



ICE2017

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for the 21st Century



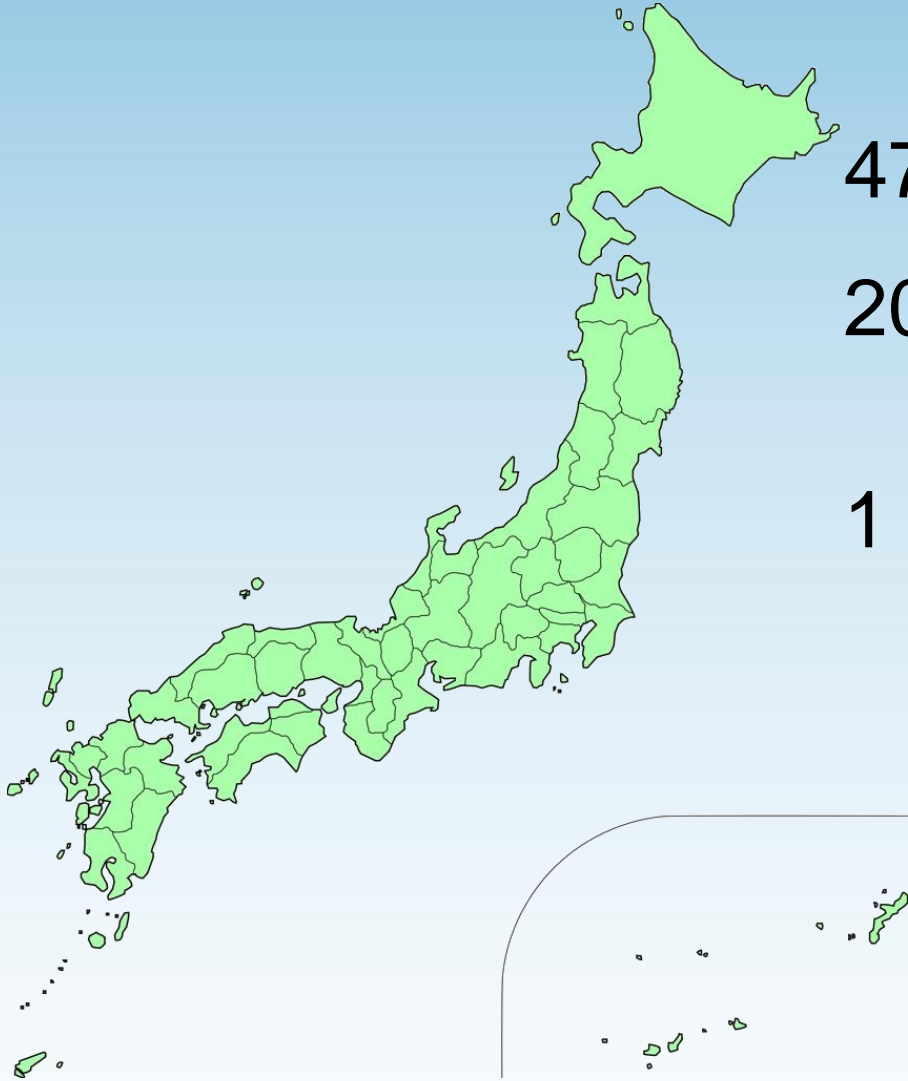
Making a Difference:
Shaping a New Learning Paradigm
for a Sustainable Southeast Asia

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New Trends of Teacher Recruitment in Japan

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Number of Local Authorities in 2016



47 Prefectures

20 Government-Ordinance
-Designated Cities

1 District

Total 68

Local Authorities execute
teacher hiring examination.

Pass Ratio in 2016

Table 1: Exam Takers, Intakes and Rate by Teachers' Categories in 2016

Categories	Exam Taker		Intake		Rate
		Female		Female	
Primary School	53,606	28,478	14,699	8,940	27.4%
Lower Secondary	59,076	23,642	8,277	3,604	14.0%
Upper Secondary	35,680	11,402	5,108	1,830	14.3%
Special School	10,601	6,125	2,846	1,799	26.8%
Nursing Teacher	9,890	9,804	1,334	1,332	13.5%
Nutrition Teacher	1,602	1,502	208	204	13.0%
Total	170,455	80,953	32,472	17,709	19.1%

MEXT Notification No.170; 25 April 1996

1. In order to appropriately respond to qualitative change in school education, diversification of students' problems and other issues, it is important to ensure teachers have a rich personality to ensure the quality of education/ pedagogy in schools.
2. Thus, rather than focusing on the result of paper examination, there should be a shift in the recruitment of teachers.

Specific Guidelines in Notification 170

- In terms of personal evaluation, teachers should not be focused on rote learning or be information oriented. They should enrich the education experience. From this point of view, recruitment methods should be more flexible and diverse.
- When evaluating applicants to become teachers, other credentials should be considered, such as extra-curricular activities (sports, cultural knowledge, volunteer experience, etc.).
- For applicants changing professions, to become a teacher, the evaluation should consider their experiences and other relevant criteria.

Application Documents

- Curriculum Vitae
- Personal Statement Report
 - Reason for application
 - Club activities in university, local community, etc.
 - Volunteer experience
 - Specific fields
 - Other
- Implementation status of the teaching practice

Contents of Paper Examination

- General Content: 47/68 (46 in the primary stage)
- Pedagogical Content: 67/68 (66 in the primary stage)
- Specialized Subject Content: 68/68 (64 in the primary stage)

Assessment based on Minimum Score : 16/68

Writing/Essay

- Writing: 6/68 (3 in the primary stage)
- Essay: 42/68 (10 in the primary stage, 30 in the secondary stage and 2 in both stages)

Attitude Test

- 41/68 (32 in the secondary stage)

Practical Skills Examination

Primary School Teacher

- Swimming: 44/68
- Physical Education (other than swimming): 46/68
- Music: 44/68

Lower and Upper Secondary School Teacher

- Subjects: 68/68 LSS and 56/68 USS
- English: 68/68 LSS and 56/68 USS
- Music: 67/68 LSS and 41/68 USS
- Science Experiments: 16/68 LSS and 8/68 USS

Nursing Teacher

- First Aid Maneuver: 31/68

Oral Examination

- Personal: 68/68
- Group: 50/68

Examiners: Supervisors and managing directors of the Board of Education, principals and vice-principals. (68/68)

In addition to above, directors of human resource department of private sector, lawyers and members of school council (60/68)

Micro-Teaching/Lesson Plan

- Micro-Teaching/Simulation Classes: 55/68
- Lesson Plan Development: 16/68

Kanagawa Teachers' College

- Organized by the Board of Education, Kanagawa Prefecture.
- Two courses;
 “*Carnage Course*” and “*Open Course*”
- To ensure that candidates who want to become a public school teachers in Kanagawa Prefecture are in line with the actual situation in the prefecture.



Common Qualifications

- Individuals who want to become public school teachers in Kanagawa Prefecture.
- Subscribers must have a teacher certificate, or expect to obtain a certificate.
- Aged under 57 years old

“Challenge Course”

Specific Qualifications for the Course

Those who plan to take the hiring examination to be a public school teacher in Kanagawa the following year.

No. for students: Around 170 persons

- Primary School Teachers: around 130
- Specialized School Teachers: around 20
- Lower and Upper Secondary School
English Teachers: around 20

Selection

- Document Selection (primary stage)
- Essay and Oral Examination (secondary stage)

Those who complete the “Challenge Course” will be exempt from the hiring examination of public school teacher in the prefecture the following year.

“Open Course”

No. for Students: Around 200 persons

Selection

- Document selection

Common Lessons for Both Courses

- 13 Lessons

Lessons are given on the weekend.

- To understand the characteristics of school education in Kanagawa prefecture. For example;

Classes that required

Inclusive education

Lesson plan development

Human rights in school

Others

} in/for Kanagawa

Lessons for “Challenge Course”

Lessons/Practice

Observe Class

Support Teachers

Support School Activities

Support Club Activities

Attend School Work

Micro Teaching

Attend Study Group

} in Public School

School Supporter

Visit School as supporter over 12 days (twice a month).

Overall Pass Ratio in Kanagawa, 2016

Table 2: Examinees, Intakes and Competition Rate by Teachers' Categories in Kanagawa in 2016

Categories	Exam Taker	Intake	Ratio
Primary School	1,482	422	28.5%
Lower Secondary	1,411	245	17.2%
Upper Secondary	2,555	425	16.6%
Special School	453	126	27.8%
Nursing Teacher	258	15	5.8%
Total	6,159	1,233	20.0%

Like Kanagawa prefecture, some other local authorities also organize teacher preparation/intern courses for those who want to become teachers.

Tokyo, Yokohama, Chiba, Shizuoka, Ibaraki, Fukushima, Yamaguchi, Hokkaido, ...

Benefit of the new type of recruitment

- Professional oriented teacher hiring practices allows the teacher to gain an insight into the profession, to learn how to teach through practical experience. Overall, it allows potential teachers to discover whether they want to be a teacher and whether a teaching career suits them.
- The traditional way of hiring teachers focuses on exam taking, scoring high on the exam and knowing their subject well. Compared to the professional oriented teacher training course, there is a lack of practical opportunities when candidates go through the traditional route to the classroom.

EDU-Port Japan

EDU-Port Japan is a public-private initiative to disseminate Japanese-style education overseas.

EDU-Port Japan consists of the following four programs:

- A public-private collaborative platform
- Country-specific working groups
- International forums
- Pilot projects

For further information, please visit

www.eduport.mext.go.jp/en/index.html

Thank you very much!

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