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## **APPENDIX A**

### **The Present Conditions of Education System in China**

The Chinese government implements the strategy of 'rejuvenating the country through science and education', put the education industry as the priority development status. Implements the nine-year obligation education, takes comprehensive development as the education policy, which is developing morality, intelligence, physique, beauty and labor, and deepens the quality education continually.

The state has set up the ministry of education as the education administrative department of the state council, which is responsible for the whole country's education work. Each municipality has their education committee, each province and autonomous region has an education department, and each county, district, and the city has their corresponding education bureau or education office.

Chinese' education system can be divided into the following stages:

#### **1. Preschool education, Elementary education, and Secondary education;**

The state implements the nine-year compulsory education. People's governments at all levels take various measures to ensure that school-age children and juveniles should go to school. School-age children, juveniles' parents, guardians or relevant social organizations all of them have the obligations to make children accept and complete nine-year' education.

#### **2. Higher education;**

Higher education refers to a junior college, undergraduate education and graduate education. The organization which can implement higher education in China is universities, colleges, and junior college. Institutions of higher education undertake three major tasks, which is teaching, scientific research and social services.

#### **3. Continuing education.**

Continuing education includes adult technical training, adult non-degree higher education, and literacy education.

The entrance system of different stages of education is:

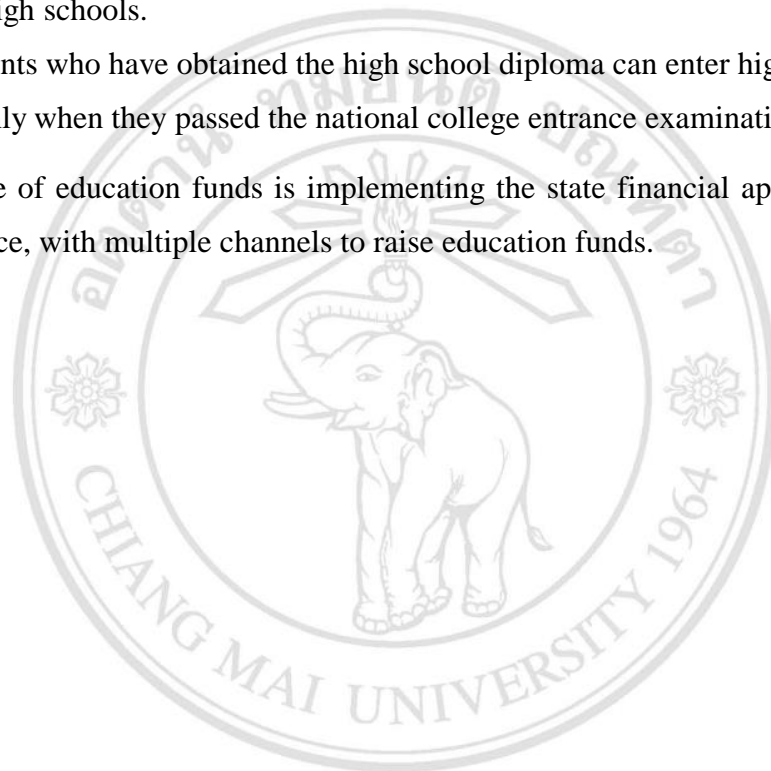
1. Primary school implement nearby enrollment system and Choosing-school system;

2. Junior high school implements admission with examination system and choosing-school system;

3. In order to ensure the enrollment quality of institutions of higher education, the high school implement entrance examination system, which select outstanding students to enter key high schools.

4. Students who have obtained the high school diploma can enter higher education institutions only when they passed the national college entrance examination.

The rule of education funds is implementing the state financial appropriation as the main source, with multiple channels to raise education funds.



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## APPENDIX B

### The “Two-child” Policy

Since the CPC (Communist Party of China) central committee issued the open letter on family planning on September 15, 1980, the family planning policy has been strictly implemented for more than 30 years, which effectively controlling population growth and alleviating the pressure of resources and environment. But at the same time, it also brings some problems that cannot be ignored.

1. The working-age population is decreased, which leads to the demographic dividend are disappearing;

Chinese' working-age population peaked at 925 million in 2011, and then it gradually declined to 911 million in 2015.

2. The population aging question is prominent;

The total fertility rate dropped to the rate between 1.5 and 1.6. In 2015, the population over 60 years rose to 2.2 billion, which accounts for 16.1% for the whole population;

3. Gender imbalance.

On November 15, 2013, the third plenary session of the 18th central committee of the community part of China formally proposed the ‘selective two-child policy’ which means the one couple who is or are an only child can have a second child. Until December 31, 2014, only one million couples in China have proposed to have a second child, which accounts only 9% of couples who are eligible for the selective two-child policy.

In October 2015, the fifth plenary session of the 18th central committee of the communist of China put forward the policy of “universal two-child policy” which means that every couple has the right to have a second child. Since, the one-child policy for the urban population, which had been implemented for 35 years, came to an end.

The implementation of the universal two-child policy can increase labor supply, drive the development of related industries and increase capital stock. For a long-term, the positive effect on economic growth is significant.

## APPENDIX C

### The Assessment for of Teachers' Basic Teaching Ability

Assessment item	Assessment essentials	Qualified or not
Teaching Objectives	Meet the requirements of the textbook	
	Suitable for students' real situation	
	Beneficial to the cultivation of students' learning ability	
Content of courses	Unscientific error	
	Teaching design focus on key teaching points	
	The overall construction of knowledge	
	Select the appropriate learning practice	
Teaching Process	Scene creation satisfied students' real situation	
	Reasonable teaching links	
	The hierarchical of Content presentation	
	Intelligent use of teaching aids	
Teaching efficiency	Students have a correct understanding of knowledge	
	Students' abilities have been cultivated	
	Students' cooperation level	
Summary		

## **APPENDIX D**

### **The answer of Interview**

The researcher prepares three questions for eleven English teachers in Morejoy Education to answer. Because this case-study is Chinese companies, researchers used Chinese to communicate with them owing to the proficiency of mother tongue. Then, researchers translated the interview result from Chinese to English.

Four experienced English teachers (Miss A, Miss B, Miss C and Miss D) based on their at least 5 years teaching experience at training center, have the unified reply that the existing training process is demonstration, which means letting zero-year experienced teachers attend English class as the audience, and take notes about what they have learned from one class.

Based on that four experienced English teachers have sufficient teaching experience, and their salary is considerable, what they considered about the training process is not focus on the surface effect, but the deep impact. The deep impact is high teachers' teaching performance will let their students have a better learning outcome, and consequent, the satisfaction from parents. If parents are satisfied with the effect of teachers' performance, the good reputation of Morejoy Education will spread among all parents, thus, the students' resource of training center will increase.

Among seven zero-year experienced teachers, all of they answered the existing training process is demonstration without any hesitation. Six of them described that the demonstration is of no help for them to improve their teaching performance. Only one teacher, who name is Mr.E, have no idea about the effect of a demonstration because he was graduated with master degree major in English Education. He expressed that he is satisfied with his teaching performance because he already learned it during postgraduate study.

Different from 4 experienced teachers, 7 zero-year experienced teachers not only realized teachers' teaching performance will influence others but also have some influence on them. The wage regulations of Morejoy Education is that, the high salary

belongs to the teacher, who have well-teaching performance, will have the opportunity to hold English class, and after class finished, teachers will get the corresponding class fee. On account of lacking teaching performance, zero-year experienced teachers can only earn base pay every month.



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## APPENDIX E

### Questionnaire

#### Questionnaire (English Version)

1. Basic Information
  - A. Name      B. Gender      C. Age      D. Education Background
  - E. Teaching period
2. Self-assessment of teaching level
  - A. Very good    B. Good    C. Normal    D. Bad    E. Very bad
3. Is it necessary to improve your teaching level through training?
  - A. Much needed    B. Just as well    C. Not required
4. Is the existing training mode can meet your needs or not?
  - A. Yes, it can.    B. Hard to say    C. No, it can't
5. What kind of things you want to get from experienced teachers
  - A. Education theoretical    B. Teaching skills    C. Curriculum standard
6. Through training, what kind of things you want to get (multiple choices)?
  - A. Understand education aims
  - B. Gain teaching experience through discussion activities
  - C. Deepen the understanding of the curriculum
  - D. Improve the confidence and ability of teaching.
7. Which kind of training mode that you like best to improve your teaching level?
  - A. Expert seminar      B. Demonstration      C. Group discussion
  - D. Reading related books      E. E-learning      F. Others
8. If you are confused or have problems with teaching methods, what kind of solution you would like to choose to solve the problems:
  - A. Reflecting yourself
  - B. Asking help from experienced teachers
  - C. Searching through Internet
  - D. Discussing with colleagues



9. Have you communicate with others teachers right now during the existing training process?

A. Often      B. Occasionally      C. Almost never

10. Is it necessary to cooperate with other teachers?

A. Much needed      B. Just as well      C. Not required

11. Would you like to discuss problems that you meet during teaching with your colleagues?

A. Yes, I will.      B. No, I won't.

12. If you need to discuss with your colleagues, what kind of ways you would like to choose?

- A. Just face to face
- B. Online discussion only
- C. Fixed cycle face-to-face seminars and irregular online discussion
- D. Fixed cycle online discussion plus irregular face-to-face discussion



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## Questionnaire (Chinese Version)

### 1. 基本信息

A. 名字    B. 性别    C. 年龄    D. 学历    E. 教学时间

### 2. 教学水平自评

A. 非常好    B. 好    C. 一般    D. 不好    E. 非常不好

### 3. 通过培训提高教学水平是否很有必要？

A. 非常有必要    B. 可有可无    C. 完全不需要

### 4. 现存的培训模式是否满足您的需要？

A. 能满足    B. 很难说    C. 完全不能

### 5. 你希望从有经验的教师那里获得什么？

A. 教学理论    B. 教学技巧    C. 课程标准

### 6. 通过培训，你希望获得哪方面的知识？（多选题）

A. 理解教学目标

B. 通过讨论获得教学方法

C. 加深对课程的理解

D. 提高教学能力和自信

### 7. 你喜欢通过怎样的形式来进行培训？

A. 专家讲座    B. 听课    C. 小组讨论

D. 阅读相关书籍    E. E-learning    F. 其他

8. 你希望通过那种方式来解决你在教学方面遇到的问题或困惑？

- A. 自我反思
- B. 向有经验的教师请教
- C. 上网搜寻答案
- D. 与同事交流

9. 目前，你多久与同事交流一次教学心得？

- A. 经常
- B. 偶尔
- C. 很少

10. 与其他老师交流是否必要？

- A. 非常需要
- B. 可有可无
- C. 完全不需要

11. 当你遇到问题是，你愿意与同事分享讨论吗？

- A. 愿意
- B. 不愿意

12. 你希望通过什么样的形式与同事进行讨论交流？

- A. 面对面
- B. 通过社交软件在网上交流
- C. 固定日期的面对面交流加上不定期的网上交流
- D. 定期的网上交流加上不定期的面对面交流

## **APPENDIX F**

### **Important Details of Training Video**

The entire video is 1 hour and 30 minutes, in which, greeting accounts for 11 minutes, reviewing accounts for 37 minutes, imparting accounts for 40 minutes, and the rest are assigning.

The greeting part starts from 00:08 and ends at 10:13, which includes teachers do the greeting with students and give some suggestion. On 02:37, it can be seen that the first activity just draw a few students attention and participation. Miss A changed a new activity immediately. After the greeting part finished, Miss A mentioned that the kernel of greeting is letting all the students take part in English environment activities, if one activity could not stimulate students' interest, teachers should change other activities as soon as possible.

The reviewing knowledge part starts from 10:15 and ends at 48:35, which includes the real teaching situation and some suggestion. At first, Miss B let students review the song which learned before, then assisted students to recite the English phonetic symbol which learned before and picked students one by one to read the phonetic symbol with some card. After phonetic symbol, Miss B reviewed the work that students learned before and dictated the words which students draw the words as the picture to test students' recitation. On 47:03, Miss B mentioned that reviewing part is not a boring test of comprehension, in which teachers could combine with some activity as a memory aid. Because the learning target is students who studied in primary school, the interesting class is crucial.

The imparting new knowledge part starts from 48:26 to 85:00. Miss C used projector and card as teaching assistant. Miss C let students read words by reading together, role play and reading in groups to deepen students comprehend. On 82:00, Miss C mentioned that imparting new knowledge should be focused on quality rather than quantity, which means that letting students master one knowledge well is

better than learn more knowledge but forget all. Thus, provide more activities for students to practice is decisive.

The last part is assigning homework. Miss D mentioned that because learning target is primary school students, a lot of homework are not suitable for them. Such as letting students based on what they learned before draw a picture conforms to students' own situation.

If zero-year experienced teachers have some question about training video, they can communicate with experienced teachers based on which part experienced teachers do well in by face-to-face or Wechat.



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## **APPENDIX G**

### **Result of face-to-face CoPs**

There are three times of face-to-face Communities of Practice base on the course arrangement of the summer semester. The contents of each CoPs are discussing greeting skill, imparting skill and reviewing skill of teaching.

The first CoPs occurred on 1<sup>st</sup> August, 2018, and there are 11 members who are four experienced teachers and seven zero-year experienced teachers. After communication, experienced teachers manifested the requirement of greeting skills, explained the step of it and concluded matters needing attention.

The aim of greeting is through greeting words and oral communication, letting students calm down quickly and get into the English environment learning state as soon as possible.

There are two steps of greeting: Firstly, say “Hi” “Hello” “Good Morning/ Afternoon” to students and praise those students who responded you in English as “Very good” “Well done” “Clever boy/girl” and etc. Then, using simple English words and body language to announce that there is an activity for students to play. Such as “Let’s sing a song/ do some games first. I need all of you to put your hands up (raise your hand at the same time), and wave follows the song rhythm...” If there is no response when announcing the requirement of activity, or students are confused about it, select the difficult English words and translate it into Chinese.

It’s worth noting that teachers should not stick to one form of activity, any activity could mobilize students’ enthusiasm is advisable. And teachers need to observe students’ reactions at the same time. If one activity only has a few students to participate, change another immediately.

The second CoPs occurred on 5<sup>th</sup> August, 2018, and there are 10 members which are three experienced teachers and seven zero-year experienced teachers because one English teacher asked for leave. After communication, experienced teachers manifested

the requirement of imparting skills, explained the step of it and concluded problems that may occur.

Imparting new knowledge to students is the most important part of teaching, and the way of imparting new knowledge is varied and there is no fixed form of it, such as drawing pictures on board, intuitional teaching aid, video courseware and etc.

General condition, there are five steps of imparting. First, using pictures, video, or material object to draw students' attention, and let them familiar with those things. Then, teaching students the pronunciation of each word or a simple sentence. If the sentence is too long for students to acquire, separate the sentences into parts and intake the relevant knowledge point. Then, provide enough time for students to practice new words and new sentences. Teachers should select the difficult sentence or which sentence is the main purpose of one class, and then explain in detail and prepare some exercise for students to practice.

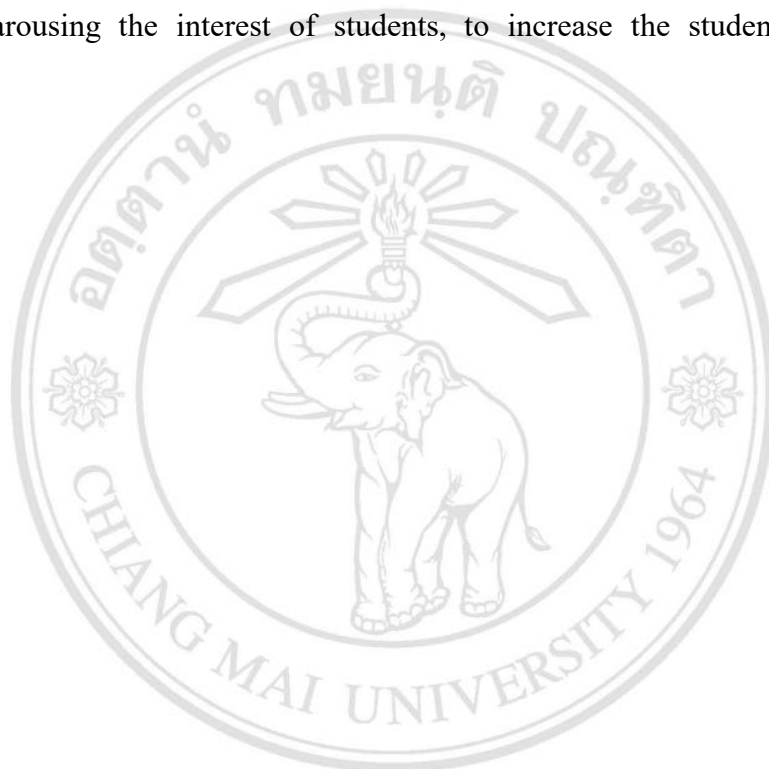
As students who zero-year experienced first facing are primary school students, teachers need the skill of controlling the classroom environment. Primary school students are easily addicted to video or games, which need teachers to focus on students' learning response. If students cannot follow the teachers' step, teachers should speak the words slow down. And primary school students are easily inattention, teachers should use phonic control, such as adjusting the intonation, volume, rhythm, and speed and call the roll of students.

The final CoPs occurred on 12<sup>th</sup> August, 2018, and there are 10 members which are three experienced teachers and seven zero-year experienced teachers because one English teacher asked for leave. After communication, experienced teachers manifested the requirement of reviewing skills, explained the step of it and concluded problems that may occur.

The aim of reviewing is deepening students' understanding and memory of what they have learned before. For words, teachers could use dictation, choose the card and etc. Students' understandings of sentences are checked by using answering the interrogative sentence, lexical substitution, role play and other activities.

There are three of it actually. First, posing a question, and select some or all students to answer to review the common and easy communicative language. Letting students draw or write the words that they have listened. And select some or all student to recite the sentence.

The role of reviewing class is students; thus, teachers should speak less and provide sufficient space and time for students to involve. Competition activities are suitable for arousing the interest of students, to increase the students' degree of participation.



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## CURRICULUM VITAE

Author's Name	Ms. Deng Meini
Date/year of birth	28 July 1994
Place of birth	Chongqing, China
Education	2012-2016 Bachelor of English, Chongqing Nanfang Translators College of SISU
Experience	December, 2016- January, 2019 College of Arts, Media and Technology, Chiang Mai University



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