



14. On-the-job Training and Advanced Study for Teachers

An on-the-job training and advanced study program is designed to provide teachers after a required length of services, with an opportunity to pursue advanced education so as to enhance their knowledge and enable them to catch up the progress in academic fields and adapt to incessantly renovating education materials and methods. The program and its history are briefly introduced as follows:

1. On-the-job Training Center for Primary School Teachers

The center, established in 1956, is a permanent organization providing on-the-job training lasting for two to ten weeks for teachers at kindergartens and primary schools. The training program places equal emphasis on improvement in instruction methods and on social conduct and

activities. Teams are organized to engage in joint planning, discussion, observation, experiment, practice, presentation, demonstration, review, and criticism in an ultimate goal to achieve a correct educational concept and thereby improve the teaching methods. Meanwhile, lessons are given through daily living—specifically, eating, dressing, housing, transportation, education, and recreation—in a hope to nurture an ideal attitude toward an ideal life and form a habit fitting to the modern society. Through interaction and mutual revelation, the program has an ultimate goal to turn participants into good teachers to bear a sense of mission to strengthen the nation.

2. On-the-job Training Centers for Secondary School Teachers

Two centers, which are at the National



Taiwan Normal University and in Taichung County have been set up by the Ministry of Education, and the latter is called the Institute for Secondary School Teachers in Taiwan. The Taipei Municipal Government and the Kaohsiung Municipal Government have also set up teacher in-service education centers separately. These centers provide training programs for all high school teachers, junior high school



principals, and directors of studies on a rotational basis. The training programs place emphasis on instruction methods and materials in order to improve teaching efficiency.

3. On-the-job Training Centers for Other Institutes

On-the-Job training or advanced study can be offered by each institute of public or private universities, colleges, and graduate programs with education curriculum:

A multitude of channels have been set up for the teacher education. The above-mentioned universities and colleges give participants a chance to acquire practical knowledge, improve instructional technology, and pursue advanced study. Eligible sponsoring agencies include universities having education curriculum, normal universities, teachers colleges, technological institutes, junior colleges, industrial technological research institutes, and relevant institutes of business firms.

4. Sabbatical Leave and Advanced Study System for College Teachers

The measures governing the system were promulgated by the MOE in 1941. Only full-time professors of public universities and colleges are entitled to the sabbatical leave privilege.

Essential points of the measures are as follows:

- a. A university or college teacher may apply for sabbatical leave to do research work for six to twelve months after he has completed seven years of services with outstanding performance record. The application must be submitted through the school authorities with their recommendation to the MOE for its final approval.
- b. The teacher is required to attach a research plan to his application and carry out the plan during the sabbatical leave.
- c. During the sabbatical leave, the teacher is entitled to research allowance and travel expenses on top of his regular pay.

5. Regulations for Encouraging Teachers Continuing Education and Researches

The MOE encourages teachers to actively engage in advanced studies. The Methods for Encouraging Teachers Continuing Education and Researches promulgated in 1996 regulates the manners through which continuing education and research can be conducted, as well as the classification of leaves, and the incentives to be offered. Such studies have been listed as a reference factor for employment and a condition to qualify as a school principal or director.