

ABSTRACT

The research for Stabilization of the District Office of the Education Reorganization Policy

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This research purposes to contribute the understanding and improvement of District Office of Education (DOE) Reorganization Policy (the DOE reorganization policy). Specifically, this research demonstrates the instabilizing factors within the reorganization policy and suggests some policy implications for DOEs to be efficient and flexible to responding to the needs of local education community. To achieve these research purposes, we conducted literature review, comparative study of the similar cases of some foreign countries, analysis of actual condition of the implementation of the DOE reorganization policy, perception and satisfaction studies of the DOE officials and teachers, and deduced the positive effect and stabilizing factors.

Based on the results of systematic survey analyses, frequent seminars with participation of experts, and formal and informal interviews with DOE officials and teachers, we suggest following implications for the improvement of the DOE reorganization policy.

First, for the efficient function of DOE, we proposed some alternatives to be considered in the implementation of the DOE reorganization policy: applying sunset principles to DOE functions, operation of so called “service filtering

committee”, devolving several services to private sector, aggressive policy marketing to students and parents, and introducing one-stop service for the consumers, stabilizing consulting and supervision function, and regulating supporting functions of the DOE.

Second, for making more efficient function of DOEs, we suggested permission of organizational autonomy and erasing the organization formation regulations, giving more flexibility of shifting from object-oriented organization to function-oriented organization; activating private sector commissions.

Third, for effective personnel administration of DOEs, we focused on the problems of personnel shortage and department selfishness within DOEs with suggestions for the problems: activation of intern supervisors for short-term solution, revision and improvement of personnel regulations, introducing total-personnel-expenditures system in DOE, and blending professional supervisors with general supervisors and blending elementary school supervisors with secondary school supervisors.

Fourth, for the reform of work process of DOE, we proposed complementing policy feedback system and trying to evoke policy response, changing regulatory formal name of DOE, giving more flexibility of implementing the reorganization policy.

Finally, we suggests additional suggestions for the formation of facilitating the environment of for the improvement of the policy: the government should wait until the officials of the DOEs and teachers of the schools could adopt the reform agendas suitably; the necessity of the sub-policies for site-based support; and the necessity of the continuous reforming the professional supervisor system and overall municipal system of education.

Keywords: District Office of Education (DOE), DOE reorganization policy, support-oriented administration