competency based, performance based, and moral based. The new HR management process emphasizes the importance of competency-based principles. In education, the human resources group plays an important role in improving the quality of education.

Teacher Development Institute Faculty and educational personnel have specified teacher competencies used in performance appraisals with competencies by specifying the core competency which was the competency that all teachers and educational personnel must have. It consisted of 4 competencies which were 1) focusing on performance, including the ability to plan, work efficiency and result of work. 2) Good service, including the ability to create service systems and service capabilities. 3) Self-development, including self-analysis ability, the ability to use Thai for communication, the ability to use English for the pursuit of knowledge, the ability to follow academic and professional movements, and Ability to process knowledge and apply knowledge. 4) Teamwork Including the ability to plan for team work and the ability to work together. [7] Although some work may be done alone but some work requires collaboration to be successful because everyone is talented, but everyone's

ability is limited. Bringing everyone's talents together makes greater work. Also, some jobs require creative ideas and therefore require people to work together through collaborative thinking. The work came out successfully. Good teamwork means teams work together in which everyone on the team must put their thoughts and energy into the work for the success of the event. It is not considered the work of one person but all work belongs to the team. A good team should create a working atmosphere that is trustworthy, trustful, and has a bond that creates love and unity in the team. When the team is effective at work, the benefits will have enormous power. The results of the work will be many that helps to reduce working costs, more quality work. Also, able to create new things or new innovations. [8]

From the above importance the researcher is interested in doing research on the topic “the development of a learning management processes based on proactive learning concepts to promote teacher competency in teamwork for Pre-service teachers”.

MATERIALS AND METHODS

The sample group consisted of 30 students who was selected by simple random sampling from Pre-service teachers in 3rd years at faculty of education in Suan Sunandha Rajabhat University, Bangkok Thailand who were enrolled in the Innovation and educational technology course in the first semester of the academic year 2019. The research procedures are as follows:

1. Study relevant textbooks and research papers.
2. Create tools of research such as learning management plan, Assessment of learning management process developed learning management plan, Achievement test (Pre-test and Posttest).
3. Design the learning management process based on the proactive learning concept to promote teacher competency in teamwork for Pre-service teachers which has 5 steps as a follows:
 - 3.1 motivating and questioning
 - 3.2 Stimulation and discovering
 - 3.3 Brainstorming and collaborating
 - 3.4 Presentations and conclusions
 - 3.5 Evaluation and feedback
4. Collect of research data by starting with the sample group to do the pre-test before studying and participated in the learning management activities according to the 5 steps. After the learning management activities were completed in all 5 steps, the sample groups did the posttest.
5. Analyze data, summarize results, discuss results and publish.

RESULTS AND DISCUSSION

The research found that:

- 1) Learning management process based on proactive learning concepts to promote teacher competency teamwork for Pre-service teachers that have developed, there are a total of 5 steps as shown in Figure 1.

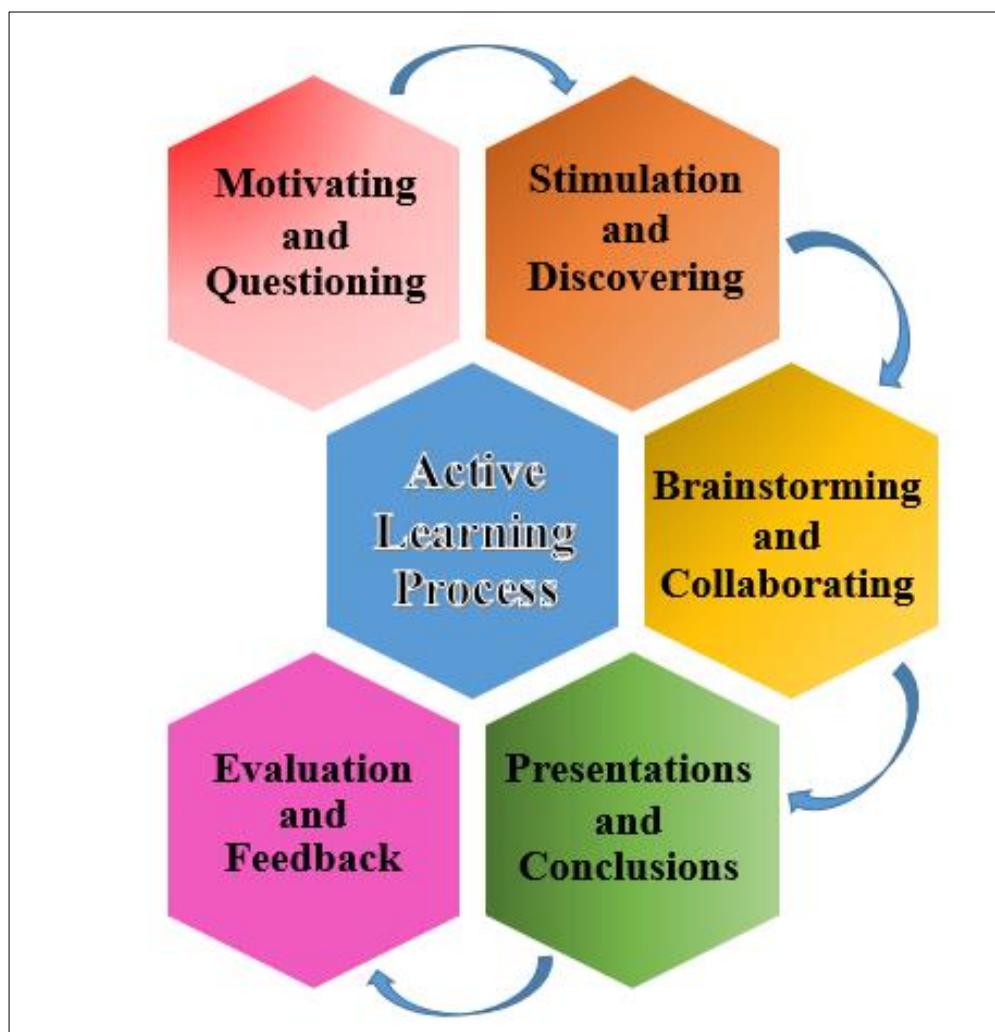


Fig.1. Model of Learning Management Process Based on Active Learning Concept to Promote Teacher Competency in Teamwork for Pre-Service Teachers
Source(s): [9]

From the picture 1, it can be seen that the model of the learning management process based on the active learning concept to promote teacher competency in teamwork for Pre-service teachers consists of 5 steps, which are detailed as follows: Step 1: motivating and questioning, to motivate interest by leading questions, step 2: Stimulation and discovering, to stimulate for thinking and seeking answers, Step 3: Brainstorming and Collaborating, to work as a team to analyze and collect the data, Step 4: Presentations and Conclusions, to present Information, knowledge and conclusions, Step 5: Evaluation and Feedback In which the teacher evaluates the work of the learners and gives suggestions for the students to be able to improve or improve further. And the evaluation of experts on the developed learning management process with an average of 4.60 and a standard deviation of 0.37, which was found to be the most appropriate level each step can present learning management activities as in Table 1.

Table 1. Show examples of learning management activities based on proactive learning concepts to promote teacher competency Teamwork

Learning management process	Learning management activities
1. Motivating and Questioning	- The teacher asks the guiding question and have students think and answer questions according to their own ideas by having students respond to all the answer should be different.
2. Stimulation and Discovering	- The teacher motivates the student by guiding the way of thinking and seeking answers by providing additional content and learning resources for learners to learn more by themselves.
3. Brainstorming and Collaborating	-The teacher divides the students into 4-5 groups. The teacher assigns issues for each group to brainstorm and collaborate in work as a team to analyze data and find conclusions by creating a mind map on a large chart.
4. Presentations and Conclusions	- Each group of students presents information, knowledge and the conclusions gained from working as a team in front of the class.
5. Evaluation and Feedback	- Students assess themselves and the work of friends. - Teachers assess their work and provide feedback.

2) The efficiency of the learning management process based on proactive learning concepts to promote teacher competency in teamwork for Pre-service the teachers was equal to 1.49, which was greater than the standard of Meguigans, 1.00. Therefore, the developed learning management process is effective according to Meguigans. Which is in line with the results of Yanada Siraphatthada's studies [10] conducted research on The Learning behavioral and effectiveness Development of Students in Principles of Marketing Study by The Active Learning Teaching that focuses on learners is important, resulting in efficiency, importance to the development of learning behavior and student achievement in the course of marketing principles by active learning. The development of students' knowledge and understanding were significantly different at the .05 level.

CONCLUSION

Teamwork Considered as one of the key to working together, which organization can create a development team to work together, that organization will progress quickly and teamwork is also one of the core competencies of the teachers profession. Teachers can apply teamwork methods in schools in two ways: teamwork with peers and teamwork with students by choosing teaching methods that allow students to work together, providing knowledge about correct principles of teamwork, give students the opportunity to try and work together, with the teacher providing advice. There is an assessment of learners' collaboration so that learners know the advantages and disadvantages that should be improved. Emphasizing to the learners the importance of teamwork and give support to learners who have teamwork skills and get students a positive attitude towards working in this way which will make an impact on the success of the work very well.

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