



The "Private School Framework" helps to set a new milestone for Macao's teaching profession

04

The "Private School Framework" helps to set a new milestone for Macao's teaching profession

Preface

The law of "System Framework for Private School Teaching Staff of Non-tertiary Education" has been enacted and will be implemented very soon. This is the result of the joint efforts of the Macao SAR Government, the education sector and the Legislative Assembly. It also reflects that the Macao society attaches importance to education, cares for and respects the teaching staff. The law of "System Framework for Private School Teaching Staff of Non-tertiary Education" is the important milestone in the development history of non-tertiary education in Macao, providing a secure system for the building of the future teaching team. It not only improves the remuneration and welfare of teaching staff, but also promotes the professional development, which can help to build professional school leadership and also better management teams, as well as to develop self-restriction and professional management mechanisms of teaching staff. It is believed that the quality of Macao education will be enhanced with the implementation of the law.

Raise the recruiting requirements, improve the overall teaching effectiveness

A Professional teaching team is very important for the improvement in education quality. In other words, "With good teachers, there will be quality education". Therefore, the law of "Private School Framework" appropriately raises the recruiting requirements for teaching staff, such as academic qualifications and pedagogical training, in order to improve the professional standards of teaching staff before they are appointed, so as to enable the whole teaching staff team to be more professional, thus provide more appropriate education to students.

Establish a career regime for teaching staff, strengthen the building of teaching teams

The establishment of the career regime for teaching staff in the "Private School Framework" will provide job security for teaching staff while also helping them to have an early planning for their careers. In terms of ranking, teaching staff is divided into six levels; the lowest rank is Level 6. For rank promotion, the main promotion criteria are the length of service, work performance evaluation and professional development.

Establish an evaluation system for teaching staff, ensure professional standards of teachers

Work performance evaluation is an important part in the "Private School Framework", the purpose is to ensure improvement of professional performance of teaching staff, promote their professional development and optimise the human resources management in schools to improve education quality. In addition, the "Distinguished teacher" award is also being created to stimulate teachers' morale.

Promote the professional development of teaching staff, improve the quality of school education

The "Private School Framework" sets teaching staff's professional development as one of the three main criteria for rank promotion. At the same time, it clearly defines that a certain number of professional development hours (on average not less than 30 hours per year) is required for each rank promotion. Besides, it also stipulates that after the Law comes into force, the current "direct subsidy" for teaching staff will be replaced by the "professional development subsidy". Amounts of subsidy for teaching staff will differ in accordance with the ranking, education qualification and pedagogical training, so as to reflect the value of teaching staff's work experience and length of service.

Build professional school management teams, promote the overall development of schools

The "Private School Framework" stipulates that "the principle's academic qualifications should not be lower than that required for teachers teaching in the highest education level of the school". Similarly, the academic qualifications of other middle and senior school management staff should not be lower than that required for teachers teaching in the education level managed by them, and they must complete the specific professional development courses prior to appointment, so as to enhance the professional quality of principals of private schools and the whole management teams, thus fostering better quality education.

Adequately reduce the weekly teaching hours, fully concern about students' development

The Macao SAR Government has been striving to create better teaching conditions for teaching staff, by adequately reducing the teaching hours, thus allowing teachers to have more spare time to pay closer attention to the physical and mental development of students and their individual differences, so as to enhance students' learning effectiveness. The "Private School Framework" defines different weekly teaching hours for the various education levels, being 21-23 teaching periods for infant education teachers, and 18-20 and 16-18 teaching periods respectively, for primary and secondary school teachers.

Ensure the remuneration and benefits of teaching staff, secure a quality teaching team

In order to ensure teaching staffs can obtain the remuneration and benefits payable to them, and to effectively and guide schools to reasonably use the public funds, the "Private School Framework" clearly stipulates that schools should guarantee that teaching staff's remuneration and contributions to the provident fund should account for 70% or above of the school's fixed and long-term revenues. Besides, the "Private School Framework" also states that teaching staff should get a basic salary corresponding with their rank, thus reflecting the value of their educational experience.

Perfect the welfare system of teaching staff, increase the retirement security

The "Private School Framework" provides that teaching staff can enjoy free health care offered by the public health services. Teaching staff who taught in Macao for 25 years can continue to enjoy free health care after retirement until reaching 65. In addition, the "Private School Framework" clearly stipulates that schools need to set up provident fund for teaching staff, the contribution of provident fund being borne by both the school and teaching staff. In other words, teaching staff can enjoy free health care and mandatory provident fund system, duly protected by law.

For details of the Law, please visit the DSEJ website at www.dsej.gov.mo or enquire by calling 83972345.

Excerpted from: "Lifelong Learning Magazine" 21st Issue, June 2012



教育文摘

出版：教育暨青年局 / 统筹：梁励 / 总编辑：潘詠贤 / 编辑：冯万雄 / 美工支援：尉凤君、卓丽文 / 版面设计及排版：领域市场策划 / 摄影：李正华 / 葡文/英文翻译：谱捷文件设计，编辑及翻译 / 承印：鸿兴柯式印刷有限公司 / 数量：五千份（以再造纸印制，请循环再造。）

Educação e Nós

Editor: Direcção dos Serviços de Educação e Juventude / Director: Leong Lai / Chefe de Redacção: Pun Weng In / Redacção: Fong Man Hung / Apoio Artístico-Técnico: Wai Fong Kuan, Cheok Lai Man / Design de Implantação: Nova Idea Marketing Communications / Fotografia: Lei Cheng Wa / Tradução para Língua Portuguesa e Língua Inglesa: PROMPT-design, edição e tradução de texto / Impressão: Macau Hung Heng / Tiragem: 5,000 exemplares (Feito com papel reciclado, depois coloque-o para reciclagem.)

Educational Digest

Publisher: Education and Youth Affairs Bureau / Director: Leong Lai / Editor-in-Chief: Pun Weng In / Editors: Fong Man Hung / Art Support: Wai Fong Kuan, Cheok Lai Man / Layout Design & Type-setting: Nova Idea Marketing Communications / Photography: Lei Cheng Wa / Translator (Portuguese/English): PROMPT Text design, editing and translation / Printing: Macau Hung Heng / Print Run: 5,000 (Printed with recycled paper, after disposal for recycling.)