

Development of Principles for Educational Administration in the Era of Rapid Global Growth

^[1]Woravit Nithedsilp

^[2]Sin Ngamprakhon

^[3]Somsak Boonpoo

^{[1] [2] [3]}Faculty of Education, Mahachulalongkornrajavidyalaya University, Thailand

E-mail: woravit.n9@gmail.com

ABSTRACT

This article aimed to: 1) enhance knowledge and understanding of educational administration; 2) create knowledge for the development of principles in educational administration in the era of rapid global growth. The world in the 21st century is facing rapid and complex changes. Technological growth, post-globalization, and social uncertainty have significantly impacted educational administration. This article analyzes new challenges and opportunities and proposes strategic principles for educational administration to respond to these rapid changes, emphasizing the importance of innovation, flexibility, and participation of all stakeholders. The principles for the development of principles in educational administration in the era of rapid global growth are summarized in 7 areas as follows: 1) Planning; emphasizing the setting of clear goals and strategies; 2) Organizational management; having a clear organizational structure and appropriate distribution of authority; 3) Staffing; emphasizing the consideration of skills and experience required for the position; 4) Diagnosing and ordering; enhancing good communication skills in diagnosis and ordering; 5) Coordination; emphasizing the creation of cooperation with external organizations; 6) Reporting; progress report regularly; 7) Budget allocation; careful budget allocation of projects. In summary, it involves clear planning, effective organization, quality staffing, clear decision-making, good coordination, effective reporting, and appropriate budget allocation to enable the institution to achieve its goals and meet the needs of its stakeholders.

Keywords: Educational Administration, Development of Principles, Modern World, Rapid Change

I. INTRODUCTION

Today's rapid global growth, driven by digital technology, borderless communication, and economic transformation, has created new opportunities and challenges for education systems. Educational institutions need to adapt quickly to produce graduates who are qualified, knowledgeable, and adaptable to the rapidly changing environment. This article focuses on analyzing these challenges and offers principles for school management to cope with them [1]. The challenges of modern school management are as follows: [2]

1. Technological Change: Digital technology is rapidly advancing; schools must adapt their curricula, teaching methods, and assessments to align with technology, including developing teachers' capacity to use technology for teaching and learning.

2. Future Skills: The labor market demands a workforce with a variety of skills, not only academic knowledge, but also critical thinking, problem-solving, collaboration, and lifelong learning. Schools must design curricula that focus on developing these skills.

3. Learner Diversity: Today's learners are diverse in their abilities, backgrounds, and interests. Schools must create flexible learning environments that accommodate the needs of individual learners and promote personalized learning.

4. Cooperation with various sectors: Developing quality personnel requires cooperation from various sectors, such as the private sector, communities, and government agencies. Educational institutions must create cooperation networks to support teaching and learning and student development.

5. Effective resource management: Educational institutions must manage limited resources, including budget,

personnel, and technology, to achieve maximum efficiency in order to achieve educational goals.

Strategic principles for educational institution management in the era of rapid global growth are as follows: [3]

1. Creating a clear and flexible vision: the vision must be consistent with global changes and flexible enough to be adjusted according to the situation.

2. Applying innovation to teaching and management; Applying new technologies, teaching methods: and management processes to increase learning and management efficiency.

3. Creating partnerships with stakeholders in all sectors: Creating networks of cooperation with the private sector, communities, and government agencies to support the development of educational quality.

4. Continuously developing the potential of personnel: Developing teachers and educational personnel to have knowledge and skills, be able to apply innovations to teaching and learning, and be able to quickly adapt to changes.

5. Effective evaluation: Using data to assess the effectiveness of teaching, management, and educational outcomes to continuously improve work.

Therefore, educational management in the era of rapid global growth requires strategic planning, innovation, and collaboration with all stakeholders by adhering to the above principles, educational institutions will be able to improve the quality of education and produce quality graduates who can effectively cope with challenges and create future opportunities.

II. RAPID GLOBAL GROWTH

In the rapid change, disruption; the important factor is Information technology has played a role in every sector. Even the education sector is affected by the change that is in organizing modern teaching. In addition, teachers need to have knowledge and understanding of the main concepts of the teaching profession and the content of the subjects being taught. They also need to have knowledge and understanding of the tools to be used to seek knowledge to help fill the learners with knowledge, skills, knowledge, creative experiences, and the ability to analyze and solve problems, which will be of the greatest benefit to all learners, so learning media, whether it is personal media, materials, equipment, and techniques. All media allow learners to learn according to the learning objectives that have been set easily and quickly. Therefore, it is considered an important tool to convey the needs of teachers to learners so that learners can change their behaviors according to the learning objectives correctly and appropriately. Importantly, teachers must know how to select learning media to use so that learners can learn most effectively.[4]

In this era of change, everything is moving towards the digital world, even in the education system, there is an alertness in the application of technology and information. It makes children as students tend to change in terms of educational behavior or substitute learning. Scholars have stated about this changing trend as “the change in educational concepts in the 21st century”, which reinforces the idea of the importance of academic knowledge and learning in the 21st century that must “go beyond the subject matter” to learning “skills for life in the 21st century”, causing the current teaching and learning to be transformed so that teachers only have a role in helping to advise and design activities, including creating conditions that will help learners assess their own learning progress. Learning and innovation skills, life skills, and career skills, as well as information, media, and technology skills are real challenges in this digital world.[5]

Therefore, the development of the principles of educational administration in the era of rapid global growth is a challenge for educational administrators of all organizations in the present era, which is very difficult to adapt to the era of innovation and technology. The research team sees the importance of adjusting the administration process with educational administration principles, developing integrated educational administration principles, and proposing guidelines for creating an administration model in the era of rapid global growth for educational administrators to integrate and apply to maximize the benefits of sustainable administration.

III. ISSUE IN THE STUDY

Study Issue 1 : The study on “Knowledge and understanding of the principled development of educational administration in the era of rapid global growth” is extensive and interesting. It can be divided into several sub-issues, considering various factors affecting the administration of educational institutions in the current era, which is changing rapidly and complexly, including: [6]

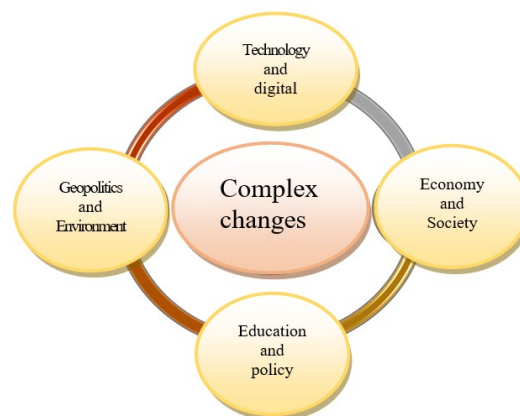


Figure 1 Four major complex changes

1. Technological and digital transformation; Integration of technology in teaching and learning processes; Education should emphasize the use of technology to increase learning efficiency; Blended learning, Online learning, and the use of various digital media; School administration must support and develop infrastructure, personnel, and policies to be consistent with changes and real conditions; Use of technology in management; Educational Information System (EIS), use of big data in analyzing learning results, planning, and decision-making; Effective budget and resource management through digital systems.

2. Economic and social changes; Preparing learners for the modern labor market; designing curricula and learning activities that emphasize 21st century skills (e.g., critical thinking, problem solving, teamwork, communication, and innovation); developing adaptability and lifelong learning; Student diversity; Providing instruction that meets the needs of all learners, taking into account differences in abilities, backgrounds, and cultures; creating learning environments that are conducive to learning for all; geographic changes; addressing the problem of an aging population; decreasing the school-age population and increasing numbers of international students.

3. Educational changes and educational reform policies; modernizing and effective curricula, teaching methods, and assessment systems; creating higher educational standards; parent and community participation; creating partnerships between educational institutions, parents, and communities to develop educational quality; creating networks and cooperation; creating partnership networks with other educational institutions, both government and private sectors, to exchange knowledge and develop educational quality.

4. Geopolitical and environmental changes; global economic and political uncertainty; preparation of educational institutions to cope with changes; building resilience and adaptability; the importance of sustainable development; integrating sustainability principles into teaching and learning processes; effective resource management; and creating environmental awareness.

Studies in this area should use a mixed-method research approach by studying from theories, policies, and case studies to analyze and synthesize principles-based development approaches in educational institution administration that can cope with rapid global changes and effectively create success in developing student quality in the future. [7]

Table 1 Integrated Educational Administration

Integrated educational administration	Need	Problem	Suggestions
1. Planning	It requires clear planning, with goals, timeframes, and methods of implementation.	Unclear plans; lack of participation from relevant personnel	There should be a joint planning between administrators and relevant personnel to ensure that the plan is clear and consistent with the needs of the educational institution.
2. Organizational management	Need a clear organizational structure with defined roles and responsibilities of personnel	The organizational structure is unclear, personnel lack clarity in their duties and responsibilities.	There should be a clear organizational structure that is consistent with the mission of the educational institution.
3. Recruitment	Need quality personnel with the necessary skills and knowledge.	Personnel lack the necessary skills and knowledge	There should be a recruitment of qualified personnel with the necessary skills and knowledge
4. Diagnosis and command	Requires clear and consistent command	Unclear instructions and lack of monitoring of performance	There should be clear and continuous instructions, with close monitoring of performance
5. Coordination	Requires good coordination between personnel and various departments.	Ineffective coordination, lack of participation from relevant personnel	Good cooperation and coordination between personnel and various agencies should be promoted.
6. Reporting	Need for efficient and transparent reporting	Ineffective reporting, lack of participation from relevant personnel	There should be effective and transparent reporting with participation from relevant personnel
7. Budget allocation	Need for efficient budget allocation	Ineffective budget allocation, lack of spending control	A careful budget should be prepared with a good spending control system.

Study Issues 2: Study on knowledge creation for the development of principles in educational administration in the era of rapid global growth.

The principles of principle development for educational administration in the era of rapid global growth are 7 aspects, including integrated educational administration, needs, problems, and suggestions as follows: [8]

1. Planning: the criteria for implementation are at a high level. In conclusion, the important factors must be up-to-date, in line with the era and the needs of the users. Some people still cannot use it effectively. They must change themselves to develop the organization by adjusting their thinking base and knowledge to a higher level. Therefore, they should give importance to human resources and find a way to manage the work, and use what science to create development to move forward together. Therefore, one idea is that “the group of personnel is like the four lotuses that have different levels of knowledge and abilities.”

2. Organizing: the criteria for practice are at a high level. In conclusion, every operation, experience gained from managing small, medium, and large organizations, but most of the problems encountered are personnel management, permanent rates, and contract rates, with limited budgets, requiring the design of organizational management of different sizes. Expectations of 70 percent for performance results can be achieved. Coordination and communication must be discussed through consultation meetings to achieve results.

3. Staffing: the criteria are at a high level. In conclusion, organizations should give importance to staffing effectively by considering various factors such as skills and experience required for the position, attitudes and personalities of the applicants, including LGBTQ+ issues, in order to select suitable applicants who can work effectively.

4. Directing: the criteria for performance are at a low level. In conclusion, directing if there is a lack of good communication skills will result in the need to review orders repeatedly. If the work is urgent, it will take more time instead of being able to start working right away. Therefore, use the method of giving orders in order of rank; Director, Vice-Chancellor, Deputy Director who is responsible for the work, head of work, team who are on the committee.

5. Coordinating: the criteria for practice are at a high level. In conclusion, creating sustainability for external organizations, especially the private sector both domestically and internationally, sees the importance of both parties receiving mutual benefits. Businesses gain manpower, educational institutions gain a place to train students to have professional expertise, raise labor skills to be accepted by the country, and always prepare to deal with failures that occur.

6. Reporting: the criteria for performance are at a high level. It can be concluded that progress reporting is aware of the various steps to ensure smoothness in roles and objectives, finding solutions together, and regular communication channels that are used until expertise is gained: Website, organization, Group line, newsletters are used for internal and external communication. If everyone uses technology wisely, it will result in quality communication relationships.

7. Budgeting: the criteria for practice are at a high level. In summary, the budget allocation project, clear accounting,

and tight spending control, the budget allocation project, clear accounting, and clear spending control are all important factors.

Therefore, integrated educational administration should have clear planning, effective organizational management, quality staffing, clear command and control, good coordination, effective reporting, and appropriate budget allocation to enable educational institutions to achieve their goals and meet the needs of stakeholders.

IV. CONCLUSION

The administration of educational institutions in the era of rapid global growth has 7 aspects, which can be summarized as follows: 1) creating a framework for planning, emphasizing on setting clear goals and strategies, 2) creating a framework for organizational management, having a clear organizational structure and appropriate decentralization of authority, 3) creating a framework for staffing, emphasizing on considering skills and experience required for the position, 4) creating a framework for diagnosis and command, enhancing good communication skills in diagnosis and command, 5) creating a framework for coordination, emphasizing on building cooperation with external organizations, 6) creating a framework for reporting; progress report regularly, and 7) creating a framework for budget allocation; making projects and budget allocation prudently. [9]



Figure 2 The administration of educational institutions in the era of rapid global growth in seven areas.

Therefore, it requires clear planning, effective organization, quality staffing, clear decision-making, good coordination, effective reporting, and appropriate budget allocation to enable the school to achieve its goals and meet the needs of its stakeholders.

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