

***The Construction of Team Paradigm: A Case Study of Bandanthailom School,
Lamsontri District, Lopburi Province, in Thailand***

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Abstract

The objectives of this research were 1) To study the elements of team building 2) Study the school teamwork-building guidelines and 3) to propose the team building paradigm. This was integrated research between qualitative research and quantitative research the target group used in the research was the best practice school in Lopburi province, Thailand. The phenomenon study used a purposive selection method. The keys information was the school director and teachers. Data analysis uses a method of content analysis and interpreting data and creating the paradigm. The tools used in the research were questionnaires and interview forms. The results found that 1) Team building elements in school by studying documents, concepts, theories, and related research include Team leader, Teamwork, and School environment. 2) Team building guidelines by studying 5 best performing schools divided into team leaders, with goals, strengthen and maintain good work processes, experienced, developing the knowledge team constantly. Teamwork has the same goal, helping caring, teaching and sharing knowledge, work skills and School environment has created a pleasant environment, create morale and work. 3) The team building paradigm consists of 3 components which are Team leader is knowledge and love, Teamwork is a team goal, clear operational processes, sincere disclosure, support and trust, cooperation and conflict resolution and School environment is the livable environment, the happiness, and successful teamwork, good communications, and 4) The results of the paradigm confirmation from team-building experts, consisting of 5 people, found that experts agreed on an average basis of 80.00% or more.

Keywords: Team paradigm; School practical, Bandanthailom School

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Introduction

Education to understand the characteristics of working together in a school as an organization. When looking at the old style, educational administrators have views about looking at schools as having powerful power. Interpersonal relationships are vertical. Working together in an organization is characterized by subordinates who must accept the decision of the supervisor without arguments. Supervisors will not try to understand those under their command. Adhere to strict rules and regulations officially but if viewed from a modern perspective the school will be a human organization that focuses on being a community of education. The interpersonal relationship is horizontal. Workers will learn and interact with each other. There is motivation in the operation. Being viewed with sociology and psychology. The working atmosphere is democratic. As can be seen from the establishment of the school board And decentralization to schools Including the development of teachers, professors, and educational personnel to have standards that are suitable for a high professional level To have a professional organization for teachers School administrators Educational administrators. (Kanya Photiwat, 2005, p. 2)

Collaboration between teachers and staff is different in various aspects. Which the aspects can be physical, mental, environment, background, behavior, and feeling. When staff works together for a long time. The nature of differences is one of the important factors that will cause conflict between them. The conflict has both advantages and disadvantages. If there is a little conflict, it can be helpful. The problem can be creatively addressed. It also helps positive change and development. However, if any school has a high conflict. It can result in competing in the wrong way, the staff may focus on finding each other's mistakes and report them. They also may separate themselves from many groups. As a result, the overall operation can be ineffective. (Wichian Witthayaudom, 2004, p. 359)

Conflict problems causing ineffective work. This shows the effectiveness of the school very well that the school has successfully managed to achieve that goal An important indicator is the student's achievement. The management of the school's environment in Mot's concept tells how effective the school can be determined by 1) the ability to produce students with high academic achievement. 2) The ability to develop students to have a positive attitude. 3) Ability to adapt to a coercive environment. 4) have the ability to solve problems within the school Which, if any schools have many conflicts, it will negatively affect collaboration. Because they will use all the time and energy to overcome. Uneasy causing stress in Perform. These will reduce the satisfaction of work. Causing no concentration in work Creates a bad atmosphere at work. When conflicts become too much, schools will become divided. And unable to achieve school goals.

Teamwork Bring many benefits to the school. Which executives can build a strong team? That school is considered a school that has an advantage in every competition. Therefore, team development is a planning process that promotes effective collaboration at the same time. Is to find ways to reduce complications problems and obstacles. The team is an element that influences the school's work atmosphere. It helps the school to perform difficult tasks to achieve success. (Malisa Chainarong, 2014, p.1)

However, for the management guidelines for the team to work well (Lovett, 2001, p.12) studied and concluded that, there must be an idea. Every elder plays an important role in the school system. Every team member has equal responsibility. To jointly improve the quality of education in Thailand. In the case of administration to improve the quality of education in Thailand to achieve the goals of the National Education Act 1999. Although team building is an important element in achieving goals But from the analysis of related research, it was found that No research studies to find conclusions in the school about the team building paradigm. Work-related conflicts are a problem found in every school. In which the solution is to build a strong team. Therefore, teamwork is the key to driving the school mission, to make the work efficient and effective. Moreover, schools with good teamwork can develop education very well. BANDANTHAILOM SCHOOL has a good teamwork process and Systematic work. I am therefore interested in studying, presenting, and developing good teamwork processes.

The research Objectives

1. Study the factors of the school teamwork-building of Bandanthailom School.
2. Study the school teamwork-building guidelines of Bandanthailom School.
3. To propose the team building paradigm of Bandanthailom School.

Methodology

Research design

The purpose of this research was to create a team-building paradigm in schools. The research methodology is the mix of the in-depth interview, questionnaire, observation, analysis, the research instruments were questionnaire, interview form, and paradigm confirmation form.

Phase 1: Study of components and team building guidelines

Step 1: Study the components of team building. A case study of Bandanthailom School.

Step 2: Study of team building guidelines A case study of Bandanthailom School.

Phase 2: Proposal of the team building paradigm.

Step 1 drafting a team building paradigm.

Step 2 confirmation paradigm.

The research is gathering data and analyzing it by contents analysis. The following survey studies

The Conceptual Framework

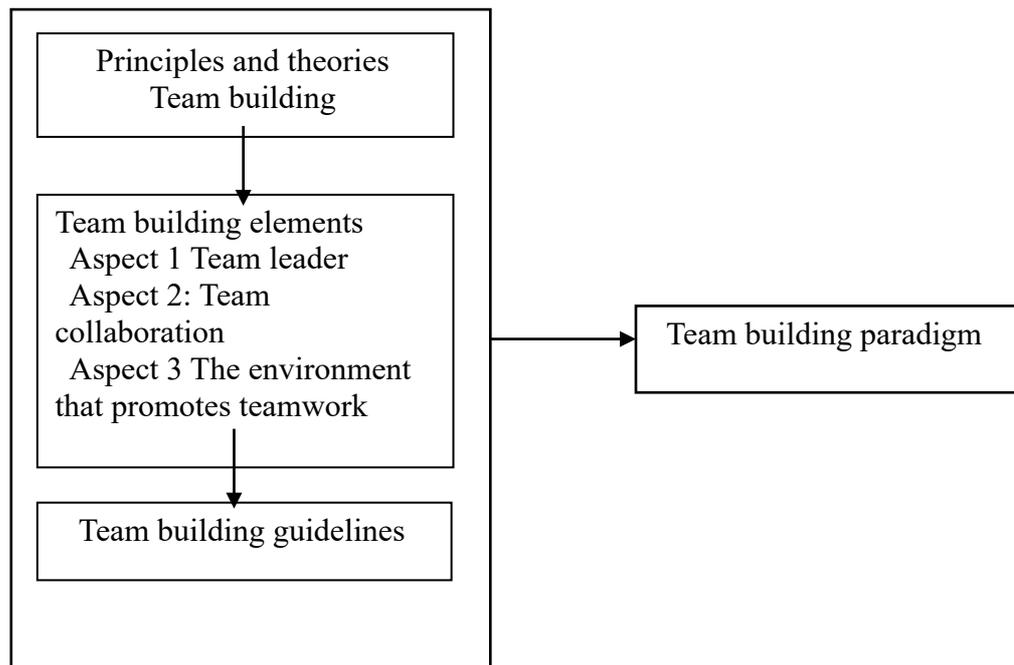


Figure 1: The Conceptual Framework.

The conceptual framework

I divided into 3 parts

Firstly, I'm study principles and theories of team building and synthetic knowledge.

Secondly, there are Team building elements.

Aspect 1 Team leader.

Aspect 2 Team collaboration.

Aspect 3 the environment that supports teamwork.

Thirdly, A study of how to build a team from school director which is excellent for team building. From three aspects, that effecting to the consequences of management process.

The scope of research

The Research Area is the best practice of school teamwork in Thailand. A Case Study of Bandanthailom school, Lopburi Province, in Thailand. There are the administrator, teachers and staff in the LOPBURI PROVINCE as Key Information. The Contents include paradigm process, related factors and consequences

Conclusion

The result from the phenomenon study of team building in various issues.

1. Team leader

Knowledge

Science knowledge

Leaders have clear work goals, knowledge of 4 aspects in schoolwork, good knowledge of laws, and regulations in education. And also good knowledge of politics, government, economy, and all of the trends of the country.

Art knowledge

Leaders have the art to govern people. They have creative thinking, good relationship, the art of speaking, the art of persuading people, understanding of colleagues' minds, self-awareness. They, moreover, understand the differences between people and have the humility to effectively manage school works which cause unity.

Knowledge and morality

Leaders adhere to good governance, governing principles fairly, transparency in the work to lead to confidence and faith.

Love

Love yourself

Leaders must love and take care of themselves, personality, appearance, health, including a good mental state. It can be included that being optimistic, thinking well, and speaking good, doing well to themselves, honoring themselves. They also happy from the inside, love and respect themselves. As a result, all of these will lead the leader to have confidence and self-confidence.

Love colleagues as if they are family members

Leaders must love and care for all colleagues equally. Ready to help when they get into trouble, give the trust to each other, caring of team members, and cooperate with love and sincerity.

“Don't think that they are subordinates. But think of them as family members.”

Love to learn

Leaders must always have a love of learning which including various scientific knowledge and art knowledge, such as governing people, technological knowledge. Leaders always know how to improve themselves in order to use knowledge to work and help others.

2. Teamwork

Team goals

All team members have the same and clear goal in order to be used as a tool for cooperation to complete the entire mission.

Clear operational processes An effective team must use a flexible work style which including the right decision. Good decisions require the most complete information which comes from communication, speaking, writing, and doing the right things in solving problems. These will make the team effective.

Sincere disclosure

Disclosure to each other is important for teamwork. Team members must dare to express their opinions. Team discussion will not cause any problem to themselves. Understanding each other for forgiveness. Knowing the flexibility to work with each

other. It is to be able to work together very well by learning about the other and able to enable members to disclose as much as possible to each other.

Support and trust

The members feel that they are able to speak honestly with other team members in both good and bad aspects. The more staff members trust in each other, it can make the team to work more efficiently as well.

Cooperation and conflict resolution

Cooperation is that each person is assigned a job and they are ready to take responsibility for the work performed. Be ready to share skills using the ideas of everyone in the team. Showing your strengths and weakness. Another point is that conflict should be at an appropriate level because a little conflict can cause good cooperation and job development.

3. School environment

Livable environment

There is an analysis of the school context which can lead to the school development plan in terms of the school area to be clean, shady, beautiful, pleasant to see, to learn, to work, safe and free from odor and noise pollution. It also provide sufficient resting places and properly arrange the building and activity area. They will be safe to use. Maintain and repair various equipment to be convenient, safe, sufficient and always ready to use.

Academic resources

Improving the school building and classroom to be suitable. Organizing the laboratory, learning resources, technological facilities, and modern media in order to support the learning experience of the learners. And sufficient for use as well as promoting a friendly atmosphere between teachers and students.

The happiness and successful teamwork

Promoting a good atmosphere and good culture of the organization. Greeting with a cheerful smile. Honor each other which can lead to a good relationship between administrators, staff, students and parents. The work, as a result, will be successful.

Good value

Creating a good corporate culture in the organization. Show respect for each other. Equally provide welfare and health care for staff on various occasions. Create a role model to be able to transfer knowledge and work experience in the organization. Create morale at work by honoring the award of good people. Until it creates good values for working and living happily.

Good communication

Communication within the team is an important process. This will create understanding from one person to other person or team to other team. The importance of communication should have at least 2 things which are building good understanding between team members and providing news and information to team members in order to coordinate all team members to meet the desired objectives.

	Team Leader	Team work	School environment
Paradigm	1. Knowledge 2. Love	1. Team Goal 2. Clear operational processes 3. Sincere disclosure 4. Support and Trust 5. Cooperation and conflict resolution	1. Livable environment 2. Academic resources 3. The happiness and successful teamwork 4. Good value 5. Good communications

Figure 2: The construction of team paradigm of Bandanthailom school

The Recommendation

1. There should be a study of guidelines for the development of the team-building behavior of the school administrators. To bring the research results to develop management to be more efficient and effective.
2. Should study the factors that affect the teamwork of the school Affiliated with the office Lopburi Educational Service Area 2 in Thailand.

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